

**SPECIAL MEETING
BOARD OF MAYOR AND ALDERMEN
(Called by the Mayor)**

January 3, 2000

7:00 PM

Mayor Wieczorek called the special meeting to order.

The Clerk called the roll. There were nine Aldermen present.

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

Absent: Aldermen Klock, Reiniger, Sysyn, Clancy, Rivard

4. Communication from Riverfest Board of Directors advising that an approximate \$12,000 owed the City cannot be paid at this time because of a deficit balance from this year's programs. The Riverfest Board is also suggesting that the City budget for coverages provided through City employees/departments in the future for this annual event.

Mayor Wieczorek stated I don't know how many of you remember the weekend that we had Riverfest, that Friday I can remember driving by and there was a deluge, I think they had probably ten people out there and that's what happens and I think the loss to Riverfest was about \$35,000 if I remember correctly for that day. But, if you would I am going to ask Fred Harris if he would just address the issue regarding what is still owed and what you have to do for the next Riverfest that is scheduled this year.

Mr. Harris stated I am President of Riverfest, have been with Riverfest for over 15 years. We've had 19 years of very successful events which is the State's largest event and obviously helps with the Manchester people. To give you a little bit of background, I won't bore a lot of people here. None of us are paid at Riverfest. We work very hard. I spend probably 20 hours plus every week working and putting this thing together. We've already put a tremendous amount of time. Every now and then we have a difficulty...this year, the Mayor asked me to come forward and explain a little bit, not only for the Board but for the people of Manchester. It takes about \$150,000 to operate Riverfest providing we have three good days of weather. We can't predict the weather and obviously we didn't predict it this time. We've had 17, 18 years of great weather and no problems. This year on Friday night the band still goes on, the expenses are still there, so on and so forth...we lost approximately around \$40,000 on Friday night according to our...based on our previous records and totals. Everybody has been paid. We have our gate...we have a couple of outstanding debts which I think you all have a copy of my letter to the Mayor. One of them, the biggest debt is to the Police Department which is \$9,109; the Highway Department is \$2,237...we've paid part of that; and the balance to Parks and Rec which is only...most of their bill was lights and stuff of a bill of \$2,000 and we owe them \$875 for a total of \$12,221. My problem is that -- I don't know if the Board has a copy of the financial statements, do you have that, yes. If you'll notice, we have as of 11/17/99 we had

\$7,000 and our balance is down now to sixty-two which is for lights and bills and stuff like that. We're down to the bottom of the barrel here. What we want to do...this being our 20th year is going to be a banner year. We want to do all kinds of special things for the City of Manchester...we're already working on it, we're going forward with the thing, so the Mayor asked me to come forward and I had a couple of ideas. One, is that everybody at Riverfest and all of my staff and my 300 volunteers...we all work for nothing, every now and then we get a free T-shirt and most of the Board here including the City Clerk's office have been to Riverfest, it's a great event. It brings a lot of people in, but it's a lot, a lot of doing. What we're suggesting is that the Police Department, Fire Department and so on and so forth that the Board should maybe consider...this is after talking to three or four Aldermen of putting these monies, some of this money in their budgets so we don't have to pay for City services like the Police Department, Highway Department and Parks and Rec. We don't get paid and we feel that this should be part of...we're not asking for raises or anything else, I just think that this is a big event...that it would certainly help us if it wasn't for the City owing that we would have no bills, we would go on. Because of the loss this year, we are unable to make payments to the City of \$12,000. As this is the 20th Annual Riverfest we're going to need some startup money which is why I am here. To the Board, we would appreciate any help or advice you can offer and I'm here to answer any questions that anybody has.

Alderman Wihby asked is it something that we have to take out of Contingency or is it just like a light cost and the Police have it in their budget.

Mayor Wieczorek replied no, I think it would have to come out of Contingency.

Alderman Wihby stated it's actual money owed officers who worked there.

Mr. Harris replied the Police Department, the officers put...I don't know exactly how it goes, but I know they put money aside into a fund so when things like this, they do get paid. I would not pay anybody if I had to pay for the thing myself, but the thing is this bill has to be paid, yes because otherwise we've got problems with the Police Department and I don't want that.

