



TOWN COUNCIL
Public Hearing / Regular Meeting
Cape Charles Volunteer Fire Company
January 8, 2009
7:00 p.m.

At approximately 7:00 p.m. Mayor Dora Sullivan called to order the Public Hearing and Regular Meeting of the Town Council. In addition to Mayor Sullivan, present were Councilmen Bannon, Bennett, Burdiss, Elliott, Evans and Veber. Also in attendance were Town Manager Joe Vaccaro, Assistant Town Manager Heather Arcos, Town Clerk Libby Hume and several members of staff and over 200 members of the public.

Mayor Sullivan announced the evening's public hearing was to hear public comment on the proposed modifications to the Zoning Ordinance – Articles 3.15 Open Space District Definition and 3.9 Public Utility Facility.

PUBLIC COMMENTS:

There were no Public Comments to be heard.

With no Public Comments regarding the proposed modifications to the Zoning Ordinance, the Town Council moved on to the Regular Session.

Mayor Sullivan informed the Council members and the citizens in attendance that due to the large number of people signing up to speak, the meeting agenda was being adjusted as follows: i) There will be no departmental report presentations; ii) The items of Old Business, which are all action items, would be reviewed first to ensure their completion at this evening's meeting.

OLD BUSINESS:

A. Zoning Amendment – Open Space District:

Town Planner Tom Bonadeo informed the Town Council that during the update process for the Official Zoning Map, it was noted that an Open Space zone definition had not been part of the ordinance. The Planning Commission has completed their work and are forwarding the language for approval.

Motion made by Councilman Veber, seconded by Councilman Bennett and unanimously approved to amend the zoning ordinance to add Section 3.15 Open Space District.

B. Zoning Amendment – Public Utility Facility:

Tom Bonadeo stated that the Planning Commission added language and the definition of Public Utility Facility to this section of the zoning ordinance to allow Public Utility Facilities as a permitted use in the Harbor District.

Motion made by Councilman Bannon, seconded by Councilman Elliott and unanimously approved to amend Article 3.9 of the zoning ordinance.

Mayor Sullivan introduced Mr. Dixon Tucker, from the Virginia Department of Health, who presented the 2007 Water Chlorination Quality Award to Water Plant Operator Thomas Stratton. Mr. Tucker stated that out of 1,218 community waterworks systems in Virginia, 36 waterworks met the criteria for this award.

C. *Cape Charles Trail Project – First Phase Central Park Construction Bid:*

Assistant Town Manager Heather Arcos presented background information regarding the Cape Charles Trail Project, gave a summary of the grant funds received to date and informed the Town Council that an application had been submitted for an additional \$354K in grant funding. Heather Arcos requested approval to advertise for bids for the construction of the first phase of the project.

Motion made by Councilman Bannon, seconded by Councilman Bennett and unanimously approved to advertise for bids for the first phase of construction for the Cape Charles Trail Project – Central Park Trail Connection.

D. *Harbor Development Conditional Use Permit Update:*

Tom Bonadeo reported on the progress of the Harbor Development Group project. Even though the Harbor Development Group has acted upon the permit, Tom Bonadeo recommended that Council authorize a one-year extension allowing for work to continue and he would be able to report back to Council on the progress of the project.

Motion made by Councilman Bannon, seconded by Councilman Bennett and unanimously approved to authorize a one-year extension of the conditional use permit for the Harbor Development Group.

PUBLIC COMMENTS:

Mr. Melvin Dudley, 303 Madison Avenue, presented a three-minute timer to Mayor Sullivan to assist with timing the three minute allowance for each speaker. Mr. Dudley concluded by stating that the existing Town Manager was the best thing that has happened to Cape Charles in the last 15+ years.

Ms. Linda Buskey, 100 Arnie's Loop, addressed the Council and citizens stating that it appears that we are reacting to circumstances and not hearing the facts. She stated that Joe Vaccaro is an honorable man who has served our country and has the respect of many in the Town and surrounding area. She believes that the three Councilmen in question did not make this decision without a great deal of thought and consideration and knows that they are honorable men, too. The citizens of the Town elected the Town Council by voting them into office and the Town Council appoints the Town Manager who acts at the pleasure of the Council. The Town Council works for the people, the Town Manager works for the Town Council to carry out the Council's policies and directives. In local government, personnel issues are not a matter for the public to decide but are matters for the Council and its appointed officials to decide. In every situation there are lessons to be learned. Town business should be conducted in a professional manner and all parties should be treated with respect. The Town Council and the office of Mayor are responsibilities that should not be taken lightly and should always be handled with the utmost of professionalism and privacy. The next Town Manager search, if the step is necessary, should be done with a goal of hiring a candidate with the experience, education and credentials to manage the Town at this critical time. She concluded by stating that if we continue to make poor decisions within the Town government or not allowing Town Council to do the job we have elected them to do, we will always be known as the Town that should have been great but couldn't get it together.

Mr. Billy McClenny, 653 Tazewell Avenue, stated that he was a retired attorney and that he loved this Town and hated to see it falling apart with internal conflict. He referred to a time a number of years ago when the Town "died" and stated that it would be a travesty to see it happen again. He stated that he has known Joe Vaccaro since he came to town and he considers Joe Vaccaro, all the Town Council members as friends and neighbors. He stated that all the citizens

have is what they hear on the outside since they are not privy to the finer details; however, rumors are the worst kind of news forecasters. The information he received is via the grapevine which is the most flawed kind of communication. The issue seems to be centered around conflicts of interest in the part of members of the Council and word has it that the controversy arose because the Town Manager called the hand of Council members who asked him to resign because he found they were in conflict with some of the matters that came before them. If anyone on the Council would know about conflicts of interest, it would be Councilman Burdiss and as attorneys they are held to the strictest standard to avoid any conflicts of interest. If a conflict should occur in their practice and if they violate that ethical stumbling block, the State BAR could take punitive action, the strictest of which being revocation of their license to practice. Even the mere appearance of an impropriety should be avoided at all costs. As a body, Council is not held to the strict rules that attorneys are, but there are other things that can be implemented to correct the problem. If the court found that the members of the governing body violated their duties by acting where there was a conflict, an injunction could be obtained to correct the matter. This is a civil situation. The proper action the member of a governing body should take when he has a conflict is to recuse or disqualify himself and refrain from participating in any action on the board which pertains to the particular subject especially if it in any way benefits him personally or financially. Mr. McClenny stated this could be construed as malfeasance or misfeasance. He went on to explain the difference between the two stating that malfeasance was a wrongful or unjust doing of some act which the person has no right to perform and misfeasance was the improper performance of some act which the person may lawfully do. Mayor Sullivan notified him that his three minutes expired and he left the podium.

Ms. Joan Natali, 110 Blue Heaven Road, stated that she was here to show her support for Joe Vaccaro and that she personally has the highest regard and respect for him. As our Town Manager, Joe Vaccaro has embodied the highest possible standards of ethics, displayed a level of professionalism all of us should strive to emulate, is available to the Mayor and Town Council 24 hours a day, 7 days a week, is a solid administrator, is dedicated to the best interest of the Town, has enacted transparency in our government by his openness, communications, including the Gazette, his accountability to all of us in Cape Charles and has demonstrated great leadership in team and town building. Joe Vaccaro takes his job very seriously and personally and quite often can be seen riding around the Town all hours of the day and night making sure the citizens of Cape Charles are safe, the beach is clear, the street lights are working and more. Joe Vaccaro has reached out to all members of the Town and meets with Town groups on a regular basis and has accomplished significant improvements in our Town employee productivity and work prioritization. Joe Vaccaro has worked to improve both employee morale and work attitudes and is an advocate of and for the people of Cape Charles and the Town employees. Joan Natali stated that she thought the citizens elected intelligent, dedicated and thoughtful individuals who were going to work to serve the best interests of the citizens and the Town in a professional, open and honest manner. Unfortunately, self-interest and hidden agendas on the part of a few appear to be running roughshod over the rights of the many citizens of Cape Charles. If someone has to resign, be fired or be recalled, it should not be Joe Vaccaro. There may be individuals who can perform the Town Manager's job as effectively and efficiently as Joe Vaccaro but he has already demonstrated an outstanding set of skills and proven himself for this job. Ms. Natali stated that she believes the citizens of Cape Charles want and need to keep Joe Vaccaro as our Town Manager and that there are many more Town citizens who are qualified to perform the duties of a Council position in a professional, open and honest manner while focusing on the best interests of our Town. She concluded by stating that the citizens of the Town have long memories and thanked the Council for giving her the opportunity to speak.

Ms. Christine LeVick, 408 Jefferson Avenue, addressed the Council stating that she was recently shocked with the news that members of Council wished to have the Town Manager vacate his

position. Poor work performance and ineffectiveness in such a highly visible job are usually noticed and is not knowledge exclusive to a select few. The fact that there is further disagreement on Council raises more eyebrows. This is why the citizens want an explanation. Why are we going through this again already? The Council has the right to hire and fire the Town Manager but these costs the citizens a lot of money. The citizens have a right to know how the Council is spending their money and using their resources. It has been pointed out that the citizens do not have the knowledge of the day-to-day activities involving the Town Manager therefore cannot effectively judge the decision. How is it that the citizens have the knowledge to make the even greater choice of who is on the Council to make these decisions. As a gesture of the Council's desire to serve the community with the citizens' interests in mind, she urges the Council members to respond to the needs of the citizens to understand the actions against the Town Manager who, as demonstrated by the attendance, has a very high public approval rating. Ms. LeVick requested that the Council act in a logical manner, now that they are aware of the citizens' approval in the performance of the current Town Manager, and urged the Council to offer a gesture to at least restore the citizens' trust in the Council. She concluded by stating that if Council fails her in this effort then she respectfully requests that Mr. Vaccaro and his family move back into Town and for him to run for Council at the next election.

Mr. Steve Wilson addressed the Council as the Chief of the Cape Charles Volunteer Fire Company and wanted to touch on some safety issues. A few years ago, Council tried to evict the fire company from their leased space. Mr. Wilson stated that a lot of members of the fire company lost respect for several Council members and that Joe Vaccaro has been instrumental in working with the fire company to restore their trust in Council and without Joe's help he does not believe it would have happened. Mr. Wilson went on to state that Joe Vaccaro has also been instrumental in preparation of an emergency management plan for storms and natural or man-made disasters. Joe Vaccaro is working for the citizens of Cape Charles. If the Council chooses to fire Joe Vaccaro, you will be sending a message to the people who elected you to Council that you are not concerned about their safety.

Ms. Lee Goldman, 102 Mason Avenue, addressed the Council stating that she has a business in Town and would not be bringing her business to Cape Charles if it wasn't for Joe Vaccaro and all the assistance that he and several other people in Town have given her. No one on the Council has helped, but Joe Vaccaro was always available to assist. There is no way that the Council can put Joe Vaccaro down for all the things that he has done to serve this Town and she cannot believe that anyone would even consider getting rid of him with all that he has done for the Council. Ms. Goldman concluded by stating that if Joe Vaccaro goes, there is a possibility that she and her business will leave as well, which would mean that Cape Charles will lose \$3M per year in revenue.

Ms. Roxie Duncan, 619 Mason Avenue, addressed the Council stating that Joe Vaccaro is a very special man in our lives and please do not get rid of him as Town Manager or you will live to regret it. If God treated you like you're treating other people, it would be a bad, bad world. God wants everyone to love one another.

Mr. Andrew Follmer, 9 Kings Bay Drive, stated that he appreciates the service to the Town of all the members of the Town Council and the Town Manager. He has lived here for four years and has seen four different people sit in the Town Manager's seat. If this Town Council cannot work with Joe Vaccaro, the first question they should be asking themselves is perhaps the problem is not with the Town Manager. Mr. Follmer stated that he has never met Joe Vaccaro and did not know him before this evening. He considers the members of the Council that he knows to be his friends, but he fears that some of his friends are letting him and the Town down. Plenty of other citizens, as we've already seen, are prepared to list Joe Vaccaro's substantive accomplishments

in this position and many of them know Joe much better than he does and he assumes that, like everyone else, there are areas where Joe Vaccaro has room to grow. Joe Vaccaro has been a welcome force for better governance in this Town. For too long, all of our local affairs have been operated with too little transparency, too little consistency and too many conflicts of interest. Thanks to Joe Vaccaro, he knows more about what has been going on in this Town, how decisions are taken and knows that someone is making sure he gets the most bang for each tax dollar. While some aspects of Joe Vaccaro's communication could be strengthened, at least there is communication where before there was none. Some have seen fit to remind everyone that supervision of the Town Manager is the Council's right and obligation and it reminds us that personal attacks against our friends who disagree with us are not germane to this discussion. However, we must also remember that this is not the Council, but three individuals who decided to bypass the full Council discussion or even consultation with their fellow Council members which is not very ethical. The suspect handling of this situation has invited many in this community to question the motivations of the Council members. Mr. Follmer applauded Joe Vaccaro's initiative regarding the stepped-up enforcement of building codes and regulations. If any member of Council has been subject to that then it makes this look a little suspect. Unlike some people, he sees nothing wrong with an employee of our largest developer sitting on this Council. He welcomes it. However, because there are likely to be differing views when recusals are necessary, it is quite likely that the Council and Town Manager will sometimes take positions that are not favorable to this developer. It is particularly important for this individual to behave in a very transparent manner and at least within the confines of this Council substantiate his positions on issues which have grave importance to the Town. Mr. Follmer stated that he has long welcomed Councilman Burdiss' efforts to shine more light on the workings of the Council and hopes he will continue to do so. He's been delighted to receive Councilman Burdiss' communications and his successful effort to get this Town Council to adopt a Code of Ethics. He applauds Councilman Burdiss' efforts but does not feel this particular matter has been handled in a transparent manner consistent with the standard which he believes Councilman Burdiss stands for. Let us proceed in a manner which maintains the high ethical standards that the Town deserves. Covert conspiracies have no place in this Council. You all know very well the cost to this Town of having four Town Managers in four years and the citizens of this Town deserve to know that good faith efforts are being made for all the Council to successfully work together.

