

**PERSON COUNTY BOARD OF COMMISSIONERS**  
**MEMBERS PRESENT**

**MARCH 24, 2022**  
**OTHERS PRESENT**

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Gordon Powell  
C. Derrick Sims  
Kyle W. Puryear  
Charlie Palmer  
Patricia Gentry  
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Heidi York, County Manager  
Brenda B. Reaves, Clerk to the Board  
S. Ellis Hankins, County Attorney  
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The Board of Commissioners for the County of Person, North Carolina, met in special called session on Thursday, March 24, 2022 at 10:30am in the commissioners' boardroom in the Person County Office Building. The purpose of the special called meeting was to for the Board to have an opportunity to develop a strategy for the next steps for hiring a County Manager for Person County.

Chairman Powell called the special called meeting to order and thanked everyone for coming together to discuss an important time in the history of Person County. He stated he would like the Board to have a consensus as they move forward with finding the expertise and high quality leadership for Person County's County Manager.

Chairman Powell proposed soliciting an Interim County Manager for the transition period to lead staff and be available for daily activities as well as gain the assistance of a search organization for a consultant guided process to recruit and hire the best candidate for the job. Chairman Powell asked for input from the Board members.

Commissioner Gentry thanked County Manager, Heidi York for her years of service to Person County and noted her excitement for her; she said it was Alamance County's gain and Person County's loss. Commissioner Gentry asked Ms. York and the County Attorney to advise the Board through this recruitment process.

Commissioner Palmer complimented Ms. York for her dedication to her job and he noted his appreciation of her time and efforts to guide him as a new commissioner. He said she was a good leader for the county departments.

Vice Chairman Sims said he has enjoyed working with her and stated his appreciation for all her help.

Commissioner Puryear stated when he, then Chairman Johnny Lunsford, Vice Chairman Jimmy Clayton and Commissioners Larry Bowes and Larry Yarborough interviewed her, he knew they made the right choice and she was an outstanding candidate. He noted they had been through a lot in 13 years and had confidence in this Board to hire a new manager. Commissioner Puryear thanked Ms. York and wished her the best.

Chairman Powell said as the County's Chief Administrative Officer, Ms. York always had an open door, open phone policy with always time to accommodate his visits and questions. He said Alamance County was getting a well-trailed person noting it was Person County's loss and their gain. He stated appreciation of her notice to get them through the budget season.

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With gratitude, Ms. York thanked the Board for their comments noting she not once regretted taking the County Manager position; she said she has had a wonderful team with highly capable people she has built relationships with during this great journey. Ms. York said it was a difficult decision but was looking ahead for a new challenge but she was leaving Person County in a great place. She offered her help for a smooth transition.

County Attorney, Ellis Hankins told the group that Ms. York was highly respected among her peers across the state and it was unusual for a Manager to stay in one place for 13 years.

Mr. Hankins disclosed he did have a relationship with a firm that assists with executive searches and should that firm be selected, he would have no involvement with the process so not to have a conflict of interest. As far as the matching candidates for the Interim Manager, he noted the NC Association of County Commissioners and/or the League of Municipalities, the Regional Council of Governments and Circuit Riders could assist. Ms. York recommended the process to employ a search firm getting underway noting the timing with her departure may be close to the Board's decision thereby keeping an Interim role to minimal. Mr. Hankins said the timeline following issuing a Request for Proposals (RFP) for a search firm, signing a contract could take four to six months keeping in mind should the best candidate be currently employed, most managers will give at a minimum of a 60-day notice.

A **motion** was made by Chairman Powell and **carried 5-0** to contact and use the assistance and advice of the NC Association of County Commissioners and/or the League of Municipalities or similar entities to identify candidates for an Interim County Manager.

A **motion** was made by Commissioner Puryear and **carried 5-0** to issue a RFP for search firms to assist the Board with the recruitment and hiring of the County Manager. Mr. Hankins stated he could provide RFP templates and Ms. York stated she would ensure the RFP was released when finalized.

#### **ADJOURNMENT:**

A **motion** was made by Vice Chairman Sims and **carried 5-0** to adjourn the meeting at 11:02am.

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Brenda B. Reaves  
Clerk to the Board

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Gordon Powell  
Chairman

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