

**MINUTES OF THE TOWN OF WAYNESVILLE BOARD OF ALDERMEN**  
**REGULAR MEETING**  
**January 12, 2016**

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**THE WAYNESVILLE BOARD OF ALDERMEN** held a regular meeting on Tuesday, January 12, 2016 at 6:30 p.m. in the board room of Town Hall, 9 South Main Street, Waynesville, NC.

**A. CALL TO ORDER**

Mayor Brown called the meeting to order at 6:30 p.m. with the following members present:

Mayor Gavin Brown  
Alderman Gary Caldwell  
Alderman Jon Feichter  
Alderman Julia Freeman  
Alderman LeRoy Roberson

The following staff members were present:

Marcy Onieal, Town Manager  
Chase Wells, Acting Town Attorney  
Amie Owens, Town Clerk

The following media representatives were present:

Mary Ann Enloe, The Mountaineer  
Vicki Hyatt, The Mountaineer  
Becky Johnson, Smoky Mountain News

1. Welcome /Calendar/Announcements

Mayor Gavin Brown welcomed everyone to the meeting. He thanked the board members who went to Hickory for the N.C. League of Municipalities' educational session for newly elected and veteran public officials last week and commented that he hoped they had a fruitful session. He noted that the session included Essentials for Local Government Officials and the state-mandated Ethics Training for all local elected officials.

Mayor Brown asked Manager Onieal to update regarding calendar events. Manager Onieal called attention to the following events:

- January 16 - 18– Martin Luther King, Jr. Celebration Weekend with multiple events including the Monday, January 18<sup>th</sup> annual prayer breakfast at the Lambuth Inn, noting that each board member had a ticket and that she and several staff members would also be in attendance.
- January 25 – Southwestern Commission meeting

2. Adoption of Minutes

*Alderman Freeman made a motion, seconded by Alderman Caldwell, to approve the minutes of the December 3, 2015 special called meeting and the minutes of the December 8, 2015 regular meeting, as presented. The motion carried unanimously.*

**B. CALL ON THE AUDIENCE**

Mayor Brown noted that there would be a change in the order of the agenda with the call on the audience being held at the beginning of the meeting rather than the end. He reminded individuals to limit their comments to three minutes.

**Janet Clark, Park Drive, Waynesville** asked to speak in favor of the town manager's reappointment. She commented that she felt the town is in great shape and the media had reported no performance problems. She worked with Manager Onieal during the Cycle NC event and found her to be open and receptive. Ms. Clark added that while she was excited for Alderman Feichter to be on board, it was difficult for him to be impartial in this decision given his past business history with the Town.

**Bob Clark, Park Drive, Waynesville** also spoke in favor of the town manager's reappointment. He commented that it appears that there is a consensus she is doing a good job and that she has been given many things to do and make changes; no one can do that without ruffling feathers. He added that from the media he saw quotes from individuals from all political affiliations and all spoke highly of her. Mr. Clark continued by noting that at the end of Mr. Galloway's first term, he was facing a similar situation and was allowed to stay and became a fabulous town manager. He concluded by noting Manager Onieal had done what she was called to do and had done so honorably.

**Phillip Gibbs, Town of Waynesville Planning Board member**, first congratulated Alderman Feichter on his election. He also spoke in favor of the town manager's reappointment. Mr. Gibbs noted that he had talked to many individuals and that Manager Onieal has done an amazing job, and all that she and staff had done had been at the request of the board. He added that the board should do what is in the best interest of the majority rather than the minority, and that is to keep the town manager.

**Jack Wadham, Frog Level Merchant**, spoke regarding ongoing problems in the Frog Level business district he perceives as being associated with the location and policies of the Open Door Soup Kitchen. He requested that the town end their special appropriation to Open Door for utility services. He indicated that there had been multiple calls for service to the Police Department to the area in recent weeks. Mayor Brown explained that an agreement had been reached with the Open Door some months back, but that he would take the time to follow up with the Open Door and report back to Mr. Wadham. He also spoke favorably with regard to his experience with Manager Onieal, stating that she had always been responsive to his concerns and followed through exactly as promised.