Mr. Victor Abrahamian, 213 Monroe Avenue, thanked the Mayor and Town Council for the opportunity to be here tonight and stated that he has been a full-time resident of Cape Charles since August. He went on to state that he had met and spoken to Joe Vaccaro on several social occasions and anyone in this Town will say that Joe Vaccaro is an outstanding citizen. Mr. Abrahamian stated that he is here tonight to support Joe Vaccaro because he thinks Joe's rights are being denied and violated and the opinions of the Town residents have been minimized. Joe Vaccaro has not had an opportunity to hear the charges against him and has not been given an opportunity to defend himself in public or in front of the Council. Mr. Abrahamian concluded by asking the Council to rectify this situation by keeping Joe Vaccaro as Town Manager.

Mr. Russ Dunton, 5 Monroe Avenue, stated that he was here tonight to share some of his concerns. Over the last couple of weeks, he has been hearing rumors that some of the Town Council members have organized themselves to try to remove the Town Manager and that certain Town Council members may be involved in improper relationships or conflicts of interest or other items of that nature. They are all rumors that are circulating and it is beginning to remind him a lot of the TV show, Survivor, where you have some weak candidates trying to get rid of someone they feel threatened by or who is a stronger person than they are. Mr. Dunton stated that he did some research on the Internet and downloaded Section 24.2-233 of the Code of Virginia – Removal of Elected and Certain Appointed Officers by Courts. The Code states that

“Upon petition, a circuit court may remove from office any elected officer or officers who has been appointed to fill an elective office, residing within the jurisdiction of the court.” The Code lists a lot of different reasons for being able to remove someone including “neglect of duty, misuse of office, or incompetence in the performance of duties when that neglect of duty, misuse of office, or incompetence in the performance of duties has a material adverse effect upon the conduct of the office.” The Code also states that “the petition must be signed by a number of registered voters who reside within the jurisdiction of the officer equal to ten percent of the total number of votes cast at the last election for the office that the officer holds.” Mr. Dunton suggested that if there is any fire in all the smoke that has been going around, some Council members should beware because there are citizens that are very unhappy right now. Mr. Dunton concluded by saying that he’s also heard rumors that certain Council members have stated that they do not care what the majority of voters in the Town want and intend to do what they want to do.

Ms. Beth Davis, 118 Peach Street, stating that she was saddened, at a time of great importance when there are so many significant decisions to consider that will determine the future of our Town, the Council finds themselves faced with an issue that has become so contentious. Ms. Davis stated that she was sure that the Council members have been inundated with communication from the citizens that they represent. She was one such person who took the time to email each of the Council members, not to relay her emotional reactions to the situation but to try to rationally gather facts that would enable her to develop an informed opinion concerning the request for our Town Manager’s resignation. She did not immediately jump to the conclusion that there were any personal agendas at play, but she tried to find out what was behind the request for Joe Vaccaro’s resignation. To date, the only person who has responded to her email, which included four very specific questions, has been Mr. Vaccaro. She thanked Joe Vaccaro for his response. She stated that some of her questions were answered in a statement released by Councilman Bennett, but some of her other questions remain unanswered. She stated that she concluded from Councilman Bennett’s statement that there were not any specific instances whereby the current Town Manager is not performing his duties nor were there specific instances where certain functions which fall under the Town Manager were not being executed. Rather, three members of Town Council are of the opinion that there is. Ms. Davis quoted from Councilman Bennett’s statement “an ineffective relationship between the Town Manager and Council.” It has been publicly stated that the other three Council members, as well as the Mayor, do not share this opinion. Taking all this into account, she stated that she can only deduce that this is a personality issue vs. a personnel issue. This is not a popularity contest and she stated that she liked and respected most of the individuals involved. For her, this is truly about what is best for our Town. From what she has seen personally and what she has been told by several individuals who have worked with Joe Vaccaro on different projects, he has been more than willing to find compromises in difficult situations. He has worked to hold all Town employees accountable for their responsibilities and he has striven to do his part to ensure the Town becomes the town we know it can be – a town that is pleasing to those of us who live here as well as an attractive destination for visitors and future businesses alike. It is because of this that she is unable to reconcile the current situation. Ms. Davis stated that according to the International City Management Association, appointed managers serve at the pleasure of the governing body. She went on to state that she fully understands that any decision to make a change in leadership at the Town Manager level is difficult, but the decision must be made by the Council considering what is in the best interest of the people they serve. Ms. Davis quoted Abraham Lincoln stating “Nearly all men can stand adversity but if you want to test a man’s character, give him power.” She concluded by stating that the Council has the power to terminate Mr. Vaccaro, but just because they have the power does not mean they have to use it.

Ms. Marion Naar, Cape Charles Museum, stated that she did not live in Cape Charles but she runs the museum which is in Cape Charles. She stated that because she runs the museum, she visits the Town offices weekly to talk to the building and utilities departments and the Treasurer and to make copies. She has noticed in the time that Joe Vaccaro has been the Town Manager, the professional level of staff and their ease of working has grown. She stated that what is particularly unusual is the open door of the Town Manager's office. In the past, she rarely spoke to the Town Managers, but Joe Vaccaro welcomes her whenever she is in the Town offices. She stated her belief that Joe Vaccaro has helped the museum and that he personally got the "Welcome Center" signage which is good for the Town and good for the museum because people stop in. The issue, apparently, is the working relationship between Council and the Town Manager. Council is not one person. Council is six people. She stated that when she worked, she had one boss, but to have six bosses must be quite a challenge. Ms. Naar stated that evidently the issue is not with all six Council members but with part of the Council. With an issue such as this, all six members of the Council should feel there is a problem. Evidently, there are job objectives and performance evaluations and these tools should be used to make the decision. She stated that she was unsure whether "working relationship" would be a job objective or a performance management objective but whatever it is that would make Council make such a decision should be part of a performance evaluation. She urged Council to take no action at this time but to give it a year or six months, do a performance evaluation and make a rational decision. Fifteen or sixteen months is a very short time to make an impact or even to understand a job. She stated that it has taken the museum years to learn how to run an oyster roast and to make a profit and she stated that it is probably worse for the Town Manager position. Ms. Naar concluded by asking the Council to give it time, do a performance evaluation and make the decision unanimous.

Ms. Valentine Evans, 520 Washington Avenue, stated that she was a former employee of the Town of Cape Charles for 27 years. She stated that she thinks Mr. Vaccaro is a very fine man. She never had a chance to work for him but anyone that knows Joe Vaccaro knows he is very kind. Last summer, she was in Salisbury with her brother and his wife, and she heard there was a tornado watch in the Cape Charles area. She heard that Joe Vaccaro went around to the various neighborhoods to warn the people of Cape Charles of the tornado watch. She stated that it was very nice of him to do that instead of just worrying about himself. Ms. Evans thanked God for Joe Vaccaro and concluded by telling him to continue doing his good work.

Mr. TaVon Powell, 620 Jefferson Avenue, addressed the Mayor and Town Council stating that he was born and raised in Cape Charles. He stated that being a young person, Cape Charles was not the easiest place to grow up. When he came home from college last summer, he saw Joe Vaccaro and what he and others in the Town had done at the basketball court, what they were doing with the youth in organizing teen dances and other events. It made him feel proud to be from Cape Charles and made him appreciate the people who we elect and the people who represent the Town. Any person who reaches out, not only to the youth, but to the neighborhoods, all walks of life and all people, is the type of person we need representing the people of this Town and the type of person who needs to be the Town Manager.

Mr. Ed DeAngelis, 108 Saratoga Place, stated that he and his wife have been residents of Cape Charles for approximately 14 years and have been through approximately four Town Managers and none of the previous Town Managers can stand up to what Joe Vaccaro has been doing. One only needs to look around our Town to see the results. The alleyways are so clean now you can take anyone through there. There were times in the past when you had visitors that you were ashamed to take them to some places – the beach front and the marina are a couple. The other part is everyone's attitude. The citizens are taking a more proactive movement towards the town. Msr DeAngelis stated that he would like to pose a question to the three Councilmen who

would like to replace Mr. Vaccaro – Where and how could you find someone as dedicated and who has made such a difference to this Town? He concluded by stating that that is a challenge he leaves for those three Councilmen.

Mr. Dick Tiplady, 314 Tazewell Avenue, stated that he has not met Joe Vaccaro but has spent a lot of time with the staff on various issues and he has been very impressed by the entire Town staff as well as by the Town itself. He went on to state that the thing that concerns him the most is the view of the Town Council, maybe a misunderstanding, in that you have the right to fire somebody without stating a reason. You don't owe a reason to the person you are firing because you have that power but it is not because you are super human people with great judgment. The only reason you are allowed to do that is because you were elected by the people. Mr. Tiplady stated that he heard everybody that came up here tonight talk about rumors. There is an email going around as to the real reasons and if the three people think they can fire the Town Manager with this crowd concerned about it, they should think again. You may not have to explain it to Joe Vaccaro, but he went on to state that he has advised politicians from national office to local office and it would be pretty ignorant to think that you don't have to explain it to the citizens. Mr. Tiplady concluded by stating that we should not be dealing with rumors. We should be dealing with facts.

Ms. Karen Jolly Davis, 5 Randolph Avenue, opened by stating that she had spent some time scrutinizing the town's public records. Please see attached for a copy of Ms. Davis' remarks.

Mr. Ralph Orzo, 200 Churchill Downs, stated that he knew everyone's title and he considered everyone his friends. He stated that he wanted to make a statement and also a request. He stated that he did not know how much of what the citizens think and have heard is true or accurate or even valid, but he knew that Cape Charles has a government that is functioning in a way that the citizens have not seen in years in this Town and that it cannot operate the way it is without every one of the Council and staff doing something correctly. Mr. Orzo stated that he cannot see why this team, at this point in time, would want to destroy itself and stop what has been going on in this Town. He continued by stating that the citizens voted in a team that they've been happy with. The citizens voted in a team that surprised them with this situation. The citizens trusted everyone and the citizens respected everyone. Mr. Orzo concluded by requesting that the Council please find a way to resolve this issue to keep this team functioning the way it has and in the direction that it has been going.

Ms. Angela Elliott Powell, 620 Jefferson Avenue, began by stating that she wanted the Council members that oppose Joe Vaccaro to know that she was a registered voter and if they plan on firing him, she will not be voting for them at the next election. She stated that she met Joe Vaccaro this summer when he was planning some youth activities. Joe Vaccaro asked her if she knew of any children that would be interested in attending the events he was planning. Ms. Powell explained that this is the first time she can recall that everything seems to be on a level and everyone in this Town is on the same level. She stated that is the type of Town Manager that Joe Vaccaro is. He wants everybody to feel comfortable and she feels comfortable. Ms. Powell concluded by stating that she thinks the Council is making a bad decision.

Ms. Dawn Flynn, 8 Kings Court, relinquished her time to Ms. Karen Jolly Davis so she could finish her remarks. Please see attached for a copy of Ms. Davis' remarks.

Councilman Evans responded to Ms. Davis by stating that he did go back to the Commonwealth's Attorney and took him all the details of the real estate transaction and the Commonwealth's Attorney made the same ruling.

