

**Representative Policy Board
Nominating Committee**
South Central Connecticut Regional Water District

**December 10, 2020
Meeting Transcription**

A special meeting of the Nominating Committee of the Representative Policy Board (“Committee”) of the South Central Connecticut Regional Water District (“Authority”) took place on Thursday, December 10, 2020, via remote access. Chair Malloy presided.

Present: **Committee Members** – Tom Clifford, Greg Malloy, Tim Slocum, Tony Rescigno and Michelle Verderame

OCA – Jeffrey Donofrio, Esq.

Staff – Jennifer Slubowski

Greg:

Okay. I think everybody's here.

Jennifer:

Everybody's here.

Greg:

Okay. This will not be a long meeting. I just want to apprise some people of a few things. First of all, let's go over the safety moment. It's December Tidbit's For holiday safety. I think a lot of this is common sense. Make sure your wiring is not frayed or damaged. You have your Christmas tree mounted in a sturdy base. So on and so forth. I'd like to point out a couple of things. If you're going out shopping, I don't know who shopping today, most of the people are shopping online, but make sure you park in a well-lighted area, and make sure you're not parking next to vans or trucks, camper shells. A lot of stuff is happening out there. Also, the ATM, make sure it's well lit and there's people around. Desperate people do desperate things, and I'm hearing more and more about people stealing packages off of porches, et cetera. So just be careful out there. Next is the approval of minutes. Would anyone like to-

Tim:

I'll move to approve the minutes.

Tom:

Second.

Greg:

Second? All in favor? [crosstalk 00:04:47] Okay. Approved. Okay. Opposed?

Michelle:

Aye.

Greg:

All right. Opposed? Okay. They pass. Thank you. One of the reasons why I wanted to call the meeting is I just found out this week myself, but Joe [Cermola 00:05:03] is not being reappointed.

Tony:

That's amazing.

Greg:

Yeah. Which is too bad. All right. It was a shocker to me. I apologize because we probably shouldn't have had that first meeting interviewing him, but ...

Tim:

They took their time.

Greg:

Yeah. I think it's a loss for the RWA. I really do. Joe's a good man. He has a lot of knowledge, but the mayor, it's his prerogative. He submitted three names. I think everybody got the resumes.

Tim:

Yes. [crosstalk 00:05:35].

Greg:

Okay. Also, I asked Jennifer to send out, Ed Uloza's questions, some of you-

Tim:

I know Ed. Knew Ed.

Greg:

You knew Ed. Yeah. Good man.

Tim:

Yep. Good man.

Greg:

Good man.

Tom:

I know him.

Tim:

Rest in peace.

Greg:

Yeah, he was a good man. He comprised questions that you can ask during the interview process.

Tim:

Yep.

Greg:

I thought that might be helpful to-

Tim:

Yep.

Greg:

For the committee. You don't have to use them. You could use your own, but it gives you a little a guideline to what to ask people. I'm not going to go, I'm not going to discuss the resumes. I just want to make sure that everybody reads them before we do interview the people.

Tom:

Sure.

Greg:

Highlight some questions that you might have on it and we'll ask. I know that at the last meeting I kind of suggested that I would like to have in-house interviews. I don't think that's possible with this-

Tim:

Right.

Greg:

All right. I don't think Larry even would want us in there. We're going to have to do it, unfortunately, by the computer. Any questions on that?

Tim:

If only, Greg, to that point, I don't know that that's going to be so bad, but are you going to make an attempt to schedule all three at once, or are we best to try and do them one or two in a session and then go with another session? What's your thinking?

Greg:

Okay. Well that's, I was going to throw that out. How does the committee want? Personally, I think three interviews in one night's a lot.

Tim:

I agree.

Greg:

All right. The interviews could run for an hour, you know?

Tom:

Yeah.

Tim:

Well, maybe then, if that's the case, maybe, I know it's three meetings, but maybe an hour each time with an opportunity for us to review it as a group.

Greg:

Yeah. I mean, after an interview, we could discuss the candidate at the end. Then, after the third interview, we'll have to discuss who we think should be the person that we bring forward. Any thoughts about that?

Tim:

Another thing I thought about, another thing I thought of, just as the process may unfold, Ed's questions are a great foundation, but they could also be a foundation for breaking up the interview process amongst all of us.

Greg:

Yep.

