

A special meeting of the Board of Aldermen was held Monday, July 18, 2005 at 8:00 p.m. in the Aldermanic Chamber.

President Brian S. McCarthy presided; Deputy City Clerk Patricia E. Lucier recorded.

Prayer was offered by Deputy City Clerk Patricia E. Lucier; Alderman-at-Large David Rootovich leading in the Pledge to the Flag.

President McCarthy

I will remind the members of the Board and of the public to please turn off cell phones and pagers.

The roll call was taken with 12 members of the Board of Aldermen present; Aldermen LaRose, MacLaughlin and Plamondon, were not in attendance.

Corporation Counsel David R. Connell was also in attendance.

MOTION BY ALDERMAN DEANE TO AMEND THE AGENDA BY ADDING PERIODS FOR PUBLIC COMMENT
MOTION CARRIED

COMMUNICATIONS

MOTION BY ALDERMAN BOLTON THAT ALL COMMUNICATIONS BE READ BY TITLE ONLY
MOTION CARRIED

-
From: Brian S. McCarthy, President, Board of Aldermen
Re: Special Board of Aldermen Meeting

MOTION BY ALDERMAN BOLTON TO ACCEPT AND PLACE ON FILE
MOTION CARRIED

From: Brian S. McCarthy, President, Board of Aldermen
Re: Special Board of Aldermen Meeting

MOTION BY ALDERMAN BOLTON TO ACCEPT AND PLACE ON FILE
MOTION CARRIED

PERIOD FOR PUBLIC COMMENT RELATIVE TO ITEMS ON THE AGENDA - None

The Board of Education introduced to the Board the final candidate for the position of

Superintendent of Schools. A discussion ensued with regard to her qualifications (copy of tape is on file in the Legislative Office).

UNFINISHED BUSINESS – RESOLUTIONS

R-05-184

Endorser: Mayor Bernard A. Streeter

RELATIVE TO THE ADOPTION OF FISCAL YEAR 2006 PROPOSED BUDGET FOR THE CITY OF NASHUA GENERAL AND ENTERPRISE FUNDS

Given its sixth reading;

**MOTION BY ALDERMAN DEANE TO TAKE FROM THE TABLE R-05-184
MOTION CARRIED**

Alderman Deane

I have a handout if you don't mind President McCarthy.

Alderman Rootovich

Can I ask Mrs. Lemieux where we stand after any additional cuts are right now with respect to where we are with the tax rate based on last week's cuts?

Maureen Lemieux

I just ran the numbers a short time before the meeting began. I believe at the moment we are at 5.88%.

Alderman Rootovich

Thank you very much.

Alderman Deane

I wanted to discuss this Memorandum of Understanding that was drafted – written by the Human Resources Director and reviewed by Corporation Counsel. We had received an original copy from the Fire Department. They brought it back and made some subsequent changes, and I believe the Legal Department then reviewed it, and then we sent it back over to the administration and the Fire Commissioners themselves to review. Basically what this does is this addresses Policy 40. There are some current Policy 40 items that you will see in there that have some costs associated with them, which will be put in – these will be added to the base

salary as an A level I believe is what it is called – A rate I am sorry, which helps with some of the compression issues that they have had. In turn the practice will – if you read through this and we approve it, the practice of the non-uniform merit personnel receiving the same benefits that the rank and file are getting over there will stop.

I have some subsequent motions to make to address some of this. I think this is long overdue. Although we are not really going to see much cost saving measures this year I think in years to come we will start to see those cost saving measures where items that are bargained for will not just be turned over and the administration won't be receiving those. If anyone has any comments on this both Alderman Tollner and myself met with the Fire Commissioners and Chief Hatfield and the Deputy Chiefs a couple of weeks ago. Jane Joyce went back and forth with Chief Hatfield and we met at a Board of Fire Commissioner's meeting and looked at the bottom – obviously the language that Mrs. Joyce had put together – they approved that. I think in the long run this is a good plan for the city.

