

**BOARD OF MAYOR AND ALDERMEN**

**November 16, 1999**

**7:30 PM  
Aldermanic Chambers  
City Hall (3rd Floor)**

Mayor Wieczorek called the meeting to order.

Mayor Wieczorek called for the Pledge of Allegiance; this function led by Alderman Pariseau.

A moment of silent prayer was observed.

The Clerk called the roll. There were twelve aldermen present.

Present: Aldermen Wihby, Sysyn, Clancy, Pinard, O'Neil, Girard,  
Shea, Rivard, Pariseau, Cashin, Thibault, Hirschmann

Absent: Aldermen Klock and Reiniger.

Mayor Wieczorek stated on behalf of the City of Manchester and the Manchester Christmas Parade on Elm Street Committee we are delighted to accept the generous donation from Anthem Blue Cross/Blue Shield New Hampshire for the amount of \$2,000.00. This donation will allow us to continue this year's production of our exciting and well attended parade. I want to thank Anthem Blue Cross Company for coming to our parade as a major corporate sponsor of this year's event.

Mayor Wieczorek called Clark Dumont of Anthem, and Mike Lopez, Parade Committee Chair, forward and thanked them for their donation and assistance to this event.

Mayor Wieczorek announced that Alderman Girard was the proud father of the birth of a son on Veteran's Day and congratulated him.

**CONSENT AGENDA**

Mayor Wieczorek advised if you desire to remove any of the following items from the Consent Agenda, please so indicate. If none of the items are to be removed, one motion only will be taken at the conclusion of the presentation.

Mayor Wieczorek removed item D from the agenda.

**Minutes Accepted**

- A. Minutes of a meeting held on May 18, 1999.

**Approve under Supervision of the Department of Highways**

- B.** PSNH pole petitions 11-883 thru 11-888.

**Informational to be Received and Filed**

- C.** Copies of minutes of a meeting of the Manchester Airport Authority held on September 23, 1999.
- E.** Communication from the Economic Development Director submitting a spread sheet showing expenses paid through October 31, 1999 of the Phase II Civic Center project.
- F.** Communication from the Finance Officer submitting the recent 1999 Tax Rate calculation.
- G.** Communication from the MTA General Manager expressing their appreciation to the City for utilization of metered parking spaces in front of Stanton Park to operate the new pulse transit system.

**REFERRALS TO COMMITTEES**

**COMMITTEE ON HUMAN RESOURCES/INSURANCE**

- I.** Ordinances:

"Amending Sections 33.024, 33.025 and 33.026 (Conservationist) of the Code of Ordinances of the City of Manchester, NH."

**REPORTS OF COMMITTEES**

**COMMITTEE ON BILLS ON SECOND READING**

- L.** Recommending that ordinance:

"Amending Section 38.06 (A) Citation Penalties by adding penalties for violations against Sections 130.50, 130.52 and 130.54 relating to litter."

ought to pass.

- M.** Recommending that ordinances:

"Amending Section 33.060 Standby Duty of the Code of Ordinances of the City of Manchester by deleting same and replacing it with a new Section 33.060 Standby Duty."

"Amending Section 33.079 of Chapter 33 of the Code of Ordinances of the City of Manchester."

ought to pass.

- P.** Recommending that a petition to rezone property between the lights on Brown Avenue to the bridge submitted by property owners (Coughlin and Courtois) in the area be referred to public hearing on December 6, 1999 in the Aldermanic Chambers of City Hall.
- Q.** Recommending that a petition to rezone two parcels of land located on Porter Street Extension and Interstate 293 known as Lot 757-2B and Lot 757-2A submitted by Nicholas Lazos on behalf of Manchester Executive Center Associates be referred to public hearing on December 6, 1999 in the Aldermanic Chambers of City Hall.

#### **COMMITTEE ON JOINT SCHOOL BUILDINGS**

- R.** Advising that it has accepted the enclosed project summaries and contractor's reports for October relative to Northwest Elementary School, the Henry J. McLaughlin, Jr. Middle School, Jr. High School Tech. Ed., Parkside Junior High School Addition, Parkside Life Safety, Memorial High School Science Lab and Other Improvements, ADA Accessibility/ School Elevators, and Central & West Heat & Ventilation Improvements and is submitting same to the Board for informational purposes.
- S.** Advising that it has accepted the attached NORESKO October '99 Progress Report and is submitting same to the Board for informational purposes.