Mr. Chuck Little, 8 Randolph Avenue, stated that he appreciated what has been happening in the Town with Joe Vaccaro. He stated that he also understood that what happens in the Town is also provided by the Town Council. It is not just Joe Vaccaro that is doing all these things. The Town gets some of the benefits from the Town Council. He stated that he was not saying that there were no issues between Joe Vaccaro and the Town Council. Mr. Little went on to state that he was sure that some of the Councilmen that do not want Joe Vaccaro to resign have some issues with him and that the Councilmen that do want Joe Vaccaro to resign have respect for some of things that he has done. This situation needs to be fixed. The Council does not need a closed door vote on it but needs to sit down together to discuss the situation to find a way to fix it. Mr. Little went on stating that he personally has had his own issues with Joe Vaccaro but he still loves him. Joe Vaccaro has done a lot of great things and he has enjoyed participating in some of these things with Joe Vaccaro. They are two different people and have chosen a spot on the horizon where they agree to get to by taking different paths. Mr. Little concluded by stating that the Council and Joe Vaccaro are taking different paths but they need to get to the same place and it is a two-step process.

Ms. Roberta Newman, 8 Randolph Avenue, stated that she was a results-oriented person and as Ms. LeVick mentioned earlier, if things are not going well, people will usually notice it. A lot of things are really going well in Cape Charles. She stated that in working as the chairperson of the Cape Charles Committee for Children and Youth (CCCCY), it has been just tremendous to see the support Joe Vaccaro gave the committee and the activities that have been available and are continuing to be available for the youth. Ms. Newman stated that she, too, was really proud to be part of this Town, but as Mr. Little mentioned, she knows that those things happened because the Town Council voted to support them in a very meaningful way. She stated that she appreciates every one of the Council members who have supported the CCCCY and also the former members of the Council. She also wants the Council to “fix it” but she knows, as Councilman Bennett pointed out in his letter, about relationships and that they can’t be fixed that easily. She stated that she sensed that there were relationship issues as well as communication issues. Communications and building relationships are two of the most challenging things there are to do and there is no training for doing it. You have to figure it out on your own. Ms. Newman stated that her belief about relationships is that each person in a relationship needs to give 100% to make the relationship work and that she hoped the Council members and Joe Vaccaro would consider doing that. She concluded by stating that she loved all the Council and Joe Vaccaro, she appreciated their support, as well as the children and families in Town, and she wanted to keep it going and needed their help to do it.

Mr. Michael Flanagan, 538 Tazewell Avenue, stated that he has lived in Cape Charles since September 1, 1974 and has seen the Town at its best and has seen it go down. Over the last year, since Mr. Vaccaro has been Town Manager, the Town has been flying high. He stated that he is involved in many different organizations and can tell everyone from experience that Mr. Vaccaro has required many more things from the different organizations to ensure they are run well and kept going and the programs in Town are just hopping which he has not seen in many years. Mr. Flanagan stated that when he first moved to Cape Charles, the Town was hopping. There were activities all the time and it was a community and he is starting to see that again. He concluded by saying “don’t let it die because you got rid of a great man.”

Mr. Steve Michel, 10 Peach Street, stated that he opposed both the resignation and firing of Joe Vaccaro as our Town Manager and went on to explain why, explaining that he tried to look at this situation from three perspectives, the first being his own. He thinks Joe Vaccaro is doing a good job. Mr. Michel stated that he attended a town meeting where Joe Vaccaro’s opening remarks were “We’re here to serve you.” He stated that he’s been through four Town Managers and it was the first time that he had heard that said. Mr. Michel stated that he walks all through

Cape Charles at all hours of the day and he sees Joe Vaccaro driving around in his blue truck staying on top of what is happening. That is also the first time he has seen that done by a Town Manager. To top it off, Joe Vaccaro goes out of his way to say “Hey, I’m one of you.” The second perspective he looked at was from the viewpoint of the Town’s people. When he heard this was happening, he initiated a petition just to see how people felt and he announced that he has 85 signatures in support of Joe Vaccaro. Mr. Michel read from the petition “We, the citizens of Cape Charles, support Joe Vaccaro as Town Manager and do not want him to resign.” He added that he would like to append the 85 signatures to the minutes of this meeting. Mr. Michel went on to state that other people got involved and asked for blank copies of the petition so they could get their own signatures. There were no reports of anyone refusing to sign the petition because Joe Vaccaro was not doing his job. He stated that as far as he was concerned, it was 85 to 0. The third perspective he tried to look at was from the point of view of the Town Council and he stated that he had difficulty coming up with a point of view because he heard rumors that Joe Vaccaro was accused of not performing his job but had yet to hear any details. Whereas, he had 85 signatures saying Joe Vaccaro was doing his job. He stated that he did not know of any specific instances where people are claiming that Joe Vaccaro was not, so again, as far as he was concerned, it was still 85 to 0. Mr. Michel referred to the Cape Charles Town Council Code of Ethics and although it does talk about conflicts of interest and personal gains, that was not his purpose here tonight. The purpose is whether or not to retain Joe Vaccaro. Mr. Michel proceeded to read several excerpts. From the preamble, “The effective functioning of democratic government requires that public office be used for the public good.” From Paragraph 1, “Members will work for the common good of the people of the Town of Cape Charles.” From Paragraph 3, “The professional and personal conduct of members must be above reproach and avoid even the appearance of impropriety.” From Paragraph 17, “Members entering office shall sign a statement affirming they have read and understood the Town of Cape Charles Code of Ethics.” From Paragraph 18, “Members themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government.” He concluded by stating that if Joe Vaccaro goes, he would lose confidence in the government.

Ms. Lenora Mitchell, 309 Tazewell Avenue, stated that she was here because of Joe Vaccaro and his persistence in trying to get her to come back to the meetings and be involved and informed. She stated that she used to go to all the meetings but she had lost faith in the Council and some of the members are still sitting on Council from many years ago. She stated that she had lost faith in the system and all the business being done in Cape Charles. Councilman Veber repeatedly asked her to come back, that the people were different and that the Council now worked together to get things done, but she still did not see it that way. It was Joe Vaccaro who talked her in to attending the meetings again and she is glad to be back. She believes that it takes hard work, an understanding of the needs of the community, an awareness of the past, a vision of the future and the ability to work as a team member to be a successful member of the Cape Charles Town Council. We need a team. Ms. Mitchell stated that right now we have the “three Bs” and we have the “other guys.” She went on stating that we need a team in order for us to survive, for us to be who we are now, who we have become. Cape Charles is a different town and the people who have lived here all their lives know that it is a different town and everyone loves the way it is now. Race relations are better. Joe Vaccaro came in saying that the people in Bay Creek are no more important than the people on Jefferson Avenue. Because we are jaded and have experienced a lot of negative things, we did not believe it. Joe Vaccaro made believers out of all of us. The people that have spoken tonight realize there is a difference in Cape Charles and it is all because of Joe Vaccaro and his open government. Ms. Mitchell read an excerpt from Councilman Bennett’s statement representing Councilmen Burdiss and Evans. “Any decision to make a change in leadership at the Town Manager level, as difficult as it may be, must be made by the Council considering what is in the best interest of the people they serve.” She stated that

you have to know the people that you are serving to make these decisions for the people. You are still accountable so if you are not communicating with the people that you propose to represent, then you do not know what their wishes are. Ms. Mitchell went on stating that she has not seen some of the Council members since they were running for election and just because they are here does not enable them to make the best decision without talking to the people. She concluded by stating that if there needs to be a change, a change in representation should be considered.

Mr. James Davis, 533 Mason Avenue, stated that he did not have much to say but he feels that the Council cannot terminate the Town Manager without telling the public the reason why. From what he has read, even the Town Manager does not know why they want him to step down. Mr. Davis concluded by stating that the Council members owe it to the public, and he is also curious to know the reason, and the answers need to be given to the public in simple, plain English, not in legal or political terms, but in plain English.

Mayor Sullivan informed everyone in attendance that the Town Clerk had received 41 emails and a letter which would be made part of the minutes. Mayor Sullivan asked the citizens if they would prefer to have them read, but no one responded in the affirmative. Councilman Veber asked Town Clerk Libby Hume if she had personally read the correspondence and what was the general feel of the emails. Libby Hume replied that she had read all but one letter and that all were expressing their support of Town Manager Joe Vaccaro.

The correspondence from the following people are attached: Joan Natali, Erin Harvey, Victoria De Leo Vaccaro, Beth Davis, Victoria Morgan, Reggie Wesberry, Tom Gale, Gaywood and Margaret Wagner, Beth Hayward, Lisa Brasch, Nora Lo, Loraine Huchler, Susan Bauer, Marian Dipboye, Denis and Mollie Pickron, Bruce Lindeman, Rob Smithwick, Andie Morgan, Judi McCoy, Kim Boytos, Karen Gay, James Metz, Gene and Colleen Kelly, Jackie Chatmon, Jim Mahaffy (3 emails), Luis "Cheech" Perez, Beth Ann Sabo, Elizabeth Hayward, Stephen K. Fox, R. B. Vest, Andrew C. Follmer, John and Linda Schulz, David Kabler, Randy and Joanne Warren, Christine LeVick, Mark Usry and Ken Kuttler, Jan Neville, Susan Kovacs, Mike and Sharon Dunnagan, Mara Ifju, and Patricia A. Buckley. Also attached to the minutes is Joe Vaccaro's response to several emails he received personally.

CONSENT AGENDA

Motion made by Councilman Bannon, seconded by Councilman Burdiss and unanimously approved to amend the agenda as discussed earlier in the meeting.

The Town Council reviewed the minutes of the following meetings: December 4, 2008 Work Session, December 9, 2008 Executive Session and December 11, 2008 Regular Session,

Motion made by Councilman Evans, seconded by Councilman Bennett and unanimously approved to accept the minutes as presented.

NEW BUSINESS:

There was no new business to be reviewed.

ANNOUNCEMENTS:

- January 14, 2009, Work Session re: Cape Harbor, 5:30 p.m. at Town Hall
- January 16, 2009, Town Offices closed in observance of Lee-Jackson Day
- January 19, 2009, Town Offices closed in observance of Martin Luther King Jr. Day

- January 22, 2009, Special Meeting re: Wastewater System, 5:30 p.m. at Town Hall

Motion made by Councilman Veber, seconded by Councilman Bannon and unanimously approved to adjourn the Town Council meeting.

Mayor Sullivan

Town Clerk

Karen Jolly Davis' remarks given at the January 8, 2009 Town Council Meeting:

My name is Karen Jolly Davis. I live at 5 Randolph Avenue in Cape Charles. I have spent some time this week scrutinizing the town's public records.

Mr. Burdiss: Your wife is an attorney in a firm that represents Eyre Baldwin and his various companies, which include Southport LLC and Webster Investors LLC.

In an executive session on June 30, you read a statement that said you do not believe you have a conflict of interest regarding the regional water and wastewater system proposed by Webster Investors, but decided to recuse yourself from further discussions or votes on the subject.

Thank you for recusing yourself from recent meetings and votes regarding Webster's project. It's about time.

Before June 30, you spent 21 months-nearly two years-fully involved in discussing and voting on issues relating to Southport and Webster. In that time you participated in 5 town council work sessions, 5 executive sessions and 4 regular sessions that dealt with Southport or Webster proposals. You voted 4 times.

You voted for changing the STIP zoning to Harbor District so Southport would buy the property. You voted in favor of a lease/purchase agreement with Southport on two parcels that the town owns on the southern part of the harbor. You voted in favor of a Memorandum of Understanding to study the feasibility of a regional water and wastewater system being planned by Webster. And you voted to adopt guidelines for considering a regional water and wastewater project proposal.

Cape Charles citizens also spent \$1,992 to process a Freedom of Information Act request that you submitted to get Joe's working papers on your conflict of interest.

Mr. Bennett: You are a top executive of Bay Creek, the company that succeeded Brown and Root as the entity responsible for complying with the Annexation Agreement.

Since July of 2006, the town has spent \$7,169 in attorney's fees, attempting to get Bay Creek to pay its share of the costs for a new, state mandated water and wastewater system. By July 2008, Bay Creek owed the town \$42,000 for their portion of the system's design costs. That debt is still unpaid.

You have participated fully in meetings regarding Webster's proposed regional water and wastewater system. Yet Bay Creek would be one of the primary beneficiaries of this system. It is to your company's financial advantage to add users to whatever water and wastewater system the town is connected to, because this reduces its responsibility to pay for the system.

In addition, officials have discussed routing all of the recycled water to Bay Creek. This is a valuable resource, and greatly to your advantage.

For months I have wondered why you fully support the astonishingly high density of the Tavi project. Now I understand that every potential additional connection to the water and wastewater system reduces Bay Creek's responsibility to pay for it. Your participation in any decision that involves water and wastewater is questionable.

Mr. Evans: Your involvement with the Tavi project has been questioned so often it's almost boring. You asked the Commonwealth's Attorney to rule regarding your conflict of interest on that issue. But in your

e-mail to him, you did not mention that the loan you accepted from your close friend, Nimrod Tavi, was interest free.

Was it? Will that change the Commonwealth's Attorney's ruling?

It appears that all three of these council members have conflicts of interest on various subjects. The fact that, after being confronted, they have recused themselves from participation proves that there is substance to the allegations.

And these are the men who are trying to get rid of Joe Vaccaro because they can't work with him. Perhaps they can't work with him because he won't let them get away with unethical behavior.

