



**CITY OF DOVER**

## CITY COUNCIL - MINUTES

Meeting Type: Non-Public Session  
Meeting Location: City Manager's Office, City Hall  
Meeting Date: **Wednesday, July 7, 2010**  
Meeting Time: **To follow Joint Fiscal Committee Meeting**

**The City Council will meet in Non-public Session to discuss City Manager Evaluation.**

**NOTE: This meeting is not open to the public per RSA 91-A:3 II(b).**

**Present:** Mayor Myers, Deputy Mayor Trefethen, Councilor Carrier, Councilor Cheney, Councilor Cruikshank, Councilor Garrison, Councilor Hooper, Councilor Nedelka, Councilor Weston.

**Also present:** City Manager Joyal.

Mayor Myers called meeting to order in public session at approximately 7:45pm.

Councilor Hooper moved to enter non-public session for the purposes of discussing the annual performance evaluation of the City Manager and related compensation adjustment in accordance with RSA 91-A:3 II(b); seconded by Councilor Garrison. Roll Call Vote: 9/0.

Mayor Myers distributed the evaluation marks and comments submitted by all Councilors for review. Discussion with Councilors and the City Manager ensued regarding the various performance measures being evaluated and feedback being given. The general consensus was that the City Manager's overall performance was more than expected by the City Council. Councilors discussed making adjustments to various scores and comments before finalizing into a written report. Councilors agreed to submit minor adjustments to the Mayor by 3pm on Thursday to allow them to be assembled in time for the following regular meeting agenda. Discussion ensued regarding the City Manager's offer to continue with a salary freeze for the coming year and changes to be allowed in the City Manager's employment agreement. Changes discussed and agreed upon include: no wage increases for FY2011; beginning July of 2011, to afford a 1% increase in his minimum annual pay adjustment until his pay level reaches the median amount calculated each year for chief municipal administrators in comparable NH communities; and, beginning July of 2011, that payment of deferred compensation will be increased by 1% of base pay each year until reaching a maximum of 10% of base pay. Additionally it was agreed to extend the City Manager's existing eligibility for retiree health insurance in conjunction any severance he is entitled to while ensuring an exclusion if termination results from a conviction of a felony, gross misconduct or voluntary resignation.

Councilor Garrison moved for the agreed upon changes to be reflected in a formal resolution authorizing the Mayor to assemble and execute an amended employment agreement on behalf of the City; seconded by Councilor Nedelka. Vote: 9/0

Councilors agreed that the Mayor would assemble the final written evaluation and serve as spokesperson regarding the evaluation results.

Deputy Mayor Trefethen moved to return to public session and adjourn; seconded by Councilor Hooper. Vote: 9/0.

Meeting adjourned at approx 10:00pm.