

Salisbury, North Carolina  
October 22, 2021

### **RECESSED MEETING OF OCTOBER 19, 2021**

The City Council of the City of Salisbury met at 9:05 a.m., Friday, October 22, 2021 pursuant to the recess of the Regular meeting of October 19, 2021. In response to the State of Emergency declaration related to the spread of COVID-19 and to limit physical interactions and the potential spread of COVID-19, the Salisbury City Council met electronically with the following members being present:

**PRESENT:** Mayor Karen Alexander, Presiding; Mayor Pro Tem Al Heggins and Council Members William Brian Miller, David Post, and Tamara Sheffield; City Manager W. Lane Bailey, City Attorney J. Graham Corriher, and City Clerk Kelly Baker.

**ABSENT:** None.

Mayor Alexander reconvened the meeting and a moment of silence was taken.

### **PLEDGE OF ALLEGIANCE**

Mayor Alexander led participants in the Pledge of Allegiance to the United States flag.

### **ADOPTION OF THE AGENDA**

Councilmember Miller requested Item 6 - Council to consider accepting ownership of Bell Tower Green Park and adopting a Resolution authorizing the Mayor to execute agreements related to the transfer of Park ownership be heard before Item 5 - Council to discuss proposals from recruiting firms to conduct the search for a new City Manager.

Thereupon, Councilmember Miller made a **motion** to adopt the Agenda with the noted change. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE and Councilmember Sheffield voted AYE. (5-0)

### **BELL TOWER GREEN**

City Attorney Graham Corriher addressed Council regarding a Resolution to approve two agreements needed for the City to accept ownership of the Bell Tower Green Park. He explained the park was built with private contributions and input from the City, county, and state. He noted the City contributed \$700,000 in addition to in-kind contributions, and he pointed out \$350,000 will be reimbursed by a state grant.

Mr. Corriher noted the Main Operation and Maintenance Agreement requires the City to own and maintain the park in its first-class condition. He indicated the agreement was modeled on the Hurley Park Agreement and the relationship with Bell Tower Green, Inc. will be similar to the City's relationship with the Hurley Foundation. He explained the City is responsible for upkeep of the park, and he noted the Wrenn House will generate revenue to assist the City with upkeep expenses.

Mr. Corriher stated the second agreement is a Warranty Agreement and License which will allow the City to use the Bell Tower Green logo to advertise the park and events that will take place at the park.

Thereupon, Councilmember Miller made a **motion** to adopt a Resolution authorizing the execution and delivery of documents in connection with the transfer of Bell Tower Green Park at Stanback Square from Bell Tower Green, Inc., to the City of Salisbury. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE and Councilmember Sheffield voted AYE. (5-0)

RESOLUTION AUTHORIZING THE EXECUTION AND DELIVERY OF DOCUMENTS IN CONNECTION WITH THE TRANSFER OF BELL TOWER GREEN PARK AT STANBACK SQUARE FROM BELL TOWER GREEN, INC., TO THE CITY OF SALISBURY.

(The above Resolution is recorded in full in Resolution Book No. 16 at Page No. 32-33, and is known as Resolution 2021-27.)

### **RECRUITING FIRM PROPOSALS**

Ms. Christin Mack from the firm Find Great People, and Ms. Anne Lewis from the firm BakerTilly presented their proposals to conduct the search for a new City Manager. Ms. Mack and Ms. Lewis discussed the process, phases, and tools each firm would use to conduct the search.

Councilmember Miller pointed out both firms can accommodate a three to four month timeline. He noted Find Great People proposed \$35,000 and BakerTilly proposed \$24,500 plus optional services which could add up to the same amount. He indicated the City would be pleased with either firm.

Mayor Pro Tem Heggins agreed either firm would do a good job for the City. She pointed out Ms. Lewis targeted her presentation around the community and its needs. She added she appreciated Ms. Lewis' answers regarding equity and providing a diverse candidate pool.

Councilmember Post agreed with Mayor Pro Tem Heggins and Councilmember Miller. He commented BakerTilly has placed candidates in nearby cities close to Salisbury's size. He noted the City has a working relationship with BakerTilly and their practice is limited to city/county governments.

Councilmember Miller stated Council is vested with picking the next City Manager, and he added allowing community input early in the process is appropriate. He emphasized confidentiality is critical during the process, and he cautioned if candidate information is leaked it could undermine the candidate's effectiveness in their current position.

Councilmember Sheffield indicated Council heard from two great firms with different perspectives but she supports BakerTilly. She pointed out she liked the firm's willingness to look for a candidate that is a fit for the community, its approach to diversity and inclusion, and its engagement with potential candidates and the community. She commented BakerTilly has an existing candidate pool. She stated Ms. Lewis would be the point of contact for the City and she has a background in city management.

Councilmember Miller noted he liked the weekly status reports proposed by BakerTilly. He stated due diligence is important and it will help Council determine why a candidate is leaving their current position. He indicated he is leaning toward BakerTilly, but he noted the search could be successful with either firm.

Thereupon, Councilmember Post made a **motion** to enter a contract with BakerTilly for executive recruiting services for the next City Manager.

Councilmember Sheffield pointed out BakerTilly offers a one-year guarantee which is important in today's job market.

Mayor Alexander stated she was impressed with the evaluation process offered by Find Good People, and she noted Ms. Mack's presentation was extremely detailed.

Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE and Councilmember Sheffield voted AYE. (5-0)

Councilmember Sheffield suggested Council schedule a closed session meeting to discuss an Interim City Manager.

By consensus, Council agreed to hold a closed session meeting to discuss an Interim City Manager Tuesday, November 16, 2021 at 4:00 p.m.

Councilmember Miller suggested Council implement a schedule for the hiring process for the next City Manager. Mayor Alexander requested City Clerk Kelly Baker work with BakerTilly after the election to set up a schedule.

### **ADJOURNMENT**

Motion to adjourn the meeting was made by Mr. Miller. Upon a roll call vote Mayor Alexander voted AYE, Mayor Pro Tem Heggins voted AYE, Councilmember Miller voted AYE, Councilmember Post voted AYE and Councilmember Sheffield voted AYE. (5-0) The meeting was adjourned at 11:44 a.m.



Karen Kirks Alexander, Mayor



Kelly Baker, City Clerk