All Emails and Letters Received for the January 8, 2009 Meeting

1.

From: All Around Our Town by Joan [mailto:AllAroundOurTown@att.net]

Sent: Friday, January 02, 2009 10:15 PM

Cc: 'John W Burdiss'; Bruce Evans; 'Steve Bennett'; To Gerald Elliott; Chris Bannon; 'Larry Veber'; 'Joe Vaccaro'; Dora Sullivan

Subject: TOWN MANAGER ASKED TO RESIGN

Importance: High

FYI - I received the following email (see at the end of this email) on December 31 and was shocked...

I personally have the highest regard and respect for Joe Vaccaro as our Town Manager. I don't understand nor do I agree with the actions taken by Councilman Burdiss, Councilman Evans and Councilman Bennett. I talked to Mayor Sullivan and she told me she did not agree with nor support these three councilmen's decision but, as Mayor, she is required by law to comply with any request made by at least three council members. So she did talk to Joe personally and passed along the message from them.

I encourage each and every one you to share your thoughts on this issue with Joe Vaccaro, our Town Manager, Mayor Sullivan and all six of our councilmen. I have copied them in this email so you have easy access to their email addresses. Since Councilman Elliott does not have an email address, I am sending his email to our Town Clerk to print and provide to him.

It is my understanding that if Joe Vaccaro does not resign, these three councilmen can meet and if they have a quorum (must have a minimum of four councilmen to hold a lawful council meeting), then they can vote to terminate our Town Manager. If Councilman Elliott does not vote (he is a Town employee and should recuse himself), then a vote to terminate will pass. If Councilman Elliott does vote, then there should be a tie, in which case Mayor Sullivan will break the tie vote.

I strongly encourage everyone who supports keeping Joe as our Town Manager attend the Town Council meeting on Thursday, January 8 at 7 p.m. You can show your support for keeping Joe by your presence and your voice. We each can speak for 3 minutes at the beginning of the Council meeting. Join me in voicing your support to keep Joe as our Town Manager. If you cannot attend the meeting, you can email a short note of support to keep Joe as our Town Manager which will be read into the minutes. Your emails should be sent to our Town Clerk at clerk@capecharles.org. Ask specifically that your note be read into the town council meeting minutes.

Joan

On a separate but related note, I was asked to share the following.

A group of local citizens are organizing a "**Joe Vaccaro Appreciation Day**" and invite all of us to join them at the Cape Charles Fire House on Wednesday, January 7 at 6 p.m.

Let us all come together to thank Joe for the fantastic work he has performed for our community. We are lucky to have him here with us and let's let him know how truly grateful we are for his hard work and commitment to our community.

Please bring your favorite beverage and something to nibble on.

Please share the information on "Joe Vaccaro Appreciation Day" with all the residents of Cape Charles as well as supporters of Joe.

Joan
Joan Natali
jnatali@att.net
(757) 331-4884 (H)
(651)-331-4882 (F)

From: Joe Vaccaro [mailto:townmanager@capecharles.org]
Sent: Wednesday, December 31, 2008 11:04 AM
To: landmarkholdingsusllc@verizon.net; 'Joan L Natali'; 'Melvin Dudley'; 'Creed, Wayne'; 'Erin Harvey'
Subject: FW: TOWN MANAGER ASKED TO RESIGN
Importance: High

FYI

Subject: TOWN MANAGER ASKED TO RESIGN
Importance: High

FYI

I was called into Mayor Sullivan's place of business this morning for a most startling meeting. Mayor Sullivan said that Councilman John Burdiss spoke to her this morning and told her that he, Councilman Bruce Evans & Councilman Steve Bennett want me to "quietly resign" as the Town Manager before the next Town Council Meeting (Thursday, January 8, 2009). According to Mr. Burdiss I haven't been performing my job and they want to give me the opportunity to resign or be open to public ridicule (???). I find this somewhat surprising considering the major accomplishments we have made here over the past 15 months. I have no intention to resign at this time and look forward to Mr. Burdiss, Mr. Evans & Mr. Bennett's allegations of "non-performance"

Covers September 11, 2007 through August 28, 2008

Cape Charles Employee Education Program (CCEEP)

- FOIA
- Computer security
- Safe Driving-Over Holiday Season
- Emergency Operations Planning
- Harbor Development Proposals
- History of Eastern Shore Ferry System
- Department Head Class on Drug counseling-VML
- Evaluations & Impact on Job Performance
- History of Bay Shore Concrete
- HAZMAT for Department Heads
- Resume Writing Class
- Illegal Use of Alcohol During Working Hours

Public Information Sessions

- Gang Summit
- Children, Youth & Illegal Drugs; Impact on the Eastern Shore
- Harbor
- Trail
- Park
- Virginia Aquarium Sessions/ Rehab Releases
- VPA Visit
- Rotary Club Presentation

- Lion's Club Presentation

New Programs & Concepts

- Cape Charles Gazette
- Renewed action on Block Grant and the CCBCC
- Community Church Leaders Meetings
- Fire Marshal Program for Cape Charles
- Mornings & After Hours Inspection Program
- Elderly Activities Program
- Revamping Personnel Folders, Evaluation Sheets, Job Descriptions
- Blessing of the Fleet
- Legacy Project
- Enhanced Traffic Safety Program
- Police Activity Tracking System
- Meeting with CBCC at the First Baptist Church for briefing
- Meeting with SPCA
- Benches at the Basket Ball Court
- Port O Potty & Benches in the Park
- Children & Youth Dance
- Street Ball Tournaments
- Professional Training in Risk & Crisis Management
- Wind Turbine Trip Report
- Re-Establishing work areas in Town Hall
- Reconstructing Town Hall
- Planting trees for Streetscape Project
- "Growing" the Beach
- Use of gas carts for departments; save gas/ environment

2008-2009:

August 29, 2008 to Present

- RESUME CLASS
- WAY AHEAD & FUTURE PLANS CLASS
- MILITARY BRIEFING
- FOIA CLASS
- Sexual harassment (scheduled)

Joe Vaccaro
 Town Manager
 Town of Cape Charles, VA

Joan Natali
for All Around Our Town ©

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If you would like to be removed from my mailing list, please send an email to AllAroundOurTown@att.net with the word "Remove" in the Subject field.

2.

From: Erin Harvey [mailto:ErinHarvey@earthlink.net]

Sent: Friday, January 02, 2009 10:37 PM

To: Town Clerk; town council@capecharles.org; townmanager@capecharles.org

Subject: town manager

(Please have the following read for the public record at the next Town Council meeting on January 8th...)

I understand that some of our Council members are pushing for the resignation of our Town Manager. As an active citizen of Cape Charles, I am quite puzzled and troubled by this. While I can not speak from any experience about the inner workings of Town Hall, I would like to share my views of Joe Vaccaro from the standpoint of a local citizen and homeowner. On multiple occasions, I personally have spoken with Joe in person or via e-mail about suggestions for our town. He has listened to new ideas and old criticisms with equal enthusiasm. It is also clear that Joe is a person who does not just listen, but he actually takes action and gets things done. He has initiated a level of accountability within Town Hall that inspires the confidence of its citizens. And as the Council should already know, there are many new programs that have begun under his direction that can only be seen as positive developments for our town. I personally am looking forward to continuing my discussions with Joe to help accomplish some of the positive ideas that we have spoken about together. It would be a shame if the town were to lose such an effective manager and point person for the community.

Erin Harvey

123 Peach St.

Cape Charles

3.

From: Vdlvac@aol.com [mailto:Vdlvac@aol.com]

Sent: Saturday, January 03, 2009 4:57 AM

To: AllAroundOurTown@att.net

Cc: johnburdiss@verizon.net; b.evans1@verizon.net; sbennett@baycreek.net; clerk@capecharles.org; chrisban@verizon.net; VeberAssoc@aol.com; townmanager@capecharles.org; mayor@capecharles.org

Subject: Re: TOWN MANAGER ASKED TO RESIGN

I would hope that these three men are removed from their council seats! and that the townspeople insist upon it!



IM DANCE ACADEMY

Victoria Di Leo Vaccaro

IM Dance Academy

4.

From: davisebeth@aim.com [mailto:davisebeth@aim.com]

Sent: Saturday, January 03, 2009 9:33 AM

To: AllAroundOurTown@att.net

Cc: johnburdiss@verizon.net; b.evans1@verizon.net; sbennett@baycreek.net; clerk@capecharles.org; chrisban@verizon.net; veberassoc@aol.com; townmanager@capecharles.org; mayor@capecharles.org

Subject: Re: TOWN MANAGER ASKED TO RESIGN

To all concerned:

I was made aware of this situation last week when Joe Vacarro's original email was sent. I personally feel that Joe has done a good job while performing his duties, but with that said, there are pieces of this puzzle that I am unaware of and therefore cannot form a truly informed opinion.

- 1) What is the job description for the town manager position
- 2) Was Joe previously made aware of council members' dissatisfaction with his performance
- 3) What specifically do the council members feel that Joe is not doing in the performance of his job
- 4) If Joe was previously made aware of the council members' dissatisfaction, were there specific benchmarks by which Joe was expected to perform
- 5) If Joe does resign or if his employment is terminated what is the a game plan to get a new Town Manager in place

As I stated previously I feel Joe has done a good job in his position. From town gossip (and we all know how reliable that is) I understand that there have been issues with Joe's "management style" which begs the question of what did those who hired him expect? His background is military, it probably could be assumed that his management style would be rather authoritarian. To be surprised when that is in fact the case is rather baffling to me.

What is most concerning to me is the manner in which all of this is being handled. I thought I elected intelligent, thoughtful individuals who were going to work to serve the best interest of their constituents and the best interests of our town. To have our town manager told that if he does not resign quietly he risks "public ridicule" reminds me not of intelligent, thoughtful elected officials but more of junior high girls. To then have the issue made public via email makes me question the judgment of our town manager. What I would expect from mature, professional individuals would have been a meeting to discuss the issues and that the outcome would serve OUR TOWN'S best interest. What has now happened is that this issue has been sent to everyone on the "All Around our Town" distribution list - which includes those who might want to live and/or do business in Cape Charles in the future. In my opinion this issue and the manner in which it is being handled makes all involved look juvenile and extremely unprofessional.

I hope all involved will resolve this issue in a professional manner that does not dissolve any further.

Beth Davis
118 Peach Street
Cape Charles, VA 23310

5.

From: Victoria Morgan [mailto:vmorganmediates1@verizon.net]

Sent: Saturday, January 03, 2009 11:31 AM

To: 'All Around Our Town by Joan'

Cc: 'John W Burdiss'; 'Bruce Evans'; 'Steve Bennett'; 'To Gerald Elliott'; 'Chris Bannon'; 'Larry Veber'; 'Joe Vaccaro'; 'Dora Sullivan'

Subject: RE: TOWN MANAGER ASKED TO RESIGN

Can someone inform us as to WHY – Joe has been asked to resign.

Victoria L. Morgan, President
Eastern Shore Staffing Service
P.O. Box 519
10181 Rogers Drive
Nassawadox, VA 23413
Phone (757)414-0475
Fax (757)414-0474
vmorganmediates1@verizon.net

"Taking care of business....one job at a time"

6.

From: Reggie Wesberry [mailto:wesberry@hughes.net]

Sent: Saturday, January 03, 2009 2:16 PM

To: All Around Our Town by Joan

Subject: Re: TOWN MANAGER ASKED TO RESIGN

Joe Vaccaro gave a very informative talk and answered questions to everyone's satisfaction some months ago at a regular meeting of the Cape Charles Lions Club. I for one support him and would be appalled if he was fired.

Reggie Wesberry, Secretary/Treasurer, Cape Charles Lions Club.

7.

From: twinsatbay@verizon.net [mailto:twinsatbay@verizon.net]

Sent: Saturday, January 03, 2009 3:54 PM

To: towncouncil@capecharles.org; mayor@capecharles.org; townmanager@capecharles.org

Subject: Support for Joe Vaccaro

Mayor and Council Members:

As only a part time resident of Cape Charles I can not fully understand the internal politics of the local government, I can only share my experience since we purchased our home in September of 2006.

It has been my experience that the "Town" has done a complete turn around in my short time here. Residents and the local government no longer seem to have a "wait and see attitude" about the future of the town, but now proactively promote and manage the daily activities toward creating the Cape Charles of the past...a vibrant and attractive hamlet on the Eastern Shore that attracts people to its' charm.

Whether it be the planting of trees throughout the town, new personnel in town hall, youth and gang summits, the completion of the gazebo in the central park, the amount of planning done for the walking trail, the work on the harbor, the improvement of education opportunities for the town staff, the effort to bring properties to conforming codes, information in the Cape Charles Gazette or securing grants for various initiatives I see the Town Manager's influence at the head of these efforts and many more I'm sure I'm not aware of.