President McCarthy

Can you elaborate a little more on what the items are that are on both sides of the agreement?

Alderman Deane

There is the number of stipend items that were in there that would be put to an A level, and in return they had asked for Dive Team stipends and Dive Team senior management dollars. By doing this we are going to – the EMS certifications would stay, but the Dive Team stipends would go, which were added in there currently. As they had brought up before with the compression issues that we have had in the past, by leaving these in place, leaving these current items in place and putting it to an A level they will accept this and not be looking for additional items that are part of any future collective bargaining agreements.

Alderman Tollner

All of the things that Alderman Deane has stated so far are accurate. I think this is a good example where a couple of meetings took place and there was an agreement on both sides. I think some of the concerns that were stated at a number of previous Budget meetings and other meetings that the Board of Aldermen may have had and some of the concerns that the fire administration both from the Commissioners' perspective and the Fire Chief's perspective – I think this is an example of pretty much meeting half way. I did speak with Chief Hatfield last week on this and he is in favor of this as well. I think this does address some of the concerns that a number of people had regarding the stipends. By facing the position of an A rate they are compensated moving forward. I think probably the most appropriate point is that it doesn't save the city any money right now but I think both parties think that as we move forward in the future it will. It was supported by as you can see every Fire Commissioner.

Alderman Johnson

Can someone please explain what the A rate is?

Alderman Deane

I am not an H.R. person, but I will give it a shot. What we are doing is taking the stipend monies and adding it to the base salary as an A rate instead of going out and adjusting their PDF again. Is that correct Mrs. Lemieux?

Maureen Lemieux

Yes. Actually the way that it technically is done, and Mrs. Anderson certainly can jump in too, is they have their base rate that is part of the merit plan and then they would still receive compensation for each of these different items that they used to receive a stipend for. It will not all be reflected on their line items instead of it being reflected elsewhere in the budget. As Alderman Deane said the one thing that they will not be receiving as a result of all of this is the Dive Team stipends. That stipend will – nothing has been given to them yet, but the senior management will not receive that, and then the additional savings will be as we move forward – this Policy 40 in slang terms is really a me too clause that anything that the union would negotiate the senior management would get it also, and that will now negate that practice.

Alderman Johnson

I have the stipends in front of me, and can someone tell me where does it show in here the Dive Team? I see HAZMAT, Awareness, Ops Decon. Cert....

Alderman Deane

It doesn't.

Alderman Johnson

It doesn't so the Dive Team isn't even into the stipends is that correct?

Alderman Deane

What it is Alderman Johnson is it is budgeted in the 19 account along with the EMS stipend. It has been budgeted in there for the last two years. They have not been able to receive those additional stipends. The Mayor and the administration will not release those additional stipends.

Alderman Johnson

So I guess my question here now becomes the Chief was getting an additional over \$10,000, the

Assistant Chief was getting over \$12,00, and the Deputy Chief was getting over \$16,000 so this is all going to be moved into their salaries right now so it will be truth in salary budgeting. The compression rate is staying, HAZMAT is staying, the HAZMAT certification, EMS certification, sick leave incentive is staying, longevity is staying and holiday pay extra pay 10 hours a day for 11 days is staying. Okay.

It is only fitting for me to comment on this. Again I will say when you work in private industry nobody gets a compression. You are in management because you decided to be in management. Your hourly workers always get to make more money than you do as management. That is just part of life in management. That is why you are in management. The issue becomes that your hourly workers can always make more money than management so why are we talking about this compression again? It is built in. The Police have the compression. Management always makes more than the rank and file. This to me does not make sense anymore. Longevity, sick leave incentive, extra holiday pay – I don't see anybody out in the community making that. People are just hopefully holding onto their jobs again. Again I was stopped today on the way leaving City Hall and I am being asked on some of these pays – especially the healthcare is coming up again. Where are we getting the give and take back even from management? The pay is great here why aren't they paying more for their healthcare coverage? I don't see any give and take here. I see more of the taking versus the giving back to the community.

