

**TOWN OF DUCK
TOWN COUNCIL
REGULAR MEETING
July 7, 2021**

The Town Council for the Town of Duck convened at the Paul F. Keller Meeting Hall at 6:00 p.m. on Wednesday, July 7, 2021.

COUNCIL MEMBERS PRESENT: Mayor Don Kingston; Mayor Pro Tempore Monica Thibodeau; Councilor Nancy Caviness; Councilor Sandy Whitman; and Councilor Rob Mooney.

COUNCIL MEMBERS ABSENT: None.

OTHERS PRESENT: Town Manager Drew Havens, Director of Community Development Joseph Heard; Police Chief Jeffrey Ackerman; Fire Chief Donna Black; Attorney John Leidy; Director of Marketing and Special Events Christian Legner; and Town Clerk Lori Ackerman.

OTHERS ABSENT: Town Attorney Robert Hobbs; Public Relations Administrative Assistant Betsy Trimble; and Deputy Town Clerk Kristiana Nickens.

Mayor Kingston called the meeting to order at 6:00 p.m. He noted that Council was returning back to their normal Council meetings in that there will no longer be roll call votes, all Council members must be present to participate in the meetings, meetings will no longer be held via Zoom, and meetings will now be livestreamed via YouTube.

Mayor Kingston asked Councilor Sandy Whitman to leave the Pledge of Allegiance. Mayor Kingston led the moment of silence.

PUBLIC COMMENTS

Mayor Kingston opened the floor for public comments. He noted that comments will be limited to three minutes as there was now a timer for the time limit. He added that the public could email public comments, but they must be received by 4:00 p.m. on the day of the Council meeting. He noted that written comments must also be limited to three minutes when read aloud. There being no one wishing to speak, Mayor Kingston closed the time for public comments.

CONSENT AGENDA

Minutes from the May 5, 2021, Regular Meeting; Minutes from the May 19, 2021, Mid-Month Meeting; and Minutes from the June 2, 2021, Regular Meeting

Councilor Whitman moved to approve the consent agenda as presented.

Motion carried 5-0.

SPECIAL PRESENTATION

Introduction of 2021 Lifeguards

Mirek Dabrowski, Director of Ocean Rescue, was recognized to speak. Mr. Dabrowski introduced each member of Ocean Rescue to Council and the audience.

Mayor Kingston and Council thanked the lifeguards for everything they do to keep people safe on the beach.

OLD BUSINESS/ITEMS DEFERRED FROM PREVIOUS MEETINGS

Discussion/Consideration of Personnel Policy

Town Manager Drew Havens was recognized to speak. Town Manager Havens stated that at Council's June 16, 2021, mid-month meeting, Council adopted the Town's new personnel policies as part of the Fiscal Year 2021-2022 Budget. He stated that when he transmitted the personnel policies after they were approved, he made a couple of changes to it, which were reflected in the document in front of Council. He noted that there was a question regarding years of service bands as well as the wording, which was cleaned up. He stated that there was revised language regarding Longevity Pay and Vacation Leave accruals. He stated that with regard to bereavement leave, it referred back to Section 16 in the personnel policies where it defined the leave for employees that work other than 40 hours, which were police and fire. He noted that he was looking for Council to approve the changes through a motion.

Town Manager Havens stated that with regard to the section on harassment, there was conversation about how to report harassment. He reminded Council that they changed the language from the Mayor to any member of Town Council or Town Attorney. He added that there was discussion from Council as to looking at additional wording but noted that the revised language gives a lot more options for reporting harassment.

Attorney John Leidy was recognized to speak. Attorney Leidy stated that when the policy was being reviewed by The MAPS Group as well as when he revised it, he added in that a report could be made in addition to the Town Manager, to the Mayor. He stated that when Council discussed it, they came up with the suggestion of adding any member of Town Council. He noted that it was consistent with why he added in the Mayor as he wanted to make sure that an employee who had a complaint, had an outlet other than having to go to the Town Manager. He stated that his perspective was that the ability for an employee to make a report to someone who was not in the chain of command and didn't have the authority to hire and fire was important. He noted that that was why he added the Mayor, pointing out that for the same reasons, he could see adding Council or the Town Attorney.

