



SPECIAL MEETING WORKSHOP OF THE LAKE LURE TOWN COUNCIL

Monday, April 11, 2016
2:00 p.m.
Lake Lure Municipal Center

AGENDA

1. Call to Order
2. Approve the Agenda
3. Closed Session in Accordance with G.S. 143-318.11(a)(6) for the Purpose of Discussing Personnel Matters - Review Applicants for the Town Manager Position
4. Adjournment

April 7, 2016 - Decorum

During our special meeting on Apr. 11, 2016, I plan to address the decorum in our March 8 closed session. My planned statement is below. This is being done with everyone's knowledge.

Mr. Mayor, I rise to a point of order regarding Decorum in Debate. Am I allowed to state my point?

Thank you Mr. Mayor. My point of order is in the form of a prepared statement. In accordance with parliamentary procedures, no names have been mentioned and no particular members identified.

During our closed session March 8, debate became somewhat contentious and heated at moments. This is often expected in healthy, passionate debate. Unfortunately, matters went beyond healthy debate to a level of decorum that exceeded common courtesy, creating a tense and uncomfortable environment. Without expounding further on the particulars of that scenario, and without judging any individual, I wish to officially protest that behavior. I do not condone it, nor will I tolerate it, just as it would not be tolerated from me. Such activity is neither conducive to conducting Town business, nor is it in the best interest of the citizens we serve.

Moving forward, I pray such indecorum will not be repeated. However, should it occur again, it is the responsibility of each one of us to object to it immediately. We, as civilized people and public servants should never allow such behavior to occur. We can promptly challenge egregious violations of decorum in a manner that does not escalate the situation by courteously saying something like, "Check decorum please", or "Please remember courtesy".

I suggest we adopt a simple mandate to leave personal grievances and personalities at the door to our chambers, that we respect the decisions of our members regardless if we agree or not, and that we will strive to prevent this in the future. I further suggest that as a collective body, and by means of our concurrence, that this constitute an official apology to the Town Clerk, Town Manager, and Town Attorney for having to witness this uncomfortable situation.

Thank you Mr. Mayor, I yield the floor.

STEPHEN M. WEBBER

HIGHLY CONFIDENTIAL DOCUMENT - NOT TO BE RELEASED. TO DO SO MAY PUT APPLICANTS JOBS IN JEOPARDY AND/OR CAUSE THEM TO WITHDRAW FROM THIS PROCESS. DO NOT FORWARD, DESTROY ANY HARD COPIES.														
RELEASE OF THIS DOCUMENT BEYOND THE DECISION MAKING TEAM MAY CONSTITUTE A VIOLATION OF NC GENERAL STATUTES AND/OR EXPOSE THE TOWN OF LAKE LURE TO CIVIL PENALTIES.														
PRIMARY SCREENING STEP														
[2016-08] Town Manager, Lake Lure, NC														
LEGEND	>80%	70-79%	Passed at 75% level but has a flags such as long period of unemployment, gaps, poor media											
Advance Status by Board	Raw % after paper screening	Candidate	Current/ Most Recent Position and Employer for Last Five Years	Highest Education (BS, Master's Preferred)	Local Government Experience and Source (Strongly Preferred	City	State	Phone	Email	Ethnicity	Gender	Comments	Media Checks	
	100.00%	Brillhart, Michael	10/2013-3/2016, Interim County Administrator, Barnstable County MASS; 10/2004-9/2013, County Administration- Business Manager, St Lucie County FL	MPA	Paris, IL City Administrator; Barnstable County, MA Interim County Administrator	West Barnstable	Massachusetts	772-643-4874	mbrillhart@barnstablecounty.org	W	M	Application is missing details. Interim for three years b/c Board renewed contract several times.	Most posts are regarding the end of his long term interim position and also about being a finalist in several positions in Florida	http://www.capecodtimes.com/article/20151202/NEWS/151209885 , http://www.news-journalonline.com/article/20150423/news/150429776
	100.00%	Caulder, Herman	7/2011-Pres, Property Manager, Community Management Corporation, Winston-Salem, NC; 10/2015-2/2016, Project Manager, East Burke Insurance, Rutherford College; 10/2010-4/2011, Operations Specialist, Bank of American Charlotte NC	MPA	Town of Maiden, NC Town Manager; Town of Yadkinville, NC Town Manager; Village of Sugar Mountain, NC Assistant Village Manager/Zoning Administrator; Town of Banner Elk, NC Assistant to the Town Manager/Zoning Administrator	Conover	North Carolina	(828) 302-0856	hcaulder@gmail.com	W	M	Has been out of local govt since 2004		
	97.14%	Boland, Timothy	1/2007-Pres, City Administrator, City of Pataskala	Masters in City and Regional Planning	City Manager, Steubenville OH; City Administrator, Pataskala OH; Economic Dev Dir, Delaware County OH; Planning and Zoning Admin, Perryburg OH; Planning and Zoning Admin, Powell OH	Lewis Center	Ohio	(614) 824-7384	bolandtim@yahoo.com	W	M	Candidate in TCH Planning		
	97.14%	Schempf, John	2/2012-8/2015, Town Manager, Clifton AZ; 2/2009-8/2011, Town Manager, South Berwick, MA	Masters, Strategic Planning	Town Manager, Clifton, AZ; Town Manager, South Berwick, ME; General Manager, Los Osos Community Services District, CA; Municipal Manager, Town of Rockingham/Village of Bellows Falls, VT	Apache Junction	Arizona	(480) 288-8088	jbschempf@gmail.com	W	M	Unemployed currently - why?		

