

**TOWN OF DUCK  
TOWN COUNCIL  
REGULAR MEETING  
November 5, 2025**

The Town Council for the Town of Duck convened at the Paul F. Keller Meeting Hall at 1:00 p.m. on Wednesday, November 5, 2025.

**COUNCIL MEMBERS PRESENT:** Mayor Don Kingston; Councilor Sandy Whitman; Councilor Brenda Chasen; and Councilor Kevin Lingard.

**COUNCIL MEMBERS ABSENT:** Mayor Pro Tempore Monica Thibodeau.

**OTHERS PRESENT:** Town Manager Drew Havens; Development and Infrastructure Director/Assistant Town Manager Connor Winstead; Attorney Johny Hallow; Police Chief Jeffrey Ackerman; Deputy Fire Chief Jeffrey Del Monte; Public Information and Events Director Kristiana Nickens; Planning and Permits Manager Sandy Cross; Community Planner James Gould; Finance Administrator Lauren Creech; and Town Clerk Lori Ackerman.

**OTHERS ABSENT:** Town Attorney Robert Hobbs and Fire Chief Matthew Dudek.

Mayor Kingston called the meeting to order at 1:01 p.m. He noted that Mayor Pro Tempore Monica Thibodeau was excused from the meeting.

Mayor Kingston asked Finance Administrator Lauren Creech lead 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 a timer for the time limit.

Mirek Dabrowski of Duck Surf Rescue was recognized to speak. Mr. Dabrowski stated that later in the meeting, the Town Manager would be presenting a contract that will take over ocean rescue. He noted that a recent RFP process has left questions, adding that he was told that six categories were all weighed evenly with no one more important than the other. He stated that he was questioning the current selection because his company has more experience in Duck, has all of the equipment for the next season, has all of the infrastructure in Duck, has 70% of his staff hired for 2026; and has more years in ocean rescue than anyone. He noted that he has had 30 employees and demonstrated financial stability over 25 years including a business line of credit and working capital.

Mirek Dabrowski asked what the impetus behind the RFP was. He pointed out that he was never asked any questions in regard to some of the categories and if it was presented as a competitive bid with a lower cost, then negotiations should have been opened to first

see if there could be a savings from the contractor with 25 years of service, pointing out that the State allows for it with the reason being continuity. He added that it was a very unique rescue service as it was not landscaping or trash removal. He wondered if he had failed the Town in some way, noting that he had tried a few times to open a discussion with the Town Manager, but he was firm on the RFP. He asked why he did not get the first look or any look based on the information he had just stated. He pointed out that it said there would be negotiations once a contractor was selected based on the six categories.

Mirek Dabrowski stated that in subsequent conversations, emails and texts, the Town Manager told him that the contract had increased by 42% over the last five years. He stated that if Council was a business, they would understand what happened after Covid because wages had increased. He stated that he saw a 20% increase twice during that period, which he presented in a past meeting. He noted that he could not have absorbed that, adding that insurance increased exponentially, his increasing by 500% in one year. He stated that the Town Manager understood the rise in the insurance costs, adding that the Town's insurance increased as well.

Mirek Dabrowski pointed out that it was not easy for him to come before Council twice to ask for a basic increase to cover costs during the contract. He stated that housing for workers all but disappeared and that was why the Town of Nags Head had built housing specifically for lifeguards, eventually for 32 employees. He stated that with regard to the contract price, he took it as an opportunity to reset the contract value to absorb increases without having to come before Council. He asked if the RFP was a lower cost and if so, why the contract value the Town Manager would be presenting to Council was 1.5% less or lower than this year's current value, which equated to \$10,000. He added that the Town Manager had asked him who set the value for this type of work and he stated that he did in the neighboring towns. He noted that the contractor that Town Manager Havens will be recommending was within 1.5% of what was requested for this past season. He felt the value was based on his contract price for this year.

