

ROLL CALL

The Regular Council Meeting of Monday, December 15, 2014 adjourned into Executive Session at 6:17 p.m. to consider the appointment, employment, compensation, discipline, performance or dismissal of specific employees. The roll call was: Commissioners Considine, Kuhn, Blackburn, Brechon and Mayor Burke voting aye. Also present were Attorney Rob LeSage, City Administrator David Nord and City Clerk Kathe Swanson.

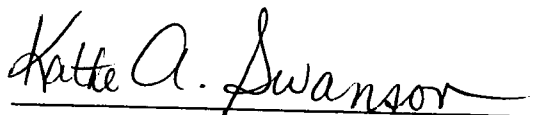
TO CONSIDER THE APPOINTMENT, EMPLOYMENT, COMPENSATION,
DISCIPLINE, PERFORMANCE OR DISMISSAL OF SPECIFIC EMPLOYEES

Commissioner Kuhn advised he wanted to continue the discussion on the bonuses for the three Superintendents from December 1st. He stated the new amounts could be lowered to \$1000 for Stichter and Cox and \$750 for Phillips. After a brief discussion, a straw poll was taken and it was decided to go with these amounts. Attorney LeSage advised this would be placed on the next meeting agenda for consideration and approval of year-end bonuses for performance during the 2013/2014 winter.

At this time, David Nord was excused from the meeting and Chief Dan Langloss was invited in at 6:29 p.m.

Mayor Burke stated he wanted Dan in this meeting as he was very instrumental in the hiring of David Nord. Mayor Burke advised the topic would be David's performance and how he would be perceived as a City Manager. Attorney LeSage reminded the Council that David has a written contract through May 2015 with an extension of one month past that date. He also added that if the contract is not renewed, David is to receive a severance package of one-half of his yearly salary. Attorney LeSage also advised that the City Manager would be hired by the new Council that is seated for May 1, 2015 as this is the final step in the process for the managerial form of government per State statute. Each Council member gave their impression of David's work to date and spoke about his overall performance. Dan Langloss added that over the next six months, David should be given the skill set to run the City like a Manager.

A motion was read by Commissioner Kuhn at 6:59 p.m. and the roll call was unanimous to reconvene into Open Session.


Kathe A. Swanson, City Clerk