

## MONROE COUNTY WATER AUTHORITY

Compensation Committee Meeting  
Tuesday, May 29, 2018  
1:00 p.m.

### Attended:

#### Committee:

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

#### Staff:

Nicholas Noce  
Diane Hendrickson  
Larry Magguilli  
Kathleen Eisenmann

#### Others:

Raymond P. Miller, Esq. of HS&E

The meeting of the Compensation Committee was called to order by Chairperson Bleier-Mervis at 1:00 p.m.

1. **MCWA Compensation Philosophy revisions** – Ms. Hendrickson gave a detailed review of the proposed revisions, explaining that they pertain mainly to implementing a 40-hour work week for certain recently filled and upcoming new management positions, which coincides with the norm for most of the Authority's management workforce. Following discussion and review, the Compensation Committee proceeded as follows:

Motion was made by Mr. Hurlbut, seconded by Mr. Fero, and passed unanimously to approve the revised MCWA Compensation Philosophy as presented and recommend this item be forwarded to the full Board for its approval.

2. **Recommendation for Management Employee Compensation Consultant** – Mr. Noce and Ms. Hendrickson discussed the RFQ process and the responses received which were provided to the Compensation Committee for review ahead of the meeting, and they detailed the evaluation criteria in recommendation of the Burke Group – rated highest to provide these services. After questions and further discussion, the Compensation Committee proceeded as follows:

Motion was made by Mr. Hurlbut, seconded by Mr. Fero, and passed unanimously to recommend entering into a five-year agreement with the Burke Group to serve as MCWA's compensation consultant on an "as needed basis" at hourly rates, as presented, and to recommend this item be forwarded to the full Board for its approval.

3. **Recommendation for MCWA Director of Production** – Mr. Noce fully discussed the recommendation of Christopher LaManna, P.E. to fill this position, salary as expertized; and after discussion and follow up questions, the Compensation Committee proceeded as follows:

Motion was made by Mr. Hurlbut, seconded by Mr. Fero, and passed unanimously in concurrence with staff's recommendation to fill the vacant Director of Production position and to forward this item to the full Board for its consideration.

4. **Schedule Next Compensation Committee Meeting** – It was agreed that the next scheduled meeting of the Compensation Committee will be Thursday, June 28, 2018 at 9:30 a.m.

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There being no further business to come before the Committee, motion was made by Chairperson Bleier-Mervis, seconded by Mr. Fero, and approved unanimously, to adjourn the meeting at 1:48 p.m.

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Kathleen A. Eisenmann, Secretary to the Authority