Unless there is some malfeasance of which I am not aware, the council would be making in my opinion a mistake that could take years to correct. In this economy, I'm not certain the businesses and property owners of this town have the latitude to make that large an error.

I have only had one personal contact with Joe Vaccaro regarding an issue and it was through email. However, I found him to be courteous, concerned, timely and interested in resolving my problem. When you're 235 miles away that's a good thing. Maybe some are too close to see the benefits of that kind of employee.

Thank you for your consideration.

Best regards,

Tom Gale

8.

From: MARGARET WAGNER [mailto:wagner223@msn.com]

Sent: Saturday, January 03, 2009 3:57 PM

To: clerk@capecharles.org

Subject: Town Manager

To Whom It May Concern:

We find it distressing to learn that some members of the Town Council are asking for the "quiet resignation" of Joe Vaccaro as Town Manager. Although we do not live in the Town proper, we have been kept informed of the achievements implemented by Mr Vaccaro - evidence of which are visible during our frequent trips to Cape Charles.

On the occasions we have seen him, he has always displayed a keen knowledge of both how things are, and how things should be done. He has devoted his energies to maintaining and improving the Town to the benefit of all citizens. The publication of The Cape Charles Gazette informs the public. something sadly missing in the past.

We respect and support Joe Vaccaro, and trust that he will be allowed to continue the good works he has implemented.

Gaywood & Margaret Wagner
23115 Carr Lane
Cape Charles VA 23310

9.

From: Elizabeth Hayward [mailto:hayward_elizabeth@yahoo.com]

Sent: Saturday, January 03, 2009 5:02 PM

To: clerk@capecharles.org

Cc: chrisban@verizon.net; dora@capecharles.net; gwen.parker@lmco.com; hklva@yahoo.com; jnatali@att.net; karen.gay@lmco.com; markandken@aol.com; mdipboye@baycrk.net; mollie.pickron@LMCO.com; nbrinkley@newravenna.com; ndvest@verizon.net; orallambert@cox.net; robertpanek@msn.com; townmanager@capecharles.org; vgsavage@verizon.net; Dawn Freudig; Graeme Bisdee; Helen Fillmore; Jim Mahaffy; Jkwyner@cs.com; Jkwyner@cs.com; Michael Parker; mike parker; Roberta Romeo; stay@capecharleshouse.com; stay@capecharleshouse.com; usryml@aol.com; usryml@aol.com; To Gerald Elliott; veberassoc@aol.com; sbennett@baycreek.net

Subject: Resignation Request re Town Manager

Dear Town Clerk:

I wish the following comments to be read into the minutes at the town meeting to be held Thursday January 8, 2009.

"Regarding the efforts currently under way to remove our Town Manager, Joe Vaccaro, I wish to protest in the most stringent manner. I had hoped that these tactics were a thing of the past in our town, but apparently not so.

In my opinion Joe has done an exemplary job and I whole-heartedly support him and fervently hope that he stands up to these pressures.

I strongly request that Mayor Sullivan inform us of the evidence of nonperformance or of the reasons council feels the need to remove our Town Manager. Hopefully it is not a case of self-interest once again over-riding the rights of the citizens of Cape Charles. This is not the behaviour of people interested in the public good. Shame on those of you who engender the necessity for this e-mail. To quote a popular phrase often heard today - Let's just say NO to this. And let's support our very efficient and decent town manager.

**Beth Hayward
121 Strawberry Street
Cape Charles"**

10.

From: L. Brasch [mailto:labwhb@yahoo.com]
Sent: Saturday, January 03, 2009 6:34 PM
To: clerk@capecharles.org
Subject: Joe Vacarro Town Manager

As a business owner for the past four years in Cape Charles, I have had the opportunity to see three different town managers. Joe Vacarro being the only one who has personally come into my business to introduce and ask what could he do for me. He has done this on several occasions. I have seen more improvements to the town since he has been in office. Cape Charles will suffer a huge loss if he can not continue with his excellent work to improve our town.

Lisa Brasch
Bay Style Salon
Cape Charles

11.

From: Nora Lo [mailto:lonoralo@gmail.com]

Sent: Saturday, January 03, 2009 11:55 PM

To: clerk@capecharles.org

Cc: Joan L Natali; lorichardlo1@gmail.com

Subject: Our town manage FORCED to resign !?? WE as citizens want him to stay and continue his GREAT LEADERSHIP.

Dear Town Clerk;

Please READ this E-mail at the township meeting on January 8, 2009. It is very important that our voices be heard by the Mayor, the councilmen, and the citizens of the Town of Cape Charles. Thank you very much for your cooperation.

Dear Mayor, Councilmen, and all Citizens of Cape Charles;

Both Richard and I have the highest regard and respect for our town manager Joe Vaccaro. In the short time since his arrival, Joe has accomplished a great deal for Cape Charles. He has demonstrated great leadership and we believe the Town of Cape Charles has been fortunate to have been able to land a superb manager of Joe's caliber.

By way of this e-mail, we would ask Mayor Sullivan and the three councilmen of Cape Charles to reconsider their position in this matter...or face a likely voters revolt in the next election.

We as citizens of Cape Charles demand to know WHY Joe has to resign as demanded by Councilmen Evans, Burdiss, and Bennett. In our opinion, politicians are put in place by the people to contribute to the people's well-being. If they ended up playing politics at the expense of the people, then maybe they have forgotten why they were put there in the first place.

Dear citizens of Cape Charles, if you have noticed how much Cape Charles has changed for better since Joe became the town manager, and how much more Joe's leadership and executive ability can contribute to our town's future, please stand up with us to let your voices be heard. IT IS OUR TOWN. We should care about our Town's well being. Please do not let few politicians determine our fate and the township's fate.

Nora Lo

12.

From: Loraine Huchler [mailto:huchler@verizon.net]
Sent: Sunday, January 04, 2009 8:35 AM
To: clerk@capecharles.org
Cc: CapeCharlesHappenings@att.net
Subject: Please read at the Jan 8 Town Council Meeting

I won't be able to attend the meeting on January 8th, but wanted to voice my support for Joe Vaccaro. We have renovated two commercial properties (712 Randolph & 718 "A" Randolph) and have plans to complete phase 2 of 718 Randolph Avenue next. We started renovating 712 Randolph in 2002 and have "lived with" several town managers.

Joe Vaccaro demonstrated a clear commitment to serving the town when he arranged for vacation coverage during the Christmas holidays for key employees in the code enforcement department. We deeply appreciated his quick and effective response to ensure the continuation of services, especially since we required our certificate of occupancy before the end of the calendar and tax year to qualify for the Enterprise Zone Program.

Many thanks to Joe for ensuring that we were able to obtain our certificate of occupancy.

Loraine Huchler
609-896-4457
huchler@verizon.net

13.

From: Susan Bauer [mailto:pugresq@yahoo.com]
Sent: Sunday, January 04, 2009 10:33 AM
To: clerk@capecharles.org
Subject: Town Manager

We are part time residents of Cape Charles and own a home on Jefferson Avenue. We strongly support the town manager, and believe our town is safer and more prosperous under his leadership. As elected officials, it is our hope that the council members will listen to the will of the community and not advance their personal agendas in this matter. Thank you, John & Susan Mayberry, 615 Jefferson Avenue, Cape Charles, Va.

14.

From: Marian Dipboye [mailto:mdipboye@baycrk.net]

Sent: Sunday, January 04, 2009 12:41 PM

To: clerk@capecharles.org

Subject: Resignation of Town Manager

Dear Town Clerk,

Please read my statement at next council meeting.

I feel we have a proactive town manager and one that is dedicated to the good of all people of Cape Charles.

This is the best our town has had in a long time. Don't exchange it for the unknown.

Please vote to keep Joe Vaccaro as our Town Manager.

Marian Dipboye

15.

From: Pickron, Mollie [mailto:mollie.pickron@lmco.com]
Sent: Monday, January 05, 2009 8:09 AM
To: clerk@capecharles.org
Cc: Elizabeth Hayward; Pickron, Denis
Subject: FW: Resignation Request re Town Manager
Importance: High

We wish to 'ditto' Elizabeth Hayward's message. Joe has been extremely responsive and has helped mend relations in the town more than once. Please provide the names of the people who are trying to remove Joe and the reasons and proof of non-performance.

Mollie and Denis Pickron
501 Monroe
Cape Charles, VA

Mollie S. Pickron
Lockheed Martin Civil Mission Solutions
Certified LM21 Lean Six Sigma Black Belt
PMI PMP Certified
Greenbelt: 301-313-2845
Rockville: 301-640-3157
Cell: 410-440-3236
email: mollie.pickron@lmco.com

16.

From: Bruce Lindeman [mailto:blindeman@setterdogconsulting.com]

Sent: Monday, January 05, 2009 8:36 AM

To: All Around Our Town by Joan

Cc: 'John W Burdiss'; Bruce Evans; 'Steve Bennett'; To Gerald Elliott; Chris Bannon; 'Larry Veber'; 'Joe Vaccaro'; Dora Sullivan

Subject: RE: TOWN MANAGER ASKED TO RESIGN

My wife and I own a home at 648 Monroe Ave. We haven't been Cape Charles residents for long, compared to some. However, we've grown to love our little getaway on the Bay. One thing we know is that Joe Vaccaro is the *best* thing to hit Cape Charles in the time we've been homeowners. He is what a Town Manager should be: an advocate of the people, an solid administrator, and a supporter of the good of the town.

One day soon after Joe started in his role as Town Manager, he pulled up to the Central Park playground where our children were playing. It was a Sunday. Joe walked over to my wife and I and introduced himself. He asked who we were, where we lived, etc. And then explained that if there was anything ever that we needed, to personally contact him. He gave us his business card, bid goodbye, and left. My wife and I were stunned. On a Sunday, this guy had taken the time to stop his car, get out and talk to us as neighbors and as a representative of the town and to explain that he was our servant in all things town-related.

So, I don't know the details surrounding why these three council members are trying to get Joe to resign. Without that information, it's difficult to say what is the right thing to do here. But, what little information we have, I don't get it. From our standpoint Joe has done an excellent job and has shown through his actions that he cares deeply about this town and its people. In the end I hope and pray that the council does what's best for the *town*.

Joe, thanks for all you've done and for all I hope you continue to do.

Kind regards,

Bruce Lindeman
648 Monroe Ave.
804.874.9325

17.

From: Rob Smithwick [mailto:rsmithwick@gmail.com]

Sent: Monday, January 05, 2009 8:39 AM

To: Joan L Natali

Cc: John W Burdiss; Bruce Evans; Steve Bennett; To Gerald Elliott; Chris Bannon; Larry Veber; Joe Vaccaro; Dora Sullivan

Subject: Re: TOWN MANAGER ASKED TO RESIGN

Hi Joan. I hope you had a nice holiday.

Nancy and I have just gotten back from a trip, and are only now able to catch up on this.

I think it's important to know WHY Councilman John Burdiss, Councilman Bruce Evans & Councilman Steve Bennett want Joe to resign. The details need to be shared by Town Council for such a request. We would have to know them before supporting either side. Also, I would think any type of "Appreciation Day" being planned should be put on hold until this issue is rectified.

Regards,

Rob Smithwick

18.

From: QnofWands@aol.com [mailto:QnofWands@aol.com]
Sent: Monday, January 05, 2009 9:09 AM
To: clerk@capecharles.org
Subject: To be read into record please..

Libby,
Could you pass this on to be read into the minutes of Thursday's meeting?
Thanks you,
Andie Morgan

Many apologies for not being able to attend tonight's meeting. However, I would like to address the allegation of "non-performance" on the part of the Town Manager by Council members Bennett, Evans, and Burdiss. In the time that I have lived here, I believe there have been at least four (4) Town Managers. Each, including Mr. Vaccaro, have had their struggles and successes. However, the contention that he has not been "open to public ridicule" as well as the accusation of "non-performance" cannot be any farther from the truth. By publishing the Gazette, we, the public, are constantly being informed of each towns' departments goals and progress. We receive warnings about rabid animals, crime, etc., making the public safer. By offering this, I find him to be the most transparent Town Manager I have known. By publishing a Letter to the Editor of The Eastern Shore News, he has been the only Town Manager that I am aware of to solicit citizens to take part in local government. After so many years of apathy from the citizenry, I was very glad to see it. The streets are clean, plantings have been made at Heritage acres, our Harbor is now a Clean Marina, the public is kept informed, the youth program is growing, just too many accomplishments to acknowledge.

Given all that, I cannot understand how these accusations can be made. Whether it has been personality conflicts or hidden agendas with certain members of council, I cannot say. Although those things do occur, they are certainly no justification for the ouster of a very good Town Manager. This is a crucial time for Cape Charles. With the applications for several major projects in town as well as the Joint water proposal, this is no time to bring in a new Town Manager. Joe Vaccaro is well versed and up to speed on all of these issues. That being said, Joe Vaccaro has been, and is my hope, will continue to be our Town Manager.