Then on Friday I spent two hours in Hannaford before I even got the shopping done talking to people throughout the store. You know what the subject was – the budget. How am I going to afford my home? One woman stopped me saying that she is afraid this year she is going to lose her home. I think it is a shame at this point. I don't see any given back on any of the healthcare coverage with anybody. I am going to bring up this because the Police in Tyngsboro they were at the point of losing two officers – you know what they did here they sat down and opened up the contracts and were willing to give back in order to keep their jobs. The highway department 9 workers will forfeit \$15,000 in pay increases during FY 06 – about \$1,600 a person in a move that town officials are applauding. One of the Selectmen said it shows the community that we do have hard working employees who understand fiscal problems in the town. They characterized the union's concession as a good gesture. Have we gone and actually talked to any of the unions? I have had union employees talk to me. Here Tyngsboro – we always talk about Massachusetts and what they are doing with the pay in Massachusetts and Tyngsboro that is right next door to us and this is what is happening in Tyngsboro. We are not the only ones with fiscal problems here. How come Tyngsboro can be a leader and Nashua can't lead and we were the number one best city to live in two times in a row within a 10-year period? Thank you.

Alderman Shaw

First I want to comment because certainly my experience in industry is not that management always makes less than the hourly wage earners. It certainly can happen in some situations, but often times what typically does happen is that management because of different responsibilities and requirements earn typically greater salaries. The thing that does happen often times in

those structures is that hourly wage earners are entitled to overtime and accruing a lot more income through that kind of method than necessarily somebody who is an exempt employee who doesn't typically get entitled to overtime.

I did want to ask a clarifying question regarding the – if I understand it right what is still happening is that the various items that were part of stipends were only going to be included in the A rate if indeed that individual, that Assistant Fire Chief, that Deputy Fire Chief was actually already entitled to that. I know one of the arguments I think that had come from the Fire Department was how do we do this, and we don't want to give everybody credit for the same thing. I just wanted to get that clarified that it is not that it will bring everybody up assuming that they all have the same level of compensation.

Alderman Tollner

A couple of the questions that came up to answer your question and a statement that I think Alderman Johnson made – I think it was one of the Deputy Chiefs – with regard to the EMS certification, there are a number of certifications that regardless of what role you play in the Fire Department it is important for you to maintain your certifications. The example that this gentleman used was a valid one – he is a Deputy Chief, he comes upon a scene, a car accident, he is the very first one that is there. If his EMS certification is not up to date he will not be able to touch in any way shape or form that individual person who is in the accident. He has to maintain his certification. If for instance he didn't the city is at great liability by him arriving at the scene and if something happened to that person. It doesn't make any difference what position that person has, maintaining their certification is very important. To answer your question if there happened to be someone that didn't have a HAZMAT certification or EMS then that individual would not be – that would not be compensated in the A rate that we discussed.

The other thing is I think we all agree that we all have concerns and issues over the health insurance and benefits that everybody gets. This I think is probably the first example of trying to take baby steps to compress and to clarify stipends for instance. I have to tell you it wasn't as easy as sitting down and having one meeting and slapping a memo together and saying hey everybody take a look at this. I have had conversations with the Chief and Fire Commissioners. There are a number of issues that are on this page here that the city and the senior management at the fire department ended up going back and forth for quite a long period of time. This is a good example of us coming together; each side gave a little bit. Like Alderman Deane and I said earlier, in the long run this will benefit the city. To give a long winded response to your question Alderman Shaw, if someone doesn't have a particular certification, that will not be included in the A rate. If this communication is not approved tonight that doesn't necessarily prevent these individuals from getting this under a stipend arrangement. This is just to streamline a little bit and clarify it and put it in line. I think the concern we heard from a number of people around this Board is when we are negotiating a new contract with the local everything to this point for the most part that the local gets the Deputy Chief, the Assistant Chief, the Fire Chief – they get. This really separates it to what we have been asked to do. I want to thank Alderman Deane for his effort and push on this. I think he did a nice job with the Fire

Commissioners a couple of weeks ago.

