

The Mayor and Commissioners of the Town of Elkton

November 10, 2021

As part of The Town of Elkton's response to COVID-19, and in order to limit public gatherings during this time, the Mayor and Commissioners of the Town of Elkton (the "Board") conducted a hybrid virtual meeting on this date at 12:00 p.m. The following persons participated in this meeting: 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.; Finance Director Steven H. Repole, CPA; Chief of Police Carolyn Rogers; Director of Planning Jeanne D. Minner; Building & Zoning Director Charles A. Bromwell; Director of Public Works J. Daniel Handley, P.E.; Human Resources Generalist Kathy Metzler; Human Resources Specialist Renee McCormick; Planning Assistant Nick Cannistraci; Assistant Town Administrator L. Michelle Henson; and Town Attorney John P. Downs, Esquire.

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 November 3, 2021 hybrid virtual 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 or amendments.

Discussion - Nationwide Retirement Plan Mr. Rich DiNardi, Retirement Specialist

Mr. Rich DiNardi, Nationwide Retirement Specialist, introduced himself to the Board. He stated the purpose of his appearance was to provide an overview of the 401(a) and 457 plans, or platforms, in which Town employees participate.

Mr. DiNardi stated that he works with employees on their 457 savings plans, adding that the 401(a) plan is serviced by a separate team through Nationwide. He stated that recent retirees have experienced challenges getting timely distributions from their 401(a) plans.

Mr. DiNardi advised the Board that Nationwide suggested that he be provided access to the 401(a) platform in order to assist Town employees, adding that he provides this service for employees of other municipalities.

Mayor Alt questioned the process of permitting Mr. DiNardi access to both platforms. Ms. Metzler stated that representatives of Administration, Finance and Human Resources meet with Nationwide in order to discuss the process of moving both programs to one platform.

Mr. DiNardi stated the goal is to provide assistance to employees enrolled in the 401(a) and/or the 457 platform(s).

Mayor Alt expressed support for moving both plans to the same platform in order to improve service to enrolled Town employees. Commissioner Givens concurred with Mayor Alt, stating education regarding retirement is important for employees.

Commissioner Broomell questioned if Mr. DiNardi meets with individual employees. Mr. DiNardi stated he provides information to groups as well as individual employees.

Mr. Repole questioned if savings options would remain the same as the current platform. Mr. DiNardi stated he does not determine specific program interest rates, adding that savings options will be discussed during the process of moving to the new platform.

Ms. Metzler stated that currently, new employees cannot participate in the plan until their 5-year vesting is complete, adding that she asked Mr. DiNardi to address the issue.

Mr. Repole asked that the funds related to accounts of employees who leave prior to completion of their 5-year vesting timeframe be retained in a fixed account.

Presentation - Tanko Street Lighting
Mr. Alex Wurzel

Mr. Alex Wurzel, representing Tanko Street Lighting, introduced himself to the Board. He stated the purpose of his appearance was to discuss the Town's acquisition of street lights and Tanko's maintenance of the fixtures.

Mr. Wurzel provided a Power Point presentation regarding street light acquisition, a copy of which was placed in the record of the minutes.

Mayor Alt stated the poles upon which the lights are affixed belong to Delmarva Power. He questioned if the Town would acquire the poles as well. Mr. Wurzel answered in the negative.

Mr. Wurzel requested copies of recent street light bills in order to conduct a study of the Town's current costs. Mayor Alt stated the Town will provide the requested information.

Discussion - Elkton Police Department Recruitment and Retention
Chief Carolyn Rogers

Chief Rogers, referring to the Board's previous discussion regarding recruitment and retention in the Elkton Police Department (EPD), presented an overview of current and proposed salaries and benefits for sworn and non-sworn EPD employees. A copy of Chief Rogers' presentation was placed in the record of the minutes.

Discussion ensued regarding challenges in recruitment and retention of sworn personnel. Chief Rogers presented salary surveys from area agencies and requested across-the-board increases in salaries and reconfiguration of the existing pay scale.

Chief Rogers expressed concerns regarding impending retirements in EPD.

Discussion ensued regarding impending Police reforms as mandated by the State of Maryland.

Town Administrator's Report

Mr. George stated the environmental assessment was completed at 205 Booth Street, adding that no contaminants were found.

Mayor Alt's Report

Mayor Alt stated the recent publicity regarding news that the 2021 Rockefeller Christmas tree originated in Cecil County was very positive. He reported that the tree is being cut and transported on November 11th, and expressed his desire for a group excursion to see the tree lighting ceremony in New York on December 13th.

Mayor Alt, referring to the Board's previous discussion regarding addition of Veterans Day to the Town's paid holiday schedule, asked the Board to consider that holidays cost approximately \$25,000 in payroll. Stating his support for employees, Mayor Alt reaffirmed the Board's fiduciary responsibility to Elkton's taxpayers.

Mayor Alt stated that Veterans Day ceremonies are scheduled at the VFW Post and at the Armory. He stated he will attend the ceremony at the VFW with Commissioners Massimiano and Piner. Commissioners Broomell and Givens expressed their plans to attend the ceremony at the Armory.

Commissioner Massimiano's Report

Commissioner Massimiano echoed Mayor Alt's comments regarding the positive publicity surrounding the Rockefeller Christmas tree.

Commissioner Piner's Report

Commissioner Piner announced that the Cecil County Health Department is administering COVID-19 Boosters shots by appointment at the Neighborhood Community Center (NCC).

Commissioner Givens' Report

Commissioner Givens stated he received his booster shot, adding that the process is very well organized, adding that scheduling the activity at the NCC provides the public with an opportunity to visit the facility.

Commissioner Broomell's Report

Commissioner Broomell, referring to a request from the Elkton Alliance for placement of a commemorative mural of Mr. Bernard Purdie, asked the Board to consider utilizing a wall at the NCC.

Motion for a Closed Meeting

Pursuant to State Government Statutory Authority to Close Session, General Provisions Article, §3-305(b) (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State; Commissioner Massimiano made a motion for a Closed Meeting. The motion was seconded by Commissioner Givens and approved by all present.

Mayor Alt announced that the Public Meeting will not reconvene.

Hearing no additional business to come before the Board, Mayor Alt adjourned the meeting at 1:45 p.m.

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. The minutes, in hard copy format, are retained indefinitely by the Town of Elkton, Administration Office, 100 Railroad Avenue, Elkton, Maryland 21921.