Andie Morgan
10 Tazewell Ave.

19.

From: Judi McCoy [mailto:judi1022@earthlink.net]

Sent: Monday, January 05, 2009 10:07 AM

To: 'All Around Our Town by Joan'

Cc: 'John W Burdiss'; 'Bruce Evans'; 'Steve Bennett'; 'To Gerald Elliott'; 'Chris Bannon'; 'Larry Veber'; 'Joe Vaccaro'; 'Dora Sullivan'; ''

Subject: RE: TOWN MANAGER ASKED TO RESIGN

I was saddened to hear of the decision of 'some' of the town council members regarding Joe Vaccaro. I don't believe in secrets and believe too many things in our city already happen behind closed doors. If there's a problem with Mr. Vaccaro, it should be brought out into the open and discussed by all those in Cape Charles who are interested, not decided behind the scenes by a few people who think they know what's best for our town.

I also think Mr. Elliot should find a way to receive e-mail. This is the 21st century. Anyone with an important job in working for the city needs sccess to quick and reliable communication that has a paper/electronic trail.

Judi McCoy

Hounding the Pavement, NAL, March 2009

Heir of the Dog, NAL, October 2009

A Matter of Trust, CMP, April 2008

www.judimccoy.com

20.

From: Kim Boytos [mailto:kboytos@BayCreek.Net]

Sent: Monday, January 05, 2009 11:12 AM

To: All Around Our Town by Joan

Cc: John W Burdiss; Bruce Evans; Steve Bennett; To Gerald Elliott; Chris Bannon; Larry Veber; Joe Vaccaro; Dora Sullivan

Subject: RE: TOWN MANAGER ASKED TO RESIGN

I do not see anything that states the actions that justify the request of such resignation. In order for the public to support this type of action, the reason surrounding the request for resignation needs to be presented to the population so that an informed decision can be made. How can he be incapable of performing his duties but at the same time be recognized by the local citizens in the "**Joe Vaccaro Appreciation Day**"? More information is needed and should be available to the citizens.

Kim Boytos

21.

From: Gay, Karen [mailto:karen.gay@lmco.com]

Sent: Monday, January 05, 2009 11:22 AM

To: clerk@capecharles.org

Cc: david.gay@aggregate.com; Joan Natali

Subject: Town Manager Resignation Request

Hello, Town Clerk, could you please read this email into the minutes at the town meeting to be held Thursday January 8, 2009?

I was dismayed to hear of the request by three town councilmen for Joe Vaccaro to resign. While I can't imagine what the non-performance issues might be, I think that the councilmen should be clear about the reasons for their request or resign themselves.

During Joe Vaccaro's tenure I have observed a lot of progress in this town, most notably the harbor improvements, interest in economic development, and his reaching out to all members of our community - not just those tied into the political system. I've noticed that property owners are now complying with town regulations to clean up and repair their properties. In the past, it often appeared that those with political clout were allowed to avoid these regulations. It is wonderful to see the improvement in our historic town since Joe Vaccaro has been here!

Karen Gay
506 Monroe Ave.

22.

From: JDJMetz@comcast.net [mailto:JDJMetz@comcast.net]

Sent: Monday, January 05, 2009 12:17 PM

To: clerk@capecharles.org; clerk@capecharles.org

Cc: johnburdiss@verizon.net; b.evans1@verizon.net; sbennett@baycreek.net; chrisban@verizon.net; veberassoc@aol.com; townmanager@capecharles.org; mayor@capecharles.org

Subject: Joe Vaccaro

I am disturbed by the news I have received concerning the charges against Joe Vaccaro, the Town Manager. Unless and until an impartial panel can prove Mr. Vaccaro guilty of malfeasance, he has my support. Under the circumstances, I do not think the Town Council qualifies as "an impartial panel".

Sincerely,

James D. Metz
2 Randolph Ave.

23.

From: Gene Kelly [mailto:britales@verizon.net]

Sent: Monday, January 05, 2009 1:47 PM

To: clerk@capecharles.org

Cc: Gene Kelly

Subject: Joe Vaccaro

In the event that we are unable to attend the meeting, we would like to cast a vote of support for Joe Vaccaro. We have been pleased with Mr. Vaccaro's service and consider him an asset to the Town. We are not aware of any reason for a request that he resign his position. We have always had the utmost respect for him.

Gene Kelly
Colleen Kelley

24.

From: Bill Payne [mailto:payne1942@msn.com]
Sent: Monday, January 05, 2009 5:41 PM
To: clerk@capecharles.org
Cc: *Jackie *Chatmon
Subject: Cape Charles Town Council Meeting - Jan. 8, 2009

PLEASE READ THE EMBEDDED DOCUMENT INTO THE MINUTES OF THE JANUARY 8, 2009 TOWN COUNCIL MEETING.

Many thanks, Jackie and Bill

W. B. Payne
Cape Charles, VA

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At one time or another all communities experience communication breakdown. Lacking more information, I'd like to think our town's discord surrounding our Town Manager is nothing more than two parties conflicted in the fulfillment of their roles. We have here, "a failure to communicate", and as it happens in the best of families, we find ourselves deadlocked.

We hold both our elected town officials and our town manager in the highest regard. We're convinced they all are dedicated to keeping our town on course; however, we're equally concerned and frustrated that they have not been able to bridge their differing perspectives and find themselves on the brink of an unpleasant resolution.

The voters have placed the strategic vitality and management of Cape Charles in the capable hands of our Mayor and town council. In the past, when significant issues emerged, our leadership has conducted open hearings to ensure our community clearly understood the question. We urge Mayor Sullivan to ensure the same transparent process is applied to the determination of Joe Vaccaro's role in our government.

Jackie Chatmon
Bill Payne
103 Arnies Loop
Cape Charles

25.

From: Jim Mahaffy [mailto:jim.mahaffy3@gmail.com]

Sent: Monday, January 05, 2009 7:14 PM

To: All Around Our Town by Joan

Cc: John W Burdiss; Bruce Evans; Steve Bennett; To Gerald Elliott; Chris Bannon; Larry Veber; Joe Vaccaro; Dora Sullivan

Subject: Re: TOWN MANAGER ASKED TO RESIGN

Everyone,

I have been impressed with the energy, determination and straight-forwardness that Joe has applied to his job as Town Manager. He has accomplished significant advances in managing the town employees reporting to him both from a time and use standpoint and creating major improvements in employee morale and work attitudes. He obviously has the capability of managing and, in fact, understands budgeting and fiscal forecasting.

I strongly urge the three council members who are trying to terminate Joe's employment with the town to re-evaluate their stance and resolve their problem(s) by meeting with Joe and resolving their issues in a civilized manner. I would recommend that this meeting be conducted and monitored by Dora Sullivan and/or Bob Panek – both of whom have demonstrated the ability of rational discussion and decision making.

I doubt that this town will be able to replace Joe with anyone even approaching his work ethics and his dedication to this town's future.

Jim Mahaffy

26.

From: Tainoway@aol.com [mailto:Tainoway@aol.com]
Sent: Monday, January 05, 2009 7:30 PM
To: clerk@capecharles.org
Cc: townmanager@capecharles.org
Subject: To be read into the town council minutes...

It deeply saddens me that something like this should be happening to someone I consider a friend and a good and honest man. Joe is the kind of person that puts all things above himself. In efforts to get my outreach program off the ground, I was befriended by Joe. He tried all he could to point me in the right direction. In the short time I have lived in this area, I've seen and heard how hard and diligent Joe is about getting things done that benefit the town and community. He is a strong advocate for progress and changes that benefit our youth and every one else in the community. He doesn't hide behind his office! Many times I see him at various events making himself available to all. You would think this is the type of person you would want holding the office of Town Manager. Even in these tough economic times he seeks to find ways for the town to prosper, grow and above all provide a safe and beautiful area to live in and raise families. I am unaware of the reasons why these gentlemen wish to see this good man out of office. His credentials to date speak volumes. He is pro-active for the community and town. Not for himself! I hope and pray that all take into account his work ethic, his passion and his caring. Confront these individuals that wish this man out of office and ask them to make their reasons public. Scrutinize them as I'm sure they are doing to Joe. Do what is right for your town and community, as Joe has tried to do.

Respectfully,
Luis "Cheech" Perez

27.

From: Beth Ann Sabo [mailto:bethann@beachpaws.org]
Sent: Monday, January 05, 2009 7:41 PM
To: clerk@capecharles.org
Subject: Joe Vaccaro, Town Manager

Hello, and thank you for reading my letter.

My husband John and I have owned the house at 634 Randolph since this summer, and have been visiting Cape Charles for six years (my sister also owns a house on Randolph, she introduced us to the town).

We were surprised and sorry to hear there might be some effort afoot to unseat our Town Manager, Joe Vaccaro. Joe has provided a sense of continuity and professionalism to his position, and his contributions to the town would seem to speak for themselves. Joe has been active, organized, communicative, and thoughtful in his efforts to benefit the town of Cape Charles. I'm sure a list of his accomplishments and initiatives are available; I won't reiterate them here.

What Joe brings to Cape Charles, almost more importantly, are his genuine love of the town and best efforts on our behalf. Recently, while my husband and I were walking our dogs in town, Joe pulled over, and introduced himself. Such a small thing, I know, but it meant so much to us. No other town official has ever done that!

The Cape Charles Gazette keeps me in touch with Cape Charles happenings important to me...as an avid user and supporter of the library I especially appreciate the update on library doings. The Gazette is unique among start-up newsletters; it is regularly produced, consistent in tone and useful in content. I appreciate Joe Vaccaro's hand in this effort.

Hearing that some members of the Council want Joe to recuse himself from his duties makes me ask what underlying cause there might be to this action. Since I've felt Joe's actions are in our best interests...and the best interests of the town of Cape Charles, I suspect his action might not be in the vested interest of others...others with perhaps a different agenda. As an educated citizen by presence, and a forensic analyst by training and experience, I would ask that these issues be laid out BEFORE Joe's resignation is required and/or accepted. We who have benefitted from Joe's steadfast care and actions for Cape Charles can ask nothing less.

Thank you,

Beth Ann Sabo
634 Randolph Avenue

And

1715 N. MacArthur Blvd.
Irving, TX 75061

28.

From: Elizabeth Hayward [mailto:hayward_elizabeth@yahoo.com]

Sent: Monday, January 05, 2009 8:52 PM

To: Steve Bennett

Cc: chrisban@verizon.net; clerk@capecharles.org; dora@capecharles.net; gwen.parker@lmco.com; hfillmor@vcu.edu; hklva@yahoo.com; info@appleseednurseries.com; jnatali@att.net; karen.gay@lmco.com; markandken@aol.com; mdipboye@baycrk.net; mollie.pickron@LMCO.com; msfhayward@gmail.com; nbrinkley@newravenna.com; ndvest@verizon.net; robertpanek@msn.com; townmanager@capecharles.org; vgsavage@verizon.net; Dawn Freudig; Graeme Bisdee; Jim Mahaffy; Jkwyner@cs.com; Jkwyner@cs.com; karen.mahaffy1@verizon.net; karen.mahaffy1@verizon.net; Michael Parker; mike parker; Roberta Romeo

Subject: Re: JOE VACCARO

Mr. Bennett:

Re your recent email, this to my count is the third(?) town manager that council has seen fit to consider firing in the last five or so years - it would seem to me that the problem does not sit so much with town manager as the town council. You said you were copying councilmen Burdiss and Evans, they are presumably the other two members of council seeking this action. You STILL have not provided any viable reason why Joe Vaccaro should be fired from his position. Your email attachment merely cited what you are entitled legally to do, however, you are still silent on the reasons for this action. Remember, you are riding rough shod over the voting citizens of Cape Charles, who have long memories.

Elizabeth Hayward

From: Steve Bennett <sbennett@BayCreek.Net>

To: hayward_elizabeth@yahoo.com; wesberry@hughes.net; pabuckley@worldnet.att.net; vmorganmediates1@verizon.net; davisebeth@aim.com; vdlvac@aol.com; lonoralo@gmail.com; Mary Ann McDevitt <info@kelloggghouse.com>; janbdee@aol.com; Consult23310@aol.com; Linda Buskey <lbuskey@baycrk.net>; kjd <kdavis@infionline.net>; blinderman@setterdogconsulting.com; rsmithwick@gmail.com; judi1022@earthlink.net; jdmetz@comcast.com; Kim Boytos <kboytos@BayCreek.Net>; Joan L Natali <jnatali@att.net>; jnatali@verizon.net

Cc: Bruce Evans <b.evans1@verizon.net>; John W. Burdiss <johnburdiss@baycrk.net>

Sent: Monday, January 5, 2009 4:33:24 PM

Subject: JOE VACCARO

To All,

I am providing a copy of a statement to those of you from whom I've received an email regarding Joe Vaccaro. This statement has been recently given to the Mayor, Council and to Mr. Vaccaro and is being provided to the news media. I am copying Councilman Evans and Burdiss in case they have received emails from folks I haven't and to prevent each person from receiving multiple copies.