Attorney Leidy noted that there was some discussion regarding members of Town Council who were not subject to any disciplinary action for failing to do something when they receive a complaint, unlike the Town Manager or the Town Attorney who serve at the pleasure of the Town Council. He thought Council has to balance the risk that a Council member may receive a complaint and fail to do anything about it with the harm it may cause and also with the benefit to having an outlet that was broader than just the chain of command reporting structure. He thought it was a balancing act that Council needed to make and was a policy consideration. He stated that he supported the addition for the same reason he supported the addition he made. He added that he supported the addition of including the Town Attorney but noted that it was up to Council to decide if they wanted to keep that intact.

Mayor Kingston asked what would happen if the Human Resources Officer was the one making a complaint. He asked what Council would need to do. Attorney Leidy explained that whenever a complaint is made, no matter what, Council will need to confer with the Town Attorney and devise a way to address the complaint and rectify the situation. He stated that when Council receives a complaint or has a basis to know of a complaint, then Council would need to take appropriate action. He noted that it depended on the circumstance and thought it was hard to have a one size fits all protocol stated in the policy, other than whomever receives the complaint, unless it's a standard, lowest level employee situation that could be dealt with in the chain of command, the Town would almost always have to consult with legal counsel to receive advice on how to respond. He thought that would be the automatic protocol in any event.

Councilor Caviness stated that she wanted Attorney Leidy's perspective on adding a time after making the Human Resources Officer aware of the complaint. She asked if a time could be put in such as within 12 or 24 hours so that whoever receives the complaint isn't sitting on it. Attorney Leidy thought it was beneficial and thought it was an objective measure in knowing whether it has been done. He thought there needed to be a definitive reporting timeframe, adding that 24 or 48 hours would work, but 48 hours may be too long. Mayor Kingston asked if two business days would work. Attorney Leidy stated that it would.

Mayor Pro Tempore Thibodeau clarified that Council was discussing the complainant or the person that receives the complaint. Mayor Kingston stated that if Council received the information, within two business days, they would need to make sure that the Human Resources Officer is aware. Mayor Pro Tempore Thibodeau pointed out that the grievance policy talked of a time limit for reporting. She thought Council was discussing when someone has been told and what they have to do. She agreed that there should be a timeframe, clarifying that if the complaint went to a non-personnel person or a person that was a Council member, they should tell the Town Attorney. She added that it should be done promptly and within a certain timeframe.

Councilor Caviness agreed with Mayor Pro Tempore Thibodeau's comments. She stated that her preference would be to see a short timeframe such as within 24 hours of receiving the complaint. She didn't see why there was any reason to wait or delay. She

thought 48 hours was too long and 12 hours may be too short. Mayor Pro Tempore Thibodeau agreed that 24 hours was a good timeframe. Councilor Caviness stated that she would rather it be 12 hours. She thought if something came forward to any Council member or the Town Manager, there was no reason to wait before bringing it to the Town Attorney. She reiterated that her preference would be to have the timeframe specified. Attorney Leidy thought 24 hours was reasonable but thought 12 hours would be too burdensome for a variety of reasons.

Town Manager Havens clarified that he was hearing 24 hours but was also hearing that the report has to be made to the Town Attorney and not the Human Resources Officer. Mayor Kingston thought it had to be made to the Human Resources Officer. Councilor Caviness stated that she preferred it to go to the Human Resources Officer. Town Manager Havens pointed out that the only time it would go directly to the Town Attorney was if the Human Resources Officer was the person being complained about. He added that he was the Human Resources Officer and unless the complaint was about him, whoever receives the complaint would need to notify the Human Resources Officer within 24 hours. Councilor Caviness agreed.

Mayor Kingston clarified that as the complaint was received, it needed to go to the Human Resources Officer within 24 hours or two business days. He thought Council needed to select a timeframe. He thought 12 hours was restrictive and felt a minimum of 24 hours was fine. Town Manager Havens thought it should be as soon as reasonable and practicable but in no case longer than 24 hours. Mayor Kingston asked what would happen if the complaint was received over a weekend. Town Manager Havens stated that 24 hours would be fine in that regard. Mayor Kingston thought the next business day could be used. Mayor Pro Tempore Thibodeau stated that she preferred 24 hours. Councilor Whitman stated that he was fine with 24 hours.

Councilor Mooney thought 24 hours was fine but wondered if the subject of the complaint was the Human Resources Officer, the Town Manager or the Town Attorney, there needed to be a clear path for that information to go around that person. Mayor Pro Tempore Thibodeau thought that would be when Council would come in. Councilor Mooney thought it could be Council, but the point was if there was an employee that went to a department head; the department head was required to report to the Human Resources Officer; the Human Resources Officer may be the person that was the subject of the complaint; so there needed to be a different path for the department head to rectify the problem or start the process. Attorney Leidy stated that as long as the Human Resources Officer was the Town Manager, he would be the one that reports to Council. He stated that it made sense, if the report was about the Human Resources Officer, to be made to a Council member or Town Attorney. He added that if the Town hired a separate employee or designated someone as the Human Resources Officer who reports to the Town Manager, Council would need to make a language change to deal with that alternative.

