Outlook

Re: Presentation

From Frank Cappelli <frankecappelli@gmail.com>
Date Wed 6/10/2026 10:13 AM
To Richard Hicks <richard.hicks@tobm.org>

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Hi Richard -

Thank you for speaking with me. Here is the text:
Frank Cappelli – 1120 Montreat Rd.

Last month, I outlined documented concerns regarding a lack of transparency and retaliatory behavior by town staff.

Not 40 minutes later, the Planning Director took over the meeting to lecture you on town council, chastise the Mayor, and demand citizens be silenced in the name of "decorum." The town attorney said my comments were "just one man's opinion."

Let me be absolutely clear: finding official material in a deleted draft folder—mirroring known tactics used to bypass public records laws—is not an "opinion." It is a liability for our town and it demands investigation.

I understand the knee jerk reaction to question my credibility. for 12 years, my profession has been in the HR Technology space. I advise local and state governments on HR compliance and employee misconduct.

The combative treatment of local businesses and residents by the planning and zoning department is not just one mans "opinion." It is a documented pattern.

The Director claimed I was attacking "front-line staff." That is a deflection. The individuals I named—administrators, directors, and inspectors—wield the heavy regulatory power of Black Mountain. Holding them accountable when they weaponize zoning or operate in the shadows isn't a "personal attack"—it is the public's right.

The staff's reaction last month proved my exact point. Instead of addressing the very serious questions surrounding public records management, department leadership demanded that citizens be silenced for speaking up. They are clearly more offended by accountability than they are by the appearance of misconduct.

Decorum is important, but it must never be used as a gag or protect government overreach.

I am once again calling on this Council to authorize an independent, third-party audit of the email metadata and draft folders of Jessica Trotman, Josh Harrold, Michelle Kennedy, and Russell Cate.

Thank you for your time.

Frank

On Tue, Jun 9, 2026 at 9:30 AM Richard Hicks <richard.hicks@tobm.org> wrote:

> Can you send me a copy of the statement that you made to the Town Council last night?
>
> Richard N Hicks
> Interim Town Manager
> richard.hicks@tobm.org
> 828-419-9311