For Joan Natali,

I would appreciate you forwarding this to the same email distribution list you sent your initial email regarding this subject.

Thank you,

Steve Bennett

29.

From: Jim Mahaffy [mailto:jim.mahaffy3@gmail.com]

Sent: Tuesday, January 06, 2009 8:59 AM

To: All Around Our Town by Joan

Cc: John W Burdiss; Bruce Evans; Steve Bennett; To Gerald Elliott; Chris Bannon; Larry Veber; Joe Vaccaro; Dora Sullivan

Subject: Re: TOWN MANAGER ASKED TO RESIGN

Everyone,

Good for you, Larry.

I;M GOING TO THE "SUPPORT JOE MEETING". I WANT JOE KEPT ON THE JOB!

Unfortunately, I will be out of town Thursday, so I need some one to represent me at the meeting as a CONCERNED RESIDENT OF CAPE CHARLES.

When I was in corporate life, I made it a company policy that a person's immediate supervisor could NOT terminate or even promote that person without the explicit approval of HIS supervisor. I think this procedure should be followed in all situations where a person's livelihood is at stake, it requires the immediate supervisor to stay "honest" in his/her dealings with the people working under that person.

Jim

30.

From: Stephen K. Fox [<mailto:skfox@stephenkfoxpc.com>]
Sent: Tuesday, January 06, 2009 8:59 AM
To: All Around Our Town by Joan
Subject: Re: TOWN MANAGER ASKED TO RESIGN

Since Joe Vaccaro became Town Manager, I think there is a discernible difference in the Town's delivery of services, especially in the Beach area, where it can be observed that the Town has finally assumed an active role in maintenance. While I am not in a position to rate his performance overall, I would say that his record is one of accomplishment in certain areas.

I believe, based upon my experience, that his oversight of the Police Department has been somewhat inadequate. For example, on behalf of a client and resident of Cape Charles, I filed in good faith a complaint about certain policy activity, with copies to Mr. Vaccaro and Council.

Neither has had the courtesy of a response. In contrast, the Northampton Sheriff, though not agreeing with the assertions in the complaint, conducted an investigation and responded. I, therefore, believe the Police Department to a "protectorate", and not open to criticism or complaint, and that can only be because the Town Manager and the Council permit the Department to run amuck.

Is the foregoing sufficient to request Mr. Vaccaro's resignation. I don't have an opinion on this issue, and would leave it those "closer to the ground" to draw the conclusions. My comments are intended to suggest that his performance should be subject to review, but I would not suggest that my experiences are sufficient to call for his dismissal.

His administration should be given an overall review, both objective and subjective before taking action to remove him summarily.

31.

From: rbvest@verizon.net [mailto:rbvest@verizon.net]

Sent: Tuesday, January 06, 2009 10:48 AM

To: clerk@capecharles.org; mayor@capecharles.org; townCouncil@capecharles.org

Cc: townmanager@capecharles.org; janbdee@aol.com; chrisban@verizon.net; dora@capecharles.net; jnatali@att.net; stay@capecharleshouse.com; veberassoc@aol.com; sbennett@baycreek.net

Subject: Resignation request

I wish the following comments to be read into the minutes at the town meeting to be held Thursday January 8, 2009.

Mayor, Town Council and citizens of Cape Charles:

Once again I find myself amazed at the audacity of 3 of our Town Council members who have conspired to try to force our Town Manager to resign.

I am writing this letter to support Joe Vaccaro. I think that he is doing an outstanding job for the town. His list of accomplishments in his short time in the position of Town Manager is something that he and this town should be proud of.

Now I have a couple of questions for the 3 Council members who are responsible for requesting his resignation:

1. Didn't one of you get an interest free loan from a development company who is now trying to get zoning changes that you, as a member of town council, are now in the process of acting on?

2. Doesn't one of you work for a large developer who has a great deal at stake in the Council's coming decision on waste water treatment? How do your responsibilities to your boss conflict with your responsibilities to our town?

3. Does the wife of one of you represent a company or group which the Town Council recently dealt with on a property on Cape Charles Harbor? Isn't this a conflict of interest?

4. Doesn't the run down house next to the Post Office, where the town recently had to take action, belong to one of you?

5. Aren't you the same 3 council members who tried to conduct business in a closed session a couple months ago after some members left leaving you without a quorum?

I could go on but I think enough has been said. Shouldn't some of these Council Members think about resigning instead of trying to force out the Town Manager who has only done the fine job you hired him to do?

I can only hope that the good citizens of our town will support me and request that some of these matters be investigated.

R.B.VEST
218 MONROE AVE
CAPE CHARLES, VA

32.

From: Afollmer@worldbank.org [<mailto:Afollmer@worldbank.org>]
Sent: Tuesday, January 06, 2009 11:16 AM
To: All Around Our Town by Joan
Subject: Re: FW: JOE VACCARO

4 Town Managers in 4 Years - perhaps the problematic relationship is not all the Town Manager's fault?! See you at the meeting!

Andrew C. Follmer
Senior Country Officer, LCC7
Room I8-107
Tel. 202 473-7070
Email: afollmer@worldbank.org

33.

From: Llschulz1@aol.com [mailto:Llschulz1@aol.com]

Sent: Tuesday, January 06, 2009 11:50 AM

To: johnburdiss@verizon.net; b.evans1@verizon.net; sbennett@baycreek.net; clerk@capecharles.org; chrisban@verizon.net; VeberAssoc@aol.com; mayor@capecharles.org

Cc: townmanager@capecharles.org

Subject: Support for Joe Vacarro--please put in the Town Minutes of 8 January 2009

/// WE REQUEST THAT THE FOLLOWING BE READ INTO THE MINUTES OF THE TOWN COUNCIL MEETING OF JANUARY 8, 2009.///

We are writing to support the continued employment of Joe Vaccaro as Town Manager. We have owned property in Cape Charles and have been familiar with the status of local political and economic development since 1990. Without question, under Joe Vaccaro's superior management and leadership (two very different skills), Cape Charles is far better managed; Town Hall is full of people with high morale who are now implementing many new initiatives, guided by new procedures resulting in far greater effectiveness in town government. Around the town, so many other signs of a now-well-managed community are increasingly evident, some of these not even mentioned by Mr. Vacarro in his summary of accomplishments. Mr. Vaccaro's effectiveness in finding new and better ways of doing things, his practice of consistently delegating authority (while retaining ultimate responsibility), and his long list of accomplishments and initiatives--not least his gang initiative, help to underscore why so many people in this town so strongly support him.

While root causes for this sudden series of developments obviously go back some months and are due to fundamental issues that divide certain members of the Council from the Town Manager, we would urge that these be set aside or be resolved while retaining the services of our very excellent Town Manager. Council members tend to come and go, but a really excellent Town Manager is a rare thing and we ought to hold on to him. We urge you to keep the long term interests of the town in mind, and withdraw the request for his resignation.

John J. and Linda Schulz
616 Tazewell Ave.
331-1522

34.

From: David Kabler [mailto:schoonerdelight@hotmail.com]

Sent: Tuesday, January 06, 2009 1:48 PM

To: Joe Vaccaro

Subject: my best wishes

Dear Joe,

Please accept my best wishes for a successful challenge to the members of Town Council who are seeking your resignation. As a long time resident and business owner in Northampton County and the Town of Cape Charles, I am completely impressed by your devotion to your job and your competence in promoting the best interest of the citizens of Cape Charles through your duties as Town Manager. Please feel free to pass along this message of support to members of Town Council and any other interested parties.

Sincerely,

David Kabler

10352 Church Neck Road
Machipongo, VA 23405

757-678-5670

35.

From: Randy Warren [mailto:rjwarren50@msn.com]
Sent: Tuesday, January 06, 2009 3:09 PM
To: clerk@capecharles.org
Subject: Joe Vaccaro

As citizens of Cape Charles for 79 years we have been pleased with the town leadership of Joe Vaccaro. He has addressed our concerns in a prompt and professional manner. His emails have kept us informed. It is great to see an active town manager who does not sit behind a desk all day.

Joanne and Randy Warren
8 Madison Ave.

From: Christine LeVick [mailto:levickcm@yahoo.com]

Sent: Tuesday, January 06, 2009 3:56 PM

To: Chris Bannon; Steve Bennett; John Burdiss; Gerald Elliott; Bruce Evans; Dora Sullivan; Town Manager; Larry Veber

Cc: allaroundourtown@att.net

Subject: Town Manager

I DO NOT SUPPORT MY ELECTED COUNCIL'S DESIRE FOR JOE VACCARO TO VACATE HIS POSITION AS TOWN MANAGER FOR THE TOWN OF CAPE CHARLES.

Over the past year, I have seen an effective Town Manager who has accomplished many things that have improved the state of our town. Our local government has recognized the need for citizen awareness and has facilitated it through the *Gazette*. There are now programs in place that improve the quality of life for many citizens such as activities for our elderly and youth and an active library that reaches out to the community through many new services. Public safety has improved tenfold through an effective police department, the new fire marshal program, the Gang Summit, and a number of children's safety programs. We now have a harbor that is developing beautifully attracting visitors while preserving our watermen's "office space." Our beach is being cared for and grown better than ever. The visits this past summer from the Virginia Aquarium have iterated the importance of our beach to our local landscape. Serious action is being taken to solve our water issues. These are just a few examples of why I do not understand Council's request for the Town Manager's resignation. In a statement released by three Council members, it correctly states that appointed managers serve at the pleasure of the governing body. Given the history of Council's similar actions with the last **three** Town Managers it's hired (that number being limited by my own personal knowledge) and if all of the accomplishments under Mr. Vaccaro's leadership mentioned above are **not** the pleasure of the governing body, then I respectfully request an explanation from Council as to what is.

C. LeVick
408 Jefferson Ave.

37. **From:** markandken@aol.com [mailto:markandken@aol.com]
Sent: Wednesday, January 07, 2009 9:13 AM
To: jnatali@verizon.net; clerk@capecharles.org; dora@capecharles.net
Subject: our letter

Dear Libby,

Would you please have this letter read into the minutes at the upcoming town council meeting after the one from Butch Vest? Thank you.

Dear Members of Town Council, Mayor and Citizens of Cape Charles,

Up until now we have remained quiet regarding the controversy surrounding the call for the resignation of the town manager, Joe Vaccaro. However, the tone of letters now being distributed seems to be turning personal and somewhat vindictive and we are asking that everyone take a deep breath, stand back and look at the issues logically.

Attacking members of town council for supposed violations of ethics is certainly within the rights of a citizen, but we want to point out that such attacks have no place in the current discussion. We suggest that if anyone has such concerns they first approach the person with whom they have a conflict to discuss the issues privately. That is exactly what town council did with Mr. Vaccaro before Mr. Vaccaro decided to take his stand of publicly stating his position on the issue.

We know, for a fact, that not all of the allegations made in Mr. Vest's letter are accurate. As a member of the planning commission Councilman Evans recused himself from the discussions regarding the property in question. Also as a member of the planning commission, "The wife of one of you", as Ms. Burge is referred to in Mr. Vest's letter, recused herself from the discussions regarding yet a different harbor property in which the law firm in which she is employed has had dealings. Also, as chairperson of the planning commission she does not vote on issue before the commission unless there is a tie vote. To imply that either one of them acted in their own best interests is simply inaccurate.

We believe this is strictly a personnel issue between town council and Mr. Vaccaro. If we do not trust town council to act in the town's best interest, then citizens always have the right to vote differently, or even to ask for a recall. But to start vilifying our current council because of an issue well within their scope of responsibility is creating walls, not bridges, and does not seem helpful in the long-run for our town. Yes. Mr. Vaccaro has had a very positive effect on our town. We applaud his efforts and accomplishments, as well as those of all town employees and the many volunteers who help to make our town one in which we can all enjoy and take pride. Since we came to town, 12 years ago, immense positive changes have occurred. However, this is a personnel matter that is best dealt with by those in charge, and we do not feel that those of us in the citizenry who have not had to supervise the town manager, who have not established clear expectations of his job performance and who have not had review sessions with him are the ones best qualified to judge the actions of council.

We believe personnel matters should remain private, however, Mr. Vaccaro has chosen to make this issue public. With his choice in mind and to all involved, we ask the following: that a list of issues of concern to council regarding Mr. Vaccaro's employment be made public, since Mr. Vaccaro stated he "had no idea what the issues were". We ask members of town council to establish an additional trial period for Mr. Vaccaro's employment. We suggest defining in clear and objective terms, expectations and goals for his continued employment, meet regularly with him to review these expectations and goals, then decide what action to take at the end of the trial period. Do all of this in the public eye. Perhaps a six month extension will accomplish this.

