OPEN SESSION MINUTES INCL. CLOSED SESSION

TOWN OF BLACK MOUNTAIN

Town Hall, 160 Midland Avenue, Black Mountain, NC 28711

Date: **December 23, 2025** Time: **8:00 a.m.** **Special Called Meeting Minutes**

THE BLACK MOUNTAIN TOWN COUNCIL held a special called meeting on Tuesday, December 23, 2025 in the Council Room of Town Hall, 160 Midland Avenue, Black Mountain, NC for the purposes of Closed Session pursuant to N.C.G.S. 143-318.11 (a)(3) To consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged., and N.C.G.S. 143-318.11 (a)(6): to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer; and to discuss executive search firms for Town Manager recruitment in open session.

CALL TO ORDER

Mayor C. Michael Sobol called the special meeting to order at 8:04 a.m. The following Council members were in attendance: Mayor C. Michael Sobol, Vice Mayor Archie Pertiller, Council Member Alice Berry, Council Member Doug Hay, Council Member Pam King, and Council Member Ryan Stone.

Mayor Sobol stated the first portion of the meeting was for Town Council to meet in closed session.

Council Member Doug Hay made a motion to go into closed session pursuant to NC General Statute 143-318.11(a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged., and N.C.G.S. 143-318.11 (a)(6): to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer. A vote of 5-0 in favor.

The Council returned to open session at 9:34 a.m.

Council Member Pam King made a motion to exit closed session now that the purpose pursuant to NC General Statute 143-318.11(a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged., and N.C.G.S. 143-318.11 (a)(6): to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer, has been accomplished and to without a general account of such closed session so long as releasing the same would frustrate the purpose thereof. A vote of 4-0 in favor. *Council Member Alice Berry left the meeting at 9:15 a.m.*

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Council Member Doug Hay stated the Town Council met in closed session to interview candidates for interim Town Manager and would hold an additional Council Closed Session meeting the week after Christmas for further discussion. The Town Clerk will poll Council on the next meeting date and time and will post the meeting notice accordingly.

The next item on this special meeting agenda was discussion of executive search firms for Town Manager recruitment. Attorney Susan Russo-Klein reviewed information from the two firms who had submitted proposals. The first firm, Mercer Group Associates would offer the services of position analysis, recruitment brochure development, advertising, candidate search, screenings, and interviews. The base fee would be $24,000, plus expenses.

The second firm, Developmental Associates, would perform the following tasks: recruitment of candidates, perform a multi-method screening approach on candidates, applying skill-based assessment and emotional intelligence testing to provide a comprehensive assessment beyond traditional interview-only approach. The base fee of $27,600, plus expenses.

Council Members stated additional discussions on these executive search firms' proposals would occur at the next special-called meeting of the Council, following the Closed Session.

ADJOURNMENT

With no further discussion, the meeting was adjourned. The time was 9:42 a.m.

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C. Michael Sobol, Mayor

ATTEST:

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Wesley M. Barker, Town Clerk

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