



SOUTH HILL TOWN COUNCIL
REGULAR MEETING MINUTES
MONDAY, APRIL 10, 2023, 7:00 P.M.

The regular monthly meeting of the South Hill Town Council was held on Monday, April 10, 2023 at 7:00 p.m. in the Council Chambers of the South Hill Town Hall located at 211 S. Mecklenburg Avenue, South Hill, Virginia 23970. The meeting was also available livestream via YouTube at <https://www.youtube.com/@southhillva/live>. Town Clerk Anna Cratch took minutes of the meeting.

I. OPENING

As the prior special meeting exceeded the expected timeframe, Honorable Mayor Dean Marion called the regular meeting to order at 7:20 p.m. Mayor Marion called upon Town Clerk Anna Cratch to call the roll, which was as follows:

A. Council Members

Lillie Feggins-Boone	Ashley C. Hardee	Gavin Honeycutt
Delores Luster	Mike Moody	Shep Moss
Michael Smith	Joseph E. Taylor, Jr.	

B. Staff in Attendance

Stuart Bowen, Police Chief	Anna B. Cratch, Town Clerk
Sheila Cutrell, Dir. of Finance and Admin.	C.J. Dean, Dir. of Municipal Services
David Hash, Code Compliance Official	Kristine Martin, HR Manager
Brent Morris, Business Development Manager	Michael Vaughan, Fire Dept. Admin.
Howard P. Estes, Jr., Town Attorney	

II. APPROVAL OF AGENDA

Mayor Marion requested that additions be made to the agenda. **A motion was made by Councilor Honeycutt, second by Councilor Moss**, to approve the agenda for April 10, 2023 as modified. The motion carried unanimously.

III. RESOLUTION OF THANKS AND APPRECIATION TO KIM CALLIS

Mayor Marion read a Resolution of Thanks and Appreciation to Kim Callis for his almost twenty-three years of productive hardworking service and his numerous efforts that contributed to the betterment of the Town. **A motion was made by Councilor Moody, second by Councilor Luster**, to adopt the Resolution of Thanks and Appreciation to Kim Callis. The motion carried unanimously.

IV. CITIZENS TO ADDRESS COUNCIL

At this point in the meeting, the following citizens addressed Council:

- Floyd Edmonds

- Vernon Oakley
- Wade Crowder
- Vivian Pompliano
- Allen Thompson
- Chad Solomon
- Tony Pompliano

V. PUBLIC HEARINGS

A. **RE 2023-1, Request by Jamie Barker to rezone the lot owned by Carter T. Gill between 901 W. Danville Street and 604 Locust Street from R2-16 to C-1 – David Hash**

David Hash informed Council that Notice of a Public Hearing was published which asked for comments regarding the RE 2023-1 request by Jamie Barker to rezone the lot owned by Carter T. Gill between 901 W. Danville Street and 604 Locust Street from general dwelling district R2-16 to neighborhood commercial district C-1.

Mr. Hash opened the Public Hearing.

- Wade Crowder asked why the change was being requested. David Hash stated the request was being made to change the zoning from multifamily apartments to commercial.

Mr. Hash closed the Public Hearing. Councilor Moody shared that at its April 3 meeting, the South Hill Planning Commission recommended Council approval.

A motion was made by Councilor Moody, second by Councilor Smith, to approve the RE 2023-1 request by Jamie Barker to rezone the lot owned by Carter T. Gill between 901 W. Danville Street and 604 Locust Street from general dwelling district R2-16 to neighborhood commercial district C-1. The motion carried unanimously.

B. **RE 2023-2, Request by Lodging Solutions Emergency Services to rezone the property owned by Mark Shearin at 609 Grazier Street from R2-16 to I-G – David Hash**

David Hash informed Council that Notice of a Public Hearing was published which asked for comments regarding the RE 2023-2 request by Lodging Solutions Emergency Services to rezone the property owned by Mark Shearin at 609 Grazier Street from general dwelling district R2-16 to general industrial district I-G.

Mr. Hash opened the Public Hearing.

