

**Cotuit Fire District
Prudential Committee
21 March 2018
Joint meeting with the Water Commissioners**

Excerpted from Water Commissioners' meeting of 3/21/2018

The monthly meeting of the Board of Water Commissioners was held at Freedom Hall at 6:00 p.m. Chairman Don Campbell, Commissioner Vic Mastro and Commissioner Tom Hoppensteadt were present as was Superintendent Chris Wiseman .

Prudential Committee Members Fran Parks and Lisa Mycock-Kelly Attended the meeting

The meeting was called to order at 6:00 p.m. Chairman Campbell began the meeting by recapping the Personnel Updates and the Fiscal Year 2019 Budget proposal and turned the meeting over to Commissioner Mastro who gave a power point presentation on the employee compensation proposal.

Commissioner Mastro highlighted the grade level qualifications, the current compensation for department employees and showed a comparison relative to the other surrounding district, as well as the one-time adjustment proposal for the FY19 budget to bring the district employees up to a median pay scale.

Commissioner Hoppensteadt addressed the importance of providing and maintaining a quality water supply and succession planning for the district's future. In order to cultivate long-term, loyal employees who maintain district-specific knowledge about the water system you need to pay them fairly and competitively. He also noted that our employees are trained in all skill-sets necessary to run the entire water district and are getting paid less than employees in other districts who are in specialized positions.

Fran Parks expressed her concern about the impact to the district tax payers to absorb the increase in one fiscal year and feels that the increase may be more palatable after the cost of service study is complete.

Lisa Mycock-Kelly asked if there was any record of historic pay increases for other districts to see if we spread the increase over several years if our employees would still be behind.

Commissioner Campbell addressed the Prudential Committee's recommendation to spread the adjustment over multiple years noting that it would continue to put our district employees behind the others and stating that it was important to raise the staff up to an equitable position before we experienced additional loss of staff for pay-equity reasons as we have in the past .

Discussion continued which included questions asked and addressed by the public. The commissioners decided to continue the deliberation regarding their recommendation to the Prudential Committee and that Chairman Campbell would attend the regularly scheduled Prudential Committee meeting on Tuesday, March 27th to deliver their recommendation.

Chairman Campbell informed the Prudential Committee that after reviewing all of the Cost of Service and Rate Survey RFP responses at their February 23rd meeting they were recommending that Tata & Howard be awarded the contract. The Prudential Committee Chairperson, Fran Parks, advised the Board of Water

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Commissioners to move forward with awarding the cost of service and rate study.
The Prudential Committee members then closed their meeting with the Water
Commissioners.