



CITY OF DOVER

CITY COUNCIL - MINUTES

Meeting Type: **Public Meeting to Enter Non-Public Session**
Meeting Location: **McConnell Center, Room 309**
Meeting Date: **Wednesday, August 24, 2016**
Meeting Time: **6:00 pm**

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

Personnel hiring, compensation, and evaluation.

NOTE: The non-public meeting is not open to the public per RSA 91-A:3 II(a). The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.

Meeting was called to order by Mayor Weston at approximately 6:00 pm on August 24, 2016 in McConnell Center Room 309, and roll call was taken.

Present: Mayor Weston, Deputy Mayor Carrier, Councilor Ciotti, Councilor Gagnon, Councilor Greenshields, Councilor O'Connor, Councilor Shanahan and Councilor Thibodeaux.

Absent: None (Ward 4 Vacant)

Also present: City Manager Joyal

Deputy Mayor Carrier motioned to enter the non-public meeting per RSA 91-A:3 II(a): The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.

Motion was seconded by Councilor Ciotti.

Roll Call Vote: 8/0.

Upon entering non-public meeting, 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 7:00 pm. Continuation of the non-public session was scheduled to immediately resume following completion on of the Regular Council meeting.

The Mayor reconvened the non-public meeting at approximately 8:30pm in McConnell Center Room 309.

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.

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. Councilors discussed if there would be a need to seal non-public minutes and moved to adjourn to public session to consider a compensation adjustment.



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Mayor Weston advised that the final evaluation scores and summary of comments would be prepared for inclusion with meeting minutes.

Councilor Gagnon moved to re-enter public session, seconded by Councilor Ciotti.
Roll call vote: 8/0.

Upon reentering the public meeting Mayor Weston asked for a motion regarding the City Manager's compensation.

Councilor Gagnon motioned to increase the City Manager's salary .6 percent as specified by the contract based on the Boston CPI, with an additional 2.4% merit increase based on performance, for a total of 3% base salary increase. He also moved to add an additional three vacation days to the contract, for a total of 25 days.

Councilor Ciotti seconded the motion.

Roll Call Vote: 8/0.

Councilor Greenshields motioned to adjourn; seconded by Deputy Mayor Carrier.
Vote: 8/0