- Wade Crowder inquired about the zoning. David Hash explained R2-16 is the multifamily designation and I-G is Industrial General. Lodging Solutions Emergency Services wants to add more parking and have a place to store their trucks and trailers.
- Ryan Fortner, Operations Manager of Lodging Solutions Emergency Services, shared they do hurricane responses and refugee crises. They provide lodging, catering, laundry, showers, bathrooms, etc. for emergency workers, linemen, state police, National Guard, etc. The trucks are sleepers and refrigerator trucks. They want to put more assets on the property. Councilor Moody shared that at its April 3 meeting, the South Hill Planning Commission recommended Council approval. This will basically

be the company’s East Coast-based operations. The property will be used for storage and vehicles only. Councilor Hardee’s inquiry as to if the vehicles could be seen from the street was not known. Mr. Fortner did share they are pretty particular about their image.

Mr. Hash closed the Public Hearing.

A motion was made by Councilor Honeycutt, second by Councilor Moody, to approve the RE 2023-2 request by Lodging Solutions Emergency Services to rezone the property owned by Mark Shearin at 609 Grazier Street from general dwelling district R2-16 to general industrial district I-G. The motion carried unanimously.

C. CANCELED: RE 2023-3, Request by GWP Developers, LLC to rezone three parcels owned by Central Development, Inc. between Beaver Creek Drive and Tunstall Drive from various zoning districts to MX3 – David Hash

At its April 3 meeting, the South Hill Planning Commission tabled the Public Hearing until drawings could be presented at their May 1, 2023 meeting.

VI. ADMINISTRATIVE REPORTS

A. Consent Agenda

1. Minutes

- a. March 13, 2023 Special Meeting**
- b. March 13, 2023 Regular Meeting**
- c. March 29, 2023 Budget Work Session**

2. Monthly Financial Report

Sheila Cutrell submitted the financial report as follows:

General Fund	- \$ 5,800,300.76	Total Investment Accounts	- \$27,561,697.54
Water and Sewer Fund	- 3,092,506.08	Total Police Dept. Savings	- \$ 33,321.44
Cemetery Fund	- 20,525.45	Total Taxes Due Thru 03/31/23	- \$ 449,180.12
Nicks Lane Area Project Fund	- (2,455.00)	(Real Estate and Personal Property, all years)	
Total in Checking	- \$ 8,910,877.29		

A motion was made by Councilor Feggins-Boone, second by Councilor Luster, to approve the consent agenda. The motion carried unanimously.

B. Items for Approval

1. Town Status Report

a. Fair Housing Resolution

Mayor Marion informed Council that the Department of Housing and Community Development (DHCD) and the Commonwealth of Virginia require, as a component of Community Development Block Grant (CDBG) projects, that grantees take affirmative steps to further

fair housing. In 2015, Council adopted a Fair Housing Resolution endorsing the concept of fair housing, including specific rights included in the law. To stay consistent with current law, an updated Resolution needs to be readopted by the Council.

A motion was made by Councilor Moody, second by Councilor Luster, to readopt the Fair Housing Resolution. The motion carried unanimously.

b. Public Hearing for Proposed FY23-24 Budget and Rates

Mayor Marion reported that Town staff has completed a series of meetings with department heads and Town Council to prepare the Town budget and rates for FY23–24. The requested budget was distributed to Council on March 13 for review for the budget work sessions on March 29, April 5, and April 6. Additional work sessions have been scheduled for April 17 – 19, if necessary.

Staff recommends holding the Public Hearing on May 8, which would be advertised in the April 26 edition of the South Hill Enterprise. Adoption of the budget and appropriation of funds would be scheduled for June 12, 2023.

A motion was made by Councilor Honeycutt, second by Councilor Moody, to advertise for a Public Hearing on the proposed FY23–24 budget, tax rates, and water and sewer rates at 7:00 p.m. on May 8, 2023 at the South Hill Town Hall. The motion carried unanimously.

c. Town Manager Hiring Update

Mayor Marion reported staff is in the process of looking at job descriptions and potential agencies.

A motion was made by Councilor Taylor second by Councilor Moody, to direct the Human Resources Manager to retain at a cost of up to \$10,000.00 a recruiting and consulting firm and to engage Virginia Municipal League and all other available advertisement services to advertise for and recruit a Town Manager candidate for Town Council’s consideration. The motion carried unanimously.

