

**TOWN OF NEWMARKET, NEW HAMPSHIRE
TOWN COUNCIL NON-PUBLIC MEETING**

July 15, 2015 6:00 PM

NON-PUBLIC RSA 91-A:3 II – PERSONNEL

PRESENT: Council Chairman Phil Nazzaro, Council Vice Chairman Gary Levy, Councilor Dale Pike, Councilor Amy Thompson, Councilor Amy Burns, Councilor Larry Pickering

EXCUSED: Councilor Toni Weinstein ALSO PRESENT: Town Administrator Steve Fournier

AGENDA

Chairman Nazzaro called the meeting to order at approximately 6:04 pm.

Councilor Thompson made a motion to move into Non-Public Session, and Councilor Pike seconded.

Town Administrator Fournier polled the council and the motion passed 6-0.

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Chairman Nazzaro stated that two (2) meetings ago the Council had decided to look into providing mentoring services for Town Administrator Steve Fournier. He said that he had met with the Town Administrator and they had discussed several approaches. He said that Vice Chair Levy had correctly conveyed what he said at the last Non-Public meeting but that no official direction had been taken, and he felt the comments of the Council were counter to what he and Town Administrator Fournier had discussed. He said that there were two (2) issues to be considered in the matter. The first was whether or not they wanted the mentor to have Municipal Expertise, and if yes, should this be rolled into the evaluations of the Department Heads or kept separate. Chairman Nazzaro pointed out that government was not a business and that an entirely different set of rules applied. He also brought up the cost of \$250/hour for a mentor and mentioned the possibility of obtaining contracts in the private sector. He said that he wanted to contract out with an RFP rather than roll it into the organizational study, so they could discuss it in the Public Domain without attracting too much attention.

Councilor Thompson felt the issues were not governmental/municipal, and said she was open to looking into the private sector. She felt that by providing the mentoring services they were protecting their investment in Town Administrator Fournier and she was not as focused on cost, feeling he would come up to speed quickly. Councilor Burns asked what the downside had been to municipal experience. Councilor Thompson said there was not a downside but that they wanted to open the field to the most qualified individuals, and that they had wanted to keep the two issues separate because of Public versus Non-Public. Chairman Nazzaro stated that the RFP would be public, and Councilor Thompson pointed out that it was a personnel issue. Councilor Pike felt that a mentor with municipal expertise would definitely be a plus. Vice Chair Levy reiterated his comments from the last meeting regarding contacting someone from MRI to provide feedback, or meeting with a company that just focused on management

to work with the Town Administrator as a sort of coach to assist him with management, departmental reviews, and communication. Chairman Nazzaro said that they could not advertise for just a coach for an organizational effectiveness study, and said that he would make calls to several consulting companies. Councilor Pike said he had personally experienced the hiring of an advisor to provide overall consulting to a certain structure of his organization in the past. Vice Chair Levy suggested it might be worth doing in one (1) non-public meeting. Chairman Nazzaro said that he would make the calls, but that the Council might be surprised by the costs.

Town Administrator Fournier said he was concerned that the issue raised the negative connotation that he was not doing his job, and said he had appreciated Councilor Thompson's comment regarding protecting their investment in him. He said he wanted the information to remain non-public until such time as he left his position. Vice Chair Levy suggested having someone from the private sector look at how they managed the Town. Councilor Thompson felt it better to look at overall efficiencies and operations. Councilor Pike felt they needed to find a way to move forward quickly, that they had some proposals, and that they should meet with companies to talk about mentoring. He also suggested that different members of one organization might be able to work on the two (2) separate issues. Chairman Nazzaro pointed out that different rules and regulations existed for public versus private. Councilor Burns felt that it would be beneficial for the individual to have an understanding of government as many different governing styles existed. Vice Chair Levy suggested the possibility of the Town Administrator attending a Training Session, and Chairman Nazzaro felt that would be a very different situation from mentoring one-on-one.

Town Administrator Fournier said that while he was a member of the board of directors of an organization, they had hired companies to conduct management studies. He said he would consult them and see if they could point the Council in the right direction and also deal with the municipal. Chairman Nazzaro said they would look at multiple organizations that offer coaching/training to get an RFP. Vice Chair Levy pointed out that the Council had had no input on the RFP that was sent out, and recommended a sub-committee meeting with the companies in a non-public session. He said the Council could ask if there would be a conflict with providing services for both mentoring the Town Administrator and finding departmental efficiencies. Chairman Nazzaro said that he did not see any conflict, but that he could not set up a sub-committee as they had amended the Council Rules to require the whole Council choose the committee members. He said they could have an RFP committee meet to make a determination, and that he and Town Administrator Fournier would contact companies regarding their ability and desire to provide the services. He said that the RFP for the efficiency/organizational study would be discussed in a Public Session.

Vice Chair Levy made a motion to move out of Non-Public Session and Councilor Burns seconded.

Town Administrator Fournier polled the Council and the motion to move out of Non-Public Session passed unanimously, 6-0.

Chairman Nazzaro closed the Non-Public Session at approximately 6:54 pm.

Respectfully submitted, Patricia Denmark, Recording Secretary