Alderman Thibault stated I know that in the last year or so there was a balance owed to the Police Department, has that been cleaned up.

Mr. Harris replied yes that was paid. Out of 19 years...a little bit of history...I've been there most of the time, we had one other year and I believe it was three years ago that we could not pay the Police Department and this being the second time in 19 years which isn't a bad record actually, it's the only time we've had rain, but yes at that point with the current year and that previous year we owed them in excess of \$25,000. We did pay it and the Chief is here and he can attest to that.

Alderman Thibault stated I just think that Manchester doing what it's trying to do in the last couple of years or in the last few years, I think that this Board should really be in error not to

look to this as one of the greatest actions that happens in this City and that we should support it. I don't know what the magic number might be, he would probably know that more than I do, but it would seem to me that the City or at least the Board of Mayor and Aldermen should support this. We are bringing people into this City and showing them what this City is trying to do and I really give these guys an awful lot of credit for the work that they do. I see these people out there working three, four days, five days maybe to get this thing going and if you get one day or rain or two days or rain they're efforts go unwarranted and I think it's wrong and I don't know what the magic number is, maybe the Board can come up with some magic number here as to how we could support doing...they're doing this for the City, we're not doing this for them, they're doing it for the City and if they have a problem I think that we should have some kind of mechanism that would, in fact, pull out of these problems. Thank you, your Honor.

Alderman Cashin stated I think it's pretty difficulty for these people who are volunteering and this is the second year you come here with your hat in your hand begging money and that's not appropriate and moved that we pay the \$12,000 he owes and that we refer this to the Police budget and we put it into a line item somehow.

Alderman Thibault duly seconded the motion.

Mayor Wieczorek stated before you do that in talking about the full-blown discussion that we had \$12,000 is going to take care of the bills that they have that are outstanding now. But, the problem that they are facing for the year is that they need money to put a deposit on the groups that are going to be entertaining here and this being the millennium year, I would hope that we could...\$25,000 is the number that I had in mind...\$12,000 to take care of the bills for this year and \$13,000 to allow them the opportunity to engage some of the talent that they have to now because if you wait to do it in the budget process it's going to be too late. You're budget is going to be July 1st, you're never going to be able to get anybody to come in.

Alderman Cashin moved to amend the motion to \$25,000 and come out of Contingency.

Mr. Clougherty stated we started the year with \$200,000 and then we moved in another \$125,000 from Human Resources and we haven't had a lot of activity on the account so there is more than enough money.

Alderman Cashin stated okay, now we're getting into Mayor Baines' budget, is that correct. In all honesty, we're taking \$25,000 from...would you comment.

Mayor-elect Baines asked would you want me to comment.

Mayor Wieczorek replied sure.

Mayor-elect Baines stated I love Riverfest and I spend a lot of time there. I just don't believe we should be spending money without a thoughtful analysis of exactly what's happened here. I

don't think things like this should come up on the spur of the moment, they need study, they need deliberation and we should spend money wisely and prudently and I don't think this is the right process. There's a new Mayor taking office tomorrow, there's a new Board taking office tomorrow, this should go to the next Board and I would appreciate it if you would do that.

Alderman Pariseau moved that the Riverfest communication be tabled. Alderman Hirschmann duly seconded the motion.

Alderman Cashin asked how does this fit in...the new Board takes office tomorrow, the Mayor-elect will be in office tomorrow. How much time do you need to...

Mr. Harris replied the booking of groups and stuff...I'm already getting fax's and literature by the tons and the quicker you make offers and such...I haven't done anything because without some type of funds we possibly won't even have Riverfest because I'm not going to fund it that's for sure and it's just one of those things that we have to start making offers pretty soon because this being a big year...I've got the rest of this month or whatever, there's no time limit, but the sooner the thing is resolved...that is why I wrote the letter to the Mayor and the reason I'm here...I don't want to be here, but.

Alderman Cashin stated I understand that. I guess a motion would be in order to table this until the new Board takes over and to work with the Mayor's Office to try to solve this problem, your Honor.