**Steve McNeill, 165 Country Club Drive, Waynesville** spoke in favor of Manager Onieal's reappointment. He commented he was upset about media coverage regarding the town manager. He provided examples of transitions to new leadership at the County and at HRMC and noted that similar attrition and personnel changes were not uncommon at the level of these positions after long tenures and changes in CEOs. Mr. McNeill added that the board had appointed Ms. Onieal and gave her support on issues and that they did a good job in their selection and he would like to see her continue in this role.

**Jim Bothwell, 78 Chelsea Road, Waynesville** presented a packet of information to board members and described his concerns about perceived discrepancies in utility billing. Mayor Brown offered Mr. Bothwell a meeting with Finance Director Eddie Caldwell to discuss his concerns regarding this billing on January 13 at 10:00 a.m.

**C. PRESENTATION**

3. Tuscola AFJROTC Cadets

Cadet Joy Kelly from Tuscola High School's Air Force Junior ROTC (AFJROTC) unit provided an overview of the current year goals and accomplishments of the group during the past year. She noted that the instructors were Lieutenant Colonel Kevin Sutton and Senior Master Sergeant Steven Robertson. Cadet Kelly noted that the goals were developed by the unit and had to be measurable in order to help them stay on track and know where to focus manpower. She highlighted the various unit, school and community activities that had occurred over the past year noting that the motto – Service Before Self - was how each of the activities were approached. Cadet Kelly added that in five months, the unit had provided 858.39 hours of community service.

Cadet Captain Michaela Moore explained that the Cadets in Action (CIA) had two trips planned this year, one to the Civil Air Patrol in Asheville and a joint trip with Pisgah's NJROTC to Pensacola, Florida to Eglin Air Force Base. She elaborated on the various activities of the color guard and drill team and the Kitty Hawk Air Society which is an academic honor society and offers tutoring to other cadets.

Mayor Brown thanked the cadets for their participation and their instructors for mentoring these young people and applauded their potential for the future. The presenters and the other cadets were met with a standing ovation.

**D. NEW BUSINESS**

4. Request from Haywood County for Approval of Economic Development Plan for Old Haywood County Hospital

Haywood County Tax Administrator David Francis explained that the County had received a proposal from the NC Historic Preservation Foundation (NCHPF) to repurpose the old Haywood County Hospital. The NCHPF is working with Landmark Group to develop affordable housing utilizing the Low Income Tax Credits (LITC) and Historic Tax Credits which were approved by the legislature in late 2015. Mr. Francis noted that the cost of upkeep for the building has totaled \$505,000 from 2012 through 2015.

Mr. Francis highlighted that some of the conditions of the sale include maintaining the historic appearance of the exterior, while repurposing the interior. Landmark has been known for affordable housing projects and would serve as the property manager.

Several questions were posed to Mr. Francis about the project, including who gets the benefit of the tax credits? Would there be a cost to Town? What type of arrangement is being considered? Mr. Francis answered as follows: the tax credits are given to the partner (Landmark). At this point there is

no cost to the Town. Manager Onieal noted that at this point the only request is for formal support from the Town for the project and to consider some in-kind permitting, water/sewer or electric and/or site work when the time comes.

Mr. Francis continued by noting that in order to sell the facility, it would be transferred to NCHPF who would sell it to Landmark. If the applications are approved in January, then a closing could occur in January – March 2017. The County would receive \$200,000 at closing and then would pledge by second tier deadline a \$450,000, no interest forgivable loan for 30 years to complete the project with \$225,000 due in March of 2017 and the balance due within 90 days of the completion of the project in second or third quarter of 2018. Landmark Group would stay in place as the General Partner, and Managing Member throughout the 30 year term.

Alderman Roberson inquired about possible extension of the agreement. Mr. Francis noted that once the 30 year period is over, then Landmark Group owns the property.

Alderman Feichter asked if the plans that Mr. Francis saw included renderings. Mr. Francis confirmed that the renderings would bring the building back to its original design from 1927.

