

**MINUTES OF
VILLAGE COUNCIL SPECIAL MEETING
MAY 6, 2014**

**395 MAGNOLIA ROAD
COUNCIL CONFERENCE ROOM
PINEHURST, NORTH CAROLINA
4:30 P.M.**

The Pinehurst Village Council reconvened the Special Meeting at 4:30 P.M. on Tuesday, May 6, 2014 in the Council Conference Room of the Pinehurst Village Hall, 395 Magnolia Road, Pinehurst, North Carolina. The following were in attendance:

Ms. Nancy Roy Fiorillo, Mayor
Mr. John R. Cashion, Mayor Pro-Tem
Mr. Clark H. Campbell, Councilmember
Ms. Claire L. Phillips, Councilmember
Mr. John C. Strickland, Councilmember
Mr. Andy Wilkison, Village Manager
Ms. Angie Kantor, Director of Human Resources
Ms. Lauren Craig, Village Clerk

And approximately 5 attendees, including 0 staff and 0 press.

1. Call to Order.

Mayor Nancy Roy Fiorillo called the meeting to order.

2. Discussion of Manager Profile Development Process with Ellis Hankins from The Mercer Group, Inc.

Ellis Hankins from The Mercer Group, Inc. gave an introduction on his involvement with the process of creating a profile for the Village Manager. Mr. Hankins explained that he met with each Councilmembers today and tomorrow will meet with Department Heads and Assistant Department Heads to pull together a position profile.

Qualifications, experience, personal and professional characteristics will be outlined for the Council to use in their search for the Village Manager position and Mr. Hankins shared several common attributes that came out of today's individual meetings with Councilmembers. Mr. Hankins discussed the importance of confidentiality in the process with the Council. He noted the importance of getting feedback from the public on general advice for these qualifications and ultimately it is the decision of the Village Council. Councilmember Strickland suggested that we may have strong candidates to consider of backgrounds other than local government. Once applications are received, Mr. Hankins suggested they be narrowed down to 8-12 strong candidates to continue researching further. He then suggested the Council select five people to interview in closed session and potential formats for this interview including communication evaluations. He encouraged a consensus and ideally a unanimous vote on a leader who would be qualified and a best fit for the community.

Audience member Jean Casinella asked if Ellis Hankins keeps an active list of Village Manager who may be seeking a new position. Mr. Hankins responded that the NC League of Municipalities does not keep a list such as this but he and others have a lot of background knowledge about managers who are seeking.

Doug Middaugh asked if the profile will be divided between required traits and desirable traits and this was confirmed. He also asked about the need for the Manager to live in or out of town. He asked about the contract length. Mr. Hankins never suggests terms or tenures since the statute gives the ultimate authority. Mr. Middaugh asked about the "final compensation" terms and what would be considered excessive.

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Audience member Jean Casinella cautioned the issue of giving a "golden parachute" to the Manager for the fear of ever firing that person which is what has been done in other states.

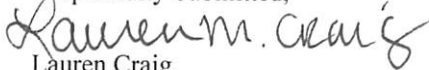
Ellis Hankins gave a summary of his involvement and process with the Cumberland County search for their County Manager.

Audience member Dick Bisby suggested we start this process for finding the top leader of 120 people and asked for estimate of time this will take. Mr. Hankins answered that it will be close to the time that Andy retires once the full process is completed.

Council agreed to use Ellis Hankin's firm for assistance throughout the process as needed.

3. Adjournment.

At approximately 5:20pm Councilmember Cashion moved to adjourn the meeting. The motion was seconded by Councilmember Campbell and passed unanimously with a vote of 5-0.

Respectfully Submitted,

Lauren Craig,
Village Clerk