Mirek Dabrowski stated that he could have given a more competitive value if he was given the opportunity, asking why he was overlooked. He pointed out that he felt like he failed Council in some manner. He explained that if it was solely based on cost savings, it should have been negotiated. He stated that he would have liked to have ended his career in Duck, given the golden Duck keychain, and had a big send off, but he was only given three minutes. He thanked Council for the support that he was given over the last 25 years and allowing him to build service that many felt was excellent.

There being no one wishing to speak, Mayor Kingston closed the time for public comments.

## **CONSENT AGENDA**

**Minutes from the October 1, 2025, Regular Meeting; Resolution 25-14, a Resolution of the Town Council of the Town of Duck, North Carolina, Declaring Certain**

**Property Surplus, and Authorizing the Sale at Auction of Said Property; and Resolution 25-15, a Resolution of the Town Council of the Town of Duck, North Carolina, Supporting Operation Green Light for Veterans**

Councilor Chasen moved to approve the Consent Agenda as presented.

Motion carried 4-0.

**SPECIAL PRESENTATIONS**

**Employee Recognition Program**

Mayor Kingston stated that in December 2011, Council adopted an employee service recognition program that would acknowledge the service of employees of the Town at five-year intervals by providing them with a certificate of recognition as well as a gift certificate to a Duck business of their choosing.

Mayor Kingston, Town Manager Havens, and Police Chief Jeffrey Ackerman went on to present Master Police Officer Jeremy Davis with his 5-year service recognition and \$50 gift certificate.

**Recognition of Master Police Officer Nathan Mauffray on Obtaining his Advanced Law Enforcement Certificate**

Police Chief Ackerman presented Master Police Officer Nathan Mauffray with his Advanced Law Enforcement certificate.

Mayor Kingston and Council congratulated Master Officer Mauffray.

**Recognition of Sergeant Timothy Armstrong on Receiving his FBI-LEEDA Trilogy Award**

Police Chief Ackerman explained that Police Sergeant Timothy Armstrong had recently received his FBI-LEEDA Trilogy Award, which was him completing the three core training classes – Supervisor, Command, and Executive Leadership Institute.

Mayor Kingston and Council congratulated Sergeant Armstrong.

**Discussion/Consideration of Resolution 25-16, a Resolution of the Town Council of the Town of Duck, North Carolina, Honoring Duck Resident Bailey Pappas for his Outstanding Achievement at the 2025 Adaptive Crossfit Games**

Town Manager Drew Havens was recognized to speak. Town Manger Havens read Resolution 25-16 to Council and the public.

Councilor Chasen moved to adopt Resolution 25-16 as presented.

Motion carried 4-0.

Town Manager Havens presented Bailey Pappas with Resolution 25-16.

Mayor Kingston and Council congratulated Mr. Pappas.

### **Presentation of the Town's Fiscal Year 2024-2025 Audit Report**

Austin Eubanks of Thompson, Price, Scott, Adams & Company was recognized to speak. Mr. Eubanks went on to give a presentation on the Town's Fiscal Year 2024-2025 audit report to Council and the audience.

Councilor Whitman moved to accept the audit as presented.

Motion carried 4-0.

Mayor Kingston thanked Austin Eubanks for his presentation.

### **QUASI-JUDICIAL PUBLIC HEARING**

There were no Quasi-judicial public hearings at this time.

### **LEGISLATIVE PUBLIC HEARINGS**

There were no Legislative public hearings at this time.

### **OLD BUSINESS/ITEMS DEFERRED FROM PREVIOUS MEETINGS**

#### **Discussion/Consideration of Appointing Seven Individuals to Serve on the Town of Duck Parks & Recreation Committee**

Community Planner James Gould was recognized to speak. Planner Gould stated that at Council's September 3, 2025 meeting, an ad hoc Parks and Recreation Advisory Committee was established. He stated that staff received applications from interested individuals between September 15 and October 24, 2025 with 16 applications received. He added that staff were requesting Council to appoint committee members consistent with the guidelines that were adopted in Resolution 25-11.

Mayor Kinston stated that he would call up the applicants individually so they could introduce themselves.

Jamie Anderson of 5139 Barlow Lane, Kitty Hawk, was recognized to speak. Ms. Anderson gave a short introduction of herself as well as explaining why she wished to serve on the committee as a Duck business owner.