2. Finance Report

a. Appropriation of Funds – Various

Sheila Cutrell informed Council that due to unanticipated costs, additional appropriations are needed to cover salary and benefits, professional services, and repairs in the following line items for the final months of FY22–23.

Town Manager Services	
Salary – Town Manager Services – 10-1-0102-0000	\$ 41,116.00
FICA – 10-1-0102-2001	\$ 3,146.00
Retirement – 10-1-0102-2003	\$ 7,286.00
Group Life Insurance – 10-1-0102-2006	\$ 448.00
Disability Insurance – 10-1-0102-2007	\$ 162.00
Workers’ Compensation – 10-1-0102-2010	<u>\$ 38.00</u>
Total	\$ 52,196.00

Non-Departmental

Audit – Implementation of GASB 87, Leases – 10-1-0106-3011	\$ 6,100.00
Legal Expenses – 10-1-0106-3012	<u>\$ 30,000.00</u>
Total	<u>\$ 36,100.00</u>

Fire Department

Repairs & Maintenance – Replace Heat Pump – 10-1-0122-3004 \$ 22,071.00

Total

\$110,367.00

A motion was made by Councilor Feggins-Boone, second by Councilor Honeycutt, to appropriate \$110,367.00 from the Fund Balance of the General Fund to cover the various items for Town Manager Services, Non-Departmental, and Fire Department as presented. The motion carried seven to one with Councilor Moody casting a negative vote.

b. Appropriation of Funds – Police Vehicle

Ms. Cutrell reported that in FY21–22, the Town budgeted \$45,000.00 for the purchase of a police vehicle. Due to supply chain issues, the vehicle was not delivered prior to the close of the fiscal year. As the appropriation technically lapsed with the close of the fiscal year, the funds for the vehicle need to be appropriated in the FY22–23 budget. Ms. Cutrell asked that Council appropriate the funds for the stated purpose.

A motion was made by Councilor Moss, second by Councilor Luster, to appropriate \$45,000.00 from the Fund Balance of the General Fund to be utilized for the purchase of a police vehicle. The motion carried unanimously.

c. Appropriation of Funds – Parks and Grounds, Baseball Handicap Ramp

Ms. Cutrell reported that the Town has received quotes for an ADA-Compliant Handicap Ramp for the baseball fields. The ramp was designed by an outside engineer to comply with current regulations. The Town would like to have this project completed and in place prior to the World Series scheduled for later this summer.

The Capital budget for Parks and Grounds only has \$26,000.00 remaining for this fiscal year. The lowest quote is \$72,000.00. This leaves a funding gap of \$46,000.00. Ms. Cutrell asked that Council appropriate additional capital funds in the amount of \$46,000.00 from the fund balance for this project.

During discussion, it was noted this concrete ramp will be for the baseball fields from the upper fields where they cook to the lower fields. This was addressed several years ago but no action was taken because of the cost. Council members questioned whether this could be considered the following fiscal year.

A motion was made by Councilor Honeycutt, second by Councilor Moss, to table the motion until after the budget work sessions to appropriate \$46,000.00 in additional capital funds from the Fund Balance of the General Fund for an ADA-Compliant Handicap Ramp for the baseball fields. The motion carried unanimously.

d. Appropriation of Funds – Cemetery

Ms. Cutrell reported that the Town has received quotes for trimming and removing dead wood from nine oak trees at Oakwood Cemetery. The lowest quote was \$11,800.00. Due to safety concerns, the Town would like to complete this project as soon as possible. Ms. Cutrell asked that Council appropriate additional funds in the amount of \$11,800.00 from the fund balance for this project.

A motion was made by Councilor Honeycutt, second by Councilor Feggins-Boone, to appropriate \$11,800.00 in additional funds from the Fund Balance of the Cemetery Fund for trimming and removing dead wood from nine oak trees at Oakwood Cemetery. The motion carried unanimously.

3. Municipal Services Report

a. Forest Hill Drive Drainage Improvements

C.J. Dean informed Council that sealed bids were received at the South Hill Town Hall at 3:00 p.m. on April 4, 2023 for Forest Hill Drive Drainage Improvements. The estimated completion date is 90 to 100 days.

