

## **The Mayor and Commissioners of the Town of Elkton**

August 2, 2023

The Mayor & Commissioners of the Town of Elkton (the "Board") held a regularly scheduled meeting on this date at 12:00 p.m. The following persons attended the meeting either in person or virtually: Mayor Robert J. Alt; Commissioners Jean A. Broomell; Charles H. Givens, Sr.; Robert M. Massimiano; and Earl M. Piner, Sr.; Town Administrator Lewis H. George, Jr.; Director of Finance Steven H. Repole; Assistant Finance Director A. Beth Moran; Chief of Police Carolyn Rogers; Director of Planning Jeanne D. Minner; Planning Assistant Quinn Krenzel; Director of Human Resources Andy Rodriguez; Director of Public Works J. Daniel Handley, P.E.; Director of Building & Zoning Charles A. Bromwell; and Assistant Town Administrator L. Michelle Henson. Town Attorney John P. Downs was excused from the meeting.

### **Notice of Closed Meeting**

On Wednesday, July 19, 2023, during a regularly scheduled meeting of the Mayor & Commissioners of the Town of Elkton (the "Board"), a Closed Meeting was requested and approved by all present pursuant to State Government Statutory Authority to Close Session, General Provisions Article, §3-305(1) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or any other personnel matter that affects one or more specific individuals; and (7) To consult with counsel to obtain legal advice on a legal matter. Attendance: Mayor Robert J. Alt; Commissioners Jean A. Broomell, Robert M. Massimiano and Earl M. Piner, Sr.; Town Administrator Lewis H. George, Jr.; Assistant Town Administrator L. Michelle Henson and Town Attorney John P. Downs, Esquire.

### **Notice of Closed Meeting**

On Wednesday, July 26, 2023, during a special workshop meeting of the Mayor & Commissioners of the Town of Elkton (the "Board"), a Closed Meeting was requested and approved by all present pursuant to State Government Statutory Authority to Close Session, General Provisions Article, §3-305(b) (7) To consult with counsel to obtain legal advice on a legal matter. Attendance on behalf of the Town of Elkton: Mayor Robert J. Alt; Commissioners Jean A. Broomell, Charles H. Givens, Sr., Robert M. Massimiano and Earl M. Piner, Sr.; Town Administrator Lewis H. George, Jr.; Director of Finance Steven H. Repole; Chief of Police Carolyn Rogers; Assistant Town Administrator L. Michelle Henson; and Town Attorney John P. Downs, Esquire. Attendance on behalf of Whiteford Law: Kimberly Min, Esquire. Attendance on behalf of Davenport Financial: Jennifer Dierkson and Joe Mason

Mayor Alt called the meeting to order at 12:00 p.m. and lead the participants in the Pledge of Allegiance.

**ACTION:** The minutes of the July 19, 2023 meeting were approved on a motion made by Commissioner Givens. The motion was seconded by Commissioner Broomell and approved by all present with no corrections.

**ACTION:** The Financial Report and the bills submitted for payment were approved on a motion made by Commissioner Givens. The motion was seconded by Commissioner Massimiano and approved by all present.

**Discussion - Drug Free Communities Coalition**

Ms. Beth Creek, Executive Director, Youth Empowerment Source

Ms. Alicia Calhoun, Executive Director, Elkton Alliance

Mses. Beth Creek, Executive Director, Youth Empowerment Source (YES), and Alicia Calhoun, Executive Director, Elkton Alliance (the Alliance), introduced themselves to the Board. Ms. Creek stated the purpose of their appearance was to discuss the application for renewal of grant funding for the Drug Free Communities Coalition (the Coalition) in Cecil County.

Ms. Creek stated that Cecil County Government is the managing agency for the current Coalition grant, a 10-year funding source that is now in its 9<sup>th</sup> year. She asked the Board to consider either designating the Town Government or the Elkton Alliance as the managing agency for the next grant associated specifically for the municipality of Elkton.

Ms. Calhoun stated the Alliance is interested in being designated as the managing agency.

Mayor Alt advised the Board that he had previously discussed the request of the Alliance and YES and expressed his opinion that the Alliance should be designated as the managing agency. Mayor Alt then queried the Board for a consensus. It was the consensus of the Board to designate the Elkton Alliance as managing agency for the next Drug Free Communities Coalition grant specifically for the municipality of Elkton.