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

Mayor Wieczorek stated thank you very much, Fred, I appreciate the time that you put in and the volunteers because it's just absolutely incredible. It isn't a question of four or five days of people working, it's all of the work that has to be done leading up to the four or five days that you're really going to be working very, very hard.

Mr. Harris stated if the Board or the new Mayor wants to talk to me about any of this, I'm available.

Mayor Wieczorek stated it's a tabled item now, so it will be on their agendas in the future until they deal with it.

5. Communications from Constance McKeown, Michael Morello and Leo Pepino indicating their objection to recent actions regarding pay increases for aldermen and school board members.

Mayor Wieczorek stated I know the Clerk has some additional letters you want to mention.

Deputy Clerk Johnson stated we did distribute to the Board some additional letters that were received via facsimile to our office, we would ask that the Board also consider those under this item except for the one from Timothy S. Reiniger...we're asking that it be deferred to the next discussion.

On motion of Alderman Pariseau, duly seconded by Alderman Pinard, it was voted to receive and file all communications received with the exception of Mr. Reiniger's.

6. Mayor Wiczorek requests a motion to rescind action taken December 21, 1999 regarding the ordaining of ordinance:
"Amending Chapter 30 City Officials and Employees of the Code of Ordinances of the City of Manchester by replacing language relating to salaries of aldermen and school committee members."

Alderman Girard moved to rescind action taken December 21, 1999 regarding the ordaining of the ordinance and replace with new ordinance. Alderman Shea duly seconded the motion.

Alderman Pariseau stated we've heard all kinds of comments about underhandedness, sneaky and it really wasn't the case and I wonder if the Human Resources Director has any information relating to the dialogue this Board conducted relative to these pay raises, not that it would change anybody's mind, but I think he ought to be able to...if he has that information...give the people an idea of what did transpire.

Mr. Hobson, Human Resources Director stated I realize that raises are always an emotional issue and I hope that no one will take my comments personal, I am a taxpayer and I live in Ward 7. Regarding the recent issue of salary and benefits for elected officials I want to bring out the following points. First of all, the concept of flexible benefit planning for employees and elected officials was raised by the Human Resources Department and the Finance Department last December during the Mayor's deliberation process. Staff, not any particular elected officials initiated the idea. Second, the flexible benefit plans are used in private industry and public management as a way to recognize individual needs, create a sense of fairness and contain increasing insurance costs. A tenet of instituting flexible benefit plans for government workers is to start small, to be inclusive of all work groups and to get the buy-in of elected officials. Several cities across the country, larger and smaller than Manchester, have flexible benefit plans. City management tabled the idea of flexible benefits for this budget cycle as we were in the midst of Claremont funding issues and contract deliberations for twelve bargaining units. In the past three years, the City's insurance premium costs have increased an average of ten percent per annum. In the past three years, the City's insurance claims have risen an average of eight percent per annum. Insurance costs right now are projected to increase for next year by ten percent or \$1.1 million city-wide. The pay structure for the Board of Mayor and Aldermen and the School Board last was reviewed in 1985. The current system for both boards is not utilized on an equal basis. Currently, 17 elected officials choose some form of insurance coverage while 11 do not access any insurance coverage. The City Clerk's Office contacted Human Resources in November, 1999 about budgeting flexible salary and benefits for elected officials for next year due to the election. At that time, Human Resources prepared a brief plan that if

implemented we still believe will save the City insurance claims and premium costs thereby reducing the total salary and benefits costs for elected officials over a period of time, it will not happen overnight. And, while I understand that some people raise some concerns about the recent parliamentary process flexible salary and benefits properly implemented and administered may be a good fit for elected officials and other employees and save money long-term for the City and so I look forward to reviewing the idea further with the new Board of Mayor and Aldermen and I guess I just ask that we don't throw the baby "out with the bath water". Thank you, your Honor, for letting me speak.