	94.29%	Cottrell, Stephen	6/2015-10/2015, Interim Code Compliance Director, Temple Terrace FL; 6/2013-9/2013, Interim Utilities Director, Sarasota County; 8/2008-8/2011, Town Manager, Windsor VT	MPA	Windsor, Vermont- Town Manager; Town of Belleair, FL- Town Manager; Indian Rocks Beach, FL- Interim City Manager; Plant City Florida, Assistant City Manager.	Dunedin	Florida	(727) 487-3763	stcottrell@gmail.com	W	M	Has taken lesser positions over the last few years. Was terminated in one role. Prior candidate.		
	94.29%	Fowler, Robert	1/2012-1/2016, Director of Public Safety and Service, City of Lorain OH; 12/2010-1/2012, Director of Administration, City of Wooster OH	MPA	Director of Public Safety and Service Lorain OH	Lorain	Ohio	3302011000	RobertFowler074@hotmail.com	W	M	Former Fire Fighter/ Paramedic, long time town administrator. Find out reason for resignation		
	94.29%	HARRELL, STEVEN	6/2008-Pres, Community Services Director, Wilmington NC	MPA	City of Wilmington, NC, Community Services Director, Community Development Manager, Chief Code Enforcement Officer	Wilmington	North Carolina		slh73@yahoo.com	W	M	Asked to resign but working out a notice over over two months, find out why?		
	91.43%	Boaz, James	8/2015-Pres, Consultant, All American Associates, Mt Airy NC; 10/2015, Pres, Interim Town Manager, Pilot Mountain NC; 11/2010-1/2015, Town Manager, Weaverville	MPA	"Weaverville, NC Town Manager; Pilot Mountain, NC; Interim Town Manager/Finance Officer; Town of North Wilkesboro, NC Finance Officer; Town of Beech Mountain NC Town Manager; Town of Mt Gilead NC Town Manager; Town of Maxton NC Town Manager "	Reidsville	North Carolina	828-231-2620	j.michael.boaz@gmail.com	W	M	DA Placed in Weaverville, later asked to resign.		
	91.43%	Ragsdale, Sammy	9/2015-3/2016, Finance Officer, High Country Council of Govts; 6/2014-9/2014, Interim Finance Dir, Fort Stockton TX; 12/2012-6/2014, City Administrator, Clifton TX; 1/2012-12/2012, Audit and Compliance Manager, Texas Division of Emg Mang	Bachelors, Resource Management; some grad school	City of Clifton - City Manager;City of Fort Stockton - Interim Finance Director;City of Burlington - City Management Consultant;High Country Council of Governments - Finance Officer	Boone	North Carolina	(254) 228-3734	sammyragsdale57@gmail.com	W	M	Many short tenures		
	91.43%	Rokovitz, Robert	3/2008-Pres, City Manager, Holly Springs GA	MPA	City Manager, City of Hiram;City Manager, City of Cedartown;City Manager, City of Holly Springs;Assistant City Administrator, City of Alpharetta	Canton	Georgia	(404) 617-3147	rob.rokovitz@gmail.com	W	M	Forced resignation - find out why		
	88.57%	Cox, Stevie	7/2015-4/2016, Principal Partner and Co-Owner, Cox Gatling and Associates; 10/2014-7/2015, Town Administrator, Capitol Heights MD; 6/2007-10/2014, Town Manager, Chadbourn NC	Masters, Urban Affairs	Town Manger- Capital Heights MD; Town Manager Chadbourn NC; County Planning Director, Columbus County	Edgewater	Maryland	(910) 840-7223	stevielcox@hotmail.com	AA	M	Several grammar errors of tense on resume		