The following three bids were submitted:

- J.A. Barker Construction, Inc. \$374,557.25
- Smiley's Construction, LLC \$441,397.40
- Liquid, Inc. \$526,990.00

A motion was made by Councilor Honeycutt, second by Councilor Taylor, to award the bid for Forest Hill Drive Drainage Improvements to J.A. Barker Construction, Inc. at the base bid price of \$374,557.25 and authorize the Mayor or his designee to sign all of the necessary paperwork for this project. The motion carried unanimously.

b. City of Refuge 5K Run

Mr. Dean reported Clarence Wagner contacted him regarding the City of Refuge South Hill holding a 5K fundraiser on September 16. They would like to use the Town's approved 5K route. Police Chief Bowen has been contacted and has no issues with the event request.

The tentative schedule is as follows:

- 7:00 a.m., registration
- 8:00 a.m., run starts
- 10:30 a.m., race over and awards
- Noon, clean up and wrap up

A motion was made by Councilor Feggins-Boone, second by Councilor Honeycutt, to authorize the City of Refuge South Hill to hold a 5K run fundraiser on Saturday, September 16 from 7:00 a.m. until noon using the approved route in Town in coordination with the South Hill Police Department. The motion carried unanimously.

4. Human Resources Report

a. Non-Discrimination and Equal Employment Opportunity Policy Update

Kristine Martin presented Council with the below proposed recommended updated policy to replace the Town's current Non-Discrimination Statement and Equal Employment Opportunity Policy.

Non-Discrimination and Equal Employment Opportunity Policy

The Town of South Hill is an equal opportunity provider and employer.

It is the Town's policy not to discriminate against any employee or applicant for employment because of race, color, sex, religion, age, national origin, disability, pregnancy/childbirth or related medical conditions, marital status, sexual orientation, gender identity, or veteran status. It is also the Town's responsibility and intent to take affirmative action to employ and to advance in employment, all persons regardless of race, color, sex, religion, age, national origin, disability, pregnancy/childbirth or related medical conditions, marital status, sexual orientation, gender identity, or veteran status, and to base all employment decisions only on valid bases and requirements.

It is the Town's responsibility and intent to provide equal employment opportunities in all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rate of pay, or other forms of compensation and selection for training at all levels of employment.

A motion was made by Councilor Honeycutt, second by Councilor Moody, to adopt the updated Non-Discrimination Statement and Equal Employment Opportunity Policy as presented and to include both in the Town of South Hill Employee Handbook. The motion carried unanimously.

b. Modification to Section 6-4 of Chapter 6 Employee Handbook

Ms. Martin presented Council with the current policy Section 6-4: Donation of Personal Time from Chapter 6: Absences from Work. She reported that this section presents opportunities for inconsistencies and invalid purposes to what could be construed as discrimination and inequality. Town staff has been advised by the Town Attorney to remove this section from the current employee handbook.

A motion was made by Councilor Taylor, second by Councilor Feggins-Boone, to remove the current policy Section 6-4: Donation of Personal Time from Chapter 6: Absences from Work of the Town of South Hill's Employee Handbook. The motion carried unanimously.

C. Reports

For efficiency, the following reports for March 2023 were presented as a group to accept as presented.

1. Town Status Report

a. Facilities Reservation Calendar

Council was presented with a calendar of activities and reservations at Centennial Park, Parker Park, the South Hill Exchange, and other Town facilities.

b. South Hill Volunteer Fire Department (SHVFD) Report

Chief Vaughan submitted the fire report. Chief Vaughan reported the SHVFD responded to 65 total alarms with an average of 15 volunteers present per call. The current volunteer roster is 42. Calls responded to in Town were 38, within the county district were 27, and involving fire were 7. Mutual aid given was 12, and automatic aid received was 19. Training included Vehicle Rescue, Lifting and Shoring, and Firefighter I. Fundraising efforts included Rescue 7 Apparel Sales (going great), SHVFD Auxiliary Hop and Shop (very successful), and the Annual Letter Drive (underway).