Alderman Girard stated during the budget process I actually spoke with Mr. Hobson about the idea of going to a flexible benefits or a cafeteria-style benefit plan for the City. He solicited my input on some ideas of how that could work, never once did the idea of applying it to the Aldermen ever come up and I dare say that if you have ever said to me that while the raise will give the employees will be more than what a family plan for insurance cost as one of the union president's said in *The Union Leader* the other, I think that's a deal everyone will take and I don't exactly see how the taxpayers are going to save any money doing that. If you give them more in a raise than what it costs in insurance that to me is an invitation to a lot of red ink in the future, okay. There are a number of items that I will not go into here, but if the Human Resources Director is going to bring this testimony to this Board at this time, it only begs to question that has been raised by some of us which is why wasn't this brought up for discussion during the budget this past spring, it's a discussion that could have been had regardless of where we were with Claremont or anything else, labor negotiations or any related item. So, to say that City staff initiated what the Board ultimately did on December 21st under the guise of trying to implement flexible benefits as a proto type for City employees to consider, to me, is a bit thin and I believe warranted a response.

Alderman Shea stated when this pay raise is rescinded this evening, it is because the taxpayers of Manchester objected to the salary increase and how it was implemented. It is certainly not because any Alderman who voted for this is wholeheartedly going to bat in rescinding it. It's because the taxpayers decided that the process was wrong and the pay raise was astronomically incorrect and wrong. In essence, the taxpayers smoked you out and because of political expediency you have changed your mind. The ship is sinking and look whose jumping ship first and I have to give credit for one Alderman, Alderman Thibault, he is the one you can trust because he said that he was for the pay raise and he's the only one that said he would still be for it. The rest of you jumped ship. Thank you, your Honor.

Mayor Wieczorek stated I am going to ask the Clerk to read Alderman Reiniger's letter into the record at this point.

Deputy Clerk Johnson read the following communication from Alderman Reiniger into the record:

Dear Honorable Members:

Because I am away on a business trip and will be unable to join you for the January 3, 2000 special meeting, I am forwarding my thoughts on the pay raise controversy and related issues in letter form.

1. Should the pay raise for the aldermen and school board members approved on December 21, 1999 be rescinded?

The pay raise should be rescinded. Although it is merited and has a sound public policy basis, a rational debate cannot be conducted under the present politicized circumstances. The current Board of Mayor and Aldermen has truly been an historic one, having made many visionary and courageous decisions including, most recently, final approval for the construction of the long debated civic center. The pay raise controversy should not be allowed to overshadow and grossly distort the outstanding public service that has been provided by the current Board of Mayor and Aldermen.

2. Should the City Charter be amended in response to the pay raise controversy?

Certainly not. This is a silly political overreaction that smacks of opportunism. Two of the proponents themselves either currently enjoy or have enjoyed taxpayer funded political patronage positions without being subject to public referendum for salary amounts or increases. The de-politicize the situation, I support Mayor-elect Baines' proposal for an independent task force to review compensation for the Aldermen and School Board members and make a professional recommendation based on sound public policy objectives.

I would like to thank my fellow Board members for their dedication to Manchester and for the many outstanding accomplishments over the past two years.

Sincerely,

s/Timothy S. Reiniger
Ward 3 Alderman

Alderman O'Neil stated first of all I think it's important for the citizens of this City to know that there was a process. It maybe wasn't as formal as it should have been, but this discussion as the Human Resources Director has indicated has gone on almost 12 months now and I think for any member of this Board to say that they weren't aware of this discussion I'd call them a liar because I believe every member of this Board was aware of it. I do take a little exception to my colleague Alderman Shea saying that he knows how the votes are going and who's jumped ship because I don't believe that's true, Alderman, and I guess the verdict will be when the vote is actually taken. I got a limited number of phone calls and the people who were courteous enough to leave their names and numbers I called them back and we had a nice discussion and I think, I won't say that they agreed one hundred percent, but I think when we hung up the phone there was, at least, an understanding that there was an attempt at a process. Was it as formal as it should have been probably not, but this wasn't decided in one night. This discussion has gone on for almost a year. Thank you, your Honor.

