

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

**February 9, 2021  
Meeting Transcription**

Tim:

Hi Charles. Okay. I guess we can start, it's five o'clock. This is the finance committee meeting of Monday, February 8th, 2021, starting at five o'clock, and being conducted by Zoom. Everything you say is part of a permanent record that's recorded and distributed over the internet every other hour.

Tim:

So, beyond that, I'll call the meeting to order. We've had a safety moment distributed. It's all about love. It's American heart month. And we love our health. It's funny, we talk about COVID all the time. We haven't talked about heart disease in a while. But, of course, that's all very important, isn't it? So, anyway, with that, we'll move on to the approval of the minutes.

Tom:

So moved.

Tim:

That was a quick one. Got to move from Jay. Could I have a second? Oh, that was Tom. It was Tom right now.

Jay:

Yes. I'll second it.

Tim:

Now Jay is seconding. Thank you. Any discussion? Okay. I'll call for a vote for approval. All in favor?

Group:

Aye.

Tim:

Any negatives? Any abstentions? Okay. Motion carries. Minutes are approved. Okay. First up on our list is the discussion of authority member compensation. You likely received those in your packets, if you will, your email. If you looked at them and had time to review them, we basically have a list of what's gone on for the last number of decades, I guess. And together with that, we also had the CPI statistics enclosed, and what a commensurate increase might look like. I know we discussed this last year, and it appears as though we're in year three, which is when we may typically make a decision to do an increase. I know we passed on it last year. Is that how you guys recall that and see that?

Charles:

Yeah, we were in a three year cycle I believe.

Tim:

Mm-hmm (affirmative). Mm-hmm (affirmative).

Charles:

CPI cumulative. I mean, that can't be for one year.

Tim:

I believe it's cumulative. They've got 2018 highlighted in January to December of 2020. That's cumulative.

Rochelle:

Yeah. It's based on what was the last data point that was used for the last analysis.

Charles:

Right. So that would be divided by three then? I want to get to an annual CPI.

Rochelle:

The increase since January of 2018, the last time there was a raise would be the 4.59%, to bring it all the way forward to December.

Charles:

So divide by three to get an annual CPI?

Tony:

Charles, I think that's clear in your inflation. Under your inflation [inaudible 00:05:34].

Rochelle:

Yeah. If you wanted to adjust for about what a year would be, but following the protocol, the going forward, if it was approved would be the 4.59%, to catch it up.

Tim:

And was I correct, Rochelle? It was based on those highlighted starting points in January 2018 to the December 2020?

Rochelle:

Correct.

Tim:

Is that how you arrived at that?

Rochelle:

Yes.

Tim:

Okay. Well, in rounded numbers, that's probably a compensation for the chairperson at 35,000 and a member 25,500. Consistent with what we've done in the past, I'm assuming these have been rounded at some level, that sound about right. So what do we think? So, no one wants to opine on what they think?

Tom:

Well, I'm just going to say, Tim, that when the course of this pandemic. I know there've been sacrifices made. Do you think it will be prudent to award a raise at this time? I have some question about that.

Tim:

Yeah, no. I don't disagree. I think that's a topic of obvious conversation. And it would just take us off the table in terms of following what we've done in the past. But again, it is a time of sacrifice. Based on what we heard last week about some catch-up management fields that can do with employees and even us going forward just on the increases, we're still looking at holding back last year and we're just going forward with this year. So maybe with that in mind, we could skip a year just based on that approach.

Tom:

Mm-hmm (affirmative). Yeah.

Tim:

Other opinions on this matter.

Charles:

Okay. So management put a hold on it during the pandemic.

Tim:

Mm-hmm (affirmative).

Charles:

The last month said that we were able to return to norm or a level of normalcy at that point, is that my understanding?

Tim:

They did. But it was a prospective.

Charles:

My understanding at that point, they were also going to play catch up, go back too.

Tim:

But revisit that. It was prospective. Am I not correct on that, Larry?

Larry:

That is correct. We gave everyone a merit increase prospectively. So that was from January one for non-union employees. And the [inaudible 00:08:34] leadership team received an increase effective February 1.

Charles:

So that did not include a catch-up of that year? It just was going forward?

Larry:

That's correct. At this point it's just a prospective, not a catch up.

Charles:

Okay. Well in that light I could agree with skipping a year then Tom.

Tim:

Okay. So, is there some consensus in the room on that? Michelle? Vin? Anyone?

Michelle:

I tend to agree.

Tim:

Okay. So I guess the way this would work is, we're simply not making a recommendation for an increase. Is that correct? That doesn't require a motion. It's just requires the fact that we revisited this and it's subject to our minutes. Is that essentially correct?

Tim:

That's my view.

Tim:

Okay. Okay.

Vin:

Hey Tim, it's Vin. I just want to check, can you hear me?

Tim:

Yes.

Tim:

I can hear you, Vin.

Vin:

I had the wrong speaker clicked. I was talking and no one was listening.

Tim:

Oh, then what did you say? What did you say, Vin?

Vin:

I concur.

Tim:

Okay. Okay. So we've had Michelle. We've had everybody then. Jay, you waited? Okay.

Jennifer:

Jay is on mute. Hold on a moment.

Tim:

Okay. Yeah. And I only see who's talking, we're not on with what's up. I don't see anybody.

Jennifer:

Okay. I'm asking him to unmute. So just give him one second.

Tim:

Sure.

Larry:

Tim, if I'm out of line, I'll be glad to stop. But wouldn't it be the same thing if you made an increase effective 6/1/21, as management having a prospective increase, January or February 2021 going forward?