#### **COMMITTEE ON TRAFFIC/PUBLIC SAFETY**

- T.** Advising that it has reviewed and approved proposed Ordinance:

"Amending the Code of Ordinances of the City of Manchester by adding a new Section 130.42, Establishing Public Housing Drug Free Zones."

and recommends same be referred to the Committee on Bills on Second Reading for technical review.

- U.** Recommending that a request from the Chairman of the Christmas Parade Committee for no parking on Elm Street from Webster to Granite Streets on Sunday, November 28, 1999 between the hours of 9:00 AM and 6:00 PM to address safety concerns for the 1999 Christmas on Elm Street Parade and a rain date of Monday, November 29th be granted and approved subject to meeting all conditions set forth by Fire, Highway, Police and Risk Management.
- V.** Recommending that the Board of Mayor and Aldermen send a letter to the NH Department of Transportation informing them that their proposed design for curbing and sidewalks to be placed in front of the Goldenrod Restaurant as part of the Candia Road Reconstruction project is unnecessary and will potentially create an unsafe traffic condition, and requesting that they leave the ingress and egress along the frontage of the Goldenrod Restaurant and the Crystal Orchid as is.

**HAVING READ THE CONSENT AGENDA, ON MOTION OF ALDERMAN WIHBY, DULY SECONDED BY ALDERMAN THIBAUT, IT WAS VOTED THAT THE CONSENT AGENDA BE APPROVED.**

- H.** Communication from the Public Works Director requesting that the \$250,000 allocated for two high school auditoriums be reallocated to all three high school auditoriums for improvements in order to allow their use.

Alderman Hirschmann stated this was a request to share currently budgeted CIP money for two high school auditoriums to be shared with a third high school auditorium. He wished to state his dismay that the money was specific to go to West High and Central, those are respectively 75 and 100 years old, where Memorial is really not as old as those two high schools. I do realize they need money but these were the two high schools that in the budget process that came forward to public hearing and had to beg for that money and I'm asking that it stays the same and if Memorial needs money they should come in at a later year, 2001 and ask for the money they need. I'm asking that the money stays for West High and Central High.

Alderman Thibault stated he would second that. He agreed 100 percent that they fought to get this money for west high auditorium and the work that needs to be done there. I would pressure the board if you would to go along with that. Here is something that hasn't been done at west high for 75 to 80 years and those of you who went over there the year before last for inauguration would have to say that you were ashamed of that auditorium. Alderman Thibault noted he wanted to fix it, stating let's get this thing done now.

Mayor Wiczorek requested Mr. Thomas to come forward to explain why they were doing this stating he thought it was the result of all of the inspections they were doing of all of the auditoriums and the stages.

Mr. Thomas responded that was correct. There was a safety inspection done of the three auditoriums in the high schools and all of them failed the inspection and have been condemned or shut down so they cannot be used. Mr. Thomas agreed with the two aldermen that there was a need for capital improvements in the auditoriums especially at Central and West. However, the intent of the original allocation quite frankly was not to focus in on the stages themselves but on the entire auditoriums. What we are requesting because the stages cannot be used, we want money that is available to be reallocated to the three high schools so that we can make a minimal amount of improvements to dead hang all of the lights from the ceilings so the students can at least utilize those stages for plays, musicals and what not. The entire request has been changed, the priority now is to make these stages that are not usable, usable, and all three are in that condition, and it was the original intent to upgrade the auditorium as you envisioned when you first allocated the funds.

Alderman Thibault stated if in fact we do this and we're only going to fix these auditoriums or these stages, isn't this going to cost the city in the long run a lot more money for us to go back and look at these. Why don't we go back and look at the one or two that we can really fix, and go from there.

Mr. Thomas stated we have been coordinating this with the school department and there are different levels of activities that you can use these stages for. What we have done is touched bases with the people that put on the Miss America Pageant, an elaborate event at Central High, and by doing this emergency retrofit the stages can be utilized for different types of productions. We will have to go back and ask the CIP Committee for additional funds in the future to make the kind of upgrades that are needed to these auditoriums. There should be new seats, new lighting, new improvements to emergency access. What this is, is basically us to be able to utilize the three stages that are in our three high schools. There is a serious problem and I share 100 percent what you are talking about. The city, the board is going to have to look seriously at allocating more resources to the deferred maintenance that are in all of our facilities.

Alderman Thibault asked if this effected the \$25,000 that they had appropriated at West High to scrape and paint, does it interfere with the \$25,000 that has been appropriated.