Alderman Thibault stated a couple of weeks ago, your Honor, twelve of us Aldermen sat in the back room over there discussing this same proposal and I agree that maybe some of the procedures were not followed as normal, but there were extenuating circumstances here, your Honor, and when I made my decision based on the facts that I saw there that night, I believed I was right and I'm not wrong tonight and I'm not going to rescind that, your Honor, thank you.

Alderman Cashin stated I guess I'm just going to echo what a few of the Aldermen have already said here. Thirty years, this is not the first time that I've been in this position. Every time we try to do something to address the problems with the salaries with the Board of Aldermen we run into the same problem, so this is not new. As far as the process goes, I think the process was followed to the best of our ability. We did run into certain roadblocks, you may agree with that or disagree with that and that's what this is what it's all about, it's a democracy thank God and we can all have our own views on it. As far as people not knowing about this, I don't believe that there was an Aldermen on the Board of Aldermen that didn't have some discussion about it or didn't have some knowledge of it. I think I was quoted today in the paper that I don't feel that I made a mistake two weeks ago and I certainly don't think I've made a mistake tonight and if I was to vote to rescind this tonight then I would be in agreement with what everybody said around here that there was a midnight sneak attack and we weren't giving anybody an opportunity and that's the furthest thing from the truth. As far as the salary goes, I believe that the position of Alderman with the cafeteria menu should be \$15,000 a year, I have no problem with that and I have no problem saying that publicly, I would have said it publicly at any other time. Tonight, when the issue comes up I cannot vote to rescind this. If I did, I quite frankly could not live with myself and I won't do that.

Alderman Hirschmann stated I want to address this to everybody and be brief. I think I was the first culprit that called the Mayor, I think last Tuesday to say I want to come back to the table. The reason why I wanted to come back to the table is because it takes a big person to say that maybe they made a mistake and how did I make a mistake. I don't think I made a mistake in discussing the amount of the raise. There is no doubt in my mind...I refused to do it though. As long as I'm an Aldermen I'll never vote on a raise for myself or anyone ever again, it's not right. But, my peers I do believe they would deserve the raise if it was \$15,000 or whatever this new transition team sees fit. I came out of my house on Christmas morning with my family, I was taking my family out and there was a sign nailed on my front lawn, a big sign (4 x 8) "Thief Hirschmann" and I'll tell you what, it's not worth it. It really is not worth it. My integrity will stand, I don't need the City's money, these gentlemen don't need the City's money. These people are people of honor that sit on this Board and for anyone to say that we're "thieves" is wrong. The process was wrong, I'm admitting it, I'm here to rescind and I'm also asking for a roll call so we can put it on record, so everyone down at *The Union Leader* and Channel 9 and everywhere else that wants to put a sign on somebody's lawn knows who voted which way and I'll tell you what. If you disagree, disagree, but never nail a sign on someone's lawn that some nine year old kid coming out of his house of Christmas morning saying his father's a "thief", that's wrong too. So, I ask for a roll call, your Honor.

Alderman Girard stated I'm sorry to hear that Alderman Hirschmann had that experience, it's disturbing. There are two quick points that I wanted to bring up. Alderman Cashin said he would have brought this up at any other time, he chose not to and I think Alderman Thibault hit the nail right on the head with the problem of this whole process when he said "twelve of us sat in that back room and came to a decision"; that is the very crux of the issue and the problem here and why the public outcry has been as great as it was. Thank you, your Honor.

Mayor Wieczorek asked the Clerk to read the motion.

Deputy Clerk Johnson clarified for the record that the intent here is to rescind the previous action and to replace it with what was existing at the time the action occurred.

Alderman Girard asked can we make that separate motions.

Deputy Clerk Johnson stated I just would want to clarify that if the motion is to rescind that previous action the Solicitor has advised that unless it is replaced with the previous it leaves it at zero. No, it won't revert back unless we revert to the ordinance.

Mayor Wieczorek stated we have one more step after this, so let's repeat the motion one more time so everybody will understand it.

Deputy Clerk Johnson stated Alderman Girard indicated he wanted to separate them.

Alderman Girard stated I was unaware that we were going to take up both in one action, I don't know why we can't have separate actions on that.

Mayor Wieczorek stated we are going to take both of those in this vote.