Tim:

I guess technically it is. Does that make a difference in our minds?

Charles:

Well, it's a compromise if-

Tim:

Well, it's not any back-pay. Yeah, we're not-

Charles:

It seems to me were management was on a more annual review, and our members were on a three year review. It isn't as if-

Tim:

They gave anything up.

Charles:

They were getting anything last year.

Tim:

This is true.

Charles:

I don't have a problem with that compromise. It cuts the increase in half, I suppose. I'm also trying to consider the issue with the change in chairperson. I'm trying to think if that's a consideration at this point in time too.

Tim:

Well, if it's a compromise, it's only a compromise for one year too, correct? Where we'd only be having it for one year. Is that correct, Larry?

Charles:

Probably be going forward with it. Once you make the increase, you're not going to go back.

Larry:

That's what I suggest. That's what I suggested that that would be comparable management received is that if you made it going forward from 6/1/21, it would be similar to management getting an increase, 1/1/21 or 2/1/21.

Charles:

I don't mind paralleling management. That makes some sense.

Mario:

Tim, this is Mario.

Tim:

Hi Mario.

Mario:

How are you?

Tim:

I'm well. Thank you for joining us.

Mario:

It's always a pleasure. This is the best, most fun group of the RPB.

Tim:

He says in all the meetings.

Mario:

I just have to remember what meetings I say at.

Tim:  
Right.

Mario:

So even though we do this in January, we don't need the decision immediately it could wait. I'm sorry. We're in February already, so we're a month behind. But this is for the next fiscal year. Start of the next fiscal year. So, make sure everybody's aware that this is a recommendation to put into the budget, as Rochelle puts all the numbers together. So she has that for budget consideration in April. And we have been on a cycle. I know we postponed our increase for the last year, which I believe we released now for going forward. But that may be something you want to just consider.

Larry:

Well, or you can make the increase consistent with what management received at 3%.

Tim:

3% as opposed to the 4.59%.

Larry:

So again, if I'm out of line.

Tim:

No, I mean, I think it's helpful and you're in the money tree here.

Tim:

On a day to day basis.

Tim:

So what's 3% of a 33,500?

Tony:

A hundred bucks.

Mario:

So that'd be 34,500? Would be the new number?

Tim:

Well, we've got 24,500 times 0.03, that would be 735.

Mario:

25,200.

Tim:

25,200. Yeah. Okay. So 25,200 and 34,500.

Mario:

Yes.

Tim:

And that would be effective in June. Is that what's suggested out of all of this?

Larry:

That's what was suggested, correct.

Tim:

Okay. Now the group has something to chew on. What do you think?

Charles:

I'll make the motion. Is that where we are? We make a motion for that recommendation?

Tim:

I'm comfortable with that.

Charles:

Okay.

Tim:

So just as a review before you move it, it's 34,500 for the chairperson and 25,200 for the members.

Charles:

Which is effectively, it's based in June, and it's 3% versus the four and a half.

Tim:

Correct. Effective June.

Tim:

So I guess that's effectively in motion. Jennifer, you could probably make it sound sweeter in writing.

Jennifer:

I'll try.

Tim:

Okay. And so we have a motion on the table. Have a second?

Vin:

I'll second that.

Tim:



Okay, Vin. Any further discussion before we vote? Okay. I'll call for a vote then. All those in favor.

Group:

Aye.

Jennifer:

Jay's still on mute.

Tim:

Okay. He's always been on mute ever since he muted.

Jennifer:

Yeah. I can't get him off. I'm asking him to, he's not.

Tim:

Okay.

Jennifer:

Okay.

Tim:

Okay. Well that's the way it is. So we'll call that an abstention, I suppose. They're not voting technically. Okay. So that would be all of us, but Jay not voting, correct? In approval. That's how I hear it.

Charles:

Yep.

Tim:

Okay. If we don't have to have the agenda up there, I can see who everybody is on the screen. Is that okay with you guys?

Tom:

Yeah. Yeah.

Tim:

Because I'm losing track. I've got my agenda in front of me. I can see what's going on. Okay. I think that's actually the only other adjustment. Item four is: committee member attending the authority meeting of February 18th. It was going to be Charles, but I'm going to do that in his stead. And he's going to take the April meeting, correct, Charles?

Charles:

Yes.

Tim:

That hasn't changed.

Charles:

That works. Yep. Thank you. Appreciate it.

Tim:

Okay. We had to make a switch. So we're making that switch. That moves us on to new business. Any new business? I have none. Okay. That brings us to our presentation with Prem. And it's going to be an executive session on cyber technology resiliency review. So with that, I'd ask for a motion to go into executive session back again.

Charles:

So moved.

Tom:

Second.

Tim:

Thank you, Jay. And the second was from Tom. Okay. No, that was Charles who made the motion, correct?

Charles:

Yes.

Tim:

Okay. Thank you.

Charles:

Or vice versa.

Tim:

Okay.

Prem:

Excellent.

Tim:

Okay. All those in favor? We're in.

Group:

Aye.

[EXECUTIVE SESSION]

Tim:

Well, this probably brings us to the end of our discussion on this matter, right? Is that about right? Okay. So is there anything else for us to talk about before I ask for a motion to adjourn?

Tim:

Okay.

Charles:

I'm all set.

Tim:

Okay.

Jay:

Thank you.

Tim:

We have a motion to adjourn? So thank you. All those in favor?

Group:

Aye.