Mr. Thomas responded the \$25,000 that was appropriated for the expansion of the physical fitness center.

Alderman Thibault responded no. It was being held in escrow pending the end of the physical fitness thing, but basically that money was suppose to be spent to clean up and paint the auditorium at West High and I hope and believe Alderman Hirschmann would confirm with me that we held that in escrow only as a cushion to build the fitness center and that the money was going to come back to do the auditorium.

Alderman Hirschmann stated the \$25,000 that Alderman Thibault is speaking of, Mr. Houle had \$25,000 in his previous budget for painting that never got done. And I said to everyone when the budget ended that year here we go again there's painting that didn't get done.

Mr. Thomas stated he was not aware of the \$25,000, he would have to research it and see if it were still on the books. We have put out a painting contract for all the schools that close to \$400,000. Some of that has been done at West High, not to say it has been done in the auditorium but the bottom line is that there is a lot of work that has to be done and the West High auditorium, the Central High auditorium over and above slight cosmetics, as part of the safety study quite frankly there was a recommendation that there could be up to a million dollars worth of improvements that could be needed in the Central High auditorium itself. What we are trying to do is put a stop gap measure on the situation that we are in with the stages to get them usable so they are in all three high schools.

Alderman Thibault stated he wanted Mr. Thomas to know that Dick Houle promised and guaranteed that the \$25,000 was going to be there to paint the auditorium at West High. This was over and above the physical fitness center they were going to put. Mr. Baines asked me rather than just painting the auditorium at this time could we hold the \$25,000 in abeyance until we get done with the fitness center to make sure they had the funds needed to do the work and at the end the \$25000 would be used to paint the auditorium. That is what I am concerned about and would appreciate Mr. Thomas checking into that.

Alderman Girard asked if the \$250,000 was enough to take care of all three stages and get them out of condemnation.

Mr. Thomas stated we are in the process of getting final design plans put together. We have to put out a bid to a rigging contractor to re-rig what is being suspended, the various catwalks, etc. Prior to doing that we had a structural engineer come in and a specialist in stages. To answer your question I don't know if \$250,000 is going to be enough. Right now we think it is going to be but once we get the final design, etc. we'll be better able to tell you.

Alderman Girard stated if it were not enough, what was his plan.

Mr. Thomas stated they would have to discuss that with School Administration, the Joint School Building Committee for them to tell us what the priorities are as far as the three schools.

Alderman Girard noted there was a parent group, a theatre group, that's been fundraising to do renovation work to the auditorium. They've raised some funds, they've done some work, and it would be a shame if the city in reprogramming these funds hurt their effort. We've had other public/private partnerships on city facilities in the past and the Board has given differential treatment to those efforts because of the private sector or the community input, and I would

hope that whatever funds are reprogrammed away from West High School, understanding the necessity, don't harm the parents' effort over there and further I would hope if the funds are insufficient, the School Board would give priority to West and Central given that is what this Board chose to do.

Alderman Shea asked if the danger of the stage condition exist at Memorial.

Mr. Thomas responded all three high schools were inspected and all three high schools do have dangerous situations.

Alderman Shea stated, so if funds aren't allotted to Memorial it would jeopardize the safety of children who are performing either in the fine arts or stage productions and so forth, or they couldn't operate because the stage is unsafe for them to operate upon.

Mr. Thomas stated that is correct. They would not be able to utilize the stage for any type of production.

Alderman Shea questioned why we would jeopardize the safety of children at Memorial at the expense of two other high schools if we are a community and we are all in it together, we want to be fair to everyone and don't want to jeopardize any child's safety. I would say that if we have \$250,000 we should try to be as fair as we can to all of the students and not jeopardize the health of any.

Alderman Cashin stated the inauguration was going to be taking place at West High auditorium, asking if it was going to be painted before.

Mr. Thomas stated he could not guarantee the entire auditorium would be painted by then.

Alderman Cashin asked if it would be in decent shape noting the last time they were there they were embarrassed by it and were hoping not to be embarrassed again. Alderman Cashin noted he agreed with Alderman Shea not feeling that anyone from the west side or anyone else wants to jeopardize any student's ability to get onto a stage. However, they did work hard to allocate this money. The organizations from West High worked very hard to get the money. The principal worked hard to get this money, now you are asking them to let some of it go, which he thought they probably should do, however, he wanted to be sure that they would not be embarrassed by sitting in the auditorium of West High because it doesn't look decent. If it isn't fine, it would put a different complex on this as far as he was concerned.