Deputy Clerk Johnson stated it is then to rescind and replace.

Mayor Wieczorek replied yes, it is to rescind and replace and requested that the roll call be taken starting with Alderman Hirschmann who has requested it.

Roll call voted was taken as follows: Alderman Hirschmann voted yea.

Alderman Wihby stated I didn't have a chance to speak, but I'm voting to rescind, but I'm voting because I think Mayor Baines' solution with sending this to the new Board and then having a special committee will show that what was done is in the best interest of this City, it will save money and that some sort of plan like that will be done and I'm voting to rescind, your Honor.

Alderman Pinard stated I'm voting to rescind and let me tell you why and Alderman Hirschmann hit it right on the nose. I went for coffee this morning and I was called a "thief". I have a document right here, okay, that we're cowards. You have fourteen people here that's out there when you want something done: a light, a pothole, a flood. We're there, we're not cowards, but I want to rescind this and let Bob Baines and his staff look at it and maybe in thirty or sixty days maybe we will get a compensation. I rescind, Mayor.

Alderman O'Neil stated I agree with the comments Alderman Cashin made earlier that I don't believe that two weeks ago that we hastily voted on this item. There was discussion that's gone

on for almost a year and based on that discussion I voted to support the plan that was proposed at that time. I think we did the right thing then and with that I am going to vote no.

Alderman Girard stated if any of that discussion had been public and had any of this Board's procedures been followed, I may have supported it, but I vote to rescind.

Alderman Shea stated I vote to rescind it and I have to give credit to Alderman O'Neil for sticking up and not jumping ship. At least you're a man.

Aldermen Hirschmann, Wihby, Pinard, Girard, Shea and Pariseau, voted yea.

Aldermen O'Neil, Cashin and Thibault voted nay. Aldermen Klock, Reiniger, Sysyn, Clancy and Rivard were absent. The motion carried.

Deputy Clerk Johnson requested that a motion be made to suspend the rules; that based on the action that was taken to rescind and replace is replacing the language that was in the ordinance prior to the last action which would put the salaries pays for the Aldermen and the School Committee, it would reestablish at what they existed prior to the last action at \$4,000 and \$2,000. The City Solicitor's Office has prepared an ordinance for the Board's consideration with the motion being to suspend the rules to place the ordinance on its third and final reading at this time without referral to the Committee on Bills on Second Reading or to the Committee on Accounts, Enrollment and Revenue Administration.

On motion of Alderman Pariseau, duly seconded by Alderman Wihby, it was voted to suspend the rules and place the ordinance on its third and final reading by title only without referral to the Committee on Bills on Second Reading or to the Committee on Accounts, Enrollment and Revenue Administration.

On motion of Alderman Pariseau, duly seconded by Alderman Thibault, it was voted that the Ordinance be read by title only, and it was so done.

Deputy Clerk Johnson read the Ordinance:

"Amending Chapter 30 City Officials and Employees of the Code of Ordinances of the City of Manchester by replacing language relating to salaries of aldermen and school committee members."

This Ordinance having had its third and final reading by title only, Alderman Pariseau moved on passing same to be Ordained. Alderman O'Neil duly seconded the motion. There being none opposed, the motion carried.

7. Ordinance Amendment submitted by Alderman Hirschmann as follows:

"Amending Chapter 30 City Officials and Employees of the Code of Ordinances of the City of Manchester by replacing language relating to salaries of aldermen and school committee members."

On motion of Alderman Hirschmann, duly seconded by Alderman Shea, it was voted that the proposed ordinance amendment be received and filed.

8. Proposed Charter Amendment submitted by Alderman Girard as follows:

Amending Manchester City Charter Section 8.04(a), Compensation of Officials, by repealing the existing Section 8.04(a) and enacting in place thereof the following new Section 8.04(a):

After a public hearing, the Board of Mayor and Aldermen may set the salaries of aldermen and school committee members by ordinance provided that no ordinance shall take effect until the salaries of aldermen and school committee members have been approved by the majority of voters at a regular municipal election, provided also that no ordinance shall take effect until the commencement of the next term of office of the Board of Mayor and Aldermen.

