

**Supplementary commentary submitted by Councilor Scott following evaluation workshop.**

300 word commentary on City Manager Evaluation

My major criticism of the Dover CEO has to do with the withholding of financial data from the council and public.

Examples where the CEO has not been forthcoming.

- A. The heavy and continuing losses on McConnell center.  
The CEO should have informed the council and public of the overruns. The auditors not the CEO advised that McConnell center was losing \$1,000 per day. Spreading these costs to the budgets of the Police, School and Recreation - not paying rent earlier is not the solution.
- B. Sale of city owned land at Dover's industrial parks.  
Documentation on the sale of valuable City owned land has been requested and not provided.
- C. Details of cash disbursements of prior years by department and account number  
Requests for such data have not been honored. Almost any accounting system has the ability to select, sort and print a report by expense code and by department. The excuse that there is not a person to assign to this task is not valid.
- D. \$150,000 of overruns on Indian Brook Construction.  
A skilled construction estimator and Dover resident and taxpayer, demonstrated with detailed documentation that the \$150,000 of extras requested by SUR was unjustified.
- E. Management of Dickinson waterfront project  
This project has been poorly managed from both a legal and financial standpoint.  
Two years ago Dover sold a valuable piece of land, appraised at over \$4 million to the Dickinson company for \$1 million of cash plus over \$3 million in other work to be done. If Dickinson can not pay the \$1 million in cash Dover should hire an attorney to reverse this deal.  
Turning management of this project over to the Dover Housing authority does not absolve the City Manager of his ultimate responsibility on this project.

For your information, following our discussion Wednesday evening I went back and reviewed my ratings. I increased my rating on item 12 decreased my rating on 11 13 and 14.

The overall change is not much going from a 2.57 to a 2.39.

However these decreases reflect the concern I have on the availability of information coming from the office of the CEO.

This is the major area of improvement I would welcome.

These last two items address the question of total staffing which

Represents about 70% of the total cost of the municipal government.

As a major cost I feel more efforts must be placed upon this area of staffing as the area on which to focus. We must not ask the taxpayer to forward any more money to the city either in the form of real estate taxes or higher fees.

We must not burden the most vulnerable people in Dover with any further increase of taxes and fees. They come out of the same pocket.

Dover has the reputation of being a high cost city for both residents, development and business.

I am becoming aware of more and more people in Dover getting laid off and this tragedy is likely to continue for the next two maybe three years. Some will lose their houses as they run out of cash.

The main area to take a good look at is Public works. This is an area where the expertise of the city manager can make a difference. Bob Keays always told me Public works was overstaffed. Rather than justify the current staffing I would like to see the City manager do a zero based budgeting. If he can reduce the cost of public works by a several people with some reorganization. Even though the city made a mistake accepting grants for fire department staffing that should be an area to be reviewed. If he can make some progress in this area I will be glad to increase my evaluation ratings in the future.

Although of lesser importance and following our conversations last night I am making the following increases and decreases in my evaluation

1. 2 no change
2. 2 no change
3. 2 no change
4. 5 no change
5. 2 no change
6. 3 no change
7. 2 no change
8. 4 no change
9. 4.5 no change
10. 1 no change

11	2	1	decreased
12	2.5	3	increased
13	2	1	decreased
14	2	1	decreased3

Total	36	33.5
Average	2.57	2.39