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MINUTES OF THE PROCEEDINGS
OF THE BURLINGTON, IOWA CITY COUNCIL

Special Meeting No. 8
June 29, 2015

The Burlington City Council met in Special/Executive Session at 4:30 p.m. with Mayor McCampbell, Council Members Anderson, Davidson, Fleming and Scott present.

SPECIAL MEETING NOTICE ACKNOWLEDGED

Introduced By: Anderson Seconded By: Scott

MOTION: To go into Executive Session for the purpose of: To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session as per State Code, Chapter 21.5.1 (i).
(4:36 p.m.)

(VOTE: 5 - "AYES")

CARRIED

Introduced By: Davidson Seconded By: Scott

MOTION: That the Executive Session be adjourned and Council go back into Special Meeting.
(4:52 p.m.)

DISCUSSION: Mayor McCampbell announced to the viewing audience that Council had adjourned the Executive Session and was now back into Special Meeting. Council Member Scott stated that Council was in Executive Session to evaluate the City Manager. He stated that the City Manager was doing an excellent job. He stated that he worked for five City Managers and Jim Ferneau was the best in knowledge and understanding. He stated that he hoped that he would stay in Burlington for a long time. He stated that when Jane Wood was hired as City Manager she was paid less than the prior City Manager and when she left the Council the salary of the City Manager never got back in line with other City Managers in the State of Iowa. He stated that the Council needed to pay him for what he was worth in order to keep him. Mayor McCampbell stated that he believes in paying individuals off of merit. He stated that the City Manager has earned a good raise as he goes above and beyond. Council Member Fleming stated that he gave the City Manager all 5's out of five. He stated that he also worked with a few City Managers. He encouraged the City Manager to keep doing what he was doing. Council Member Anderson stated that the City Manager was doing a great job. She stated that the City was lucky to have him. She stated that the City Manager sacrificed pay up front when coming to Burlington. She stated that communities that have a good City Manager pay their City Manager more so they stay. Council Member Davidson stated that the City Manager came prepared when he came to Burlington and knew what the City's problem was. The Mayor and Council reviewed

what City Mangers make in other communities in Iowa. After considerable discussion it was the consensus of to give the City Manager a 12% raise at the July 6, 2015 City Council meeting where the Mayor and Council can discuss and vote on the salary increase. The City Clerk asked if the City Manager's automobile allowance would remain the same. The Mayor and Council stated that the City Manager's automobile allowance would remain the same. All present had opportunity to speak and nothing additional was filed in the office of the City Clerk.
(VOTE: 5 - "AYES") CARRIED

ADJOURNMENT: 5:03 p.m.

APPROVED: July 6, 2015

Kathleen P. Salisbury, MMC
City Clerk

Shane A. McCampbell
Mayor

(See recording on file in the office of the City Clerk for complete discussion and documentation of the special meeting portion of the meeting.)