Mr. Thomas stated it had been mentioned a few times now that facility is 100 years old. I can't guarantee that the auditorium was going to be in wonderful shape or redone over for inauguration. What I can promise is that we will make every effort in the world to have the stage usable for the inauguration, and that they do whatever they can to clean up the school, the auditoriums, the gym he understood there was to be a reception I the gym area. Those areas that are in our control to address we will make an effort to address.

Alderman Cashin noted he was speaking of cosmetics.

Discussion ensued relative to motions where Mayor Wieczorek advised he had not accepted Alderman Hirschmann's motion.

On motion of Alderman Rivard, duly seconded by Alderman Shea, it was voted to refer the item to the Committee on Community Improvement. Aldermen Hirschmann and Thibault were duly recorded in opposition.

- J.** Communication from Michael Roche, President of Local 8938, United Steelworkers of America, expressing his concerns about the recent cancellation of a labor/management seminar at Harvard University noting that only upper management employees were to attend; and further that he was being required to use his own personal time and tuition reimbursement when no one else was required to.

Alderman O'Neil commented that he hoped that they did not have two sets of standards going on in the city with regard to how management is treated and how labor is treated with regards to attending conferences and labor/management seminars.

Alderman O'Neil moved to refer the item to the Committee on Human Resources. Alderman Wihby duly seconded the motion. There being none opposed the motion carried.

- K.** E-Mail communication from Michael Lynn relative to various proposals regarding graffiti and recycling.

Alderman Shea stated without belaboring the point he noted they had a Graffiti Committee in place. Regis Lemaire is doing wonderful work, he took care of the tennis court had graffiti, having it removed and another section on the west side, had graffiti removed from their.

Alderman Shea noted additionally there was graffiti removed from the teamsters working with the police department.

Alderman Shea moved to receive and file the communication. Alderman Pariseau duly seconded the motion. There being none opposed the motion carried.

**N. Report of Committee on Bills on Second Reading**

Recommending that Ordinances relating to the Highway Department organization changes:

“Amending the Code of Ordinances by deleting Section 30.06, Responsibility for Voting Machines Delegated.”

“Amending the Code of Ordinances of the City of Manchester by replacing Section 32.019 relating to the Department of Public Buildings Services, providing for transfer of responsibilities to the Highway Department Building Maintenance Division.”

“Amending the Code of Ordinances of the City of Manchester by replacing Section 32.083 relating to the Central Purchasing Division; establishing same in the Highway Department.”

“Amending Section 97.00(D) of the Code of Ordinances of the City of Manchester providing for the responsibilities of the Highway Department.”

ought to pass; and further that Ordinance

“Amending the Code of Ordinances of the City of Manchester by replacing Sections 34.04(A) through (D) relating to the care and reporting of buildings owned by the City to the Committee on Lands and Buildings.”

ought to pass as amended.

Alderman O'Neil questioned if he was clear on this item, noting there was a section that stated the Committee on Lands and Buildings would have the care of all the buildings of the city except police stations, fire stations and school houses.

Alderman O'Neil asked if it wasn't the intent of the Board that Mr. Thomas does what it says in the packet, responsibility for all municipal buildings.

Alderman Cashin stated that was what he thought, but that it still could go through Lands and Buildings.

Alderman O'Neil stated he was not questioning the Lands and Buildings portion but the police & fire stations.

Alderman Cashin stated he agreed, it was discussed

Alderman O'Neil noted that Mr. Thomas had a facilities engineer coming on board soon and he thought the intent again was all municipal buildings.

Alderman Wihby stated basically the responsibility is his, but the police department has their own crews out of there. Basically everything does come under Frank. Alderman Wihby noted that the thing on Lands and Buildings he thought was it was unanimously voted that they look at putting the committee back and trying to break out CIP.

Alderman O'Neil stated he wasn't questioning that, the question was for instance they approved moving forward with the police station, this facilities engineer working as part of Highway will play a very vital role in the construction of a new police station, was that correct.

Mr. Thomas responded that was correct. We would offer his services to review plans, shop drawings, offer input and we would be working with the Committee on Lands and Buildings and in any direction they want us to go.

Alderman O'Neil stated, right, I just want to make sure I understanding this. Moving forward, police stations, fire stations, schools, you will be the driving force behind renovations and construction of new facilities, not just offering support, that was my understanding when we created this new position.

