

Non-Public Session

January 24, 2022

Present were: Mayor Grenier, Councilors Eastman, Remillard, Higbee, Berthiaume, Roland Theberge, Morgan, Robert Theberge and Morency.

Others present: Interim City Manager Pam Laflamme.

At 7:49pm Councilor Remillard moved with a second from Councilor Morgan to go into non-public session per RSA 91-A:3 II; (b) Hiring. So moved, the motion carried unanimously by roll call.

Mayor Grenier advised Council that last Friday the second round for City Manager applications closed. There were only 3 applications received and none were a good fit. In speaking with MRI, they shared that it's a really hard market right now and more people are leaving the public sector than they've ever seen before.

Ms. Laflamme advised that MRI stated that Claremont is also looking for a City Manager right now as their CM just went over to the town of Enfield which had been looking for a CM for over a year. They upped their salary enough that the individual from Claremont accepted the position in Enfield. Lebanon is also looking for a CM, so MRI suggested, if we advertise for a 3rd time, we should put the salary range in the advertisement to make the position more competitive.

Councilor Berthiaume asked what the CM salary is in Claremont. Ms. Laflamme stated she hadn't look yet. Councilor Remillard questioned what a competitive rate would be to get a good CM. Mayor Grenier personally thinks to get someone here that's worth their salt, you're looking at around \$180,000 for total compensation. Councilor Remillard suggested possibly talking with the former CM. Councilor Berthiaume stated if the salary is being increased that much, she feels we should give a courtesy call to the previous candidate who had declined. Mayor Grenier said he could do this as he still has all his information.

Mayor Grenier commented before he calls the previous candidate and offers him \$150,000, he would like to give the former CM the courtesy of offering him the same to come back. All Councilors agreed. Councilor Berthiaume questioned if both don't accept, do we come back and discuss this or do we agree to re advertise for \$150,000. Ms. Laflamme stated the one thing that wasn't done the last time we advertised was advertising with ICMA (International City Manager's Association). MRI suggested we do so and stated including the salary on the advertisement would be key to get us someone. Councilor Berthiaume asked if we should advertise a salary range of \$125,000-\$150,000 so it gives us some room. Mayor Grenier commented it would be a good idea to advertise the range and commensurate with experience.

At 8:17pm, Councilor Berthiaume moved to come out of Non-Public session, Councilor Roland Theberge seconded and the motion carried unanimously by roll call.

Councilor Roland Theberge moved to seal the minutes until Council hires a new City Manager as releasing them would render the action taken ineffective; Councilor Higbee seconded and the motion carried unanimously by roll call.

Respectfully Submitted,
Danielle Rioux
Executive Assistant

*Minutes are unofficial until they have been accepted by the City Council by motion.