Manager Onieal reiterated that in the future, if this project is approved, then the board may be asked to approve economic incentives, but at this point, the consideration is for formal support of the application as an affordable housing application using historic and low income tax credits. She again noted that in all likelihood, if approved, the Town would be approached by both County and developer to seek assistance in the form of fee and/or permit waivers and possibly economic development incentives in the form of in-kind participation related to utility or other public infrastructure work as part of the development of the project to ensure that the units can indeed remain affordable. It is anticipated that between the increase in property tax value and income from utility customers on both the electric and water/sewer systems, any economic incentive the Town may offer would realize a reasonable return on investment within a relatively short period of time and would certainly be worth offering in order to ensure a competitive application on the front end.

Alderman Freeman expressed kudos to the County for looking to serve the underserved citizens of Haywood County such as the senior population, veterans and low-income families.

Alderman Feichter added that there is a lot of good in this project. He stated that “the old hospital is part of who we are, if it preserves that aspect of history and provides the resources for people in need and is supported by the community. I can’t see any bad in that.”

John Stiltner with Landmark spoke and explained that Landmark Group always tries to focus on rural communities and historic buildings, and has been successful with adaptive re-use projects many times. He added that the site should receive a perfect score on the application based on the recently revised criteria established by the state. Mr. Stiltner added that the project is slated for 55 units at this time, with 22 two-bedroom and 33 one-bedroom units. At this point, the goal is to target 20% of units for veterans. Landmark is working with Mountain Projects to put the building on the transit listing for regular stops. He noted that there is still much to accomplish and that the NCHPF and Landmark are still working on the application. Mr. Stiltner closed by noting that the Old Hospital is a beautiful building, which is why he is excited about the project and he gets to live in the community for a year during the project, which he considers another plus.

Mayor Brown inquired if all on the board understood the tax credits and how they worked. He noted that the tax credits are typically sold to investors, which gives the leverage and financial capacity to do these types of renovations. Mayor Brown thanked Mr. Francis for the presentation and Mr. Stiltner for coming.

Alderman Roberson asked what the about the projected monthly rental for the units. Mr. Stiltner answered that at this point projections are around \$600 per month or about 50% of the average fair market rental rate. He added that criminal background checks will be done for all residents of the units as well as credit checks. At least 10% of the units will be handicapped accessible and this percentage may increase depending on need and interest.

***Alderman Roberson made a motion, seconded by Alderman Caldwell, to support the County's efforts to submit an application to renovate the old Haywood County Hospital and to provide in-kind services should the application be approved. The motion carried unanimously.***

5. 2014/2015 Annual Audit Report

Nancy Lux with Ray, Bumgarner, Kingshill and Associates (RBK) delivered the annual audit report. She explained that there are two types of audits that could be performed; one is a full-blown, lengthy and more detailed regular audit, the other being a yellow book audit, which is more limited in scope. The yellow book audit is what was performed and all that was required, since the Town had no state or federal funding during the past year, which is what would have triggered the requirement for a more extensive, lengthy and expensive audit process.

Ms. Lux reviewed the audit letter addressed to the Board of Aldermen noting the significant audit findings including the change to standard accounting and reporting for pensions in adopting the Governmental Accounting Standards (GASB) 68 and the change in internal service costs to more closely mirror true allocation of funds across departments. There were no significant difficulties in dealing with management in performing or completing the audit. She noted no corrected or uncorrected misstatements; no disagreements with management and that RBK requested and received all representations from management. There was no need to have additional external independent audit consultations. The report noted that no deficiency in internal controls, compliance or financial reporting was identified and the auditors issued an unmodified opinion.

Ms. Lux highlighted the various sections in the audit report based on the table of contents noting each of the respective areas and page numbers. Ms. Lux again announced that the opinion from the audit was an unmodified opinion which reflects excellent financial management practices are in place and with no deficiencies. She added that the transfer from the electric fund to the general fund each year equates to about a 10 cent savings in property taxes to the general fund, so the profit generated by the electric utility continues to be a good investment for the Town overall by keeping taxes lower than they ordinarily would need to be.