Alderman Dion

Through the Chair I would like to ask a couple of questions to Director Lemieux if I may. If I read this correctly let's use the figure \$10,000, let's say the Assistant Chief is getting \$10,000 in stipends – am I reading correctly in saying that instead of the \$10,000 stipend he is making \$100,000 a year that stipend will be included in his \$100,000 salary – in other words he would be making \$110,000? Am I reading this correctly?

Maureen Lemieux

It is added to his salary.

Alderman Dion

One thing everybody forgot and I will bring it up. How about the retirement that is based on your income. You are voting up the retirement budget aren't you?

Maureen Lemieux

Absolutely.

Alderman Dion

How come nobody else thought of that? There is a bad point and a good point.

Alderman Tollner

We did discuss that. There is a little bit of a ying and a yang with this. The next time a contract is signed with the local whatever benefits the local will enjoy or get from that arrangement will not be loaded on top of the senior management staff of the Fire Department. Your point is absolutely correct and we did have discussions with regard to that. We figured in the long run this would far outweigh the example that you used.

Alderman Dion

I cannot understand if we are paying a \$10,000 stipend and the way it is now you give that in a separate check am I correct?

Maureen Lemieux

No.

Alderman Dion

How do you pay the stipend?

Maureen Lemieux

That actually is also paid through payroll and the stipends are being figured into the pensions also so this is really no change.

Alderman Dion

There is no difference it is still figured as far as the retirement is concerned?

Maureen Lemieux

Yes.

Alderman Dion

I see.

Alderman Rootovich

I just want to point out if I take the sheet that we all received, Policy 40, and add those stipends, the same ones that are listed on here currently, to the seven members of the senior staff, they average \$100,00 a piece. You have seven members of the Fire Department making in excess of \$100,000. That is more than a Level 20 the Division Directors get in other divisions. That is \$700,000 without benefits just in salaries for the senior management. You have to figure what are benefits 25%?

Maureen Lemieux

About that.

Alderman Rootovich

Add 25% to that and you are close to a million for senior management. I don't have it in front of me, but I would like to see what the other members in other communities get with respect to the same positions with respect to – I don't know what their management structure is whether they have Division Chiefs or whatever they call them – what they get paid for the same positions and accountabilities. Thank you.

Alderman Deane

I look at the bottom line numbers of what some of the senior management gets too, but you have to step back for a minute and look at the salaries that were brought forth and approved by this Board through the budget process along with the stipends and other things that have been added over the years. They have been put in there – they have been brought forth by the Administration and approved and funded. I do agree it is a lot of money. As Alderman Tollner had said earlier I am looking – I have some motions that I can make that will basically be a wash, which will have really no reflection on the budget at all except in money from one side to another or increasing and decreasing lines, but what my main concern with this whole policy was looking long term at it and trying to sit down with these folks afterwards and figure out how some of this corrective action can be taken dealing with the salaries that are currently being paid instead of allowing what has gone on for a number of years to continue by just adding these on with whatever the collective bargaining agreement brought forth for the rank and file that the administration was getting.

I have said it before and I will say it again I just find it very difficult when the administration is there representing the city and they are in the bargaining agreement with the unions – I don't know how they would want to bargain away anything they were getting. They are in there for technical purposes only and it just doesn't matter – it is a perceived conflict as to what goes on. I think in the long run we are going to see some adjustments and hopefully some cost saving measures so that whatever is approved isn't plopped onto the bottom line of their salaries and that is what has gone on. The control we have had of it is basically in that 19 account is when we approve their budget – I believe Mrs. Lemieux can correct me if I am wrong – for the last two years we have approved the funding for the EMS certification and the Dive Team stipends for these positions and they haven't been paid because the administration would not sign off on the payment of the stipends.

If somebody has a better idea on how to deal with this I would like to hear it or whether they are happy just paying the stipends the way they are now – I would like to rescind this Policy 40 altogether. I think it is in our best interest to do that, but that is just my opinion.