Mr. Thomas stated again, we will have the capabilities, it will be up to the Committee on Lands and Buildings to direct us to take whatever role the committee feels is proper. All city buildings fall under the Highway Department as far as maintenance issues. If an HVA system dies, we'd be called so we have the responsibility. The Committee on Lands and Buildings, previously the CIP Committee, basically control the purse strings for all improvements in all the facilities. Now we will be going back to the old Committee on Lands and Buildings philosophy so that's why he was saying they would be taking their directive from the committee that controls the purse strings to do whatever scope or magnitude of work or involvement in the project.

Obviously, if it were a major facility like a new police station, we would not try to usurp our authority over the police department, the police department knows what needs to go in, we would be basically looking to offer support through the engineering standpoint.

Solicitor Clark stated by law at least for new school houses for renovations and constructions that falls within the Joint School Buildings not Lands and Buildings Committee even though the members generally are the same. As for police and fire houses nothing is changed by this ordinance, in fact that is the way it's been written in the book for the last 50 years. Lands and Buildings Committee always said it did not have jurisdiction over police and fire houses because they maintain their own custodians for security purposes. So it's not intended to change anything the way things are operated. Any construction of police and fire houses would coordinate with Frank and through the Lands and Buildings Committee, but if you wanted to change that we can look further at it.

Alderman O'Neil stated that he was just making sure that if they were bringing a construction engineer on board they play a large role in construction as we know from the renovations of city hall there were an outrageous amount of change orders because there was nobody dedicated, a construction professional, dedicated to overseeing this project. And I don't think that should be any different for a police station or a fire station. My understanding from Alderman Cashin is that is what their intent was.

Alderman Cashin responded affirmatively.

Alderman O'Neil moved to accept, receive and adopt the report. Alderman Wihby duly seconded the motion.

Alderman Girard asked how they could give a committee that doesn't exist the authority.

Alderman Cashin stated what is being recommended is that we look at some of the committees that have been for whatever reason non-functioning for the last few years, to go back to them. I haven't had a chance to talk to anybody about it, I think it's a good idea I did talk to Frank about it and he thought it was a good idea. There are too many things right now being put in CIP. It's just loaded and we felt it was time to start separating them out. Nothing has been done yet, we are talking about it and we are going to make some recommendations.

Alderman Girard stated that it seemed to me that if we are going to pass an ordinance that the ordinance ought to reflect what exists today and what exists today is the Committee on Community Improvement and if at a later time this Board or the Mayor decides to restructure these, there are no committees not doing anything there were committee consolidations a few years ago, all of the functions that were handled by several different committees were consolidated so that the functions could work more closely together and I think it has been successful. I think if we are going to be accurate here we ought to reflect what exists today, not what may exist tomorrow. The other question I would have is if we are exempting the police station, the fire stations and the school houses in this what is left. It seems to me it is City Hall, City Hall Annex and the Library, and that's not a whole lot. I can't vote to give a committee that doesn't exist and authority that another committee already has.

Mayor Wieczorek called for a vote to accept the report. The motion carried with Alderman Girard duly recorded in opposition.

**O. Report of Committee on Bills on Second Reading**

Recommending that a proposed Intown District Graphic Ordinance be referred to public hearing on December 6, 1999 in the Aldermanic Chambers of City Hall.

Alderman Cashin noted that there were some concerns to be addressed by the Planning Board and moved that the report be forwarded to the Planning Board and return with a report at a later date. Alderman Pariseau duly seconded the motion. There being none opposed the motion carried.

**Report of Committee on Traffic/Public Safety**

**W.** Recommending that certain regulations governing standing, stopping and parking, be adopted and put into effect when duly advertised.

Alderman Pariseau stated he wished to apologize to the Public Works Committee for jumping the gun on an item in W relative to Wyoming Avenue requesting that item be deleted.

Alderman Pariseau so moved to amend the report by deleting references to Wyoming Avenue from the report. Alderman Clancy duly seconded the motion. There being none opposed, the motion carried.

Alderman Wihby moved to accept the report as amended. Alderman Pariseau duly seconded the motion. There being none opposed, the motion carried.

5. Communication from Stephen J. Root submitting his resignation as an alternate member of the Planning Board, effective immediately.

On motion of Alderman Pariseau, duly seconded by Alderman Girard, it was voted to accept the resignation of Mr. Root effective immediately.