He reported the following administrative news:

- Truck 7 is in the frame shop and will be headed to the body shop soon. It should be back in the next 30 to 45 days. The loaner truck is and continues to be a huge asset. The SHVFD could not have been as successful without it.
- The final inspection on the new Rescue 7 rig was March 27 - 30 in Wisconsin. The final inspection was very good. It is anticipated the truck will arrive in early April. The SHVFD has been chosen for the FDIC World Showcase to represent Pierce Fire, South Hill Fire, and the Town of South Hill in Indianapolis, Indiana. This has never happened before by any agency in the Southside Virginia Volunteer Fire Association. It was also discovered at final inspection that South Hill's Heavy Duty Rescue will be the only rescue on display for Pierce and will be the centerpiece.
- The Brush 76 refurb has been completed and Town staff has installed the loose equipment and completed training. Total cost with equipment was \$118,760.00.
- County-wide training for new mobile data terminals will begin shortly to allow the new tablets to be installed and placed into service in all emergency vehicles.
- Engine 71 (1986) Mack continues to be in and out of service with several issues, which the SHVFD hopes to have ironed out very soon.
- South Hill volunteers have had a busy March, as call volumes were steady, and training and fundraising continued along with preparations for the arrival of the new HDR. The SHVFD volunteers continue to say thanks and want to show their gratitude for their daily support.

2. Police Report

Chief Bowen submitted the police report. He reported there were 474 activity incidents, 61 reportable criminal offenses, 1103 calls for service, and \$18,033.00 property recovered. Other miscellaneous included 18 court hours, 98.5 training hours, 74 warrants issued, and 1 inoperative vehicle tagged.

He reported the following administrative news:

- Chief Stuart Bowen instructed Ethics at the Training Academy.
- Captain Greg Geist attended 32 hours training at the FBI Headquarters in Quantico.
- Corporal Brandon Campbell completed FTO for Law Enforcement.
- Auxiliary Officer Ethan Atkinson, Sergeant Mike Watters, and Corporal Brandon Campbell each instructed at the Training Academy. Instruction was for Officer Survival and Firearms.

- Donna Burch completed 2.5 hours Advanced Asset Forfeiture Techniques virtually.
- Corporal Paul Jones completed First Line Supervisor training in Pigeon Forge, Tennessee.
- Detective Kendall Foster attended the 2023 ROCIC Drugs, Gangs and Violent Crimes seminar in Nashville, Tennessee.

3. Municipal Services Report

C.J. Dean submitted the projects report as follows:

- RedZone Robotics has completed the large line investigative sewer work. The smaller line field work will take several more months to complete and is scheduled to start the middle of April.
- The Town continues to work with landowners and Dominion Power for utility service to newly installed sewer utilities.
- The Parks Department has been busy as a string of dry weather allowed for working on the ball fields. The baseball and softball leagues met with the Town to review the tournaments scheduled for later this year.
- The Wastewater Treatment Plant personnel have submitted the renewal paperwork for the Town’s discharge permit. The renewal process happens every five years.

4. Code Compliance Report

a. Report of Activity

David Hash submitted the report of activity as follows:

Inspections Completed	-	83
Permits Issued	-	29
Fees Collected	-	\$ 5,067.12
UEZ Exemption	-	\$ 0
Rehab Exemption	-	\$ 0
General Exemption	-	\$ 2,054.28
Work Value	-	\$ 9,447,472.57

New businesses included:

- Stark Truss Company, 1118 W. Danville Street (truss manufacturer and retail)
- Sasha Pop-Up Shoppe, 9.5 W. Atlantic Street (flea market vendor)
- Redd Barn Country Store, 1436 W. Danville Street (convenience store)
- Bolo Grill, 300 W. Atlantic Street (restaurant)
- New 2 You Consignment Boutique, 1427 N. Mecklenburg Avenue (consignment boutique)

b. Dilapidated Properties

Along with the list of completed dilapidated properties, a report on the status of approximately 72 dilapidated properties was also presented.