Ms. Lux noted that in the interest of time, she would forego the power point presentation she had prepared, noting that the board members had copies of the slides showing the overall financial report as well as supplemental data related to the revenues and expenditures for 2014/2015. A fluctuation analysis of the revenues and expenditures was included in the packet, which provided information explaining the increases and decreases to the various accounts. Graphic representations of

the revenues and expenditures by category, fund (general, water, sewer, electric) and department as compared with the previous year were part of the packet.

Ms. Lux thanked Manager Onieal, Mr. Caldwell and the Financial Services staff for their assistance and thanked the board for allowing RBK to do the audit.

Mayor Brown inquired about the current debt for the Town noting that current debt outstanding is approximately \$10 million but that the Town could borrow an additional \$85 million before hitting the borrowing limit set by the Local Government Commission (LGC). Finance Director Eddie Caldwell confirmed and explained that the LGC looks at the fund balance as the cash on hand that a municipality has and it must be greater than 8%. The fund balance for the town of Waynesville is 44.31% which is slightly lower than electric municipalities of like-size, but on par with where the town has typically been, which is anywhere between 40% and 50%. Alderman Feichter asked what the percentage was from the previous year. Mr. Caldwell answered 37.67%.

Mr. Caldwell explained that last year \$400,000 was added to the fund balance and total expenditures had decreased. One reason was the new accounting model that allowed for allocation of costs to departments and to the enterprise funds.

Mayor Brown commented that when someone asks, how the town is doing, they are usually focused on the debt and fund balance. He voiced that he hoped the citizens were pleased with how things are done. It was noted that in future years, there may be a need to drop the transfer in the Electric Fund to the general fund. Manager Onieal added that this is why the discussion of the wholesale power agreement has been so important and that the return on investment represented by Waynesville's healthy utilities, and the electric system in particular, is what has given Waynesville an edge in providing high levels of service, while weathering economic crises and avoiding excessive tax increases.

Mayor Brown noted that due to the new GASB reporting standards and changes made in allocation models, this audit was different than others previously, making it a little difficult to compare some figures from last year; however, future audits will be more illustrative of current processes and will appear to more accurately allocate costs to appropriate cost centers in the correct time period. He asked Mr. Bruce Kingshill, who was in the audience, how long RBK had been doing the audit. Mr. Kingshill replied many – twenty-plus – years. Mayor Brown thanked Ms. Lux and Mr. Kingshill for the audit presentation.

***No action was required by the board as this was a formal report of the 2014/2015 annual audit.***

6. Appointment to the Non-Power Agency Board of Commissioners for ElectriCities – one member and one alternate – for term ending December 31, 2017

Manager Onieal explained that this appointment was more of a formality as the Non-Power Agency's Board rarely meets and is not expected to meet again until November 2016. In the past, this appointment has been staff appointments. The recommendation is that the town manager and the public services director be named in this capacity.

***Alderman Freeman made a motion, seconded by Alderman Roberson, to appoint the town manager and public services director as the member and alternate to serve on the Electricities Non-Power Agency Board of Commissioners, as presented. The motion carried unanimously.***

**E. CALLS FOR PUBLIC HEARINGS**

7. Resolution of Intent to Close Right-of-Way and Call for Public Hearing to close an un-opened and un-named portion of the right of way that is located at 200 Chipping Sparrow Lane

Development Services Director Elizabeth Teague explained that George and Renee Garrett have petitioned the Town to close an unopened right-of-way that runs through their property at 200 Chipping Sparrow Lane, PIN 8615-62-8173. Pursuant to NC General Statutes 160A-299, the Board must adopt a resolution declaring the Town's intent to close the street or alley, provide public notification and posting of property and call for a public hearing on the question. This right-of-way closure petition request has been reviewed by the Technical Review Committee and is not used for any utilities or access to another lot.