	88.57%	Fournier, John	1/2014-Pres, Deputy Chief of Staff, Office of Pittsburgh Mayor; 5/2013-1/2014, Communications Director, Pittsburgh Federation of teachers; 1/2009-12/2013, Owner, Leland Public Strategies	MPA	City of Pittsburgh, PA, Deputy Chief of Staff to the Mayor; City of Pittsburgh, PA, Chief of Staff to City Councilmember	Pittsburgh	Pennsylvania	(734) 516-2958	johntfournier@gmail.com	W	M	Some short tenures		
	88.57%	Holloman, Tim	3/2015-3/2016, Town Manager, Oak Island, NC; 6/2010-3/2015, Town Manager, Topsail Beach NC	Masters, Urban Management	Town Manager for the town's of Mount Olive, Columbus, Topsail Beach and Oak Island.	Hampstead	North Carolina	919 333 5933	tholloman@hotmail.com	W	M	Just fired after 1 year- find out why?		
	88.57%	King, Dayton	1/2010-4/2016, Mayor, City Manager, Gloversville, NY	Bachelors, Psychology	Mayor, City Manager, Gloversville	Gloversville	New York	5187744263	daytonking@yahoo.com	W	M	Application only goes back to 2010. Since 2010 has been Mayor/ CEO - strong mayor form of government		
	85.71%	Biddix, Tommy	2/2016-3/2016, Interim Purchasing Agent, Warren Wilson College; 10/2011-1/2015, Budget Manager/Purchasing Officer, Asheville Buncombe Technical Community College	MPA	Community College Work Only	Black Mountain	North Carolina	828-275-0870	tommymbiddix@aol.com	W	M	Veteran, only local government experience is within AB Tech as a budget manager	None	
	82.86%	Horvath, Deborah	10/2012-Pres, Director, Marion County Board of Commissioners, Ocala FL; 6/2010-1/2012, Executive Director, Roanld McDonald House, Gainesville FL	MPA	Marion County Board of County Commissioners, Ocala, FL; Director of Animal Services ;Director of Animal Services	Anthony	Florida	(352) 502-5751	deborahhorvath@hotmail.com	W	F	Currently she is the Animal Services Director but she simply states "Director" for Macon County Board of Commissioners though resume is accurate.		
	82.86%	Johnson, Rodney	3/2011-Pres, Town Administrator, Turbeville; 1/998-6/2005, Town Manager, Hope Mills	Masters, Town Administration	Rose Hill, NC as Town Administrator;Hemingway, SC as Town Administrator;Mullins, SC as Planning Director;Hope Mills, NC as Town Manager;Turbeville, SC as Town Administrator	Florence	South Carolina	(843) 687 5824	rpj843@gmail.com	W	M	Verify gap 05-11		
	80.00%	Hunter, Robert	9/2010-Pres, Director of Finance and Admin, Verner/Mountain Area Child and Family Center, INC.	BSBA Accounting	Orlando Utilities Commission-- Management Accounting Specialist; Utilities Commission, City of New Smyrna Beach FL--Director of Telecommunications	Black Mountain	North Carolina	(828) 407-7744	robhunter226@yahoo.com	W	M	Has been in nonprofit or private sector since 2005. Municipal experience is in utilities as department head for telecommunications		
	80.00%	Ollis, Zachary	8/2014-Pres, Town Administrator, Wilson's Mills, NC; 2/2014-8/2014, Paraprofessional, My Brothers House, Charlotte NC; 8/2013-2/2014, Town Manager Intern, Blowing Rock NC; 5/2009-4/2013, Shelter Manager, Hospitality House of Boone	MPA	Wilson's Mills, NC - Town Administrator;Blowing Rock, NC - Town Manager Intern;	Clayton	North Carolina	(704) 605-6661	zach.ollis@gmail.com	W	M			