President McCarthy

Alderman Deane are you saying – you said there are stipends that have not been approved. Which ones are those again?

Alderman Deane

The EMS certification and the Dive Team stipends for the senior management.

President McCarthy

So then if we were to approve this the EMS Certifications would in fact become part of the compensation in the base salary?

Alderman Deane

Correct, and the Dive Team for the senior management would be reduced from the budget.

President McCarthy

I guess that answers one of the questions that I was going to ask – is there anyone who would receive, any merit employee, who would receive more compensation after we had approved this than beforehand and it sounds like the answer is yes because they would be receiving the equivalent of the EMS certification, which they haven't been receiving because the Mayor wouldn't sign off on it.

Alderman Deane

Correct.

Alderman Tollner

That is true right now, but let me just clarify something. I think the Chiefs as a whole have been going back and forth and while the statement is true that this would consolidate it and confirm that they would get the EMS certification and not the Dive Team, I can tell you that the Chiefs absolutely want the EMS certification stipend as well as the Dive Team stipend. I think Mrs. Lemieux can confirm the fact that there has been considerable back and forth between the Chiefs and the city over I will say the last 18 months if not 2 years so while I would agree that they are not being compensated for it today that is ... **tape flipped** ... every single one of the Chiefs think that they should be. This has gone back and forth so again this was an agreement of each side giving a little bit where the EMS they will get credit for and the Dive Team stipend, which there are a number of Chiefs, Mansfield in particular is very involved in – that they have agreed to give that up.

every single one of the Chiefs think that they should be. This has gone back and forth so again this was an agreement of each side giving a little bit where the EMS they will get credit for and the Dive Team stipend, which there are a number of Chiefs, Mansfield in particular is very involved in – that they have agreed to give that up.

Maureen Lemieux

If I can just clarify that a bit more just so that people don't think that we are sitting in a little vacuum deciding that we are not giving these stipends. What our position has been is that although these stipends were approved as part of the firefighters contract this has only been a policy of the fire department that the senior management get any new stipends, and we felt that it was important for a resolution to be brought before this Board for this Board to determine that those stipends also ought to go to the senior management. That has been a lot of what the

argument has been back and forth. We were not just going to do it administratively.

President McCarthy stepped down and Vice-President Tollner presided.

Alderman McCarthy

I guess regardless of how I feel about the issues within the compensation of this department, the problem I have with it is we have 120 merit employees that we told last week they were getting no additional compensation at all for the next year, and the proposal that is in front of us would in fact increase the compensation of 7 of those members if I do the math right, and that just seems patently unfair to the other 115 members of a very dedicated city staff.

Vice-President Tollner stepped down and President McCarthy presided.

Alderman Gage

I have concerns where firefighters whether they are a first year firefighter or Chief Hatfield who are required to have an EMS certification aren't getting that pay for that whether they are at the management pay rate or not if that is going to be included. In the public safety field that I have known you get compensation for certain types of certification. EMS for a firefighter that is something every single firefighter has. It is like a police officer goes out and has to qualify with a firearm every year to carry it because it is something he has to have everyday. I have a problem with the EMS issue.

Alderman Tollner

Just to respond to a comment made earlier that 7 individuals will be getting a raise when other people aren't I guess if you load the stipends onto the salaries that they are getting presently with the exception of the EMS certification, which is in debate, both the EMS and the Dive Team certification are in debate, in essence we are talking about the same thing – they aren't getting a raise by any means they were going to get that money anyhow.

MOTION BY ALDERMAN TOLLNER TO ACCEPT, PLACE ON FILE, AND APPROVE THE RECOMMENDATIONS CONTAINED THEREIN

ON THE QUESTION

Alderman Cardin

Could I get some clarification about the 7 individuals who were slated to get this stipend who have not received the stipend for two years?