***Alderman Caldwell made a motion, seconded by Alderman Freeman, to adopt the resolution of intent to close a right-of-way and to Call for a Public Hearing to be held on February 9, 2016, at 6:30 p.m. or as soon thereafter as possible, in the Board Room of Town Hall located at 9 South Main Street, Waynesville, to consider the closing of an un-opened and un-named portion of right-of-way that is located at 200 Chipping Sparrow Lane. The motion carried unanimously.***

8. Call for Public Hearing to consider Conditional District Ordinance Change for Ingles Markets Signage

Ms. Teague noted that Ingle's Market's was requesting an amendment to the Conditional District regulations for the new Ingles store at Russ Avenue to allow 9 separate wall signs for the façade. This would exceed the maximum number of three signs, which normally would be allowed, and the six wall signs, which are on the building now. The proposed signs are small in size and are not designed to be read from Russ Avenue but to direct customers to appropriate entrances and sections of the store. Ms. Teague explained that the sign area permitted in this district is 15% of the wall, and that the proposed signs would remain well within that percentage. At their October 19, 2015 Meeting, the Planning Board voted unanimously to recommend that the Town amend the Conditional District Regulations to allow an increase in the number of wall signs. Ms. Teague included a copy of the proposed plan for this signage. She added that this request is a legislative change to the Conditional District text, and as such, requires a public hearing and action on the part of the Board of Aldermen.

***Alderman Feichter made a motion, seconded by Alderman Roberson, to call for a public hearing to be held on January 26, 2016 at 6:30 p.m. or as soon thereafter as possible, in the Board Room of Town Hall located at 9 South Main Street, Waynesville to consider Conditional District Ordinance Changes for the Ingles Markets (RC-CD) related to wall signage for the expanded Ingles store. The motion carried unanimously.***

**F. COMMUNICATIONS FROM STAFF**

9. Town Attorney

Attorney Chase Wells was in attendance for Town Attorney Woody Griffin; there were no legal matters to report.

10. Town Manager – Marcy Onieal

Request from HART

Manager Onieal explained that a request had been received from Haywood Arts Regional Theater (HART) for in-kind assistance to install a waterline, move a fire hydrant and install three-phase electric with forgiveness of tap fees for the project. The total estimate for such work is approximately \$36,641 if three-phase electric service is required; roughly \$1,250 would be for the tap fee, the remainder would be the cost of materials and value of in-kind labor for work to be completed by Town staff that would normally be handled by outside contractors or completed by town staff and charged to outside contractors. Manager Onieal noted that due to the fact that work is already underway and the project is nearing completion, a decision by the board is needed in advance of the usual Strategic Partner Funding process through which a non-profit agency would ordinarily request this type of assistance. She reminded the board that it had allocated a total of \$50,000, \$25,000 in cash contributions in each of the last two budget years, to this project and that this request was being received as a third-year capital request to help finish off the project.

Public Services Director David Foster noted that he had recently received the multiple requests from the engineer for the project and that dependent upon the electric needs, the project could be completed easily, especially if the electric lines could be single phase rather than three-phase.

Alderman Freeman inquired if the request for services or waiver of the fees was included in the bid documents? And, why were these issues not addressed as part of the planning?

Mr. Foster indicated he was not aware of how the project was bid, but that it was not within the scope of staff authority to waive fees, nor give away town services and materials to private entities without manager and board approval. He noted, however, that the existing fire hydrant on site is not operational and that the town will add the hydrant as a safety requirement anyway at no cost to the developer.

Alderman Feichter commented that HART does great things and is an economic driver and the new theater will be even better. Even though this request represents additional commitment of town resources for the return, the cash outlay by the Town for the project is insignificant.

Alderman Roberson echoed Alderman Feichter's sentiment explaining that if there are ongoing productions, it serves to increase the revenue that they (HART) produce and the number of people they bring in. It's a win-win, even though this is an unexpected expenditure.

Alderman Feichter added that he agreed with Alderman Freeman that it is outside of the normal schedule of events in terms of budgeting and while he appreciates that their emergency should not necessarily become our emergency, he felt the greater good would be served.



Alderman Caldwell agreed that HART is an economic engine that brings people to restaurants and to stay in hotels and motels.

Alderman Freeman clarified that she was in total support of HART and their economic impact; her concern was that they have a contractor who should have been fully aware of the needs of the project when bidding, and now it suddenly becomes the Town's issue to pick up the tab.

