

**MONROE COUNTY WATER AUTHORITY**

Compensation Committee Meeting  
TUESDAY, SEPTEMBER 24, 2019  
8:30 a.m.

Attended:

Committee:

Wendy Bleier-Mervis, Chairperson  
Robert W. Hurlbut  
Matthew J. Fero

Staff:

Nicholas Noce  
Diane Hendrickson

Others:

Eric Herbert, Esq. of HS&E  
Steven DePerrior, Burke Group

Scott D. Nasca, Ex Officio

The meeting of the Compensation Committee was called to order by Chairperson Bleier-Mervis at 8:34 a.m.

1. **Discussion of Compensation Philosophy Proposals:** Steven DePerrior from the Burke Group discussed proposed changes to the Compensation Philosophy. He explained how the executive, management and confidential positions were evaluated and the sources they were compared within the similar job markets. He made recommendations to the committee to change the compensation structure and the merit increase guidelines to include only three categories instead of the current five. He stated the proposed recommendations will simplify the evaluation process. Diane Hendrickson stated that she would present a red line version of the proposed changes to the Compensation Committee at the next meeting for possible recommendation to move to the full Board for their approval at the November meeting.
2. **Confirm next Compensation Committee Meeting** as Monday, November 4, 2019 at 9:00 a.m.
3. Chairperson Ms. Bleier-Mervis requested a motion to enter into Executive Session pursuant to Section 105(1)(f) of the New York Public Officers Law on order to discuss the performance evaluation of a particular employee (s). *Note: Mr. Fero was not present during Executive Session.*

Motion was made by Mr. Hurlbut, seconded by Mr. Nasca.

At 9:25 a motion was made by Mr. Nasca and seconded by Mr. Hurlbut , the Committee unanimously agreed to conclude the Executive Session. Ayes: 3; Nays 0. No Action was taken.

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There being no further business to come before the Committee, motion was made by Mr. Hurlbut, seconded by Mr. Nasca, and approved unanimously, to adjourn the meeting at 9:26 a.m.

  
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Diane L. Hendrickson, Recording Secretary to the Authority