**Discussion - Collective Bargaining for Non-Sworn Employees**

Messrs. Stuart Katzenberg, representing American Federation of State, County and Municipal Employees, (AFSCME), Council 3, and Jeramie Kivler, Department of Public Works (DPW) Grounds Crew Maintenance, introduced themselves to the Board.

Mayor Alt stated that he invited Mr. Katzenberg to attend today's meeting pursuant to his request for an update to the Board's previous discussions with non-sworn employees regarding formation of a collective bargaining unit.

Mr. Katzenberg stated 73% of the Town's non-sworn employees expressed interest in unionization.

Mr. Kivler thanked the Board for listening to the employees and requested their support for expansion of collective bargaining for non-sworn employees. Mr. Kivler read a statement regarding the desire of non-sworn employees to form a collective bargaining unit. A copy of Mr. Kivler's statement was placed in the record of the minutes.

Mr. Katzenberg stated the Town Charter provides for collective bargaining for sworn members of EPD and asked the Board to amend the language to include for non-sworn employees in order to expedite the process.

Mayor Alt queried the timeframe for amending the Town Charter to include collective bargaining for non-sworn employees. Mr. George stated that a 20-day public notice is required prior to presentation of the proposed amendment for adoption and if adopted, a 40-day public notice would be required prior to becoming effective.

Mr. George noted that a collective bargaining agreement (CBA) will have a direct effect on the Town's operating budget. He stated that a non-sworn CBA would be negotiated prior to the July 1<sup>st</sup> start of the next Fiscal Year, which is the same as the Fraternal Order of Police (FOP) CBA.

Mr. Katzenberg stated that employees do not expect the process to be instantaneous.

Mr. George stated that health and safety of workers is governed by State and Federal law, and is implemented without collective bargaining.

Mayor Alt stated the Board could 1) vote to initiate an amendment to the Town Charter to include collective bargaining for non-sworn employees; 2) require that employees repeat the process followed by sworn employees of the Elkton Police Department (EPD) in order to put the matter to vote in the 2024 Municipal Election; or 3) simply place the matter on the ballot for the 2024 Municipal Election.

Mayor Alt stated that the Board, after hearing the concerns raised by non-sworn employees regarding wages, directed the initiation of a pay scale that includes merit increases. He added that the Board will discuss the pay scale at the August 9th workshop.

Mayor Alt, after informing the Board that he will not be in attendance on August 9th, requested that the wage scale discussion be scheduled for the August 16th meeting at 12:00 p.m. He also asked the Board to discuss the request to form a collective bargaining unit for non-sworn employees on August 16th at 12:00 p.m. Noting that the Board is scheduled to meet on September 6th at 12:00 p.m., Mayor Alt requested a special workshop meeting to be scheduled at 6:00 p.m. on September 6th, in order to further discuss the request. The Board concurred with Mayor Alt's requests.

Mayor Alt queried the Board regarding the processes for amending the Charter to permit collective bargaining for non-sworn employees.

Commissioner Givens expressed support for amending the Charter in order to move forward.

Commissioner Broomell expressed support for the employees, noting that the Board responded right away to the concerns regarding a wage scale after the initial discussion with the committee. She added that a collective bargaining unit will require members to pay dues to talk with the Board, which is already their right.

Commissioner Broomell stated if non-sworn employees want to establish a collective bargaining unit, she will support them, adding that she also represents the citizens that her decisions affect. She expressed support for giving citizens the choice to vote on the issue during the 2024 Municipal Election.

Commissioner Piner concurred with Commissioner Broomell's comments, expressing his respect for all employees.

Commissioner Piner expressed concerns that issues have gotten to the point where employees say they are not respected.

Commissioner Piner stated he agreed with Mayor Alt's wishes for the best for all employees.

Mr. Katzenberg stated that a union is a buffer between management and employees, adding that interested employees recognize that there is an established process to forming a union.

Commissioner Broomell questioned the process if employees were to decide to cancel the union after it is created. Mr. Katzenberg stated the process is spelled out in the Labor Code.

Commissioner Massimiano stated his respect for all Town employees and recognized the pros and cons of unionization for employees as well as the Town. He concurred with Commissioner Broomell's comments regarding placing the issue before the voters during the 2024 Municipal Election.

### **Town Administrator's Report**

#### **Resolution R10-2023 Southfields RMA Amended Supplemental Resolution (Withdrawn)**

Mr. George stated the Town received a last minute amendment to the Rate and Method of Apportionment (RMA) associated with Resolution R10-2023, adding that he wanted the change reviewed by counsel prior to presentation to the Board.