Mayor Brown added that he would like to see the contract to find out why this is coming up now rather than as anticipated during the planning for the project. Mayor Brown asked if action had to be taken at this meeting or if there was a time consideration. Mr. Foster noted that the electric needs must come from the engineers working on the project so it was not extremely time sensitive. That being the case, Mayor Brown recommended tabling the request for consideration until additional information could be received and revisit at the next regularly scheduled meeting.

#### Manager's Comments

Manager Onieal took the opportunity to address the board and the audience regarding the subject of her reappointment. A copy of her prepared statement is incorporated into these minutes as an attachment.

#### **G. CLOSED SESSION**

***Alderman Caldwell made a motion, seconded by Alderman Roberson, to enter into closed session for the purpose of discussing the appointment of the town manager under NCGS § 14.318.11 (a) (6) – Personnel. The motion carried unanimously.***

The board entered closed session at 8:34 p.m.

The board returned from closed session at 10:05 p.m.

***Alderman Roberson made a motion, seconded by Alderman Caldwell, to terminate the contract of the town manager effective as of 5:00 p.m. on January 29, 2016. Aldermen Caldwell, Feichter and Roberson voted in favor of the motion. Mayor Brown and Alderman Freeman voted in opposition to the motion. The motion carried with a 3 – 2 majority in favor of the terminating the town manager's contract.***

Mayor Brown announced there would be a special called meeting on Tuesday, January 19 at 6:00 pm in the Board Room of Town Hall, 9 South Main Street, Waynesville, NC, for the purpose of discussing how the board would move forward from this point, and that the board would most likely go into closed session for the purpose of considering qualifications for one or more candidates to be appointed as interim manager.

**I. ADJOURN**

*There being no further business to discuss, Alderman Caldwell made a motion, seconded by Alderman Roberson, to adjourn the meeting at 10:07 p.m. The motion carried unanimously.*

ATTEST

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Gavin A. Brown, Mayor

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Marcia D. Onieal, Town Manager

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Amanda W. Owens, Town Clerk

Mayor & Board:

I have no additional reports tonight, but if I may take a brief moment of personal privilege, I would simply like to address the elephant in the room, since I have apparently become that elephant.

While I appreciate the very positive comments that have been reported in the media about my leadership and the many comments and gestures of support I have received from both employees and members of the community, the attention and media circus surrounding the status of my continued employment with the Town of Waynesville have become a most uncomfortable distraction that is detrimental to both employees and the community alike. The last thing I ever expected, or wanted, was to become front page news or a lightning rod for this board and community.

I and the Town's 260 other employees have come to work every day for the past month trying to serve this community with honor, integrity and professionalism, amid rumor, speculation, half-truths, and innuendo, without any formal communication or direction as to what this board is thinking or what direction it is going.

Regardless of what personal agendas may have been at work behind the scenes, both inside and outside the organization, throughout the election campaign season, and regardless of where each of you may individually stand with regard to my continued leadership of this organization, it is imperative that the five of you get back on the same sheet of music for the good of this community as soon as possible, because to do anything else, is unfair to our employees, to me, and to the citizens who have shown their faith in your leadership by electing you to office.

Waynesville, as a local government, has a reputation for being progressive and professional and for having a unified board. Frankly, that's one of the reasons I even wanted to accept a position here. A unified board is a rarity in today's political environment that, at all levels of government, more often showcases incivility in public discourse and a divide & conquer/win-lose mentality.

Having worked with you for the past four years, I know that even though the five of you did not naturally agree on many issues, you were a board that worked hard together to achieve consensus. As has been acknowledged by all of you, everything the staff and I have accomplished in the last four years was done at your direction on a 5-0 vote, with a single exception, which now, Mr. Caldwell has since acknowledged was a mistake and that if he had it to do over, he would vote in favor of individually assigned police vehicles.

I applaud you for having engaged for the first time as a group this weekend in the School of Government's Local Elected Officials Academy. I was hoping this would be an opportunity for the six of us to take advantage of the training available, and our time together, to reach a common understanding of where we are heading. Perhaps had we taken this kind of time together in partnership before now, we would not be where we are tonight. Nonetheless, your commitment to becoming a more effective board, and to understanding the roles and relationships between board and manager is commendable and will only enhance your future work as a board together.