Maureen Lemieux

They have only been slated to get it by the preparers of their budget and the Fire Commissioners, however there is no agreement really between the city and the 7 individuals that says that they ought to be getting these stipends. It is certainly their contention that because of this policy they should be getting this stipend. That was not our read on the situation.

Alderman Tollner

As a result of the last contract.

Maureen Lemieux

Yes.

Alderman Rootovich

Shouldn't this be made in the form of a resolution rather than a communication? That to me would be the more proper mechanism than this. With a little more discussion ...

President McCarthy

I guess my take on that is that we are simply agreeing that what is in the memo is a good idea and not approving implementing it because it does require a resolution or some other ...

Alderman Rootovich

As long as that is the clear understanding among every member of the Board that we are not approving this at this time, but merely accepting and placing on file. If that is anything different then I won't support it at this time without a resolution.

Alderman Bolton

As is so often the case I am in agreement with the previous speaker. The issue that has lasting significance and one of the problems with just approving it, accept the communication and adopt the proposal therein is that it becomes difficult to find in the future when you are trying to find out what in fact was agreed to, when it was agreed, and if in fact the Board of Aldermen did or did not approve it. If you have a resolution at least it is numbered, they are recorded every year, and you can go to it and find it. I think it is a far better practice with something of this lasting significance that it be at least in the form of a resolution.

AMENDED MOTION BY ALDERMAN TOLLNER TO ACCEPT THE COMMUNICATION AND PLACE IT ON FILE

ON THE QUESTION

Alderman Tollner

I will work with some of my colleagues and put it in the form of a Resolution.

MOTION CARRIED

Alderman Shaw

I have a question for either Mrs. Anderson or Mrs. Lemieux. This is perhaps too optimistic to hope for, but the other night we were presented with some new information about some further increased projections in revenues – have we thoroughly reviewed the entire revenue line items and does the administration feel at this point that everything is if you will sufficiently accurate that there are no changes to be made up or down in any other line items?

Carol Anderson

I have gone through that and when the recommendation was made not increase the motor vehicle by \$300,000 when I look at this year where it has ended up at the end of '05 we are about a million over. The inclination would be that you want to increase more because of that. I don't feel comfortable doing that because any other line within all of the revenue streams in the city could change. It doesn't take much - \$200,000 here or \$300,000 there to make a difference. It would be my recommendation to keep the \$300,000 where it is and not defer the increase in any revenues in that area. That is not much of a buffer on over close to \$50 million in revenues.

Alderman Shaw

Thank you.

Alderman Johnson

Through the Chair I would like to ask Mrs. Anderson a question regarding the auto permits. Which was your largest increase which month?

Carol Anderson

Generally April is the one that has the largest increase in it.

Alderman Johnson

What about this last month with the incentive from GM and Ford?

Carol Anderson

I would have to look at that, but I would say that those incentives are probably more likely to hit the July registrations because of the number of days you have for a temporary plate. I don't believe we are seeing that increase as of yet. We have seen some of it, but not all of it.

Alderman Johnson

You and I had a conversation. You had said to me that a lot of people were registering new vehicles this month they were all large increase? I wasn't here the other night when this was voted on. I just want it on the record I would not have voted for the \$300,000 given the fact that the cost of the gas and you are seeing what is happening with the big trucks and SUVs and I don't believe in my opinion that when people can't afford to buy the bigger vehicles and those are the high cost vehicles that your revenue projection might be as high if you have people going into the more economic gas cars than what they are now. I just wanted that on the record because I have a concern whenever we start increasing revenue sometimes. Increasing revenues is great, but we are not getting to the core of the issues. Thank you.