Mayor Kingston noted that the Town was hiring a Human Resources Officer and based upon Councilor Mooney's comments, it was covered in the policy by default. Town

Manager Havens thought the following language needed to be added to the policy: "...if the Human Resources Officer/Town Manager is subject to complaint, the report will be made to the Town Attorney within 24 hours..." It was *consensus* of Council to add the suggested language.

Mayor Kingston stated that the timeline still needed to be defined. Councilor Mooney thought 24 hours was reasonable. Mayor Pro Tempore Thibodeau agreed. Attorney Leidy pointed out that it was very specific and thought it would be more clear to have it at 24 hours instead of a business day.

Mayor Pro Tempore Thibodeau stated that the second to the last paragraph under harassment read: "...all claims of harassment will be thoroughly investigated...information to be truthful to the best of their knowledge...the Town will endeavor to keep complaints, investigations and resolutions confidential to the extent possible, but the Town cannot compromise its obligation to investigate complaints..." She noted that the tone of the sentence was uncomfortable, and she wanted to make sure that Council was instilling in the employees the ability to feel very comfortable about bringing forth a complaint. She stated that when she read it, she thought it read that the Town would try to be confidential but and the "but" bothered her. She thought it could be substituted with "and" or change the sentence to read as follows: "...the Town cannot compromise its obligation to investigate complaints..." She felt there should be some language that would encourage employees to feel comfortable coming forward. Attorney Leidy felt that a period could be put after "possible" and end the sentence by deleting the remainder of the sentence. He added that the remainder of the sentence was a statement of the Town's legal obligation and didn't specify a procedure or protocol.

Mayor Pro Tempore Thibodeau suggested that the following language: "...expected to report claims..." be changed to: "...encouraged to report claims..." She stated that because the onus was on the employee or the person that feels they may have been harassed, she wanted the employees to feel comfortable. She thought the sentence came across as heavy-handed. Councilor Mooney thought the sentence was directed more at a witness and not a victim. He stated that if he witnessed harassment, he would be expected to make a complaint. He didn't think the sentence was directed at the victim, adding that the witness had an obligation if they observed harassment to make the complaint. Mayor Pro Tempore Thibodeau understood, adding that she was reading it more as a person who was being harassed.

Councilor Caviness asked if bullying falls under harassment. Attorney Leidy explained that bullying was a different form of conduct, it could be similar, but does not necessarily constitute unlawful harassment. He stated that there should be an outlet if an employee feels they were being bullied, but the Town was not required by law to have a policy to address this like it would for unlawful harassment.

Mayor Kingston clarified that the only change to Section 6 was adding a timeframe. Mayor Pro Tempore Thibodeau stated that the last line of the sentence in the second to last paragraph would be stricken. Mayor Kingston clarified that the language would read:

“...anyone receiving a complaint will make the Human Resources Officer aware of the complaint within 24 hours...” Town Manager Havens stated he was correct, adding that if the Human Resources Officer/Town Manager was the subject to the complaint, the report must be made to the Town Attorney. He stated that Mayor Pro Tempore Thibodeau was asking to strike the following language in the second to last paragraph: “...but the Town cannot compromise...” He pointed out that Attorney Leidy had noted that it would not change the intent or direction of the paragraph, but changes the wording. He asked Council if they were satisfied with removing the language. Mayor Kingston and Mayor Pro Tempore Thibodeau stated that they were.

Councilor Mooney stated that removing the last line would compromise the Town’s ability, especially if the investigation was such that it would go outside of the Town Attorney, Town Manager or Human Resources Officer. He stated that if it became a criminal matter, the Town would have to do something. Town Manager Havens stated that the language ended with “to the extent possible.” He noted that it wasn’t possible because the Town would have to go to the district attorney. Attorney Leidy stated that Town Manager Havens was correct, explaining that the language “to the extent possible” was important because as the policies have evolved over time, many employers used to have policies that stated that every complaint would be treated as confidential, but it was hard to treat it as confidential if one had to go to the alleged perpetrator and hear their side of things. He stated that were a number of things that could happen that the complainant may think is a violation of some confidentiality promise. He noted that this kind of qualifier was left in the policy as it was a good thing to have.