Sara Culpepper of 510 West First Street, Kill Devil Hills, was recognized to speak. Ms. Culpepper gave a short introduction of herself as well as explaining why she wished to serve on the committee as a Duck business owner.

Matt Foreman of 109 Docks Court was recognized to speak. Mr. Foreman gave a short introduction of himself as well as explaining why he wished to serve on the committee.

Mary Alice Hayward of 125 Spindrift Lane was recognized to speak. Ms. Hayward gave a short introduction of herself as well as explaining why she wished to serve on the committee.

Anne Henningfeld of 113 Royal Tern Lane was recognized to speak. Ms. Henningfeld gave a short introduction of herself as well as explaining why she wished to serve on the committee.

Erin Jewell of 125 Marlin Drive was recognized to speak. Ms. Jewell gave a short introduction of herself as well as explaining why she wished to serve on the committee.

Ben Vorndran of 104 Sea Hawk Drive West was recognized to speak. Mr. Vorndran gave a short introduction of himself as well as explaining why he wished to serve on the committee.

Bob Webb of 1166 Duck Road was recognized to speak. Mr. Webb gave a short introduction of himself as well as explaining why he wished to serve on the committee as the Planning Board representative.

Dennis Zaenger of 116 Cook Drive was recognized to speak. Mr. Zaenger gave a short introduction of himself as well as explaining why he wished to serve on the committee.

Mayor Kingston went on to read the names of the applicants that could not attend the meeting, as follows: Shannon Tyrrell, Robert Gunther, John Harris, Nicki Johnson, Lisa Mann, Melissa Richman, and Daniel Snyder.

Mayor Kingston suggested that Council nominate and vote on the Planning Board representative first.

Councilor Chasen nominated Bob Webb as the Planning Board representative.

Motion carried 4-0.

Mayor Kingston stated that two business representatives needed to be nominated and voted on.

Councilor Whitman nominated Jamie Anderson. Mayor Kingston nominated Lisa Mann. Councilor Chasen nominated John Harris.

Motion carried 4-0 for Jamie Anderson.

Mayor Kingston nominated Lisa Mann. Councilor Lingard nominated Sara Culpepper.

Motion carried 4-0 for Lisa Mann.

Mayor Kingston stated that two Duck residents needed to be voted on.

Councilor Chasen nominated Matt Foreman.

Motion carried 4-0 for Matt Foreman.

Councilor Lingard nominated Erin Jewell.

Motion carried 4-0 for Erin Jewell.

Mayor Kingston stated that the two at-large members needed to be voted on.

Councilor Whitman nominated Melissa Richman. Mayor Kingston nominated Dennis Zaenger. Councilor Lingard nominated Mary Alice Hayward. Councilor Chasen nominated Anne Henningfeld.

Motion carried 3-1 for Mary Alice Hayward with Mayor Kingston dissenting.

Councilor Lingard nominated Dennis Zaenger. Councilor Chasen nominated Anne Henningfeld.

Motion carried 4-0 for Dennis Zaenger.

Mayor Kingston congratulated the individuals that were appointed and thanked all of the applicants for applying.

## **NEW BUSINESS**

### **Discussion/Consideration of an Ocean Lifeguard and Rescue Service Contract for Calendar Year 2025-2026**

Town Manager Havens thanked Council for the opportunity to speak to them about the Town's contract for ocean lifeguard and rescue service. He noted that Council was aware of the process staff went through and the results of that. He explained that in January 2003, the Town assumed the contract that currently existed between Dare County and Surf Rescue, which became Sandski, LLC. He stated that the Town has contracted for this service for the past 22 years, absent any competitive bidding process, noting that there has not been any competitive bidding for this service. He stated that the current contract began on July 1, 2019, pointing out that it was a fiscal year contract with a five-year initial term and two one-year renewal options, noting that the Town was in the

second one-year renewal option currently. He reminded Council that when the renewal option was executed, it was for six months and not twelve, adding that the current contract will expire on December 31, 2025.

