SPECIAL
COUNCIL MEETING
June 20, 1978

A special meeting of the Elkton Town Council was held June 20, 1978 at 7:30 P.M. in the council chambers with the Mayor Maurice W. Lough presiding. The following councilmen were present: C. E. Dean, R. R. Dean, H. D. Flory, B. B. Holt, H. W. Leap and R. J. Lough. Charles Lawhorne, Chief of Police, Norma Leap, Clerk, Gerald Monger, Superintendent and Bruce Wiles, Attorney were also present.

The first item on the agenda was a discussion on the merit rating system. Mr. Bill Holleran, Personnel Consultant, was present. Mr. Holleran pointed out that council can take any action they desire. He stated that the town's personnel files are in very good shape but he questioned the judgement of council in some of their recent actions. The system had been set up to run for five years but in some instances the steps will run out this year. He listed the following things council has done:

1. Have not followed their own regulations.
2. Have not used the regular steps in the system.
3. Made appointments way over and above normal starting rates.
4. Have not considered the waiting periods.
5. Have given two step jumps and the system does not allow for two step jumps.
6. Have not taken care of the lower grade levels.
7. Have not used the system as it was set up to be used.
8. Have given raises between steps and there is no such thing in the system.

Mr. Wiles stated there was some action taken at the May 16th. meeting at which he was not present and he felt needed clarification. The paper reported there was a general 5% increase but the minutes do not reflect this. Mr. Wiles stated he thinks what happened was the system as it is set up includes a 5% increase in each step and the budget was based on everyone going up a step but there was not a 5% across the board increase.

Councilman Lough stated that when he presented the budget to council which was unanimously approved, nothing was said about a 5% across the board increase. The raises were all discussed with the various committees. Mr. Monger recommended the raises for his men, the Police Department, through Mr. Holt, recommended their raises and Mrs. Leap recommended the raises for the employees under her. The suggested raises for each employee were presented to council and were unanimously approved. As council has the right to act as they see fit and had acted on this matter, Councilman Lough moved to close the discussion. Mr. Holt seconded the motion.

Mayor Lough ruled that the motion was out of order as the item had been placed on the agenda to discuss.

Councilman Holt stated he felt people could not necessarily believe everything they read in the paper as occassionally mistakes are made. The rate increases that were made were made in terms of steps, not in partial increments, at least not in Public Safety and he believed all were made this way. Mr. Holt further stated it was his understanding that after a one year period Department Heads can recommend an increase and it can be made without council action, but an increase of more than one step does require council action. Council did act and so far as he could see they acted legally and there is no reason for further discussion.

Mayor Lough ask what happens in July when the Department Heads rate the employees. Do they get another raise or is this the raise they normally would get in July. Mr. Holleran stated the program itself answers this question. As there was no further discussion, the matter was closed.

The next item to come before council was the Second Reading on the tax rate. It was reported that the 12¢ per $100.00 tax rate would not exceed the 8% limit nor would it bring in the anticipated revenue as set up in the budget.

Councilman R. J. Lough moved, seconded by Councilman H. D. Flory to approve on Second Reading a tax rate of 12¢ per $100.00 on Real Estate, 75¢ per $100.00 on Personal Property and items other than Real Estate. The vote was recorded as follows:

C. Dean	- yea	B. Holt	- yea
R. Dean	- yea	H. Leap	- yea
D. Flory	- yea	R. Lough	- yea

Councilman R. J. Lough moved, seconded by Councilman B. B. Holt to approve on Second Reading the following additional appropriations for the various departments:

GENERAL GOVERNMENT

Wages	$ 2,600.00
Convention	514.01
Donations	120.21
Elections	518.60
Fuel Oil	1,000.00
Legal	600.00
Supplies	800.00
	$ 6,152.82

ELECTRIC DEPARTMENT

Current	$75,800.00
Misc.	500.00
	$76,300.00

GARBAGE DEPARTMENT

Truck Upkeep	$ 1,500.00

PUBLIC SAFETY

Overtime	$ 3,000.00
Insurance	989.35
Jail Fees	300.00
Car Upkeep	250.00
Telephone	600.00
	$ 5,139.35

It was again pointed out that in all the departments, with the exception of the Electric Department, these additional appropriations will be transfers from other areas within the department's budget where there is a surplus, not an increase in the total budget. The vote was recorded as follows:

C. Dean	- yea	B. Holt	- yea
R. Dean	- yea	H. Leap	- yea
D. Flory	- yea	R. Lough	- yea

Councilman Holt reported the jail is being inspected quarterly and is in good shape.

Mayor Lough reported that the Councilmen and Mayor leaving office may keep their notebooks and name plates. He also reminded everyone of the swearing-in ceremony Friday night.

Councilman Lough thanked the council for the flowers and cards he received while he was in the hospital. He also reported that he had authorized Mrs. Leap to send flowers to Mayor Aleshire's funeral in Stanley.

Councilman B. B. Holt moved, seconded by Councilman C. E. Dean and carried to pay the bills for the changes made to the Maintenance Department due to the additional space given the Fire Company through the budget appropriations for supplies in each of the various departments under Maintenance.

Councilman H. D. Flory moved, seconded by Councilman R. J. Lough and carried to give Mr. Monger the authority to bid $2100.00 on a used truck. The cost will be prorated between the four departments using it, Electric, Water, Sewer and Streets.

As there was no further business, Councilman Holt moved to adjourn.

MAYOR: _____
Maurice W. Lough, Mayor

RECORDER: _____
Norma R. Leap, Clerk