One thing that no doubt resonated from your training this weekend is that all town managers in NC are at-will employees who serve at the pleasure of their boards. I knew when I signed on here, that I could walk in on any given day, and that if three of you didn't like the color of my hair, or what I was wearing, or an election occurred that upset the equilibrium and you just wanted someone else in my place, that with three votes, I would be gone. You don't need a reason to fire me, you just can, and frankly, I appreciate that some of you have recently clarified your interests in the newspaper.

There are three things I cannot deliver on as your town manager. I cannot change my gender; I do not yet have the 20+ year relationship with Mr. Caldwell, Dr. Roberson, and Mr. Feichter that my predecessor had; and I cannot miraculously turn myself into Lee Galloway. Only one person has those qualifications, and that is, in fact, my predecessor.

What I have provided you as town manager and what I can continue to offer you as town manager are those qualities that four of you saw in me when you pointed to me four years ago, after a grueling public assessment process, and said she's the one. I stand today for the same values you said you wanted in a manager and that I have tried to consistently model throughout my entire career – transparency, openness, integrity, responsiveness to our citizens and businesses, commitment to best practices, fairness and equity in treatment of all our citizens and employees, with the energy and enthusiasm to keep moving our community forward.

But I also recognize that we are not dealing with the board that hired me. For better or worse, there is difference of opinion that has emerged about my leadership among the four incumbents on the board. Mr. Feichter, as the newcomer to the board, has been put in a very awkward situation in his first full meeting of this board.

And that brings me back to where we are tonight – the mayor has already mentioned it, and I am asking you, affirmatively, to deal with my employment status tonight -- so that we all can all move on – one way or the other.

Because to fail to deal with my employment status, leaves employees wondering from whom they're to take their marching orders. Is it the two incumbents who feel one way; the two incumbents who feel the other way? Is it the newcomer to the board? Is it the former town manager? Is it the current town manager or some manager yet to be named? Or shall employees feel free to run amok because the board remains divided and will not support its hired manager regardless?

You have four options ahead of you tonight:

- 1) You can take a vote of confidence in my leadership and continue to move forward in partnership on the many projects, plans and opportunities that we have been talking about for the past four years
- 2) You can do absolutely nothing, and although that leaves the future somewhat in limbo, without clearing the air, I remain employed because

my contract is a perpetual contract, until you terminate my employment or until we mutually agree upon alternative terms of employment

- 3) You can terminate me as of a date certain tonight with a majority vote
- 4) You can either continue to employ me, or terminate my employment, on a negotiated basis that changes the terms of my current employment agreement with the Town.

Since none of you have discussed any of those options with me, nor to my knowledge have you discussed them with each other, I recognize that your closed session will need to deal with this issue, and I am pleased to join you in closed session, or not, as you see fit. If you choose to go into closed session without me, I would remind you that you need someone to take minutes, and I will dutifully await your decision, whatever that may be.

I would like to close by saying that I am incredibly grateful to have served this board – all five of you and Mr. Greeley before you -- and to have served the employees and citizens of the Town of Waynesville for the past four years. This has been my dream job. My husband and I committed fully to being here in Waynesville, to making friends here and to contributing positively in every way we can. Regardless of your decision, we have invested in this community in so many ways and love it for the same reason that all of you do, and we have no intention of going anywhere else, because this is our home.

Whether I am employed by the Town of Waynesville one more hour, another month, another year, or another decade, I have the utmost respect for the five of you and will continue to loyally and professionally serve you and this community, to the best of my ability, right up until the moment you no longer require my service, whenever that might be.

And the last thing I want to assure you, and it's something I'm sure you already know and trust – is that regardless of who your manager is – Lee Galloway, Marcy Onieal, or someone yet to come – this town is blessed with outstanding department directors, operations team members and employees at every level of the organization. I was quite fortunate to inherit some outstanding leadership

when I got here and I've hired outstanding leadership since I've been here. So regardless of whether you decide to change coaches tonight, you have a winning team ready to keep serving this Town with integrity and honor. I hope you won't disappoint them whatever your decision may be.