5. Business Development Report

Brent Morris submitted the business development report as follows:

- Mr. Morris is continuing to promote buildings in the downtown to prospective businesses. During March, he talked with three new prospects about locating in the downtown area.
- The Mayor, Code Compliance Official, and Mr. Morris toured the new T.J. Maxx site and met with the project manager.
- They also toured the Microsoft site behind Love's Travel Stop.
- Mr. Morris attended the USDA meeting in Clarksville to discuss potential grant programs and changes to existing programs.
- The Mayor and Mr. Morris met with the new head of the Virginia Tobacco Region Revitalization Commission along with other county and town leaders for a roundtable discussion.
- Mr. Morris met with a new prospective restaurant and showed potential sites that would be well-suited for them.

6. Human Resources Report

Kristine Martin submitted the following administrative news:

- Jason Houchins and Ryan Smith (Parks Department) recently attended a Commercial Applicators Recertification Program through Virginia Tech and the Virginia Department of Agriculture. This program recertifies both as Registered Technicians for two years.
- Robert York completed a three-day course on Existing Building Code, a requirement by the Department of Housing and Community Development.
- The interviewing process has begun for an open Maintenance Operator in the Streets Department.

A motion was made by Councilor Feggins-Boone, second by Councilor Luster, to accept the reports as presented. The motion carried unanimously.

VII. APPOINTMENTS

A. Board of Zoning Appeals (BZA)

Mayor Marion reported the five-year BZA term of Richard Walker expires on May 12, 2023. Mr. Walker has been contacted and is willing to serve another five-year term beginning May 13, 2023 and ending May 12, 2028 if Council so desires.

A motion was made by Councilor Honeycutt, second by Councilor Taylor, to recommend the appointment of Richard Walker to serve another five-year term on the BZA beginning May 13, 2023 and ending May 12, 2028. Motion carried unanimously.

B. Industrial Development Authority (IDA)

Mayor Marion reported the four-year IDA terms of James A. Butts, III and Barbara Nanney expire on May 5, 2023. Ms. Nanney declined reappointment. Jimmy Butts and Phyllis Binford have been contacted and are willing to serve a four-year term beginning May 6, 2023 and ending May 5, 2027 if Council so desires.

A motion was made by Councilor Feggins-Boone, second by Councilor Luster, to appoint James A. Butts, III and Phyllis Binford to serve a four-year term on the IDA beginning May 6, 2023 and ending May 5, 2027. Motion carried unanimously.

C. Parks and Recreation Committee

Several member terms are set to expire on June 30, 2023. As the Parks and Recreation Committee has not met in years, Mayor Marion asked Council's opinion on doing away with this committee.

A motion was made by Councilor Honeycutt, second by Councilor Moody, to do away with the Parks and Recreation Committee, as this committee has not met in years. Motion carried unanimously.

VIII. OTHER BUSINESS

For simplicity purposes, Councilor Moss suggested removing the completed dilapidated properties list from future packets. Mayor Marion mentioned it can be used as a reference point.

IX. ADJOURNMENT

There being no further business matters before the South Hill Town Council, Mayor Marion adjourned the meeting at 8:18 p.m.

VALIDATION

Minutes approved this _____ day of _____, 20_____.

Anna B. Cratch, Town Clerk

Dean Marion, Mayor



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South Hill

Town of South Hill

Incorporated 1901

ADMINISTRATION
(434) 447-3191

BUILDING AND CODE
OFFICIAL
(434) 447-5041

PUBLIC WORKS
(434) 447-3228

RESOLUTION OF THANKS AND APPRECIATION

WHEREAS, Mr. Allen Kimball “Kim” Callis has devoted almost twenty-three years to the Town of South Hill, Virginia and its residents, serving as the Director of Finance and Parks for seven years and as Town Manager for almost sixteen years; and

WHEREAS, Mr. Callis’s accomplishments have been numerous, including growth of the Town’s fund balance, reduced expenses and additional services, automation of processes, revitalization of the downtown area, and completion of infrastructure improvement projects, all for the betterment of the Town; and

WHEREAS, Mr. Callis helped bring in several large revenue-generating events including the Softball World Series, the American Legion Baseball World Series, and Bike Virginia; and


WHEREAS, Mr. Callis has served faithfully on many organizations and committees including the Southside Planning District Commission, the South Hill Community Development Authority, the South Hill Chamber of Commerce, the Lake Country Development Corporation, Roanoke River Rails to Trails, the South Hill Revitalization Committee, the South Hill Market Square Committee, and the Virginia Association of Planning District Commissions; and