Town Manager Havens stated that with the first renewal period for Fiscal Year 2025, he discussed the Request For Proposal process with Mirek Dabrowski to make him aware that he believed that it was time to complete a Request for Proposals to understand where the market was in terms of the provision of this service, adding that he wanted to shift the contract term from a fiscal year to a calendar year. He explained that having a contract on a fiscal year, when the term ends, meant it was the middle of the season and made no sense, noting that he wanted to have a contract that would get the Town through the entire summer season for this service. He pointed out that it was not unlike some of the other contracts the Town had, including the trash and landscaping contracts, which all end in the off-season.

Town Manager Havens pointed out that costs have increased by \$244,500 over the past five years, which is equated to 47.4%. He noted that some of the predicted cost increases were built into the five-year contract while some were market increases. He explained that during and after COVID-19, there was a lot of pressure in terms of pay for lifeguards, adding that Mr. Dabrowski came before Council and Council made a provision to allow an increase for the pay for the lifeguards in the contract. He stated that Mr. Dabrowski also had issues with liability insurance primarily due to the reinsurance market cost and Council granted an amendment to the contract.

Town Manager Havens stated that, as a steward of the taxpayer's money, it was time to issue a Request for Proposal, adding that the Town issued one on August 12, 2025 with a submission deadline of September 25, 2025. He noted that it was a joint RFP with the Town of Southern Shores who uses the same contractor. He stated that the RFP was sent directly to Mirek Dabrowski, a contractor in a neighboring jurisdiction, and one local government as well as being posted on the Town's website and other channels where the Town would advertise Requests for Proposals. He stated that three responses were received by the deadline with one that was non-responsive. He added that a tabulation of the costs was shared with the Town of Southern Shores Manager Cliff Ogburn.

Town Manager Havens stated that the cost difference between Sandski, LLC and Outer Banks Water Safety, LLC was approximately 2.7% difference for Duck, which was a little over \$20,000 and 22% difference for the Town of Southern Shores of approximately \$53,000, and looking at it as one contract, it was approximately a 7% difference of \$73,000. He noted that the lowest cost came from Outer Banks Water Safety, LLC.

Town Manager Havens stated that he and Town Manager Ogburn independently reviewed the proposals in order to rank and score the RFPs and once they were reviewed, they met and discussed them. He noted that one proposal provided a high level of detail regarding recruiting, training, service provision and leadership, while the other was somewhat less detailed, but was supported by the knowledge of the Towns because it was from Mirek Dabrowski. He stated that he and Town Manager Ogburn deemed both

proposals to be responsive to the RFP. He acknowledged that there was some bias in the review of the responses to the RFP and the bias was towards Mr. Dabrowski. He noted that he read a lot into what was provided because he knew how the training and housing were done as well as how the service was provided. He added that there was a lot of extra grace given to Mr. Dabrowski's proposal but it still met the requirements to be considered responsive to the Request for Proposal.

Town Manager Havens explained that because of the low cost and both contractors were responsive, there was a three-prong test they had to meet in awarding a contract based on a Request for Proposal, which was the lowest, responsive, responsible bidder. He stated that they knew the level of responsibility of Sandski, LLC and because the Outer Banks Water Safety, LLC was unknown to Duck and Southern Shores, he, Town Manager Ogburn, and Assistant Town Manager Connor Winstead spent under two hours with the principals for Outer Banks Water Safety, going through a list of questions in order to get to a point where he and Town Manager Ogburn could stand before their boards to say that they believed them to be a responsible bidder for this service.

Town Manager Havens stated that they did not meet with Sandski, LLC, adding that they were responsive and responsible, but were not the lowest bidder. He pointed out that Council had read both of the proposals and there was a stark difference in the presentation of the two, adding that the meeting that they had with the principals of Outer Banks Water Safety, LLC, showed that they were very professional and extremely experienced in getting in the water and helping people. He noted that they were professionals that have been doing this for a number of years and if one levels out the average of experience for the principals of both companies, it was just about even with regard to ocean rescue experience.

