REGULAR
COUNCIL MEETING
June 10, 1974

The regular meeting of the Elkton Town Council was held June 10, 1974 at 8:00 P.M. with the Mayor, Edward F. Garber presiding. The following council members were present: Mr. R. R. Dean, Mr. H. A. Leet, Mr. W. H. McGahey and Mr. H. A. Workman. Mr. R. E. Davis and Mr. A. R. Thompson were absent. Mr. Homer Ageon and Mr. William Herring, Acting Superintendents, Mr. William Ayers, Town Manager, Mrs. Norma R. Leap, Clerk, Mr. E. Ray Nesselrodt, Patrolman and Mr. R. Bruce Wiles, Town Attorney were also present.

Mayor Garber opened the meeting with prayer.

Mr. W. H. McGahey moved, seconded by Mr. H. A. Leet and carried to approve the minutes of the regular meeting May 13, 1974.

Mr. H. A. Leet moved, seconded by Mr. R. R. Dean and carried to approve the minutes of the special meeting May 29, 1974.

Mr. W. H. McGahey moved, seconded by Mr. H. A. Leet and carried to approve the Finance Report for May 1974.

Mr. Ayers requested the council to adopt the "Personnel Rules & Regulations" which he had prepared as this has been set up by the State of Virginia and must be in effect by July 1, 1974. There was some discussion on the number of days vacation that can be accumulated each year.

The following resolution was prepared by Mr. Ayers:

A RESOLUTION ESTABLISHING GRIEVANCE PROCEDURE & PERSONNEL POLICY FOR EMPLOYEES

WHEREAS The Code of Virginia, Article 2, Section 15.1-7.1 Establishment of grievance procedure for employees. "Notwithstanding any other provision of law to the contrary, the governing body of every county, city and town which has more than fifteen employees shall establish by June thirty, nineteen hundred seventy-four, a grievance procedure for its employees to afford an immediate and fair method for the resolution of disputes which may arise between such public employer and its employees and a personnel system including a classification plan for service and uniform pay plan for all employees including the employees and deputies of constitutional officers, excluding division superintendents of schools."

WHEREAS a proposed personnel rules and regulations for the employees of the Town of Elkton was presented to each member of the Council on May 29, 1974,

WHEREAS after due consideration and discussion on June 10, 1974,

NOW THEREFORE be it resolved that the Council of the Town of Elkton hereby approves the Personnel Rules and Regulations and hereby instruct the Town Manager to issue an administrative order establishing the procedure and policy.

Mr. H. A. Leet moved, seconded by Mr. W. H. McGahey and carried to adopt the "Personnel Rules and Regulations" as presented and to pass the foregoing resolution.

Mr. Ayers ask permission to buy pipe for Lee Avenue at an approximate cost of $3,000.00. The council decided to leave this for the new council to take action.

Mr. Ayers reported that the lady representing VPI at the special meeting had been in contact with him and they, along with the County, would like to develop Memorial Park according to the Master Plan which the County had presented some time ago. They would be responsible for obtaining the Federal Grant. The grant would cover 75% of the cost, the County 12½% and the Town would have to assume 12½% of the cost. The Town would also have to give the County a 25 year lease on the park. The council felt this should be checked into further.

Mr. McGahey reported that as of May 1, 1974 the Fair Labor Standard Amendments of 1974 not only raised the minimum wage in a three-step process but significantly expanded coverage of the Fair Labor Standards Act to include agricultural workers, domestic service workers, and all non-supervisory employees of federal, state, and local governments. Effective May 1, 1974 public employees are covered by a minimum wage of $1.90 which increases to $2.00 on January 1, 1975, $2.20 on January 1, 1976 and $2.30 on January 1, 1977. Public employees are now subject to the overtime requirement of "time and one-half" for any work in excess of forty (40) hours per week with the exception of Public Safety employees remain exempt from the overtime provisions of the law until January 1, 1975.

Mr. McGahey explained that the policemen work forty (40) hour weeks but their overtime pay is based on a forty-eight (48) hour week and at straight time.

Mr. W. H. McGahey moved, seconded by Mr. H. A. Leet and carried to set the work week for policemen at forty (40) hours with overtime to start after forty (40) hours at time and one-half.

Mr. W. H. McGahey moved, seconded by Mr. H. A. Leet and carried to raise the dispatchers rate to $1.90 an hour for a forty (40) hour week and time and one-half after forty (40) hours.

Mrs. Leap reported that effective June 1, 1974 Blue Cross rates increased. The cost to the town will be $2.02 higher on each employee with the exception of those over 65 which did not increase.

Mr. Leet ask how the rate study on electric was progressing.

Mr. Ayers stated that he has worked up the figures on the rate for the Elkton Elementary School and there will probably be $6,000.00 difference coming to the town. Mr. Green of the Harrisonburg Electric Commission plans to have the rate study completed by July 1, 1974.

Mr. Workman reported that there have been some demand meters already installed and work is continuing along this line.

Mayor Garber reported that he had received a complaint from Mr. Joe Lucas in regards to a tree limb going through his barber shop window during a recent storm. He asked the town to put pressure on Mr. Louderback to trim this tree. As this involves private property the council was not sure how much authority they have but ask Mr. Ayers and Mr. Herring to check into the situation.

Mayor Garber reported that he had received a call from E. Wayne Davis, Fire Chief, inviting all councilmen and councilmen-elect and Mayor-elect to ride in the Firemen's Parade Friday evening at 6:30 P.M.

Mayor Garber reported that the annual Institute for City and Town Councilmen, Mayors and Administrators is scheduled August 26, 27 and 28 at the University of Virginia, Charlottesville. The Institute is part of the Local Government Officials' Conference which is cosponsored by seven Virginia local government associations, including the Virginia Municipal League, and the Institute of Government at the University of Virginia. Special attention will be given to newly elected councilmen and mayors by providing a sufficient amount of basic instruction including such areas as municipal government organization and functions, powers and duties of councilmen, personnel policies, etc.

Mayor Garber thanked all the citizens and town employees for their indulgence, cooperation and helpfulness shown him during his terms in office. He stated that he had tried to do his best. He pointed out that our finances are good and he feels we have a good incoming council. He offered his help at anytime and stated he has nothing but praise for our town.

Mr. Workman stated that as Chairman of the Electric and a member of the Finance Committee, he feels we have reached a maximum on the budget. The electric is the backbone of the town and he hopes it will continue. He thanked the Harrisonburg Electric Commission for their work, help and advice over the years and stated that it has been a pleasure to work with Mrs. Leap and all the councilmen. He plans to make a statement to thank the citizens later on.

Mr. Leet, on behalf of the council, thanked Mayor Garber and the outgoing councilmen for their service to the town. They were given a standing vote of thanks.

Mayor-elect H. Ditman Flory, on behalf of the citizens and employees, presented a plaque to Mayor Garber for twenty eight years and a silver tray to H. A. Workman for eighteen years of outstanding service rendered to the town.

As there was no further business, Mr. W. H. McGahey moved, seconded by Mr. R. R. Dean and carried to adjourn.

MAYOR: Edward F. Garber
Edward F. Garber, Mayor

RECORDER: Norma R. Leap
Norma R. Leap, Clerk