

TOWN COUNCIL
SPECIAL MEETING
MAY 24, 2012
7:00 PM

Mayor Moore-Absent
Vice-Mayor Greer-Present
Councilman Ward-Present
Councilman Massey-Present
Councilman Doughty-Present
Councilman Metz-Present
Councilman Scanlan-Absent

STAFF PRESENT: Arthur Miles, Ethel Parks, Chief DiMartino, J.R. Bishop.

CALL TO ORDER:

The meeting was called to order at 7:00 pm by Vice-Mayor Greer in Mayor Moore's absence.

PLEDGE OF ALLEGIANCE:

The Pledge of Allegiance was recited by all present. Vice-Mayor Greer stated that an invocation was not required at a Special Meeting.

INVOCATION:

The Invocation was given by Vice-Mayor Greer.

WELCOME JOHN ANZIVINO-SPRINGSTED:

Vice-Mayor Greer welcomed Mr. Anzivino to speak to the Council. Mr. Anzivino stated that Springsted has been in business for over 50 years. He noted that they are a national office and that he is from the Richmond based office with 62 people on staff and they service localities from Atlanta, Georgia up to Maryland. Mr. Anzivino said that locally, he has worked with Northampton County, the Town of Cape Charles, Accomack County, the Bay Bridge Tunnel Commission and the Town of Chincoteague.

Mr. Anzivino stated that a typical search for Town Manager takes about four months. He said they will be getting to know the community, the governing body and what they are looking for in a manager to determine what their needs are. He noted that they will interview each elected official to find out what they expect in a manager as far as special skills and type of personality and their idea of compensation. Mr. Anzivino further said they like community involvement on the selection of a manager. He said once they have all the information they need the search process begins. He noted that they would need to determine if the Council would want a national search or a regional search. Mr. Anzivino said that they conduct extensive interviews, lasting 1 - 1½ hours and a background check on each applicant. He noted that they will give the Council a report of up to 10 candidates, to include candidate profiles. It is then up to the Council to narrow it down and make a decision. He said that they do not recommend one candidate over another, however they will offer strengths and

weaknesses as they see them if asked. If the person hired for the position is dismissed for cause within 2 years, then Springsted will begin the search again at no cost. Mr. Anzivino noted that their fee for the search is approximately \$12,000-\$15,000 plus advertising, travel and other out-of-pocket expenses, which could run as much as \$15,000-\$18,000. He agreed to put a packet together for the Council that will outline the process and have it ready in time for June meeting.

The next meeting will be June 4, 2012 at 7:00 pm.

MOTION TO ADJOURN:

Councilman Massey made the Motion to adjourn. The Motion was seconded by Councilman Metz. The Motion was passed unanimously. The meeting was adjourned.

Douglas W. Greer, Sr. Vice-Mayor

Ethel Parks, Town Clerk