

WORK SESSION OF JUNE 28, 2022

The City of Kings Mountain, North Carolina held a Work Session at 4:00 p.m. on Tuesday, June 28, 2022 in the Council Chambers of City Hall with Mayor Scott Neisler presiding.

ATTENDANCE

The following Councilmembers were present: David Allen, Mike Butler, Tommy Hawkins, Keith Miller, Jay Rhodes, Annie Thombs, and Jimmy West.

Also, present: Marilyn Sellers, City Manager, Nick Hendricks, Asst. City Manager/Energy Services Director, Rachel Whitaker, HR Director, and Karen Tucker, City Clerk.

INVOCATION

The invocation was given by Councilmember Jay Rhodes.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Mayor Scott Neisler.

WORK SESSION

Market Study Update – Nick Hendricks, Asst. City Manager/Energy Services Director

Nick Hendricks, Asst. City Manager/Energy Services Director addressed Council regarding challenges that are being faced in hiring and retaining energy services employees. The City has recently lost veteran employees to REA and Duke Energy and one to another municipality. There are other losses due to retirement. Job postings for top linemen have been advertised for over a year, with no applications being received. This relates to the market study due to the fact that younger employees are more likely to look at the salary rather than a benefits package as a whole. The third-party market study that was just completed and approved by Council addressed the circumstances that were current during that particular place and time; but this seems to be an issue that is evolving daily. Energy Services is struggling right now retaining employees at the current salary rates. While the City should not try to meet the rates that Duke and others are paying, we need to strive to meet what is fair and equitable, but not settle for less than the best.

There was discussion regarding the possibility of utilizing contractors to fill in these gaps. The City can do this; however, even electric contractors are struggling right now. Mr. Hendricks also shared with Council that the City loses \$10,000 per station every thirty minutes during an outage that power is not restored.

City Manager Recruitment Process

Rachel Whitaker, HR Director gave a brief update regarding the search for a Police Chief stating that she intends to handle this process in house with the exception of the background checks. An assessment center is planned once the application window has closed. She stated that she feels that the City Manager position should be handled, in partnership with an outside consultant, and she would drive the timeline thresholds. She has already talked with

one that is based out of Cary, NC called The MAPS Group. She is also open to sending out RFP's to other consulting firms as Council sees fit to do so. The MAPS Group would be a great resource for searching in North Carolina and South Carolina. They are very cost effective and is a preferred partner of the NCLM. They recently handled the recruitment process for the City Manager position in the City of Havelock, NC.

She also reviewed with Council the preliminary job announcement for the City Manager position, which is attached for reference. There was discussion regarding additions that should be considered such as emphasis on strong growth management, economic development, and experience in handling enterprise funds. Additional emphasis should be placed on the fact that Kings Mountain is utility driven, and that we are in the middle of a streetscape project. Education level of MPA is also a high priority.

Council agrees that all major decisions would be a group effort and requested that additional RFP's be sent out to groups that could offer a national application pool, if needed. Recommendations for consulting firms to be considered are Developmental Associates, Slavin & Associates, and Mercer Group. Ms. Whitaker has already requested and received a proposal from The MAPS Group. Search agencies are very busy right now, but a reasonable time table for the process of recruiting a manager should be six to nine months.

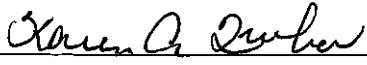
There was discussion regarding Marilyn's contract and she has offered to stay on a month-to-month basis in order to assist making a smooth transition. Council was in agreement, so a draft contract, which will begin after her contract ends on August 31st should be a priority. Any proposals that are received between now and the remainder of the month, as well as a draft month-to-month contract for Marilyn's services once her contract expires should be presented at the meeting in July. Council would request to hold an additional work session on Tuesday, July 26, 2022 at 4:00 p.m.

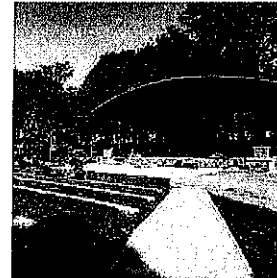
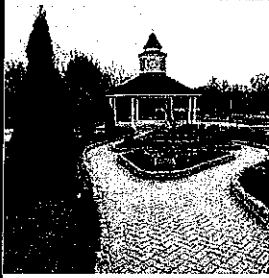
ADIJOURNMENT

Upon Motion by Councilmember Jay Rhodes, seconded by Councilmember Tommy Hawkins, it was unanimously voted to adjourn at 5:31 p.m.

ATTEST:

BY: 
G. Scott Neisler, Mayor

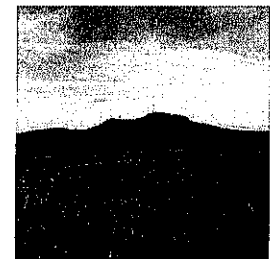

Karen A. Tucker, City Clerk



CITY MANAGER JOB ANNOUNCEMENT

CITY OF KINGS MOUNTAIN
NORTH CAROLINA

WWW.CITYOFKM.COM



The City of Kings Mountain seeks an experienced **City Manager** with strong leadership, staff development, decision making, and communication skills, and mature judgement.