Town Manager Havens stated that he was recommending that the Town contract with Outer Banks Water Safety, LLC for a contract period beginning January 1, 2026 and extending the initial period to five years. He noted that it was hard to move away from someone that he has a lot of respect for and a lot of respect for the work that Mirek Dabrowski has done for the Town, adding that it was difficult, but he believed he was making the right recommendation based on the meeting that was held with Outer Banks Water Safety, LLC.

Mayor Kingston asked if there were hidden charges with regard to the Other Charges each contractor listed. He pointed out that one contractor had None Stated in that category while the other listed what the other charges would be. Town Manager Havens stated that the way the current contract has been structured, there were five years' worth of costs stated in the contract. He stated that they opted to get year one's base price and then have each respondent put in the maximum escalation cost. He noted that the Town provides the materials for the lifeguard stands for Sandski, LLC, while Outer Banks Water Safety, LLC has it built into their pricing. He added that the Town currently pays for some of Sandski, LLC's communication expenses with cell phones and will be getting away from that since it was an arrangement made outside of the contract years ago.

Mayor Kingston clarified that the \$780,000 cost for Sandski, LLC included the additional costs. Town Manager Havens stated he was correct.

Councilor Whitman stated that he had read the contract, noting that Sandski, LLC rents chairs and umbrellas. He asked if it was in their contract that they were allowed to do that. Town Manager Havens stated that they weren't, explaining that when he negotiated the six-month extension that the Town is currently under, that provision was removed from the contract.

Councilor Lingard stated that he was concerned about the statement that Outer Banks Water Safety, LLC were going to use local people that will not require an accommodation. He stated that he wanted to be assured that if they cannot find local people within this contract price, that they will be able to provide accommodations should it be necessary. Town Manager Havens stated that in their response to the RFP, there was a section on housing and they have housing secured, adding that they want to provide as much opportunity for local talent to be able to work and if they can't hire local, then they will be hiring from outside the area and they have some housing already lined up. Councilor Lingard asked if Outer Banks Water Safety, LLC could not provide lifeguard services, for whatever reason, what would happen for Duck. Town Manager Havens stated that the Town could go back out to the market with a Request for Proposal; contact businesses that were doing it locally; or the lowest cost option would be for the Town to do it, which is not something he was in favor of doing.

Mayor Kingston asked if there would be any organizational changes as a result of the contract. Town Manager Havens stated that the contract would be managed through the office of the Fire Chief, adding that he would be meeting with the leadership of fire and police soon to get the transition underway.

Councilor Chasen moved to authorize the Town Manager to negotiate the terms of and execute a contract with, in accordance with the terms and conditions in the Request for Proposal, Outer Banks Water Safety, LLC to provide ocean lifeguard and rescue services in the Town of Duck for a five-year period beginning January 1, 2026.

Councilor Chasen thought that Mirek Dabrowski has been a good partner with the Town and she believed that this was not because of the service that the Town has provided, but it was a financial issue in that the Town was tidying up a lot of the contracts and fine-tuning them as well as being fiscally responsible. She pointed out that she has had personal experience with Outer Banks Water Safety, LLC through her work with N.E.S.T.

Motion carried 4-0.

Town Manager Havens went on to introduce the principals of Outer Banks Water Safety, LLC, to Council and the audience.

**Discussion/Consideration of Authorizing Staff to Work with the Planning Board on Several Zoning Text Amendments**

Planning & Permits Manager Sandy Cross was recognized to speak. Manager Cross explained that the Community Development Department identified two text amendments that could be considered to address issues that have come to staff's attention regarding Section 156.051 – *Building Features Exempt from Setbacks or Minimum Yard Requirements* and 156.002 – *Definition of Lot Coverage*. She stated that the Planning Board and staff were asking for Council's authorization to revisit these sections of the ordinance.

Councilor Chasen moved to authorize Town staff to work with the Planning Board on two zoning text amendments as presented.

Motion carried 4-0.

**ITEMS REFERRED TO AND PRESENTATIONS FROM THE TOWN ATTORNEY**

Attorney Johny Hallow was recognized to speak. Attorney Hallow stated he had nothing to report.