	77.14%	Lookadoo, Phillip	11/2005-Pres, Director of Planning, Research and Development, Florence SC	MPA	City of Florence - Director of Planning, Research and Development;County of Florence - Director of Planning and Building Inspections;City of Aberdeen - Director of Planning	Florence;Town of Matthews - Codes Enforcement Officer	South Carolina	(843) 495-0274	plookadoo@gmail.com	W	M			
	77.14%	MILLER, TONYA	2/2013-Pres, Director of Administrative Services and CFO, Glynn County Board of Commissioners; 2/2007-2/2013, Finance Director, Unalaska AK	MPA	Glynn County Board of Commissioners, Director of Administrative Services and CFO;City of Unalaska, Finance Director;Effingham County Board of Commissioners, Finance Director	Brunswick	Georgia	912.580.2802	tonyaduncanmiller@gmail.com	W	F			
	74.29%	Johnson, Matthew	12/2014-Pres, Director of Planning, Abingdon VA; 6/2006-12/2014, Planning Director, Jamestown NC	Masters, Geography and Urban Planning	Town of Abingdon, VA - Director of Planning;Town of Jamestown, NC - Director of Planning;Town of Jamestown, NC - Director of Planning;City of Greensboro - Plans Reviewer ;City of Greensboro - Plans Reviewer;Town of Jamestown, NC - Director of Planning;Town of Jamestown, NC - Director of Planning;City of Greensboro - Plans Reviewer ;City of Greensboro - Plans Reviewer	Abingdon	Virginia	276-451-8165	johnsonml@live.com	W	M	Commuting right now from VA to Greensboro on weekends. Applicant for TCH Planning		
	74.29%	Martinez, Jose	4/2013-Pres, Director of Public Works, Goldsboro, NC; 7/2011-4/2013, Strategic Planner and Civil Engineer, SAIC, Lackland AFB TX	PhD, Systems and Engineering Management	City of Goldsboro - Director of Public Works - 3 years;Town of Morrisville - Civil Engineer - 3 years	Goldsboro	North Carolina	(919) 722-9888	JFM3@Martin ezNC.com	HI	M			
	74.29%	Nalley, Ronald	1/2005-Pres, Town Administrator, Montreat NC	Bachelors, Political Science, some grad school MPA	Town of Montreat, Town Administrator;Town of Black Mountain, Assistant Town Manager;Town of Woodfin, Town Administrator;McDowell County, Assistant to the County ;Town of Montreat, Administrative InternManager;Town of Montreat, Water, Sewer and Street Department (After-School and Summers)	Black Mountain	North Carolina	828-779-6224	ron.nalley69@gmail.com	W	M			
	74.29%	Peters Jr, Richard	12/2015-Pres, Assistant Town Manager, Vinton VA; 7/2007-12/2015, Director, Parks Rec and Tourism, Botetourt County VA	Bachelors Parks and Rec; some grad school	Town of Vinton, Assistant Town Manager;Botetourt County, Director Parks, Recreation & Tourism	Blue Ridge	Virginia	540-537-3584	richardwpetersjr@gmail.com	W	M	Seeking to leave after 1 year - why?		
	74.29%	Pierce, Joseph	1/2015-Pres, Town Manager, Holly Ridge NC; 10/2008-12/2014, Administrative Police Lieutenant, Leland PD, NC	MPA	Town of Holly Ridge - Town Manager;Town of Leland - Administrative Lieutenant	Wilmington	North Carolina	910-232-3669	pierce673@gmail.com	W	M	Seeking to leave after 1 year - why?		
	74.29%	Sanzenbacher, Kevin	11/2008-Pres, Chief of Police, Winchester PD	MBA	City of Winchester, VA ;Montgomery County, MD ;Baltimore County, MD	Winchester	Virginia	(540) 545-4701	kevin.sanzenbacher@winchesterva.gov	W	M	All LE background - prior applicant - COP Aville		