Located in the Charlotte region of North Carolina, the City of Kings Mountain has a population of approximately 12,000 and is a short drive to Charlotte, Hickory, and Asheville, NC.

The City has seen steady, sustainable growth. The area has many amenities including outdoor activities at Crowder's Mountain, Kings Mountain State and Federal Parks, and the Gateway Trail.

Notable businesses in COKM include the Two Kings Casino, Albemarle Lithium Corporation, and Parker Hannifin. **Industrial growth is booming in Kings Mountain!**

Educational opportunities abound with two local community colleges – Cleveland Community and Gaston College– as well as, Gardner Webb University and Belmont Abbey nearby.

The City of Kings Mountain is a wonderful place to live, work, and play. Multiple residential projects are in the pipeline. Kings Mountain is **growing** as part of the greater Charlotte area.

KMPD is proud to share that we are in the Top 20 NC Safest Cities!



CITY MANAGER JOB ANNOUNCEMENT

City of Kings Mountain

- Operating budget of over \$50+ Mil
- Project budget of \$40+ Million
- Staff – 250 employees
- Departments – 17

COKM operates in the Council-Manager form of government. The City Manager reports to Mayor and City Council.

- Mayor
- 5 City Council members elected by ward
- 2 City Council members elected at large

Departments, included:

- Fire
- Police
- Public Works
- Public Utilities– Water, Sewer, Gas, Electric, Dark Fiber
 - 1 of 8 municipalities with 4 Utilities
 - 1 of 2 municipalities with 5 Utilities – including, Dark Fiber
 - Moss Lake is owned by the City as their water source
- Planning and Economic Development
- Code Enforcement
- Library, Special Events, and Aging Center
 - Unique City services that bring culture and value to the City of Kings Mountain
- Administrative – HR, Finance, Billing, IT



CITY MANAGER JOB ANNOUNCEMENT

Requirements:

- BS degree , public administration, business management, civil engineering, planning or related field
- MS degree in Public Administration preferred
- Considerable municipal management experience with a similar sized City
- Equivalent combination of education and experience
- Prefer ICMA Credentialed Manager

The City Manager,

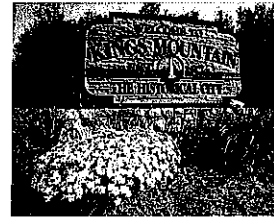
Plans, organizes, manages, directs, and implements the goals and objectives of the City Council.

The City Manager oversees services accomplished through Department Directors who manage operational details.



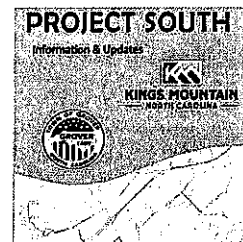
CITY MANAGER JOB DUTIES

- Short and Long range planning
- Creating and articulating a vision of excellence for the COKM
- Establish and maintain systems for operational excellence
- Staff COKM with productive employees
- Provide budgetary direction and guidance to the City Council
- Long range and capital improvement planning
- Oversee financial management
- Oversee operations for the COKM
- Work with City Council on major initiatives and priorities



IDEAL ATTRIBUTES

- Strong visionary leadership
- Effective decision maker & problem-solver
- Commitment to transparency
- Customer and community relations focused
- Collaborative team management and development
- Strong commitment to service
- Ability to manage and prioritize competing projects
- Emotionally maturity
- COKM values high ethical standards, willingness to learn about and effectively engage with the industrial partners in the community, and skill in economic development.***



CITY MANAGER JOB ANNOUNCEMENT

COMPENSATION

- Salary range is:
\$120,351 --- \$150,438---\$180,527
- Salary will be dependent upon qualifications
- Most recent City Manager salary was \$150,438
- Excellent benefits package

APPLICATION PROCESS

- Employment application should be completed at www.cityofkm.com
 - Email resume to Rachel.Whitaker@cityofkm.com
Equal Opportunity Employer
- Deadline for receipt of applications is August 15, 2022.**



Management and Personnel Services Group
Providing Human Resources Services to the Public and
Non-Profit Sectors in North Carolina Since 1983

Our Group

The Management and Personnel Services Group - MAPS - is a team of consultants specializing in human resource management and development.

Our Mission

- *The MAPS Group provides quality, affordable human resources, facilitation, and training services to public and non-profit organizations.*
- *We do this by helping managers and employees improve or enhance systems, services, and practices.*

Our Values

We value:

- customized, supportive services tailored to client needs and believe one way does not fit all;
- creative alternative solutions;
- clients making free and informed choices; and
- achieving the level of quality we would want in our own organization.

We are:

- Current and former local and state human resources and training practitioners;
- Professionals committed to helping clients enhance their own organizational capacities; and
- Committed to professional growth and applying our learning to quality services.