6. Mayor Wieczorek made the following nominations.

**Elderly Services Commission**

Christine McMahon to succeed Normand Gamache, term expiring January, 2003.

**Heritage Commission**

Walter Milne to succeed himself as a member of the Heritage Commission , term expiring January 1, 2003.

Linda Sirak to succeed herself, term expiring January 1, 2003.

***Alternate***

Francis Cartier to fill a vacancy term expiring January 1, 2003.

**Planning Board – Alternate**

William W. Boyd, III to fill a vacancy term expiring May 1, 2000.

**OTHER BUSINESS**

A report of the Committee on Bills on Second Reading was presented recommending that Ordinances:

“An Ordinance amending Section 33.024 Classification of Positions of the Code of Ordinances of the City of Manchester by establishing new classifications as listed.”

“An Ordinance amending Section 33.025 Compensation of Positions of the Code of Ordinances of the City of Manchester by establishing a new Compensation Schedule.”

“An Ordinance amending Section 33.026 Class Specifications of the Code of Ordinances of the City of Manchester by establishing new Class Specifications resulting from Yarger Decker Classification and Compensation Study.”

“Amending Section 33.025 (Compensation of Positions – Airport Director) of the Code of Ordinances of the City of Manchester.”

“Amending Section 33.024 and 33.026 of the Code of Ordinances of the City of Manchester relating to Public Works Maintenance Division Positions.”

“Amending Section 33.025 and 33.026 of the Code of Ordinances of the City of Manchester relating to Public Works Administration Positions.”

ought to pass.

Mayor Wieczorek asked Mr. Hobson if everything was alright with this ordinance as far as he was concerned.

Mr. Hobson responded yes, he believed it had been cleared with the Solicitor's office and the City Clerk's office.

Alderman Wihby moved to accept, receive and adopt the report. Alderman Sysyn duly seconded the motion.

Alderman Girard asked if this was adopting the Yarger Decker study by ordinance. Mayor Wieczorek responded affirmatively.

Alderman Shea stated he and Mr. Hobson had a discussion about certain aspects of this particular Yarger Decker study and he did clarify a few points in my mind but there certain aspects that I think either he or I can bring to bear before the members of the Board which I brought out at the Human Resources Committee which I somewhat differ in terms of one aspect of this. Alderman Shea asked if Mr. Hobson wished to address the discussion.

Mr. Hobson stated that some of the discussions were around what are we doing in terms of how folks move up the pay schedule. And how does this differ from what we used to do in the past. And how do people get raises. Some of the salient points that about the study and basically in a nutshell we are moving to a merit system, in the first year of the study for the non-affiliated and the affiliated with the contracts. So folks only move up their pay scale on a quality or satisfactory grade through their performance appraisal system. That's a 3% step and the second year of the study they have the opportunity to also get the merit steps and they also get a cost of living increase that cost of living increase would vary from 1.3 % to 2%. I guess there was some confusion in the minds of some people in terms of are there some kind of 3% steps that folks are receiving. No there is not. There aren't any other additional steps that people would get based on the old scale. You move up 13 steps, steps A through M, based on merit. I think that was one of the pieces we answered. The other piece that came out tonight was the combination of how folks might get these achievement steps these A-STEPS, and we brought that to the Human Resources and Insurance Committee tonight, we made a report on that, and that will be coming before the Board of Mayor and Aldermen in December.

Alderman Shea stated in reviewing this if a person is given a satisfactory evaluation they get a 3%. If they then receive a performance evaluation, so they have done exceptional work, they receive another 3%. The unfairness of this is that if someone at the top scale is making 70,000 and receives a favorable evaluation from the mayor, because that is where the department heads are going to be evaluated, that person at 70,000 would get 2,100. If a school secretary whose making 20,000 a year is doing exceptional work they will get \$600 a year. This is unfair because people at the top of the run are getting 2,100 and doing exceptional work and people at the bottom of the rung are doing exceptional work and getting 600, that's totally unfair. There should be a fee set aside, whether it be 1,000, 1,500 or 2,000 so everyone is treated the same who is performing exceptionally, because exceptional performances merit exceptional recognition. Why should someone whose performing exceptionally at one level, be given thousands or hundreds of dollars more than another person. The other type of unfairness too is

that if a person is at the top of the rung and requirements under step A requires them to get an extra degree or work, they will get a 3.5 step improvement, so 3.5 added to 70,000 is a lot different than 3.5 added to 20,000 so these are the unfair parts of that particular study. The other parts I think are fair enough I think that someone should be given a step proportionate to where they are on the scale, so these were the things I wanted the aldermen to know.

