

TOWN COUNCIL MEETING  
Town Manager's Conference Room  
1670 Flat River Road, Coventry, RI  
March 25, 2009 – 10:00 a.m. and 11:00 a.m.

Interviews with search firms for permanent Town Manager

10:00 a.m. – The Par Group  
11:00 a.m. – The Mercer Group, Inc.

Present were Town Council Vice-President Raymond Spear, Councilwoman Laura Flanagan and Councilman Glen Shibley

Absent: Frank Hyde, Kenneth Cloutier

10:00 a.m.

Interview with Mr. Carl Luft of the Par Group, Lake Bluff, Illinois.

Mr. Luft spoke of his many years experience as a city manager or an assistant city manager before his employment with the Par Group. He submitted a profile of the Par Group that included their qualifications, credentials, experience in the Northeast, recent recruitments and the process of their executive search as well as a proposal to the Town Council.

11:00 a.m.

Interview with Mr. James Mercer of the Mercer Group, Inc., Atlanta, Georgia.

Mr. Mercer presented the Council with a proposal. Mr. Mercer gave background of his company noting his many years of experience, including previous searches, successes, the process of the search and how the firm would meet the town's needs.

During each interview, discussion took place regarding the length of time of the recruiting process and the feasibility of having a manager in place within 90 – 120 days. Both firms agreed that it may be more realistic to look at 120 days.

Both firms also stated their commitment to meeting the needs of the town and their ability to work with a large network of associates. The costs and search processes of both Par Group and Mercer were comparable.

Interviews were followed by Town Council discussion and consideration of the three search firms that met with council.

Motion was made by Laura Flanagan seconded by Glen Shibley to make offer to the Par Group subject to \$1,000 reduction in professional fees (resulting at \$14,500); a provision to refrain from recruiting the person who is selected as long as he/she remains in the employ of the Town of Coventry; and to extend the existing offer of a guarantee from 12 months to two years (as noted on the satisfaction policy on Page 4 of proposal). All voted Aye.

Motion made by Laura Flanagan seconded by Glen Shibley that in the event our offer is not accepted by the Par Group, Council shall make an offer to Mercer Group, which shall include a \$500.00 reduction in professional fees (to \$14,500) and if accepted, then engage them. All voted Aye.

Motion made by Laura Flanagan seconded by Glen Shibley to adjourn. All voted Aye.

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Town Clerk