

**Narrows Town Council
Special Called Meeting
May 17, 2022**

Mayor Tom Spangler called the meeting to order. Council Members present were Clyde Turner, Sara Bowles, George Conley, John Mills, and Joe Goorskey.

Staff members present were Susan Kidd and Debbie Thomas.

Councilman Mills gave the invocation.

Council and audience recited the Pledge of Allegiance.

Councilman Goorskey made a motion to go into executive session to discuss real property (negotiation for property) (Sec. 2.2-3711.A.3). Councilman Mills seconded the motion.

Ayes: Turner, Bowles, Conley, Mills, and Goorskey

Nays: None

Motion Carried 5-0

Councilman Mills made a motion to return to open session. Councilman Goorskey seconded the motion.

Ayes: Turner, Bowles, Conley, Mills, and Goorskey

Nays: None

Motion Carried 5-0

Certification

WHEREAS, the Town of Narrows, has convened an executive meeting on this date pursuant to an affirmative-recorded vote and in accordance with the provision of the Virginia Freedom of Information Act: and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification of the Town Council that such executive meeting was conducted in conformity with Virginia Law:

NOW, THEREFORE, BE IT RESOLVED THAT THE Town of Narrows hereby certifies that, to the best of each member's knowledge, (1) only public business matters lawfully exempted from open meeting requirements by Virginia Law were discussed in the executive meeting to which this certification resolution applies: and (2) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed or considered by the Town Council.

ATTEST: _____

Councilman Goorskey made a motion to accept the certification. Councilman Mills seconded the motion.

Ayes: Turner, Bowles, Conley, Mills, and Goorskey

Nays: None

Motion Carried 5-0

Susan Kidd asked council if they wanted to set dates for interviews for town manager.

Mayor Spangler asked if they wanted to interview the top 3.

Councilman Conley said he would suggest interviewing the top 6.

Councilman Goorskey said he is not interested in hiring them if they only received 2 votes. They needed 3 votes to be considered.

Councilman Conley said he was happy with the top 3 but thought the other 3 should be interviewed also. Was everyone happy with the questions Mike Bedsaul sent? He was and also sent him another question.

Councilman Mills said he was happy with the questions.

Mayor Spangler said since he doesn't have a vote and people will be taking notes he would be glad to ask the questions.

Councilman Mills said he wasn't going to take notes.

Councilman Conley said notes are supposed to be kept for a year.

Councilman Mills said yes they are and they can mean something.

Mike Bedsaul said the notes will fall under the personnel section of FOIA even though the person being interviewed is not an employee yet. When a locality receives a FOIA for personnel records those can be withheld, even records of interviewees. The interviewees are the only ones that would be able to obtain copies of the records about themselves. The reason someone would typically take notes, and it is recommended that notes are taken, is that if the town received some type of complaint with the EEOC stating that there was some discrimination that occurred during the interview process they can go back to their notes and identify the reasons why that particular candidate was not selected. That is the benefit of taking notes and keeping them so that if they did receive a claim for somebody they would have some documentation showing that, for example, 2 or 3 of the interviewers wrote down the candidate didn't have experience in a particular area. They could show they didn't hire the person because of the experience they didn't have, not because of race or gender.

Councilman Mills said he believes his teammates will take good notes.

Councilman Conley asked Susan Kidd to go ahead and format the questions with a place for notes.

Councilman Goorskey said he feels like a question that should be asked to help him get to know the person is what the permanent assets of the town are or the most prominent features to exploit under an economic level. It would tell him that someone that has never been here has done their homework and are truly interested in the job.

Councilman Conley asked if they wanted to do the interviews on a Saturday or in the evening?

Councilman Mills said he will do them whenever his team can.

Mayor Spangler asked how many people they want to interview? He thought they should interview the 3 people that received the most votes.

Councilman Conley said they can interview the top 3 and if they aren't interested in them go to the next 3.

Councilman Goorskey said he is fine with that. He likes to rate people on a scale from 1-10 and if someone doesn't get over a 5 he would like to interview more candidates.

Mayor Spangler said he didn't know if they could interview all 3 candidates on the same day.

Susan Kidd said if they gave her a date she could call the candidates and set up the times.

Mike Bedsaul said there has to be a conditional offer before a background check can be done. They probably also need a contract. A 12-month probationary period is also common.

Councilman Conley said they could do the interviews on June 1st beginning at 4:00 p.m.

Susan Kidd said they could do interviews at 4:00, 5:15, and 6:30.

Councilman Conley said Mayor Spangler will be the moderator and will be asking all the questions.

Susan Kidd said that works.

Councilman Mills said the mayor should ask the questions.

Susan Kidd asked council to send her the questions they would like on the list.

Mike Bedsaul said council could send Susan Kidd 10 of the questions on the list and add one more supplemental question of their liking.

Councilman Mills made a motion to adjourn. Councilman Goorskey seconded the motion.

Ayes: Turner, Bowles, Conley, Mills, and Goorskey

Nays: None

Motion Carried 5-0

Clerk, Debbie Thomas

Mayor, Tom Spangler