

**Randy McClement, Mayor**  
61<sup>st</sup> Administration

**Aldermen**

*Kelly Russell, President Pro Tem*  
*Michael O'Connor*  
*Phillip Dacey*  
*Joshua Bokee*  
*Donna Kuzemchak*



**Richard Griffin, AICP, CECD**  
*Director of Economic Development*

## Economic Development Advisory Council (EDAC)

### Minutes

July 25, 2016      8:30AM to 10AM  
The City of Frederick – City Hall 101 North Court Street

In attendance: Bobby Baumler, Richard Griffin, Don Merrill, Rick Miller, Mike Henningsen, Pete Borgel, Sushil Abraham, Rocky Mackintosh, Bert Anderson, Maribeth Visco, Denise Jacoby, Josh Bokee, Kelly Russell, Kara Norman, Joe Adkins, Heather Gramm, Libby Burmaster

1. **Welcome & Introductions** – Meeting called to order at 8:30am
2. **Approval of 4/25/16 Meeting Minutes**
3. **Business Support Overview** – Bobby Baumler
4. **Current City of Frederick Incentives** – Bobby Baumler
5. **Current Frederick County Incentives** – Bobby Baumler
6. **Current State of Maryland Incentives** – Heather Gramm
7. **Pros/Cons/Gaps Discussion** – Richard Griffin
  - a. Most city programs are on property taxes which doesn't support up front costs
  - b. Do we track employees of companies that live here vs commute as it relates to incentives, loans – *Rick Miller*
  - c. TAACCCT Grant is through the Dept of Labor; a grant to assist with workforce development in the Cyber field – *Libby Burmaster*
  - d. What is missing is talent pool/workforce. Higher level positions are specifically more expensive to fill and must go outside of Frederick – *Don Merrill*
  - e. Talent has to be found outside of Frederick however, once the talent is found, no problem keeping that talent (Quality of Life) – *Peter Borgel*
  - f. Difficult to compete with Montgomery County & DC. Important to get kids in school to focus on Bio, IT early on to keep that workforce here – *Sushil Abraham*
  - g. Difficult to stay here as a higher level employee and advance – *Libby Burmaster*
  - h. Mentorship programs needed in the Tech Community. Time needed to give to kids more than cash. Important the mentorship is sustainable – i.e. promise to mentor the next generation – *Kara Norman*
  - i. There are apprenticeship programs through the State – *Heather Gramm*
  - j. Use Blue Pillar as a case study to find out how they find their talent/employees – *Mike Henningsen*
  - k. Small business is waiting for a better/more positive sign that things are improving economically before they decide to expand – *Rick Miller*
  - l. Frederick needs friendlier office development and more parking. Infrastructure is a great tool to get companies downtown – *Bert Anderson/Rocky MacIntosh*

**Next Meeting – October 24, 2016**

**Meeting adjourned 10:05 am**

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### DED Staff Resources:

- Richard Griffin, Director (Economic Development, Airport, Parking, Weinberg)
- Bobby Baumler, Manager of Economic Development
- Michelle Kershner, Business Development Specialist/Marketing
- Donna Goff, Economic Development Specialist/Office Manager