Mayor Kingston asked if the word “and” should be changed to “but”. He asked if it would be problematic. Mayor Pro Tempore Thibodeau thought Councilor Mooney was worried that taking the phrase out would not show the Town’s obligations to investigate. Councilor Mooney pointed out that there will be parts of an investigation that will be out of the Town’s control. He stated that Council did not want to limit the Town’s ability to do that, if necessary. Attorney Leidy thought it was covered under the first paragraph in that it states that all claims of harassment will be thoroughly investigated. He added that he could see an employee that felt they were the victim of unlawful harassment reading the policy and thinking that Council would keep it confidential but maybe not and because Council would move forward with an investigation, the employee may not be sure they want to have one done. He pointed out that the last thing Council wanted was anything in the policy that discourages anyone from bringing a complaint forward. Mayor Pro Tempore Thibodeau agreed, noting that it was also her point. Attorney Leidy stated that he was concerned that the language could have that effect.

Councilor Mooney stated that people will start a complaint and then realize how much was involved and then decide that they don’t want to move forward with it, so it stops. He stated that it was completely up to the complainant. Attorney Leidy disagreed. Councilor Mooney stated that he was talking about a criminal complaint. Attorney Leidy agreed it would in a criminal case. He added that it was not unusual for someone to make a complaint and then say they don’t want anything done about it. He stated that they would say that if there was a basis for the complaint that they don’t want investigated, the

Town has a duty to investigate in order to take appropriate action in order to prevent another occurrence. He stated that once Council is on notice, they will need to move forward with the investigation, to the extent they could, even if the complainant doesn't want you to do so.

Councilor Mooney pointed out that, essentially, it turns every employee into a mandated reporter. He stated that if the person has been wronged or harassed and doesn't want to pursue it, it didn't have anything to do with the complaint made by someone else. Attorney Leidy agreed, adding that it also included the Town's obligation to investigate it.

Mayor Kingston noted that the sentence had the following language: "...will endeavor..." He suggested striking "...to the extent possible..." He wondered if the language was needed. He stated that if the Town was endeavoring to keep things confidential but wondered if "...to the extent possible..." was needed. He thought it was the same thing but stated two different ways. He clarified that it was a statement of fact. Attorney Leidy stated that he liked "endeavor" as it gave more flexibility. He added that the Town was not guaranteeing that it will be confidential to the extent possible. He thought it was the best the Town could hope for to do the best it could.

Town Manager Havens clarified that Council wanted the last sentence to read as follows: "The Town will endeavor to keep complaints, investigations, and resolutions confidential." Mayor Pro Tempore Thibodeau clarified that Attorney Leidy wanted the existing language to remain. Attorney Leidy stated that he would like to keep "to the extent possible" in the policy. Town Manager Havens clarified that the language would read as follows: "The Town will endeavor to keep complaints, investigations, and resolutions confidential, to the extent possible." It was *consensus* of Council to use the suggested language.

Councilor Caviness asked what if the harassment was a Council member to a Town employee. She noted that all over the Outer Banks there were Council members that micromanage, harass and threaten people's employment. She asked if something like that would be in the personnel policy document or an ethics document that would need to be created. Attorney Leidy stated that the policy does not preclude a complaint against a Council member. He thought it behooved Council to take whatever appropriate actions it could to prevent the conduct from occurring. Mayor Kingston asked if Council would be the one that took action via censure. Attorney Leidy stated he was correct.

Town Manager Havens reviewed the Grievance Procedures changes to Council and the audience. Attorney Leidy explained that the history on the original grievance procedure was when he was reviewing the policy revisions, he recommended to the Town Manager that the existing grievance procedure remain intact in the policy because Council had specifically devised a procedure that was unique to deal with these kind of situations since there was a history of Council having made specific actions to do that as opposed to being provided with a package of policies that Council would adopt without having been personally invested in them. He stated that because of that background, he recommended

that they remain intact on the assumption that Council wanted to keep it in there. He noted that he did not have strong feelings about doing so, but thought it was important that Council consider the history they had with regard to developing the grievance procedures, adding that Duck was not the only municipality that has one, but it was not the standard, noting that it did provide a more formalized, elaborate and in some cases, cumbersome and time-consuming mechanism for dealing with issues. He understood that Council opted to go with The MAPS Group's recommendation, which was fine since it was more standardized, but he wanted Council to be aware in doing so, it would be taking out some of the other safeguards or processes that were in the traditional policy, in favor of one where it would be more individualized and limited way of addressing grievances, which would be fine. He added that he had no qualms with whatever policy Council decided to use.

