

MONROE COUNTY WATER AUTHORITY
COMPENSATION COMMITTEE MEETING MINUTES THURSDAY,
DECEMBER 2, 2021
9:00 A.M.

Attended:

Committee:

Matthew J. Fero, Chairperson
Robert W. Hurlbut
Allen S. Bernstein (via phone)

Staff:

Nicholas Noce
Diane Hendrickson

Others:

Andrew Dean, Esq. - HS&E

The meeting of the Compensation Committee was called to order by Chairperson Fero at 9:00 a.m.

1. REVIEW PERFORMANCE APPRAISAL OF THE EXECUTIVE DIRECTOR

At 9:02 a.m., Chairperson Fero requested a motion to enter into Executive Session to discuss the Executive Director's annual performance appraisal.

Motion was made by Mr. Hurlbut, seconded by Mr. Bernstein, and passed unanimously, to enter into Executive Session, all present with the exception of Mr. Noce.

At 9:15 a.m., the Committee Members requested that Mr. Noce rejoin the meeting, still in Executive Session, in order to discuss the annual performance appraisal of Mr. Noce. Mr. Noce then discussed the performance appraisals of the Executive Staff. No formal action was taken.

At 9:45a.m., on a motion made by Mr. Hurlbut, seconded by Mr. Bernstein, the Committee unanimously agreed to conclude Executive Session. AYES: 3; NAYS: 0.

2. REVIEW RECOMMENDED REVISIONS (ADDITIONS TO THE MCWA COMPENSATION PHILOSOPHY
Mr. Noce and Ms. Hendrickson addressed the Committee members and summarized the changes being recommended to the Compensation Philosophy.

Motion was made by Mr. Hurlbut, seconded by Mr. Bernstein, was put to a roll call vote, and unanimously carried, to forward the recommended changes to the MCWA Compensation Philosophy to the full Board for their review and approval at their December 9, 2021 Regular Meeting. AYES: 3 (R. Hurlbut, M. Fero, and A. Bernstein); NAYS: 0.

3. SCHEDULE NEXT COMPENSATION COMMITTEE MEETING

It was agreed that the next scheduled meeting of the Compensation Committee will be held on Thursday, October 6, 2022 at 9:00 a.m.

There being no further business to come before the Committee, motion was made by Mr. Hurlbut, seconded by Mr. Bernstein, and approved unanimously, to adjourn the meeting at 9:49 a.m.



Diane Hendrickson, Recording Secretary to the Authority