WHEREAS, Mr. Callis navigated the Town through the COVID-19 pandemic and helped reduce utility rates for citizens; and

WHEREAS, the Town, thanks to the leadership and dedication of Mr. Callis, stands ready to take advantage of opportunities and meet current and future challenges;

NOW, THEREFORE, BE IT RESOLVED that the Town of South Hill, Virginia extends gracious thanks and appreciation to Mr. Allen Kimball “Kim” Callis, for his many years of productive hardworking service and his numerous efforts that contributed to the betterment of the Town of South Hill, Virginia.

Adopted this 10th day April 2023 by the Council of the Town of South Hill, Virginia.



Dean Marion, Mayor

ATTEST:



Anna B. Cratch, Town Clerk



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ADMINISTRATION
(434) 447-3191

CODE COMPLIANCE
OFFICIAL
(434) 447-5041

PUBLIC WORKS
(434) 447-3191

TOWN OF SOUTH HILL FAIR HOUSING RESOLUTION

LET IT BE KNOWN TO ALL PERSONS that within the Town of South Hill discrimination in the sale, rental, leasing, advertising of sale, rental or lease, financing of housing or land to be used for construction of housing, or in the provision of brokerage or rental services because of race, color, religion, sex, disability (physical or mental), familial status (children), or national origin is prohibited by Title VIII of the Civil Rights Act of 1968 (Federal Fair Housing Act); the Age Discrimination Act of 1975 adds prohibition of discrimination based on age to programs and activities receiving federal financial assistance; the Virginia Human Rights Act (§ 2.2-3900), in addition to the Federal Fair Housing Act protected classes adds prohibition of discrimination based on age, sexual orientation, gender identity, marital status, and military status; and, the U.S. Department of Housing and Urban Development issued a notice interpreting federal statutes that requires accommodations for persons that use service or support animals because of a disability. It is the policy of the Town of South Hill to support the Federal Fair Housing Act and related federal and state discrimination policies and that any of its programs shall ensure equal opportunity in housing for all persons regardless of race, color, religion, sex, disability (physical and mental), age, familial status, sexual orientation, gender identity, marital status, national origin, source of funds, military status and use of service or support animals. Therefore, the Town of South Hill does hereby pass the following Resolution:

BE IT RESOLVED that within the Town of South Hill discrimination is prohibited in housing, real estate, and related business and services on the basis of race, color, religion, sex, disability (physical and mental), age, sexual orientation, gender identity, marital status, familial status (children), national origin, source of funds, military status and use of service or support animals.

BE IT FURTHER RESOLVED that the Town of South Hill shall make publicly known this Resolution and through this publicity shall cause real estate brokers and sellers, private home sellers, rental owners, rental property managers, real estate and rental advertisers, lenders, builders, developers, home buyers, and home or apartment renters to become aware of their respective responsibilities and rights under the Federal Fair Housing Act and any applicable federal, state or local laws or ordinances.

Duly adopted this 10th day of April 2023 at the regular meeting of the South Hill Town Council.

By: Dean Marion
Dean Marion, Mayor

Attest: Anna B. Cratch
Anna B. Cratch, Town Clerk



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Non-Discrimination and Equal Employment Opportunity Policy

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It is the Town's policy not to discriminate against any employee or applicant for employment because of race, color, sex, religion, age, national origin, disability, pregnancy/childbirth or related medical conditions, marital status, sexual orientation, gender identity, or veteran status. It is also the Town's responsibility and intent to take affirmative action to employ and to advance in employment, all persons regardless of race, color, sex, religion, age, national origin, disability, pregnancy/childbirth or related medical conditions, marital status, sexual orientation, gender identity, or veteran status, and to base all employment decisions only on valid bases and requirements.

It is the Town's responsibility and intent to provide equal employment opportunities in all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rate of pay, or other forms of compensation and selection for training at all levels of employment.

Duly adopted this 10th day of April 2023 at the regular meeting of the South Hill Town Council.

By: 
Dean Marion, Mayor

Attest: 
Anna B. Cratch, Town Clerk