

**River Bend Town Council  
Closed Session Minutes  
June 9, 2022  
Town Hall**

Present Council Members: Mayor John Kirkland  
Buddy Sheffield  
Don Fogle  
Barbara Maurer  
Irving Van Slyke  
Brian Leonard

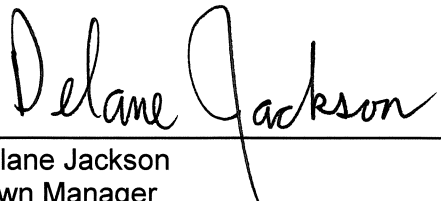
Town Manager: Delane Jackson  
Town Attorney: David Baxter

The Town Manager informed the Council that former police department employee; Johnathan Whitley had obtained an attorney and had submitted a request for an appeal to the disciplinary action that resulted in his termination. The Manager distributed a copy of Johnathan's request to the Council. Town Attorney, David Baxter informed the Council that he has spoken with Johnathan's attorney, Gary Clemmons about the matter. The Town Manager briefed the Council on the town's grievance procedure.

The Town Manager and Town Attorney informed the Council that by North Carolina law all of the town's employees are at-will employees and work at the will of the Town Manager. The Manager told the Council that the town's personnel policy was clear about the at-will status of all employees. The Manager stated that before being hired, all employees are given a written conditional job offer describing the position, pay, benefits, etc. of the job and that each job offer ended with a paragraph stating that the person's employment could be terminated at any time and with or without cause. He further explained that each job offer ends with a place for the prospective employee to sign stating that they accept and acknowledge the "At-Will" disclaimer. He further stated that if the prospect does not sign, they are not hired. He stated that Johnathan signed the document prior to being hired.

Police Chief, Sean Joll was invited into the closed session. There was a discussion about his competence, performance, character and fitness to perform his job during this time of transition and depleted staff in the Police Department. All Town Council members expressed their praise and appreciation for Chief Joll and encouraged him to keep up the good work.

There was no further business for closed session.

  
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Delane Jackson  
Town Manager