

The Smithfield Town Council held a Special Meeting on Tuesday, October 18, 2022 at 6:30 pm in the Council Chambers of the Smithfield Town Hall. Mayor Pro-Tem John Dunn presided.

Councilmen Present:

Marlon Lee – District 1
Sloan Stevens, District 2
Travis Scott, District 3
Stephen Rabil, At-Large

Councilmen Absent

M. Andy Moore, Mayor
Dr. David Barbour, District 4
Roger Wood, At-Large

Administrative Staff Present

Michael Scott, Town Manager
Shannan Parrish, Town Clerk

I. Call to Order

Mayor Pro-Tem Dunn called the meeting to order at 6:35 pm

II. Approval of the Agenda

Councilman Scott made a motion, seconded by Councilman Lee, to approve the agenda as submitted. Unanimously approved.

III. Business Item

1. Discussion concerning the Police Chief Hiring Process

Becky Veazy and Erica Phillips with the MAPS group introduced their selves to the Council. Ms. Veazy explained the assessment center process. She explained the focus of the meeting was to get the Council's input on what knowledge skills, abilities and characteristics were needed by the next Chief of Police.

The Council identified the following:

1. Ability to differentiate between being firm but being fair and doing best for department and the Town
2. Creates a sense of fairness that helps recruit and retain staff.
3. Ability to handle growth in the community and know how to grow the department to deal with it
4. Good coach and mentor who will develop future leaders
5. Recognizes importance and knows how to develop a department with the diversity that reflects the community
6. Ensures that staff knows the Chief will support them in tough situations.
7. Keeps staff and the community informed of issues that affect them.
8. Involved in the community and ensure staff does the same
9. Develops important and effective relationships in the community – Chief & Staff
10. Expertise in recruitment and retention
11. Visionary Leader focused on staff development – encourages growth
12. A good advocate for Department needs
13. Keeps up with trends in recruitment, benefits, etc.
14. Emotional intelligence – able to deal with disappointment in an adult fashion (no blame)
15. Supports management and Council with staff and in the community even when not getting own way.
16. Sees self and department as part of team with Council, Town Manager and other departments.
17. Values transparency including supporting use of body worn cameras.

The Council's Top choices are listed below in order:

1. Recognizes importance and knows how to develop a department with the diversity that reflects the community
2. Ability to handle growth in the community and know how to grow the department to deal with it
3. Develops important and effective relationships in the community – Chief & Staff
4. Visionary Leader focused on staff development – encourages growth

- 5. A good advocate for Department needs
- 6. Keeps up with trends in recruitment, benefits, etc

IV. Adjourn

Having no further business, Councilman Stevens made a motion, seconded by Councilman Rabil, to adjourn the meeting. The meeting adjourned at approximately 7:40 pm.

ATTEST:



Shannan L. Parrish, Town Clerk



M. Andy Moore, Mayor