

**MINUTES OF THE PUBLIC RELATIONS/PERSONNEL SUB  
COMMITTEE MEETING OF THE BRISTOL COUNTY WATER  
AUTHORITY**

**Thursday, August 5, 2004**

**SENIOR CENTER, WARREN TOWN HALL, WARREN, RI**

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**Pursuant to proper notice, the Public Relations/Personnel Sub  
Committee Meeting of the Board of Directors of the Bristol County  
Water Authority was called to order at 6:10 pm, in the Senior Center,  
Warren Town Hall, Warren, Rhode Island. Executive Director Pasquale  
DeLise, and the following Directors were in attendance at the  
commencement of the meeting:**

**Bert Anger, Marc Furtado, Ian Morrison, Joseph Rego, John Saviano,  
Frank Sylvia, John Veader**

**Director Veader reported:**

**Old Business**

**1. Strategic Planning, Staff Salary Caps, no news at this time, item to  
remain on the agenda.**

**New Business**

**1. Local 359 Requests Contribution to Annual Outing, Utility Workers**

**Union Local 359 requests contribution towards annual picnic. Director Sylvia stated that the sub committee is unanimous in its decision to contribute \$400 towards the annual picnic.**

**2. Phoenix Investment Management – Request for Increase in Fees, Phoenix Investment Management has performed well in handling our investment of the Authority’s Pension Plan over the past 12 years. The proposed increase in fees appears to be in line with competitors in the field. Due to past performance and reasonableness of the proposed fee increase, Staff recommends the acceptance of the proposal made by Phoenix Investment Management and Washington Trust Company.**

**Director Anger stated that the increase is warranted, recommendation by sub committee to approve increase.**

**3. Staff Merit Salary Adjustments, Director Veader discussed a “concept” to give Staff employees a flat bonus amount in place of merit percent increase.**

**Director Sylvia stated he preferred the concept of percent increases based upon recommendation by the Executive Director.**