Mayor Wieczorek stated what I can see immediately from what you are saying alderman is that each of these classifications has a range, and what you are doing is taking a percentage of that scale of the monies that they are going to earn within that range. If you were to take a flat amount, say everyone gets \$1,000 or \$1,500 if you consider exemplary, I think you would have some problem with the ranges.

Mr. Hobson stated that Alderman Shea is correct. We did talk about whether the flat dollar figure might be fairer when you are looking at the exemplary cash bonus. I want to be clear that this cash bonus are for those people who score at the very top of their performance appraisal system and we've been told by the folks that delivered the study to us that you are looking at rare occasions of when that happens and from a budget perspective those folks who do not receive a raise at all for negative or poor performance will offset those cash bonus situations. And yes, the cash bonus, the entire system is based on one pay scale that is 7% between grades and 3% between steps, that is how the whole thing is set up. And every city department is now buying into those pay scales where previously we had over 25 different pay scales. And that's one of the reasons why it's still done that way in terms of the percentage. I think Alderman Shea he asked some very pointed and good questions today, we had a lively discussion, I think something that we have to consider, is that Yarger Decker is something that we are adopting when we own it and we work with it obviously we can make changes with it and we need to work with our labor groups and our non-affiliated groups and aldermen to sort of embrace this on our own as we go through. I don't see this process just being cast in stone, but we have to start somewhere and I do agree with most of the folks here that have voted in the past that it is a good starting point and it is something we can work with. I hope the aldermen see it that way. Mayor Wieczorek called for a vote. The motion carried with Aldermen Shea and Girard duly recorded in opposition.

- 8.** Communication from the Public Works Director submitting a retirement request for Mr. William Gagnon.

On motion of Alderman Hirschmann, duly seconded by Alderman Thibault, it was voted to accept and approve the retirement of Mr. Gagnon as submitted.

- 9.** Communication from the Manchester East Cobras Football and Cheerleading Club seeking assistance in trying to raise \$7,000 and three buses for transportation to Boston on Saturday, November 27th to the New England Regional Competition.

Alderman Clancy moved to give the \$7,000 from contingency or civic contributions, whichever had the funds available.

Mayor Wieczorek asked how much was left in contingency. Ms. Schaffer responded only \$2,000 had been expended from contingency to date. She did not have the balance for civic contributions.

Alderman Clancy moved to give the funds for the three buses from civic contributions first if available. Alderman Hirschmann duly seconded the motion.

Alderman Thibault wondered what the city has done in the past, not that he was against it he felt the city should do more to support any of our school activities, but wanted to know if there was any background as to what the city has done in the past.

Mayor Wieczorek stated in most cases we have rejected them, on some occasions we did permit some amount of money.

Alderman Thibault stated he had no problem, but wanted to know if there was a rule of thumb the city has used in the past. If some other baseball or soccer club came in, how would we judge it, and how can we be fair in judging it.

Alderman Girard stated the reasons Alderman Thibault referred to was why the civic contributions line item was done away with years ago. I realize someone said that there was \$84,000 in that account but I think that is the total non-departmental spending, not having the book in front of him he was not sure but he did know that they had turned down similar requests in the last two years, and if they said yes, not that it was not worth, he thought they would see every civic group in the city coming in and asking for this and that is precisely why the account was done away with precisely five years ago.

Mayor Wieczorek clarified that the motion was to pay only for the three buses, not \$7,000.

Alderman Hirschmann concurred. Mayor Wieczorek called Gene Boisvert of the MTA to address the Board.

Mr. Boisvert stated it was \$92.00 per bus.

Mayor Wieczorek noted that his information reflected there was \$7,500 available in civic contributions.

The motion was clarified to include the costs of three buses up to \$300.00 from civic contributions if available.

Mayor Wieczorek called for a vote. The motion carried with Alderman Girard duly recorded in opposition.

- 10.** Ratify and confirm tentative agreement with Airport Teamsters presented on November 3, 1999.

On motion of Alderman Pinard, duly seconded by Alderman Rivard, it was voted to ratify and confirm the agreement as presented.

- 11.** Ratify and confirm tentative agreement with the Police Support Staff presented on November 3, 1999.