**ITEMS REFERRED TO AND PRESENTATIONS FROM THE TOWN MANAGER**

**Departmental Updates**

Public Information and Events Director Kristiana Nickens was recognized to speak. Director Nickens gave a brief overview of activities to Council and the audience.

Director Nickens introduced Merrit Alwin to Council and the audience, explaining that Ms. Alwin has been the Town's intern and has been working with her and Manager Cross to create a campaign for "Healthy Tanks, Happy Banks." She explained that there was a lot of emphasis on the importance of septic system care, adding that not a lot of people know why it was important. She added that she and Manager Cross came up with a campaign that explained why and created a storytelling aspect to help people understand why it was important to take care of septic systems and how it impacts the environment.

Merritt Alwin was recognized to speak. Ms. Alwin went on to give a short presentation on the Healthy Tanks, Happy Banks campaign to Council and the audience.

Development and Infrastructure Director/Assistant Town Manager Connor Winstead was recognized to speak. Assistant Town Manager Winstead gave an overview of the past month's permit activities to Council and the audience.

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

Councilor Lingard pointed out that a lot of the local bars, restaurants, and outlets have been selling THC drinks, which produce a high depending on how much one drinks and how strong the drinks were. He noted that some of them were pretty strong, adding that there was a wine shop on the bypass that had two large shelves dedicated to THC drinks. He asked if the police had seen anyone impaired by the THC drinks. He asked if there was a state-wide or local policy. He further asked what Police Chief Ackerman knew about the drinks, adding that he assumed that probable cause may be an issue because one could smell alcohol on a drinker's breath. He thought there was no real way to detect if someone had been drinking THC from an odor standpoint. He asked Police Chief Ackerman what his thoughts were and if the Town needed to do anything moving forward.

Police Chief Ackerman explained that he looked at it very similarly to how cannabis has been dealt with over the last 50 years. He stated that North Carolina has a driving while impaired law that was two-pronged; either it was an individual that had an alcohol concentration above .08 or they were under an impairment of some substance, which was known as appreciable impairment. He stated that that particular substance in the view of the law was irrelevant. He added that if someone was impaired, whether it was with cough medicine, cannabis, or a THC drink, it would fall under the impaired driving law and was considered impaired driving.

Police Chief Ackerman stated that police officers were trained on standardized field sobriety testing and was a staple for any officer past the one-year mark, which focuses a lot on that course to look for different cues for different types of impairment, with THC being one of them. He noted that there were specific cues an officer would see in a THC impairment versus an alcohol impairment. He added that beyond that, a blood test will detect THC levels and while there was no number in the law as to what was and wasn't impairment, it would be another piece of evidence for a conviction. He did not think THC drinks were on the rise because North Carolina has been dealing with cannabis for so long and the impairment there. He added that officers were focusing more on cannabis.

He stated that the State required all police officers to attend a training course with a zero-tolerance policy. He stated that if an officer uses a CBD oil for an ailment on their leg and they fail a drug test because of any amount of THC in their bloodstream, their certification is revoked for five years. He stated that one of the things the training covered was being cautious because there were so many products out there with poor or inconsistent testing. He advised everyone to be extremely cautious about what is purchased and put in one's body and if they were to do it, to be cognizant that it could lead to a driving while impaired charge.

Deputy Fire Chief Jeffrey Del Monte was recognized to speak. Deputy Fire Chief Del Monte gave a brief overview of the past month's fire activities to Council and the audience.

## September FY 2026 Financial Presentation

Finance Administrator Lauren Creech was recognized to speak. Administrator Creech gave a short presentation on the September Fiscal Year 2026 financials to Council and the audience.

## MAYOR'S AGENDA

Mayor Kingston congratulated Mayor Pro Tempore Thibodeau, Councilor Lingard, Councilor Whitman, and Councilor Chasen on being re-elected. He further congratulated Marc Murray for being elected to Council. He thanked Miriam Rollin for running for Council. He stated that he has his mayors/chairmen meeting on November 17, 2025 hosted by Duck. He stated that with regard to the Planning Board, since Marc Murray, who was the Chairman on the Board, was elected to Council, Council needed to begin the process to replace Mr. Murray on the Board. He stated that he and Town Manager Havens discussed that the first thing Mr. Murray will need to do was to resign from the Planning Board at their next meeting. He asked Council if they wanted to start the process right after that to replace Mr. Murray or if they wanted to wait until the December 3, 2025 meeting to begin the process.

