

MONROE COUNTY WATER AUTHORITY
COMPENSATION COMMITTEE MEETING MINUTES
THURSDAY, OCTOBER 8, 2020
8:45 A.M.

Attended:

Committee:

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

Staff:

Nicholas Noce
Diane Hendrickson
Larry Magguilli

The meeting of the Compensation Committee was called to order by Chairperson Bleier-Mervis at 8:45 a.m.

1. DISCUSS 2021 MANAGEMENT COMPENSATION RECOMMENDATIONS FROM BURKE GROUP

Nicholas Noce, Executive Director, discussed the Burke Group's recommendations pertaining to 2021 management compensation during the COVID pandemic. It was determined that goals & objectives established pre-COVID could not reasonably be achieved; therefore, Burke Group recommends a universal flat rate salary increase for management employees for 2021.

After some discussion, a motion was made by Mr. Hurlbut, seconded by Mr. Fero, and unanimously carried, to approve a universal flat rate salary increase for management employees for 2021 and to forward to the full Board for consideration at their Regular Meeting scheduled for November 12, 2020.

2. DISCUSS TIMELINE FOR EXECUTIVE DIRECTOR'S ANNUAL PERFORMANCE APPRAISAL

Chairperson Bleier-Mervis stated that Mr. Noce's self-assessment is due on October 15, 2020, after which time she will meet with him to review. Mr. Noce's job performance will be evaluated at the next Compensation Committee Meeting. No formal action taken.

3. SCHEDULE NEXT COMPENSATION COMMITTEE MEETING

It was agreed that the next scheduled meeting of the Compensation Committee will be November 3, 2020 at 8:00 a.m.

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There being no further business to come before the Committee, motion was made by Mr. Fero, seconded by Mr. Hurlbut, and approved unanimously, to adjourn the meeting at 9:00 a.m.

Diane Hendrickson, Recording Secretary to the Authority