

The Narragansett Bay Commission
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Vincent J. Mesoella
Chairman

Raymond J. Marshall, P.E.
Executive Director



OFFICIAL MINUTES OF:

| | |
|-------------|-----------------------------|
| Meeting of: | Personnel Committee Meeting |
| Date: | September 23, 2014 |
| Time: | 9:00 a.m. |

MEMBERS PRESENT:

Michelle DeRoche
John MacQueen
Vincent Mesoella, NBC Chairman
Al Montanari
Angelo Rotella

MEMBERS ABSENT:

Bruce Campbell, Committee Chairman

STAFF AND GUESTS PRESENT:

Raymond Marshall, NBC Executive Director
Laurie Horridge, NBC
Diane Buerger, NBC
Karen Musumeci, NBC
Jennifer Harrington, NBC
Deborah Samson, NBC
Paul Nordstrom, NBC
Thomas Uva, NBC

Tom Brueckner, NBC
Karen Giebink, NBC
Linda George, Senate
Richard Bernier, NBC
Brenda Smith, NBC
Cecille Antonelli

1. Call to Order

Recognizing that a quorum was present and in the absence of Committee Chairman Campbell, NBC Chairman Mesoella called the September 23, 2014 Personnel Committee Meeting to order at 9:06 a.m.

2. Approval of Minutes – May 28, 2014 Personnel Committee- Open Session May 28, 2014 Personnel Committee-Executive Closed Session

NBC Chairman Mesoella asked for a motion to approve the minutes of the May 28, 2014 Personnel Committee Meeting- Open Session and the May 28, 2014 Personnel Committee Meeting-Executive

Closed Session as written. Commissioner Montanari moved to approve the minutes of the May 28, 2014 Personnel Committee-Open Session and the May 28, 2014 Personnel Committee-Executive Closed Session. Commissioner MacQueen seconded the motion. The vote taken by the Personnel Committee was unanimous. The motion carries.

3. Items for Action

A. Amendments to the Organizational Plan

Mr. Marshall stated that there are a series of personnel actions in the Operation Division that need attention, some of which are just housekeeping items.

Bucklin Point

We would like to make a minor correction to an item approved in the June meeting. We would like to change a job title from Assistant Planner and Scheduler to Assistant Maintenance Planner/Scheduler (BP). There is no change in pay grade.

We would like to change the job title from Maintenance Scheduler/Planner to Maintenance Planner/Scheduler (BP) and make a minor change to the job spec. There will be no change in pay grade.

Field's Point

We would like to change the job title Master Electrician (FP) to Lead Electrician (FP) at no change in pay grade.

We would like to change the job title O&M Supervisor to Operations Supervisor at no change in pay grade.

We would like to unfund the Senior Electrician (pay grade 7) which was recently vacated and add an Electrician (pay grade 6).

Interceptor Maintenance

We would like to change a job title from Heavy Equipment Operator (IM) to IM Operator/HEO and make minor changes to the job specification to clarify this position also serves as an Operator when not operating large equipment. There would be no change in pay grade.

We would also like to add a Hoisting Engineer's license as an addition to the license requirement for Interceptor Maintenance Operator III job specifications, effective the date of approval by the Personnel Committee. There is no change in the pay grade.

We would like to add a Hoisting Engineer's license and a New England Water and Environment Association Wastewater Collection System Grade II voluntary certification as an addition to the license requirement for Interceptor Maintenance Operator IV, effective the date of approval by the Personnel Committee. There is no change in the pay grade.

We ask approval of all these changes.

Commissioner MacQueen made a motion to approve the Amendments to the Organizational Plan. Commissioner Montanari seconded the motion and the vote taken by the Personnel Committee was unanimous. The motion carries.

A motion was made by Commissioner MacQueen . Commissioners Montanari and MacQueen seconded the motion and the vote taken by the Personnel Committee was unanimous. The motion carries.

B. Review and Approval of Resolution 2014:22; Amendment of the Narragansett Bay Commission Non-Union Defined Benefit Plan

Ms. Giebink stated that this amendment addresses certain administrative items and an inconsistency identified as part of the document review process with the conversion to the Single Platform at MassMutual, as well as input from the new third party administrator. The items that the language changes address include:

1) Establishes that the pre-retirement death benefit is consistent with the post-retirement death benefit. In addition, the language clarifies that the death benefit applies only if the individual has a vested accrued benefit (as is the case for participants who die after termination of employment). This means that a non-vested participant who dies on or after October 1, 2014 while employed by the NBC will not receive a death benefit (other than return of the accumulated value of employee contributions). Prior to this amendment, a participant who died while employed by NBC automatically became 100% vested in the death benefit.

2) Modifies the provision in the Plan requiring NBC to escheat to the State of Rhode Island distributions payable to a participant or beneficiary if the location of the payee cannot be ascertained. The new provision will allow NBC to hold the assets in the Plan or if the present value of such does not exceed \$5,000, then NBC may pay the present value directly to an individual retirement account or an individual retirement annuity for the benefit of the payee as set forth in the Plan amendment.

These changes are to be effective as of October 1, 2014. There is no adverse impact on the Plan from the adoption of this Plan amendment.

Commissioner Montanari had questions regarding NBC's notification process regarding a participant or beneficiary of the plan.

Ms. Giebink advised that NBC makes every effort to locate the participant or the beneficiary.

Commissioner MacQueen made a motion to approve Resolution 2014:22; Amendment of the Narragansett Bay Commission Non-Union Defined Benefit Plan. Commissioner Montanari seconded the motion and the vote taken by the Personnel Committee was unanimous. The motion carries.

4. Other Business

There was no other business to report.

5. Adjournment

A motion to adjourn was made by Commissioner Rotella seconded by Commissioners Montanari and MacQueen and the Personnel Committee meeting adjourned at 9:25a.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Raymond J. Marshall". The signature is written in a cursive style with a long, sweeping tail.

Raymond J. Marshall, P.E.

Executive Director/Secretary