On motion of Alderman Pinard, duly seconded by Alderman Pariseau, it was voted to ratify and confirm the agreement as presented.

**12. Resolution:**

"Making a Temporary Loan of Twenty-Five Million Dollars (\$25,000,000) in Anticipation of the Taxes and Education Grants for the Fiscal Year 2000."

On motion of Alderman Wihby, duly seconded by Alderman Thibault, it was voted to read by title only and it was so done.

On motion of Alderman Thibault, duly seconded by Alderman Pariseau it was voted to table this item at the request of the Finance Officer.

**TABLED ITEM**

**13. Bond Resolution:**

"Authorizing Bonds, Notes or Lease Purchases in the amount of Six Hundred Sixty Thousand One Hundred Sixty-Eight Dollars (\$660,168) for the FY2000 School District Lease Programs (Portable classrooms at Hillside and Southside Middle Schools)".

(Tabled 9/7/99)

This item remained on the table.

**14. NEW BUSINESS**

A communication from Diane L. Roy submitting her resignation to the Safety Review Board was read by Mayor Wieczorek as follows:

It is with much regret that I submit to you my resignation as Chairman of the Safety Review Board. I've served for the last nine years and with the tremendous bipartisan support of all of the Board members and yourself we have made great strides in the goal that each and every employee and user of city owned property is assured the safest possible environment. Our managed care workers' compensation program has been an overwhelming success, accepted by each and every city department. Since its implementation a full year before the state mandated it, we have saved the city hundreds of thousands of dollars and assured injured workers speedy access to the best health care possible, as well as an excellent liaison in the road to recovery. Safety in the work place has always been our priority. There is much that needs to be done as we continue our efforts with the stages in our schools, the safety of all of our parks, the continual educational process for all of our employees, which has changed the concept of being reactive to that of being proactive. It has been an honor to serve under your administration and I hope that my leadership has met your expectations. The Board certainly is a passionate and committee group of highly competent individuals who donate their time and effort into making this city a better place for it is our city. I would like to sincerely like to thank the Mayor and Board of Aldermen for the privilege of allowing me to serve and for the confidence in my ability to do so.

Sincerely,

Diane L. Roy

Mayor Wieczorek recognized Ms. Roy for the outstanding service she had performed throughout the years.

On motion of Alderman Clancy, duly seconded by Alderman Pariseau, it was voted to accept the letter of resignation with regret.

Alderman Pariseau requested a key to the City be presented to Ms. Roy for her service to the City.

A communication from the Police Department was read as follows:

The Manchester Police Department requests permission to enter into a 3 Year Lease Agreement to rent space at 217 Cedar Street for a new East Side Substation. Our rent would cost about \$540 per year to Renaissance III Limited Partnership which we will pay out of our operating budget. The rent is based on 5% of the costs of water, sewer, property taxes and the actual costs of casualty and liability insurance purchased on our behalf for the space. As you recall, we had a similar arrangement with Neighborhood Housing Services for our last east side substation on South Beech Street on a yearly basis. Having a substation out in the community has been a great success here on the west side and at the Mall of New Hampshire. This agreement gives us the facilities we need, while providing for a police presence in the neighborhood at very little cost.

Alderman Shea stated there are other parts of the city that possible would benefit from a substation. He hoped that in the future they could look into that.

Chief Driscoll stated he would be pleased to meet with Alderman Shea and discuss that.

On motion of Alderman Wihby, duly seconded by Alderman Pinard, it was voted to approve the lease and authorize the Mayor to execute same subject to the review and approval of the City Solicitor.

A communication from the Airport was presented containing a lease agreement.

On motion of Alderman Girard, duly seconded by Alderman Pariseau, it was voted to refer the communication to the Committee on Community Improvement.

A communication from the Christmas Parade Committee was presented inviting members of the Board to walk in the parade.

The clerk read the communication for informational purposes.

Alderman Pinard noted an annual event at Massabesic Lake to light up the Christmas tree inviting all to attend.

- 15.** Communication from the Chief Negotiator requesting to meet with the Board for a negotiation strategy session.

On motion of Alderman Pariseau, duly seconded by Alderman Clancy, it was voted to recess the meeting for a negotiation strategy session with the Chief Negotiator.

Mayor Wieczorek called the meeting back to order.

There being no further business to come before the Board, on motion of Alderman Pariseau,  
duly seconded by Alderman Rivard, it was voted to adjourn.

A True Record. Attest.

City Clerk