Alderman Bolton

I think I want to raise another reason why we ought to be cautious in revenue projections and how much we put in in any one year. On the projections that we have looked at, it shows that the percentage increase in the tax rate next year is going to be even higher than this year and the year after that we don't see any great relief either. What the affect of what we do this year is is all the extra revenue that have come in this year more than what we budget goes to reduce the amount we have to raise in taxes. The amount we predict that we will increase revenues also goes in this year to reduce what we have to raise in taxes. Next year when we do that same analysis we are unlikely because of the increase in the projections we make, we are unlikely to have all of that surplus revenue to put in to next year's calculations. This year we can end up getting the benefit of a double hit, which is fine for what it does this year, but it has the affect of dollar per dollar raising what you have to collect in taxes next year – dollar for dollar. It makes it more likely that we exacerbate what is already predicted to be something over 8% close to 9% we may be pushing it further up the scale into a point where we are unable to do some of the things advisable or not we appear to be on the brink of doing this year. As bad as it is to have an upward trend, it is going to be much worse if that upward trend doubles in its rate of acceleration.

Maureen Lemieux

The only comment I wanted to make was really in regards to Alderman Shaw's question about the revenue. As Mrs. Anderson said we think we have pushed all of those numbers as far as we can, but there is one place where we might have some opportunity, but it won't require any action from the Board, and that is in our County Tax. We were just notified last week that finally Manchester's total equalized assessed valuation is now I believe almost a billion dollars more than ours. What that does is means that the City of Manchester will be responsible for a slightly higher percentage of the county tax and we will receive the benefit of that and will be responsible

for a slightly lower percentage of the county tax. We won't know that number until September, but it might be as much as a \$200,000 savings from what we have in our tax rate calculation. It doesn't require any motions by this Board, but I do want you to know that we are hopeful that we will maybe get another 10th of a percent because our county tax may be a couple hundred thousand less than we were forecasting.

Other than that we don't really see any other places that we haven't been talking about the whole time with you.

President McCarthy

That is the billion dollars worth of property that we simply ignore when figuring out education funding is it?

Maureen Lemieux

Yes. That is the billion that came on after that formula we are seeing.

Alderman Tollner

I want to wish my wife a Happy Anniversary – tonight. I will be home soon.

President McCarthy

We overlooked Alderman Cardin's Birthday over the weekend.

PERIOD FOR PUBLIC COMMENT

Tom Vaughan, 6 Kevin Road

I am clearly not a politician. I am not skilled in the arts of politics because I would like to address the issue of the Superintendent. I would like to try and do as best I can to ask for your cooperation in somehow making it possible for this candidate to be hired. I have had a chance to see her twice briefly, but both times in slightly stressful circumstances; the press conference yesterday with the traffic noise was quite interesting – I had a chance to see her deal with both of those situations, and she is clearly good under fire. She clearly can make her points and address the issues under adverse circumstances, and I think that is significant advantage. She clearly had energy, intelligence, knowledge of the curriculum – I believe that is where is PHD is. I would like to just briefly recount why those things might be useful. If you think about some of the challenges that the schools are going to face in the next two years, one of the things that has come up numerous times with this Board is the elementary schools are a shrinking population – what are we going to do about that? That means redistricting, and that could potentially mean closing one or more schools. It is certainly not something that any parent is going to take lightly. It is something that required communication, skill, someone with those kinds of talents. I think

that this person is going to have to come in and hire their own staff. We have lost Assistant Superintendents. There may be I think it is fair to say there is a pole over the school administration at this point in time. I think that people have also on this Board mentioned the graduation rate. We have invested heavily in the new high schools. Where is the payback of those things?

I think those are all reasons and I guess I should mention the new contract that you are going to be negotiating. I think those are all reasons to have someone from the outside, someone with the energy and intelligence to help make those things happen and not take the schools to the next level. I don't know how to do that. I don't know how to make that happen. I know there are issues about money and salary, but the wisdom of this Board I think is one of the ways that could – I can only depend on your wisdom and the skill in working with the School Board to hire what I think is a very qualified candidate. Thank you very much.

ADJOURNMENT

MOTION BY ALDERMAN TOLLNER THAT THE JULY 18, 2005 SPECIAL MEETING OF THE BOARD OF ALDERMEN BE ADJOURNED
MOTION CARRIED

The meeting was declared adjourned at 9:25 p.m.

Attest: Patricia E. Lucier, Deputy City Clerk