	71.43%	RAGAN, TARA	10/2015-Pres, Disaster Program Specialist, American Red Cross; 12/2013-5/2015, Public Relations & Community Engagement Manager, Mecklenburg County EMS; 10/2012-6/2013, Partner, The Organic Compound	MPA	Mecklenburg County EMS 18 mos	Davidson	North Carolina	704-299-3399	t_ragan1@yahoo.com	W	F	Limited government experience as medic/ PR Coordinator for Meck Co EMS. All other work is eclectic - disaster preparedness, athletic training and management, racing.		
	71.43%	Wilson, Timothy	6/2014-7/2015, Town Manager, South Boston, VA; 1/2011-6/2014, Director of Community Development, Bedford County VA	Bachelors, Economics	Town of South Boston, VA - Town Manager.; Town of Nags Head, NC - Director of Planning and Development.; Brunswick County, VA - Director of Planning.; Middlesex; Bedford County, VA - Director of Community Development. County, VA - Director of Planning and Community Development.	South Boston	Virginia	(434) 470-8469	wilson.timl@yahoo.com	W	M	Unemployed, no explanation, why?		
	68.57%	Wipperman, Wendy	4/2014-4/2016, Sr Structured Underwriter, GE Capital; 8/2013-4/2014, Assistant Vice President, First Public, LLC; 2/2012-5/2013, Municipal Bound Consultant, Savader Asset Advisors; 9/2008-6/2011, Director, Crews and Associates, Dallas TX	Bachelors, Economics	Dutchess County, NY Budget Director, Town of Fallsburg NY Procurement Officer, City of Austin, TX Budget intern	Bartonville	Texas	(817) 875-1716	wendywipp@legacyfarmstexas.com	W	F	Last public sector work in 1998. Private financial sector since then.	Failed after initial screen-media check not conducted	
	65.71%	Gadzekpo, Nicholas	7/2013-8/2015, Building Code and Standards Consultant; 1/2012-5/2012, Adjunct Instructor, Joliet Junior College; 1/2010-12/2011, Executive Board Member, Suburban Building Officials Conference	Bachelors, Architecture	Chatham County, Georgia: Assistant Director of Inspections, 1994 till 1998.; City of Norfolk, Virginia: Code Official, 1998 till 2001.; Village of Oak Park, Illinois: Director of Building and Property Standards, 2001 till 2005.	Wheaton	Illinois	(630) 486-5766	gad3xyz@gmail.com	AA	M	Unemployed currently - why?	Failed after initial screen-media check not conducted	
	51.43%	Sheehy, Mary Therese	4/2000-Pres, Owner/Consultant, Self	MPA	Six months as a consultant in quasi govt development corporation.	Ormond Beach	Florida	(312) 371-2624	golfermts@aol.com	W	F	Unorthodox application - consultant since 2000, short tenure it appears in interim roles - mostly nonprofit.		
	Failed after Review	Anderson, Calvin	1/2014-7/2015, VP/Chief Audit Executive, Internal Audit Business Consulting, Coconut Creek FL; 1/2010-5/2013, Director, Chief Internal Auditor, Ghanzi District Council, Botswana Africa	MPA	Assistant City Manager, Pompano Beach Florida	Coconut Creek	Florida	954-481-9733	Cal19459409@gmail.com	AA	M	Attached cover letter for wrong Town and one for LL full of typos. No resume but says "see resume"	Failed after initial screen-media check not conducted	