Alderman Pariseau moved that the proposed Charter amendment be received and filed.

Alderman Hirschmann duly seconded the motion.

Alderman Girard stated I suppose I'm not surprised that this has been motioned to receive and file.

Alderman Pariseau interjected we're referring everything to the new administration.

Alderman Girard stated receive and file is not referring, Alderman Pariseau. I understand that Mayor-elect Baines has said he is going to appoint some so far and not in a special committee that's going to review this matter and I don't have a problem with that, but what I have a problem with is this. If the results of that committee whatever the recommendations are can withstand the vote of the public then the members of the Board deserve that package. Now, he spoke earlier and said that as a Charter Commissioner he debated this issue and the Charter Commission determined that such a step was not necessary. Clearly, the process that this issue went through and clearly the public outcry proves that determination by the Charter Commission to have been in error and as I state in the letter, your Honor, I really believe that if we are going to, as a Board, restore the trust and confidence that the people should have in this body then we ought to give them the opportunity to vote on the compensation package that this Board receives whether it's from Mayor-elect Baines' committee or the Board itself or whether there are any changes because in the end no matter what action this Board takes, no matter how justified the package, no matter how worthwhile or worthy the package or how reasonable. If the people of the City do not have the opportunity to give their approval then they will always be suspect. Alderman Cashin referenced earlier that he's been on this Board for thirty years and every time the Aldermen have brought up some kind of compensation package for themselves and the School Committee members there have been real public issues and real public problems. It seems to me that the best way to avoid those issues and those problems and to restore trust and confidence would be to say to the people of this community who we represent and serve that we believe that this is a fair and just package for the work that we do on your behalf and we're asking for your approval. Your salary, your Honor, was approved by the voters when they accepted the Charter. The salaries of this Board and the Board of School Committee should be

no different and the only way we're going to ensure that the process that determines the salaries are going to see the light of day in this administration, the next administration, and in subsequent administrations is to make sure that the people have an opportunity to say yes or to say no, and I'm sorry to see that the members of this Board would receive and file a request.

Alderman Cashin moved to the question.

Alderman Girard requested a roll call vote be taken.

Mayor Wieczorek stated I want everyone to understand that in the event this does not pass, then the citizens can still do this to get a Charter amendment, as you know, on the ballot.

Alderman Girard interjected isn't it sad that we put the citizens through that process.

Alderman Shea stated I'd like to comment just briefly. First of all, we are public servants compensated by way of public funds and if the City of Manchester believes that a change in salary is appropriate they'll vote yes and if they don't think that a change is justified or needed they'll vote no. To expand on my line of reasoning an argument has been used that their vote in favor of supporting the proposed civic center to the tune of not ten's but hundreds of thousands of dollars, but millions of dollars was predicated on voter support in a non-binding...

Mayor Wieczorek interjected is this the issue that we are here to discuss tonight.

Alderman Shea responded but this is the same...when conflicting worded referendum...why then would any Alderman using this argument not support this amendment. Let the voters decide and to read from Constance McKeown's letter enclosed in our packet:

Dear Sirs:

As a homeowner and taxpayer, I must protest your decision to give yourselves an \$11,000 raise. While I can understand your need for a raise I feel that such an excessive amount at this time is unacceptable to me.

With the crisis we are experiencing in funding for educational purposes, the fact that so many businesses are closed and buildings boarded up on Elm Street, and the rise of crime and drugs in our inner-city, I believe it is more important to address these issues then to vote yourself a raise at this time.

When it comes time for my vote in the next City election, I will be very certain I will vote for the person who best exemplifies responsibility and who truly is concerned about the future of Manchester and its citizens.

Sincerely,

s/Constance A. McKeown
1522 N. River Road

Alderman Shea stated may I further add that this letter can be applied to the fleecing of taxpayers in having to fund a civic center and I must add that I give Alderman Cashin credit, he stuck to his guns as Alderman Thibault did and Alderman O'Neil. I didn't agree with them, but they stuck to their guns.