Councilor Whitman clarified that on December 3, 2025, Council would be looking to replace Marc Murray on the Planning Board. Mayor Kingston stated he was correct, adding that he and Town Manager Havens had discussed whether or not there would be enough time for people to apply.

Councilor Chasen asked if there was enough time and if so, she was fine with it. Town Manager Havens explained that there would be a couple of weeks that staff would advertise the vacancy, assuming that Marc Murray does resign at the November 12, 2025 Planning Board meeting. He did not think it would be a rush to do this and if Council wanted to have the process last a little longer, it was fine. Councilor Whitman clarified that it could be done at Council's January 7, 2026 meeting. Town Manager Havens stated that Council could appoint someone at their December 3, 2025 meeting, but if Council wanted to wait until January, it would give people more time to apply. Councilor Lingard stated that he would rather do it sooner than later.

Mayor Kingston asked when Marc Murray's term on the Planning Board expired. Town Manager Havens stated that his term will end on December 4, 2025 because as soon as he is sworn in as a Council member, he would no longer be eligible to serve on the Planning Board. Councilor Chasen stated that she was fine with advertising it now. Town Manager Havens stated that the new Council would make the appointment at their December 3, 2025 meeting. It was *consensus* of Council to make the appointment at the December 3, 2025 meeting.

Mayor Kingston stated that he was requested, as Coastal Manager, to sign a letter to those in authority regarding offshore drilling and the opposition to it. He stated that with the

consensus of Council, he signed the letter, which joined with all the other coastal mayors up and down the North Carolina coast in opposition to the drilling on the North Carolina coast.

### **COUNCIL MEMBER'S AGENDA**

Councilor Lingard thanked Mayor Kingston for his time on the Council, adding that it was a pleasure working with him and that he would be missed.

Councilor Whitman thanked Mayor Kingston for his time on Council. He congratulated the rest of Council on the election.

Councilor Chasen thanked Mayor Kingston for his time on Council. She thanked the public for voting for the members that were re-elected and elected to Council. She gave a short Outer Banks Visitors Bureau update to Council and the audience.

### **OTHER BUSINESS**

#### **Additional Public Comments**

Mayor Kingston opened the floor for public comments. There being no one wishing to comment, Mayor Kingston closed the time for public comments.

Mayor Kingston noted that the next meeting would be the Regular Meeting on Wednesday, December 3, 2025 at 1:00 p.m.

### **CLOSED SESSION**

Councilor Lingard moved to enter closed session in accordance with Section 143-318.11(a)(1) of the North Carolina General Statutes to prevent the disclosure of information that is privileged or confidential, pursuant to the law of this State or of the United States or not considered a public record within the meaning of Chapter 132 of the General Statutes.

Motion carried 4-0.

The time was 3:11 p.m.

Upon return from closed session, Attorney Hallow stated that the Council reviewed and approved closed session minutes from the following meetings:

November 1, 2023  
May 1, 2024  
August 7, 2024  
October 16, 2024  
December 4, 2024

April 3, 2024  
June 5, 2024  
October 2, 2024  
October 30, 2024  
January 8, 2025

February 19, 2025

August 13, 2025

He noted that the majority of these minutes would remain sealed as per current Town policy.

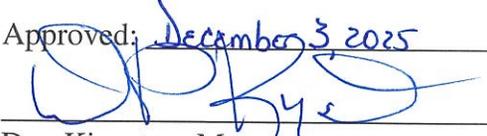
**ADJOURNMENT**

Councilor Whitman moved to adjourn the meeting.

Motion carried 4-0.

The time was 3:27 p.m.

  
Lori A. Ackerman, Town Clerk

Approved: December 3, 2025  
  
Don Kingston, Mayor

