



CITY OF DOVER

CITY COUNCIL - MINUTES

Meeting Type: **Public Meeting to Enter Non-Public Session**
Meeting Location: **McConnell Center, Room 305**
Meeting Date: **Wednesday, August 13, 2014**
(reconvened on August 20, 2014, City Manager's Office)
Meeting Time: **5:30 pm**

The City Council will meet in a Public Meeting to enter a Non-public Session to discuss the following topic:

1. Personnel hiring, compensation, and evaluation.

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

Councilors Present: Mayor Weston, Deputy Mayor Carrier and Councilors O'Connor, Garrison, Thibodeaux, Hooper, Cheney, Gagnon, McManus

Councilors Absent: None

Others Attending: City Manager Mike Joyal

Meeting commenced at approximately 5:30pm on August 13, 2014 in McConnell Center Room 305.

The Mayor opened the meeting in public session. Motion to enter non-public session for purposes of discussing personnel compensation per RSA 91-A:3 II(a) made by Carrier, seconded by O'Connor. Roll call vote approved unanimous.

Upon entering non-public session, discussion ensued relating to the performance evaluation of the City Manager. The expectations previously established for the City Manager and his achievements over the course of the past year were reviewed. The non-public session was recessed by the Mayor at approximately 6:55pm prior for start of Regular Council meeting at 7:00pm. Continuation of the non-public session was scheduled for 5:30pm Wednesday August 20, 2014 to be held in the City Manager's Office.

Meeting reconvened at approximately 5:30pm on August 20, 2014 in City Manager's Office.

The Mayor reconvened the meeting in public session. Motion to enter non-public session for purposes of continuing discussion of personnel compensation per RSA 91-A:3 II(a) made by Thibodeaux, seconded by Hooper. Roll call vote approved unanimous.

Upon re-entering non-public session, discussion resumed relating to the performance evaluation of the City Manager. Following completion of the evaluation discussion, information was presented concerning requirements of existing employment agreement, CPI-U and current wages paid for chief executives in comparable NH municipalities.



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Councilors discussed providing a compensation adjustment based upon the results of the evaluation and in consideration of the median compensation levels paid for comparable positions. Motion to award the City Manager with a 1.6% COLA consistent with the Boston CPI-U year end average and a 2.4% merit increase and to further authorize the Mayor to execute an amendment to the City Manager's employment agreement allowing a longevity payment to be set annually to the IRS allowable limit for 457 contributions subject to a cap not to exceed 10% increase in any one year made by Gagnon, seconded by O'Connor. Roll Call vote approved 8-1 with McManus opposed.

Council consensus to have Mayor Weston assemble final evaluation scores and summarize comments for inclusion with meeting minutes to be formally voted at regular council meeting. Consensus of Councilors was also for Mayor to serve as spokesperson to inform media and public of evaluation results.

Motion to re-enter public session made by Gagnon, seconded by Carrier. Roll call vote unanimous

Motion to adjourn made by Gagnon, seconded by Cheney. Voice vote unanimous

Meeting adjourned at approximately 9:00 pm

Respectfully submitted,

Mayor Karen Weston