Mayor Kingston pointed out that he and Mayor Pro Tempore Thibodeau were deeply involved in the original grievance procedure implementation. He thought Council received recommendation from the League of Municipalities to have a policy but since that time, the League has reversed its position with respect to grievance panels. He stated that between then and now, Council has never used the Grievance Panel. He thought keeping it internal to the Town, the attorneys, and other legal negotiators, was better than bringing it out into the public domain. He stated that he liked what The MAPS Group came up as it was straightforward. He added that he would like to see the Grievance Panel disbanded. He thought at the time the Town implemented the Grievance Panel, the Town of Nags Head also had one. Attorney Leidy agreed. Mayor Kingston noted that the League was a strong proponent at the time but have since changed their recommendation. He reiterated that he was in favor of The MAPS Group's procedure.

Mayor Pro Tempore Thibodeau agreed with Mayor Kingston's comments. She believed that the grievance procedure was developed in good faith and wanted to help to enable employees to feel comfortable knowing there was a procedure but over time, she wasn't sure if there was any education about it and it went by the wayside and was never used. She stated that having something that was more standardized and common in the workplace was easy to digest. She noted that in reviewing the Town's former grievance policy, she didn't see as many time limits in it. She added that there seemed to be some time limits in it if someone did not speak up by a certain time, they could not do anything. She stated that she was in favor of the new grievance procedure.

Councilor Caviness stated that she would be in favor of The MAPS Group document. She thought that asking members of the community to get involved at this level would compromise the community, whether it be with their neighbors or their working relationship with Town government, and it would be difficult to maintain confidentiality and was not a situation that anyone in the community would want to be put in. She stated that she would rather see it stay with an objective, skilled and trained person. She added that she could not support the Grievance Panel and was in favor of what The MAPS Group had recommended.

Councilor Whitman agreed with the other Council member's comments, adding that he was not in favor of the Grievance Panel in that it would be spreading it around the community.

Councilor Mooney agreed with the rest of Council, pointing out that his agreement was based on the fact that the Grievance Panel was of no use to Council in the past when it needed to be. He added that it was because there wasn't an education about it, and nothing was done properly. He stated that the Grievance Panel was not needed.

Mayor Kingston pointed out that Council already adopted the Grievance Procedure by The MAPS Group, so it wasn't an action item at this time. Town Manager Havens stated that Council would need to make a motion to amend the Personnel Policies changes, Article 3 Section 18, Article 7 Section 6, and Article 7 Section 17, as discussed. He added that the motion should also include amending Article 5 Section 6 as discussed, which was the harassment policy.

Attorney Leidy stated that if the consensus of Council was to proceed with what Town Manager Havens had outlined, a resolution could be drafted for approval at Council's August 4, 2021, meeting. Mayor Pro Tempore Thibodeau asked when adopting a policy, it was best to do it by resolution. Attorney Leidy stated it was.

Mayor Pro Tempore Thibodeau moved to direct the Town Manager to prepare a resolution regarding the Town's personnel policies with the particular changes that were discussed.

Mayor Kingston clarified that there was no risk in the next 30 days to the Town. Town Manager Havens stated that there wasn't, adding that should a harassment complaint be received in the next 30 days, it would be handled in accordance with the way Council's wording was in the policy. Mayor Kingston noted that the major change was the timeframe. Town Manager Havens agreed, noting that adding the sentence was for clarity. He stated that the length of service bands was clear enough for interpretation from the Human Resources Officer and this makes it more clear.

Motion carried 5-0.

NEW BUSINESS

Discussion/Consideration of Resolution 21-06, a Resolution of the Town Council of the Town of Duck, North Carolina, Appointing the Director of Community Development as Zoning Administrator and Subdivision Administrator for the Town of Duck

Director of Community Development Joe Heard was recognized to speak. Director Heard stated that, consistent with North Carolina General Statutes Chapter 160D, Council was considering the appointment of Zoning and Subdivision administrators to clearly establish the authority to implement and enforce the development standards adopted by

Council. He noted that defining these responsibilities was important from a legal and practical standpoint for property owners, contractors, surveyors, and others involved with the development and use of property.

Mayor Pro Tempore Thibodeau moved to adopt Resolution 21-06 as presented.

Motion carried 5-0.