Tim:

In other words, we could perhaps stage the questioning ahead of time and alternate it with the next round, just to get things on a roll and someone could be doing some score-keeping, whatever. I'm not sure if that's a way or a means, but I think we should discuss the strategy of how the questions are advanced.

Greg:

Okay. I just, I've been on the interview process before and I'll just tell you how it's worked in the past. We all take turns asking questions, all right? Nobody's monopolizing it.

Tim:

Right.

Greg:

One person may ask one or two questions. I think you should have a list of questions you want to ask them. So if somebody else asked a question, just cross it off and then go onto your next question.

Tim:

Okay.

Greg:

Okay? Any more discussion on that? When do you want to schedule the next interviews, or the first interviews? When can everyone meet?

Tony:

I'm available. I mean, this is one of the advantages of Zoom. You can squeeze it in.

Tim:

Right.

Tony:

So whatever you say, Greg, line up these people one at a time, one meeting one night that could be in whenever.

Greg:

Okay. Does everybody prefer one interview a night?

Michelle:

I do.

Tom:

That works.

Tim:

Yeah. I do. I just think it's going to be better for our heads.

Greg:

Okay.

Tony:

I don't think it needs to take an hour. I think within 20 minutes, half an hour, we can get most of the questions out, get a feel for the person. I don't even, I'm not sure I agree that we need to discuss after each interview, everything. Maybe we just save that until we can talk about all three, but that's up to you. Whatever anybody wants to do, I'm okay with it.

Greg:

Well, that's a good point. Just jot down notes after you, after-

Tim:

Yeah, notes. I think that's fine. I don't have a problem with that.

Greg:

I agree with you, Tony, I agree with you. It shouldn't last an hour, but some of these people in the past, they don't stop talking. So you have to let them talk. I always found that you either, you let them talk themselves into the job or talk themselves out of the job.

Tom:

Yeah.

Tony:

Okay.

Greg:

Okay?

Tom:

Now, Greg, before we schedule interviews, I think, because this is a little bit different now. I think each session we can devote to the particular candidate, but I think there's a role to be played. Ultimately, we're the nominating committee.

Greg:

Yes.

Tom:

I'd be curious if there's been any interaction between Larry or Tony with any of the candidates, either negative, positive. I mean, it's just, I think for a fuller, more complete picture, I think there may be a role in that. That is simply a suggestion. It could be at the end, after we interviewed them, it could be before, or maybe you believe they shouldn't play any role. From my perspective, I want as much information. I don't want to appoint someone who has an agenda.

Greg:

Absolutely. I guess-

Tom:

Or has some problem with the authority.

Greg:

Yeah.

Tom:

I'm just saying that.

Tony:

Well, you know what [crosstalk 00:12:14]-

Tim:

Greg, that should be after.

Tom:

Yeah.

Tony:

I was going to say too, maybe what happens is let's say we're all behind one particular person. We say, look, before we make a final decision, we want you to have a conversation with Larry and Tony.

Tom:

Yeah.

Greg:

Right. Right.

Tom:

Good.

Greg:

That's a good idea. Good idea. You're right. Somebody could have an agenda. I have a feeling that's not the case with these three candidates because they're all pretty new to their position in the city of New Haven.

Tom:

Yeah.

Tim:

There's also some varying backgrounds, differences too. I mean, we'll have some choices between the candidates just by their backgrounds.

Greg:

That's right.

Tim:

Of experience. I mean.

Representative Policy Board
Nominating Committee
December 10, 2020

Tom:

Yeah.

Greg:

Just looking at the resumes, and I don't know if this makes a difference, but it probably shouldn't because the mayor brought it forward, but I think one candidate doesn't live in New Haven. I think he lives in Hamden.

Tim:

That's 3000 Whitney? You think that's Hamden?

Greg:

Yeah. Did you pick that up, that could be his-

Tim:

Well, I didn't know the numbers. I didn't Google yet. Google's a great tool, but I didn't do that yet. I would imagine he's got that covered.

Greg:

Yeah.

Tim:

Don't they have to be a New Haven resident?

Greg:

Well, it's the New Haven pick. It doesn't say it has to be a New Haven resident.

Jennifer:

They do. Yes, they do.

Greg:

They have to live in New Haven?

Jennifer:

Yep.

Greg:

They do. Okay.

Jennifer:

They have to have a residence in New Haven. Yeah.

Greg:

Okay. That'd be one of the questions we ask him. Do you live in New Haven?