At the risk of sounding like Lyndon B. Johnson (we think he is the source of the quote) 'Some of my friends are for it, some of my friends are against it, and I am for my friends'.
We consider those on all sides of this issue to be our friends. Let's work together to resolve this issue.

Sincerely,

Mark L. Usry
Ken A. Kuttler
117 Strawberry Street

Cape Charles, Va. 23310

38.

From: Jan Neville [mailto:jooonious@capecharles.net]
Sent: Wednesday, January 07, 2009 10:47 AM
To: libby hume
Subject: letter to town council

Libby,
Please read the following statement at the town council meeting on Jan 8th.

Thanks----- Jan Neville

This statement is response to the request by 3 council members for Joe Vaccaro to resign.

I believe that Joe is doing what the majority of our citizens believe to be a great job at managing our town's operation. I also believe that he believes in honesty, integrity, and transparency of government which is in short supply these days. He seems to be a bright spot in a generally bleak environment.

If there are issues of conflict of interest within the council membership, I believe we have an ethics policy which should be used to address that.

Town council has some urgent issues which need to be addressed with intelligence and integrity. Let's get our house in order quickly and move on.

Jan Neville
112 Randolph Ave
Cape Charles, Va

39.

From: SUSAN KOVACS [mailto:sykovacs@msn.com]
Sent: Wednesday, January 07, 2009 1:15 PM
To: clerk@capecharles.org
Subject: TOWN COUNCIL MEETING - JOE VACCARO

PLEASE INCLUDE THESE COMMENTS IN THE TOWN COUNCIL MEETING MINUTES OF JAN.8, 2009:

Ref: TOWN MANAGER ASKED TO RESIGN.

Members of Cape Charles Town Council and citizens of Cape Charles: I am not a resident of Cape Charles, however; because I enjoy the beauty and many benefits that the town brings to the Eastern Shore, I participate in and support most of the local businesses there on a regular basis. I am a Parishioner of St. Charles Church, a patron and volunteer of Arts Enter and a regular reader of the Eastern Shore News.

Being somewhat removed from the immediate vicinity of your town, and therefore not having first-hand knowledge of the day to day activities of the Town Council, I cannot attest to all of its accomplishments or short-falls. What I can attest to from personal knowledge is the honesty, integrity, dedication, and trustworthiness of Mr. Joe Vaccaro. Such characteristics fit his shoes well. It would seem that these attributes are not appreciated by Councilman Burdiss, Councilman Evans nor Councilman Bennett. If these three persons cannot recognize the value of such distinguishing qualities, it makes me wonder if the shoes should not be on the other foot.

Respectfully submitted.
Susan Y. Kovacs
Machipongo, Va.

40.

From: Michael Dunnagan [mailto:downonthebay@verizon.net]
Sent: Wednesday, January 07, 2009 8:36 PM
To: clerk@capecharles.org
Subject: Town Council Meeting January 8, 2009

We would like the following email to be read at the 01/08/2009 Town Council Meeting:

Town Council, Mayor, Citizens of Cape Charles:

Having just returned from a meeting at the Cape Charles Firehouse, we would like to acknowledge our support of Joe Vaccaro as our Town Manager. Many people at this meeting are asking "WHY?" His accomplishments alone during his term in office should be reason enough to keep Joe in office. Once was bad enough, but twice? NO MORE! If certain members of the council cannot work in the best interest of the town, maybe THEY need to resign! Getting rid of one Town Manager, trying to get rid of our Police Dept., and making it impossible for some of the most informed and UNBIASED citizens to hold positions on the Town Council are not what we would call SHINING MOMENTS of our elected officials. Enough is enough!! Keep Joe Vaccaro as Town Manager. Thank you.

Mike and Sharon Dunnagan
402 Randolph Avenue
Cape Charles, VA.

41.

From: MARA IFJU [mailto:marafju@verizon.net]
Sent: Thursday, January 08, 2009 10:46 AM
To: clerk@capecharles.org
Subject: Mr. Vaccaro

Please read my letter (attached) at the meeting this evening, Thursday, January 8, 2009 at 7 pm.

I most appreciate your efforts in accommodating those of us that are not able to attend in person.

Thank you very much.

After reading the postings on “Town Manager” I came to the conclusion that asking for Mr. Joe Vaccaro’s resignation was due to “personal reasons” and not for his lack of leadership, not for his lack of respect for propriety, not for his lack of achievements and not due to his lack of an open door policy in serving the community at large, which Mr. Vaccaro has initiated.

So, than “personal reasons” aside he does posses leadership qualities, he does and has respected propriety, he does and has worked effectively and efficiently with and for members of his staff, serving the best interest of the community at large. This is evident in his Record of Achievements.

His dedication and commitment to the Office of Town Manager is greatly appreciated. His courage to follow through is most admired. I wish Mr. Vaccaro to stay and continue to serve this community that is enhanced by his diligence and hard work.

Mara I. Ifju

42.

From: Jim Mahaffy [mailto:jim.mahaffy3@gmail.com]

Sent: Thursday, January 08, 2009 11:37 AM

To: clerk@capecharles.org

Subject: Open Letter

Please read the attached letter to the Town Council Meeting this evening.

Unfortunately I must be in Richmond today and Friday and cannot attend the meeting personally.

Thank you,

Jim Mahaffy
415 Ttazewell, Avenue
Cape Charles, VA
331.3246

Town Clerk: Please read this open letter at today's (1.8.08) Council Meeting

To: Town Council Members

Subject: The Potential Termination of an Excellent Town Manager

I have been impressed with the energy, determination and straight-forwardness that Joe Vaccaro has applied to his job as Town Manager. He has accomplished more significant advances in managing the town employees reporting to him from an efficiency standpoint and made more improvement in employee morale and work attitude than any previous Town Manager in the 9 years I've been a resident of Cape Charles. He obviously has the capability of managing and, in fact, understands budgeting and fiscal forecasting. I doubt that this town will be able to replace Joe with anyone even approaching his work ethics and his dedication to this town's future.

After my email on Tuesday to the council members, John Burdiss told me in a telephone conversation it was too late to enter into any form of arbitration and that, in fact, the public had no need to know the details of their displeasure, that this had been discussed by all the members of the council many times over the last [15] months and that they all agreed, and, further, that the council had attempted to hold meetings with Joe but Joe had been unresponsive to their suggestions of changes. He went on to tell me that it was too late for the public to interact in this firing, that they would go ahead because they had the legal right to do this, and that they did not even have to state a reason.

Both Larry Veber and Chris Bannon told me that there were no such meetings with Joe regarding personnel problems, even Steve Bennett's email commends Joe's work. **So this episode is NOT a issue of personnel problems– in fact, from Butch Vest's and my separate investigations, it's apparent that it is a problem of personal agendas and conflicts of interest. And Joe appears to be either a thorn or a whistle blower. The three council members simply want to kill the messenger. Because this is a "right-to-work" Commonwealth, they can do just that without giving any reason.**

Perhaps we (citizens of Cape Charles) can't hire or fire the Town Manager, BUT the town council has the underlying MORAL and ETHICAL OBLIGATION to act in accordance with the wishes of the residents of Cape Charles who elected them.

Here is my vote: Either the three of you back down or publicly state your differences in front of the residents of Cape Charles and let us decide. Since Joe is refusing to resign quietly, he is apparently willing to have the differences aired publicly, you're not violating his confidentiality.

I strongly urge the three council members to NOT hide behind the flimsy excuse that "it's personnel issues" confident that this despicable act will be swept under the carpet but publicly justify their stances, so that we, the residents, can judge both sides of the issues.

Jim Mahaffy

43.

(Handed to Town Clerk prior to the January 8, 2009 Town Council Meetings.)

Members of Town Council, Mayor Sullivan, Manager Vaccaro and fellow citizens of Cape Charles:

I am distressed about our current crisis of leadership. I feel as though I have two friends divorcing and care deeply about both. Choosing sides is painful. Both our Council members and Town manager are passionate about our community and profess to be doing what they feel is best for our community. We are fortunate to have all of them.

When the council chose Joe Vaccaro as manager, I was both surprised and impressed. Joe is a strong leader with impeccable integrity. He was not a smooth politician who would bend and sway in the wind. Our Council showed courage in their selection and demonstrated their commitment to choosing the best.

I support the recommendations of Mark Usry and Ken Kuttler as an excellent alternative to removing Joe. I would also suggest the employment of a specialist in conflict mediation to facilitate better working relationships between the Council and Town Manager. Imagine the possibilities if all of our thoroughbreds are pulling in the same direction!

Patricia A. Buckley
4 Perny Court
January 8, 2009

Joe has received several calls and emails from citizens over the past several days. The majority of them were asking Joe if there was a job description for the Town Manager's job and what expectations the Town Council had from him.

In response to that request, these 2 letters, written by Joe for his Town Manager interview in August 2007 are submitted for the record.

Additional copies can be obtained from the Clerk's office. Once again, this is what Joe wrote in response to 2 questions posed by the Council during his hiring phase.

1. The Code of the Town of Cape Charles specifies certain authorities and responsibilities for the Town Council, Mayor and Town Manager. Taken as a whole, what is your view of how the Town government should function and how would you approach resolving any serious disagreements between the Council and Mayor in that regard?

It clearly states in the Cape Charles web site that the Town Manager “shall be the executive officer of the town” and this is a leadership concept I’m very familiar with. I see the Town Manager’s position as the “hub” where all the “spokes” of the local government are connected to. I do not see any problems with the current system of government in Cape Charles and would like to address the issue of Town Manager’s role in conflict resolution.

The Mayor and the Town Council should be able to contact the Town Manager on a 24/7 basis with regards to any and all activities he/she is responsible for. The Town Manager’s position is **not** a political position and is a “facilitators” position wherein he/she is responsible for fiscal integrity, leadership by example, project oversight and achieving set performance standards from all town employees.

Since the Town Manager serves the Mayor, the Town Council and the citizens of Cape Charles the best way he/she can assist in resolving disputes is to provide the Mayor and Town Council with (A) sound and accurate “facts” that effectively address a problem; (B) provide courses of action that can resolve the problem(s); (C) have the flexibility to rapidly change courses of action as determined by the Mayor and/or the Town Council; (D) listen and take accurate notes as provided by the elected officials and citizens; (E) allow Cape Charles employees to do their jobs without micro-management to obtain unbiased information; (F) assess the information collected to ensure it addresses the issue; (G) make sure the information provided to the Mayor and Town Council is achievable, practical and within fiscal parameters; (H) use all internal and external resources to conduct research; and (I) carry out the will and direction of the final decision to the fullest extent.

The Town Manager has a “voice” but no vote and needs to be someone who speaks with facts, clarity, authority, knowledge and truth. He/she is there to serve the Mayor, Town Council and the citizens of Cape Charles; nothing more or less than that.

Joe Vaccaro

2. Towns are a mosaic of citizens, civic organizations, businesses, developers, government (elected/appointed officials and staff), etc. What is your view of the appropriate role of these constituencies and how would you approach fostering productive relationships, particularly during a time of rapid economic, demographic and social change?

Leadership of any organization is difficult and leadership in a growing and eclectic community like Cape Charles would be a great challenge for anyone. My approach to this challenge would be as follows:

The Town Manager is there to serve the citizens of Cape Charles via the Mayor and the Town Council who are the elected officials. All direction comes from these elected officials and not from any other individuals or special interest groups. The role of the Town Manager is to ensure that the elected officials have current, accurate and verifiable information in order for the elected officials to make cogent decisions on a variety of subjects.

The best way to foster productive relationships during a time of rapid economic, demographic and social change is to create an environment that 1) addresses safety and security (having a competent police department, a responsive EMT service and well-trained and equipped Fire Department; thus creating a stable community to build upon); 2) having a well-maintained and planned infrastructure that meets the current and future needs of the community, attracts businesses, is fiscally sound and current (timely street repairs, proper street lighting, quickly addressing water issues, good roadways and sidewalks, etc.); 3) having a local government with strong ethics, financial accountability, operational efficiency, professional standard in appearance and work product and having a fair method to assess town employee performance based on practical work performance in order to reward consistent efforts and achievements; 4) tapping into the pool of talent, expertise, experience and ideas that the “mosaic of citizens, civic organizations, businesses, developers and government officials” bring to Cape Charles. Accomplishing this by listening and exploring the “possibilities” of their ideas and not dissuading them from “participation” in local issues or the controlled growth of the area; 5) hiring the most qualified persons for local government positions and keeping them informed, well-trained and preparing them for management positions; 6) creating an “open atmosphere” at the Town Hall that serves as a conduit for ideas, complaints and thoughts that the “constituencies” know will be reviewed or acted upon; 7) having sound and decisive leadership that will act with firm but fair resolve when dealing with personnel issues; no matter if the individual or group has wealth, local status or political connections.

The best way for any community to succeed is through competency, transparency, honesty and professionalism.

Joe Vaccaro