Mayor Alt recognized Ms. Kimberly Min, Esquire, the Town's counsel regarding the RMA, in attendance. Referring to a previously requested pro forma regarding Sideline Properties, developer of the planned Sports Plex, Mayor Alt questioned if she had received the document. Ms. Min answered in the affirmative, stating the pro forma was forwarded to Davenport, the Town's Financial Advisor, for review.

Discussion ensued regarding the previously discussed bonds and debt service associated with development of the Sports Plex.

#### **Ordinance 6-2023 Amending the Town Code, Title 10, Vehicles and Traffic**

**Chapter 10.08 Stopping, Standing or Parking §10.08.090 Parking on Public Property  
Presented for Introduction**

Ms. Henson presented Ordinance 6-2023 for the purpose of amending the Town of Elkton Code Title 10, Chapter 10.08 §10.08.090; by prohibiting parking of mobile homes and / or other recreational camping vehicles and / or using the vehicles as sleeping / dwelling places on Town-owned property.

**ACTION:** Ordinance 6-2023 Amending the Town Code, Title 10, Vehicles and Traffic Chapter 10.08 Stopping, Standing or Parking §10.08.090 Parking on Public Property was accepted for introduction on a motion made by Commissioner Massimiano. The motion was seconded by Commissioner Broomell and approved by all present.

**Discussion R9-2023 Singerly Fire Company Contribution**

Mr. George, referring to the Board's previous discussions regarding requests for increased annual funding from Singerly Fire Company (Singerly), stated he the Town Charter currently provides for a donation that is based upon a defined rate multiplied by each \$100 of the State of Maryland Real Property Assessment. He added that the current annual contribution to Singerly is approximately \$166,000.

Mr. George stated that retaining the existing formula, but increasing the rate per \$100 could result in a decrease or increase in planned funding as Real Property Assessments could vary greatly from year to year.

Discussion ensued regarding Singerly's requested increased annual donation to \$1.2 million and the process to incorporate the amount into the Town Charter.

Mr. George stated that construction of the Water Tower at Southfields is moving quickly. He stated the bowl of the structure is nearly completed.

**Mayor Alt's Report**

Mayor Alt expressed regret that he could not attend the National Night Out event at Meadow Park on August 1<sup>st</sup>. Chief Rogers stated it was a great event that was well attended. She thanked everyone who participated in the event, stating that children and Officers participated in obstacle courses, tug-of-war and other events.

Mayor Alt stated he joined Harford County Executive Bob Cassilly in a tour of the Neighborhood Community Center. He said the Town's NCC is gaining a positive reputation throughout the area.

**Commissioner Broomell's Report**

Commissioner Broomell questioned the status of the Town's flood study. Ms. Minner stated that she was informed that the Town will receive \$100,000 in grant funding to move forward with the preliminary steps toward flood mitigation.

Commissioner Broomell reiterated her request to discuss water and sewer rates.

Commissioner Broomell queried Mr. Handley for results of the recent request for proposals regarding trash and recycling collection. Mr. Handley stated the Town held a pre-bid meeting that was attended by (4) potential bidders. He stated the bids are due on August 11<sup>th</sup> and will be opened during the M&C meeting on August 16<sup>th</sup>.

### **Commissioner Givens' Report**

Commissioner Givens asked Mr. Handley to address an apparent abandoned basketball hoop at the common area adjacent to Ben Boulevard.

### **Commissioner Piner's Report**

Commissioner Piner provided an update on Parks and Recreation activities. A copy of the report was read and placed in the record of the minutes.

### **Public Comment**

Mr. Aaron Wright, representing Voices of Hope, announced that the group now offers rides to individuals that are newly released from incarceration.

Mr. Tom Helfrich requested Code Enforcement of high grass and vehicular laws throughout the town.

Hearing no additional business to come before the Board, Mayor Alt adjourned the meeting at 1:17 p.m.

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L. Michelle Henson  
Assistant Town Administrator

A VIDEO RECORDING OF THIS MEETING RETAINED AT THE ADMINISTRATION  
OFFICE

Note: The minutes of regularly scheduled public meetings conducted by the Mayor and Commissioners of the Town of Elkton, following their approval, are posted at [www.elkton.org](http://www.elkton.org). The minutes, in hard copy format, are retained indefinitely by the Town of Elkton, Administration Office, 100 Railroad Avenue, Elkton, Maryland 21921.