Alderman Cashin stated, your Honor, the Mayor-elect has asked to give him an opportunity to look at this and there is a motion on the floor and I'd like to move the question.

Alderman Hirschmann stated this amendment that was submitted by Alderman Girard, I had a discussion with John Stephen's on the telephone about this and he told me that he was going to go out and get six thousand or eight thousand signatures and he was going to do this work and I commended him. I said, if you believe in that and that's the process you want to do, Sir, I'm for you. Go ahead and do it. So, John Stephen's again tonight said he would do that. Let him do the work. If he wants to change the Charter...there's a lot of things wrong with this Charter and one of them is your position, those should be eliminated too.

Mayor Wieczorek stated let's not get personal.

Alderman Hirschmann stated you want to save some money, I'll cut some stuff off of this stuff.

Mayor Wieczorek stated, Mayor-elect Baines, tomorrow you're going to be sitting here and you're going to be dealing with this and I want to wish you the best of luck.

Alderman Wihby stated we just said that we're going to let the new committee look into and discuss pay increases, I don't understand why we wouldn't forward this to that committee also, instead of just receiving and filing it and let them decide in the process as far as pay discussion and whether it should be in the Charter or not; that is only a fair thing to do, your Honor.

Alderman O'Neil stated I wasn't going to comment but I feel after comments my colleague made that I need to respond. As elected officials we are asked to vote on \$200 million operating budgets, \$150 million in Airport improvements, \$65 million for a civic center...all with no public vote; that is the job we're elected to do. What Alderman Girard suggests insults my character, my honesty and my integrity and I feel bad about that.

Mayor Wieczorek stated this is getting very personal...what's the motion on the floor, I forgot.

Deputy Clerk Johnson replied the motion is to receive and file.

Alderman Cashin asked does anyone have any objection to sending it to the committee that is being proposed, I don't know.

Alderman Wihby stated it's only the right thing to do. We're having them look at the pay scale, they should look at that question too.

Alderman Pariseau rescinded his motion to receive and file and moved that the proposed Charter Amendment submitted by Alderman Girard be referred to Mayor-elect Baines' proposed committee. Alderman Hirschmann duly seconded the motion.

Alderman Thibault stated there's one more thing that I think has to be said. I've served six terms on this Board, this will be going into my seventh term and I would only appreciate that all of the Aldermen always respect each other. I've worked with a lot of people on this Board and I don't believe I've ever said a negative word about an Alderman. He has his ideas and he has his way of thinking, I have mine. Collectively here, the people of the City of Manchester have elected us to run their City. Why can't we do this in harmony. Thank you.

Mayor Wieczorek stated, Mayor-elect Baines, I am going to suggest that you have Dr. Joyce Brothers come here for a little session.

Mayor Wieczorek called for a vote on the motion noting Alderman Girard has requested a roll call vote.

Aldermen Girard and Shea voted nay. Aldermen Pariseau, Cashin, Thibault, Hirschmann, Wihby, Pinard and O'Neil voted yea. Aldermen Rivard, Klock, Reiniger, Sysyn and Clancy were absent. The motion carried.

Mayor Wieczorek stated I believe you received notification from me that I had reappointed Wilfrid Aubin to succeed himself for a five-year term to the Manchester Housing and Redevelopment Authority; that now with the new rules you have to appoint a resident on the Commission, so a resident, I believe she is a resident of the Burns Highrise, Mrs. Marie Donohoe as Mr. Cotter resigned which she will fill out his term.

Alderman O'Neil in reference to two letters regarding School Committee Member elect McDonough stated he believes Mr. McDonough has talked to Alderman Cashin and Alderman-elect Gatsas...he may wish to be reconsidered for this. He sent the letter during some very difficult times in his life and maybe we could refer it to Mayor-elect Baines so he could speak to Mr. McDonough about it.

Mayor Wieczorek stated he actually resigned because he was filling out the unexpired term, I think all that needs to be done is his being sworn in.

This being a special meeting of the Board, no further business can be presented without unanimous consent, on motion of Alderman Pariseau, duly seconded by Alderman Pinard, it was voted to adjourn.

A True Record. Attest.

City Clerk