LEGISLATIVE, FINANCE, AND ADMINISTRATION COMMITTEE AGENDA

DECEMBER 8, 2014 - 5:00 P.M.

CITY HALL COUNCIL CHAMBERS
15 LOOCKERMAN PLAZA
DOVER, DELAWARE

Public comments are welcomed on any item and will be permitted at appropriate times. When possible, please notify the City Clerk (736-7008 or e-mail at CityClerk@dover.de.us) should you wish to be recognized.

AGENDA ADDITIONS/DELETIONS

1. **OVERVIEW OF 1988 CONSENT DECREE**

2. **PROPOSED FINANCIAL REFORMS**

   A. COMPENSATION POLICIES

   (During their regular meeting of October 13, 2014, City Council approved the Committee's recommendation to obtain legal opinions regarding the following proposals)

   A-1. COUNCIL WILL NOT AUTHORIZE PAY RAISES, BONUSES, OR OTHER FORMS OF COMPENSATION IN CONSECUTIVE FISCAL YEARS FOR ANY CITY EMPLOYEE, INCLUDING COUNCIL APPOINTEES. A TWO-THIRDS VOTE OF COUNCIL IS REQUIRED TO AUTHORIZE AN EXCEPTION TO THIS POLICY (COMPENSATION POLICY #6).

   A-2. COUNCIL WILL NOT AUTHORIZE MORE THAN 1% COMPENSATION INCREASES (WHICH SHALL INCLUDE THE TOTAL OF SALARY, BONUS, AND OTHER FORMS OF COMPENSATION) FOR ANY ONE FISCAL YEAR. A TWO-THIRDS VOTE OF COUNCIL IS REQUIRED TO AUTHORIZE AN EXCEPTION TO THIS POLICY (COMPENSATION POLICY #7).

   A-3. COUNCIL WILL NOT AUTHORIZE ANY COMPENSATION PACKAGE WHICH RESULTS IN A TOTAL COMPENSATION INCREASE OF MORE THAN 2.5% IN ANY THREE-YEAR PERIOD. A TWO-THIRDS VOTE OF COUNCIL IS REQUIRED TO AUTHORIZE AN EXCEPTION TO THIS POLICY (COMPENSATION POLICY #8).

   B. PROPERTY TAX GOVERNANCE

   (During their Regular Meeting of September 22, 2014, City Council referred the following proposal to staff and legal counsel for drafting as an ordinance, with the provision in the drafting of the ordinance that Council may vacate the provisions in times of unforeseen emergencies, with the stipulation that the ordinance be reviewed four (4) years after implementation)

   B-1. COUNCIL SHALL NOT RAISE THE PROPERTY TAX RATE MORE THAN 9.5% WITHOUT FIRST HOLDING A REFERENDUM ON THE PROPOSED TAX INCREASE; THIS PROVISION SHALL NOT APPLY IN THOSE YEARS WHEN A REVENUE-NEUTRAL ADJUSTMENT TO THE TAX RATE IS REQUIRED BECAUSE OF PROPERTY REVALUATION) (COMPENSATION POLICY #9)

3. **PERMISSION TO RECRUIT - DOVER POLICE DEPARTMENT CADET PROGRAM**
   (Staff recommends approval of the project, as requested)

4. **CONTINUING DISCLOSURE POLICY CONCERNING MUNICIPAL SECURITIES**
   (Staff recommends adoption of the Continuing Disclosure Policy Concerning Municipal Securities and amending the City's Debt Management Policy to add the policy as an appendix)

5. **CAPITAL IMPROVEMENT PROJECT (CIP) COST ESTIMATING/BID PROCESS GUIDELINES**
   (Staff recommends acknowledgment of the Capital Improvement Project (CIP) Cost Estimating/Bid Guidelines that have been implemented by the City Manager in response to concerns raised by City Council)

6. **DISCUSSION - RESPONSIBILITIES AND REPORTING STRUCTURE FOR THE MAYOR AND CITY MANAGER AND CONTINUATION OF FULL-TIME STATUS FOR THE POSITION OF MAYOR**

7. **ADJOURNMENT BY 7:00 P.M.**

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