	Failed after Review	Berchen, Todd	9/2014-Pres, Founding Partner, Better Yet Consuting and Management LLC; 7/2010-9/2014, Director of Quality Management, Resolutions Hospice, Austin TX	MBA, and Masters in Counseling Psychology	St Johns County Govt, Coordinator Mental Health & Substance Abuse	Asheville	North Carolina	512 595 1646	todd.berchen@gmail.com	W	M	Minimal govt (in mental health) all narrow management experience	Failed after initial screen-media check not conducted	
	Failed after Review	Frustaci, Craig	9/2014-10/2015, Executive Director, Torat Emet, Boynton Beach FL	Bachelors, Arts and Humanities	None	Asheville	North Carolina	561.827.9055	craig.frustaci@gmail.com	W	M	Despite instructions lists only one position on resume that ended in 2015. No municipal experience.	Failed after initial screen-media check not conducted	
	Failed after Review	GUNN, BEAU	4/2014-2/2016, County Administrator, Emanuel County Board of Commissioners; 10/2010-5/2014, Director of Elections and Registration, Emanuel County Board of Commissioners	BA, Politial Science; some MPA course work	"Emanuel County Georgia- I served as the Director of Elections and Registration and then as the County Administrator. "	Swainsboro	Georgia	(478) 299-4018	beaujgunn@gmail.com	W	M	Work history only goes back to 2010 and there is no text resume to verify prior work.	Failed after initial screen-media check not conducted	
	Failed after Review	Hanson, Bradley	6/2013-3/2016, City Administrator, Onawa Iowa; 1/2011-5/2013, City Administrator, Bridgeport NE	MPA	City Administrator for the City of Onawa, Iowa and Bridgeport, Nebraska	Onawa	Iowa	(303) 929-9723	beamhanson@gmail.com	W	M	Very short tenures. Unemployed now and cannot contact employer.	Failed after initial screen-media check not conducted	
	Failed after Review	LaPira, Bernard	1/2000-1/2006, Village Manager, Islamorada, FL	MPA	Hartford, Ct. Firefighter City of North Miami, Fl. Risk Manager City of Homestead Fl. Human Resources Director Islamorada Fl. Village Manager	Old Fort	North Carolina	(828) 668-9509	bernardlapira@aol.com	W	M	Has been retired since 2006 with no evidence of what he has been doing since	Failed after initial screen-media check not conducted	
	Failed after Review	montgomery, hugh	5/2014-9/2014, Interim Town Ad, Murfreesboro NC; 3/2012-8/2012, Interin Town Adm, Murfreesboro NC; 11/2011-3/2012, Interim Town Manager, Maxton NC	MPA	Creedmoor - Town Manager; Marshville - Town Administrator; Ayden-Town Manager; Pittsboro - Town Manager; Tuckaseigee W/S Authority - Executive Director; Town of Banner Elk - Town Manager; Town of Wendell - Town Manager; various Interim Manager positions	Asheville	North Carolina	(919) 2008780	hmontgomery@live.com	W	M	many short tenures, unemployed since 2014	Failed after initial screen-media check not conducted	
	Withdrew	Baldwin, C				Hendersonville	North Carolina	828-490-3900	csbaldwin89@gmail.com	W	M		Withdrew-Media check not conducted	