BLACK MOUNTAIN TOWN COUNCIL MINUTES

December 31, 2025 | Special Meeting Agenda | Time: 8:30 AM

Town Hall Council Chambers | 160 Midland Avenue, Black Mountain, NC 28711

Black Mountain Town Council held their special meeting agenda on Wednesday, December 31, 2025, at 8:30 AM in the Council Chambers of Town Hall, 160 Midland Avenue, Black Mountain, NC 28711.

1. CALL TO ORDER

Mayor C. Michael Sobol called the meeting to order at 8:32 a.m. with the following members in attendance: Mayor C. Michael Sobol, Town Council Member Alice Berry, Town Council Member Doug Hay, Town Council Member Pam King, Town Council Member Ryan Stone. *Vice Mayor Archie Pertiller was absent.*

The following staff members were present: Wesley Barker, Town Clerk and Susan Russo Klein, Attorney.

2. CLOSED SESSION - NCGS 143-318.11 (A)(3) CONSULT WITH ATTORNEY, ATTORNEY-CLIENT PRIVILEGE; AND NCGS 143-318.11(A)(6) PERSONNEL-RELATED.

Council Member Pam King 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 4-0 in favor. Vice Mayor Archie Pertiller was absent.

The Council returned to open session at 9:05 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. Vice Mayor Archie Pertiller was absent.

3. DISCUSSION OF EXECUTIVE SEARCH FIRMS FOR TOWN MANAGER RECRUITMENT

Attorney Susan Russo Klein reviewed Executive Search Firm proposals that had been received in addition to those from the last meeting. All firms have been recommended by the NCLM. The proposals received were from the following:

1. Developmental Associates- NC-based full-service firm with a start-to-finish process including recruitment, stakeholder interviews, emotional intelligence analysis, and candidate negotiations. They estimate a 60-day period with a two-year guarantee. The proposed fee is $25,500, not to exceed $27,600. Background checks of candidates would be at an additional fee.
2. Mercer Group Associates - Florida-based full-service firm, one-year guarantee. A base fee of $24,000 plus reimbursable expenses not to exceed $5,000.
3. MGT- A full-service firm including advertising and background checks, job boards listings. A flat fee of $26,000.
4. Piedmont Triad Regional Council - Uses a "word of mouth" recruitment and networking of managers, not a full-service firm. They would provide feedback on applicants and resumes received. A proposed fee of $7,500.
5. Raftelis- Full-service firm with proposed cost of $36,000-39,000.
6. SGR- Texas-based full-service firm, a cost of $28,419 including advertising. Additional services are al la crate, but with additional costs. A cost of $14,184 would occur for additional interviews if the first-round process is unsuccessful. The Town would provide costs for the candidates to travel. This would be a 12-week process with at 1-year guarantee.
7. Slavin Management Consultants- A Georgia-based full-service firm. This would be a 60–90-day process with a cost not to exceed $25,203. The Town would pay the costs for candidate travel.

*****Copies of these proposals received are included at the end of these minutes.***

Discussion ensued among Council Members. Council Member Hay stated he would like to move forward and narrow down to two firms to move forward with. It was also mentioned that the interim Town Manager would continue any processes and involvement, after the permanent Town Manager leaves his role.

Additional discussion ensued concerning the Finance Director position and adding this to proposals with the search firms, if they would be interested in doing so. It was noted this would have an additional cost but have a level of commitment.

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4. CONSIDERATION OF INTERIM TOWN MANAGER APPOINTMENT (IF APPLICABLE)

Council Member Doug Hay stated the Council is continuing discussion of interim Town Manager candidates. No action taken on this matter.

5. ADJOURNMENT

It was announced the Town Council would next meet in a special session on Monday, January 5, 2026 at 8:30 a.m. at Town Hall.

With no further business to be discussed, Mayor C. Michael Sobol adjourned the meeting at 9:32 a.m.

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C. Michael Sobol, Mayor

Attest:

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Wesley M. Barker, Town Clerk

Attachments: Copies of search firm proposals received.

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