Discussion/Consideration of a Resolution of the Town Council of the Town of Duck, North Carolina, Approving Financing Terms to Reset the Interest Rate for the Current Town Hall Loan

Town Manager Havens stated that he contacted BB&T to see if there was a way to lower the current interest rate for the remaining outstanding balance on the loan used to finance the construction of the Town Hall building. He stated that BB&T provided a proposal to lower the rate from 3.21% to 1.25% for the remaining five years of the loan.

Councilor Whitman moved to adopt the resolution adopting the financing terms as presented.

Motion carried 5-0.

Discussion/Consideration of Resolution 21-07, a Resolution of the Town Council of the Town of Duck, North Carolina, Accepting American Rescue Plan Act Funds and Direct the Town Manager to Take All Actions Necessary to Receive Such Funds

Town Manager Havens explained that during a recent webinar, staff learned of a School of Government recommendation, based on their understanding of North Carolina General Statutes, to have Council adopt a resolution that formally accepts the American Rescue Plan Act funds.

Mayor Pro Tempore Thibodeau moved to adopt Resolution 21-07 as presented.

Motion carried 5-0.

ITEMS REFERRED TO AND PRESENTATIONS FROM THE TOWN ATTORNEY

Attorney Leidy stated that he did not have anything to report.

ITEMS REFERRED TO AND PRESENTATIONS FROM THE TOWN MANAGER

Departmental Updates

Director Heard gave an overview of the past month's permit activities to Council and the audience.

Fire Chief Donna Black was recognized to speak. Fire Chief Black gave a brief overview of the past month's fire activities to Council and the audience.

Police Chief Jeffrey Ackerman was recognized to speak. Police Chief Ackerman gave a brief overview of the past month's police activities to Council and the audience.

Director of Marketing and Special Events Christian Legner was recognized to speak. Director Legner gave a brief overview of activities to Council and the audience.

June 2021 Financial Presentation

Town Manager Havens gave a short presentation on the June 2021 financials to Council and the audience.

MAYOR'S AGENDA

Mayor Kingston stated that he attended the mayor/chairman meeting this past week, and it focused on COVID-19. He stated that the concern that came out of the meeting was the uptick in COVID-19 cases. He stated that although the tests and positivity rates were decreasing, the Delta variant was starting to come forward which was concerning because non-vaccinated or single vaccinated individuals may not be effectively covered against the Delta variant. He added that Dare County has 63% of individuals that had at least one vaccination and 59% were fully vaccinated. He noted that there was a high level of population in Dare County that have not received the vaccination.

Mayor Kingston stated that there was a lot of discussion with John Farley of Dare County schools with respect to what the schools plan to do as they reopen and whether there will be full classrooms or hybrids. He stated that there were also some bills in the General Assembly pending with respect to schools.

Mayor Kingston stated that he has his mayors lunch meeting on July 19, 2021, with Representative Bobby Hanig joining for it. He stated that Representative Hanig heads up the subcommittee on municipalities in the General Assembly. He added that if anyone had any issues they wanted to have discussed with Representative Hanig, to let him know and he would pass the comments along.

Mayor Kingston stated he has his NC League of Municipalities executive meeting on July 12, 2021, that will be held virtually. He added that there was an unplanned meeting earlier this morning regarding Tropical Depression Elsa with the tract showing a lot of rain and some possible soundside flooding.

COUNCIL MEMBER'S AGENDA

Mayor Pro Tempore Thibodeau complimented Town staff on the recent job openings that were advertised in the local newspaper. She thought they were nicely written. She thanked Town staff for their hard work and keeping everyone informed.

Councilor Whitman had nothing to report.

Councilor Caviness stated that the Town looks great and thanked all the businesses and shopping centers who take the time to keep things looking great.

Councilor Mooney had nothing to report.

OTHER BUSINESS

Additional Public Comments

Mayor Kingston opened the floor for public comments. There being no comments, Mayor Kingston closed the time for public comments.

Mayor Kingston noted that the next meeting would be the Regular Meeting on Wednesday, August 4, 2021, at 6:00 p.m.

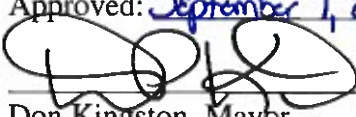
ADJOURNMENT

Councilor Caviness moved to adjourn the meeting.

Motion carried 5-0.

The time was 8:32 p.m.


Lori A. Ackerman, Town Clerk

Approved: September 1, 2021

Don Kingston, Mayor