Tim:

Well, we can find that out ahead of time and then narrow it down to two, if that's the case.

Greg:

I guess he could always say I'm moving to New Haven. So, I don't know.

Tom:

Right.

Tim:

That's true. That's true.

Greg:

Okay. That's all I had to discuss, so I think we-

Tim:

Were you, Greg, going to pass out a few dates? You going to pass out a few dates and then we just say, yeah or nay? Is that what's going to happen?

Greg:

Well, okay. Can you give me, can anybody give me a date that they're not available?

Tim:

Christmas Eve.

Greg:

Christmas Day you're okay?

Tim:

Yes. Well, by then it's all over.

Greg:

No, it's not, it's just beginning. The mailman brings the bills. I just, yeah, I'm not going to do, [crosstalk 00:14:51]-

Tim:

Until January?

Greg:

I don't think we should do Christmas week. I really don't think we should do it on Christmas week.

Tim:

Yeah. Okay. I couldn't do it next Tuesday. That's all I can say for certain, or Wednesday.

Greg:

Well-

Tim:

I think we have meetings next week. We've got a Monday meeting.

Greg:

We have a meeting Thursday and a meeting Monday, right?

Tim:

Right. Right.

Jennifer:

Yes.

Tim:

Next week's out for me.

Greg:

Okay. So you can't do it Wednesday either?

Tim:

I could do it Wednesday at five.

Greg:

Okay.

Tony:

The RPB meeting starts at 6:30, so you might want to think about a 5:30 meeting and ...

Tim:

That's true. Yep. That could work.

Greg:

What do you think, Tom? You're on mute, Tom.

Tom:

That does, yeah, okay, now you can hear me. Yeah, I'm flexible, Greg.

Greg:

Okay.

Tim:

Yeah. I could even do Monday after six o'clock, because I have a finance meeting on Monday at five. So it's not going to, well, we have a presentation, but Jennifer, you think that'll take us to six?

Jennifer:

Yeah. I think it'll take you to six.

Tim:

So maybe that would be an issue. We'd have to go at 6:30 then if it was Monday.

Jennifer:

Yes.

Greg:

Well, Jennifer, is it a problem with you if we're interviewing one person and then the RPB meetings going on?

Jennifer:

As long as I'm out of the authority meeting, I'm sure, yeah. I don't know if I can run two meetings on my computer.

Tim:

Yeah, that's hard. That's hard.

Jennifer:

That's the only thing. Usually, the authority meeting is normally done by 5:30, but this might be the one that goes longer, but whatever you want to do.

Greg:

Okay, well-

Tim:

I think that's too much jammed in there, Greg.

Tom:

I do too.

Greg:

I do too.

Tim:

That's too much, Greg, yeah.

Tom:

Yeah.

Jennifer:

Okay.

Greg:

You think maybe after Christmas? Start?

Tim:

I think that's reasonable. You could have trouble with the interviewees.

Tom:

You're right.

Tim:

I mean ...

Greg:

Yeah. That's what, Jennifer, I know you're problem because I can't chew gum and walk at the same time.

Jennifer:

[crosstalk 00:16:59] So the week after.

Tony:

When you think about it, January 1st is today, I mean it is two and a half weeks away.

Greg:

Yep.

Tim:

That's right.

Tom:

[inaudible 00:00:17:11].

Greg:

Well, even the week after Christmas may be tough for some of the applicants, you know?

Tim:

Right, right, right.

Greg:

Well, why don't we leave it up to Jennifer to see what she can arrange ...

Tim:

After the first?

Greg:

Well, could do it after first, yeah.

Tom:

Sure.

Tony:

Okay.

Greg:

Okay.

Tim:

I mean, this is the city of New Haven that's thrown us the monkey, we still have to get it right.

Greg:

Absolutely. Absolutely. I don't know if they'll be going to Christmas parties, but who knows?

Tim:

I doubt it.

Greg:

Okay. So Jennifer, after, obviously you don't do it the first, anytime after the first?

Jennifer:

Okay.

Greg:

I'm okay.

Tom:

Yeah.

Jennifer:

You want like five o'clock? Five o'clocks okay?

Greg:

Yeah, five o'clock.

Tom:

Yeah, that works.

Tim:

That's good.

Michelle:

That'll work.

Jennifer:

Okay.

Tony:

Move we adjourn.

Tim:

Second.

Greg:

Second? All right. Thanks a lot everybody. [crosstalk 00:18:18].