

The Claremont City Council held a meeting on Wednesday, August 17, 2016, in the Council Chambers of City Hall.

The meeting was called to order by Mayor Lovett at 6:30 p.m.

Members of the Council present were:

Ward I Councilor Carolyn Towle
At-Large Councilor Keith Raymond
Assistant Mayor Victor Bergeron
Mayor Charlene Lovett
At-Large Councilor Allen Damren
At-Large Councilor Bruce Temple
Ward III Councilor Nicholas Koloski
At-Large Councilor John Simonds

Absent:

Ward II Councilor Scott Pope

Also present were:

Guy Santagate, City Manager
Jane Taylor, City Solicitor

AGENDA CHANGES

None

CITIZEN'S FORUM

Bernie Folta, Ward 3, wondered what the current market for City Manager, County Administrator, etc. was. A surplus or shortage of candidates/applicants might affect compensation parameters.

NEW BUSINESS

Motion to Authorize City Manager Compensation Range

Alan Gould, Municipal Resources Inc. (MRI), participated by conference call.

Mayor Lovett said Council needed to decide the City Manager compensation range and the composition of the screening committee.

Mr. Gould talked about the compensation being enough to attract interest. MRI will advertise across the country. He recommended it be in the \$125,000-\$130,000 range. That would give Council room to start lower, if needed. He said there is a real shortage of managers now. The market is very competitive.

After some discussion about the definition of compensation, Mr. Gould clarified that the suggested compensation range does not include health care. It does include salary, vehicle and retirement. It would be fair to say the position offers excellent benefits. He would not include benefits in the numbers in the ad.

A motion was made by Mr. Damren and seconded by Ms. Towle make the compensation package up to \$135,000 and to include a generous benefit package in that \$135,000.

Bernie Folta, Ward 3, estimated with salary and benefits the new manager's compensation would be over \$180,000, which is a dramatic increase over what the current manager receives. He said with the higher compensation, Council has the right to expect much higher levels of performance.

Mayor Lovett said Mr. Folta's numbers were not quite accurate. She talked about Mr. Santagate's current compensation package of \$148,000 (includes base salary, vehicle stipend and retirement contribution). Mr. Santagate said those numbers have been skewed to recent years. His average compensation over 15 years is about \$128,000. His salary 15 years ago was \$90,000 and now it is \$100,000 which is less than a 1% increase. Mayor Lovett said she was referring to just this last year.

After discussion, **Mr. Damren amended his motion to delete the word generous. Ms. Towle seconded that amendment. He said the motion was to make the compensation package up to \$135,000 plus a commensurate benefit package.**

Mr. Koloski pointed out Mr. Gould recommended removing benefits from the ad.

Mr. Damren amended his motion to remove commensurate benefit package. Ms. Towle seconded.

Walter Stapleton, Ward 3 resident and candidate for 10th District seat in the House of Representatives, said the compensation was fuzzy.

Mr. Gould said the intent is to leave room for negotiations.

After discussion **Mr. Damren changed the motion to be compensation up to \$135,000. Ms. Towle seconded.** Motion now reads **"A motion was made by Mr. Damren and seconded by Ms. Towle make the compensation up to \$135,000."**

Roll call vote: motion carried 8-0.

At 7:18 p.m. Mr. Koloski was excused and left Council Chambers.

There was a discussion about the wording for the ad. Mayor Lovett said she wanted references to I-91, I-89 and the Amtrak stop included. Mr. Gould said for ads, you pay by the word. He said Claremont has a wonderful website and based on input over the next couple of weeks, he will develop a profile and challenge statement and will include more details there.

Mr. Temple asked about credentialing through International City Manager's Association. Mr. Gould said he would like to see involvement with ICMA, but it is not a requirement. It's about leading and managing people and he noted recently that some great candidates had come with military backgrounds.

Mayor Lovett said Mr. Gould will be here at the August 24th meeting.

Mr. Gould said citizens can submit feedback to him at: claremontcm@mrigov.com. His phone is 603-279-0352, ext. 320.

Mayor Lovett said Mr. Gould will make a recommendation of the make-up of the steering committee, but it's up to the Council to decide. Mr. Temple is interested in diversity across the Wards.

ADJOURNMENT

At 7:31 p.m., a motion was made by Mr. Damren and seconded by Mr. Simonds to adjourn.

Voice vote: motion carried 7-0.

Respectfully Submitted,

Dorée M. Russell
Clerk to the Council