

WORK SESSION OF JULY 26, 2022

The City of Kings Mountain, North Carolina held a Work Session at 4:00 p.m. on Tuesday, July 26, 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, Rachel Whitaker, HR Director, and Karen Tucker, City Clerk.

INVOCATION

The invocation was given by Councilmember Annie Thombs.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Mayor Scott Neisler.

WORK SESSION

City Manager Recruitment Process

Rachel Whitaker, HR Director stated that a total of nineteen RFP's were sent out with five responses being received. All responses were sent to Council for their review. The two North Carolina firms that responded were the MAPS Group and Developmental Associates, LLC. The others were S. Renee Narloch & Associates, GOV HR USA, and Municipal Solutions. She reviewed the scorecards that she had received.

Mayor Neisler shared feedback that he had received from multiple contacts across the state. All gave glowing reviews for Developmental Associates, LLC, as well as positive feedback for GOV HR. He stated that many of those that he spoke to strongly recommended that candidates who have experience in North Carolina should be heavily considered due to the fact that they would already have knowledge of the laws in NC.

There was discussion regarding the strong points of Developmental Associates, LLC, which include the following:

- Very good presentation
- The fact that they utilize Emotional Intelligence Factors
- They already have a very large database
- Out of the box – forward thinkers
- Provided a good timeline
- In-depth security and background checks

Councilmember Keith Miller made a motion to enter into a contract with Developmental Associates, LLC and allow \$23,750 for the cost. Councilmember Jay Rhodes seconded this

motion. There was discussion prior to the vote regarding the actual cost. Councilmember David Allen stated that realistically the cost would be around \$30-35,000 due to potential travel expenses, etc.

Upon substitute motion by Councilmember Keith Miller, seconded by Councilmember Jay Rhodes, it was unanimously voted to enter into a contract with Developmental Associates, LLC in the amount of \$23,750, but acknowledging that final costs may be greater than that amount.

There was discussion regarding the current salary range for the City Manager position. On July 1st, the salary for the current City Manager was raised to \$154,600. This increase was as a result of the third-party salary study and it represents an approximate mid-range number. The salary range that will be advertised is the same range that was indicated in the study.

Marilyn Sellers, City Manager stated that a budget amendment would be needed in order to appropriate the funds for the Executive Search Partner.

Upon Motion by Councilmember David Allen, seconded by Councilmember Tommy Hawkins it was unanimously voted to approve a budget amendment in the amount of \$35,000 to cover the cost of the search for a new City Manager.

Community Survey

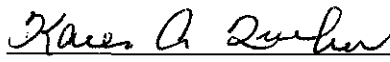
Rachel Whitaker also reviewed a preliminary Community Survey that she would like to send to Developmental Associates, LLC for their input. The survey would give the citizens an opportunity to give their input on the process. The best-case scenario is that this would be done on the front end of the process. It should be easy to complete and be offered in different formats, such as a survey link on our website or insert in utility bills. She reminded Council that this, along with the presentation that was given to them at the last meeting are drafts, and that Developmental Associates, LLC would assist with a final draft for both of these items. She intends to send both files over for their review.

ADJOURNMENT

Upon Motion by Councilmember Jay Rhodes, seconded by Councilmember Annie Thombs, it was unanimously voted to adjourn at 4:57 p.m.

ATTEST:

BY: 
G. Scott Neisler, Mayor


Karen A. Tucker, City Clerk