



**OFFICIAL MINUTES OF:**

Meeting of:	Ad Hoc Compensation Committee
Date:	June 18, 2008
Time:	9:00 A.M.

**MEMBERS PRESENT**

Vincent Mesoella, Chairman  
Joseph Kimball, Ad Hoc Compensation Committee, Chairman  
Bruce Campbell  
Angelo Rotella  
Michael Salvatore  
Leo Thompson  
Al Montanari

**MEMBERS ABSENT**

Robert Andrade  
Michael DiChiro

**STAFF AND GUESTS PRESENT**

Raymond Marshall, NBC  
Laurie Horridge Bissonette, NBC  
Karen Musumeci, NBC  
Rich Bernier, NBC  
Tom Uva, NBC  
Paul Nordstrom, NBC  
Cecille Antonelli, NBC  
Jamie Samons, NBC  
Diane Buerger, NBC  
Brenda Smith, NBC

Deborah Samson, NBC  
Jennifer Harrington, NBC

**1. Call to Order**

Noting that a quorum was present, Ad Hoc Compensation Committee Chairman Kimball called the June 18, 2008 meeting of the Ad Hoc Compensation Committee to order at 9:18 a.m.

**2. Approval of Minutes – April 30, 2008 Ad Hoc Compensation Committee Meeting**

Ad Hoc Compensation Committee Chair Joseph Kimball asked members of the Ad Hoc Compensation Committee if they had an opportunity to review the minutes of the April 30, 2008 Ad Hoc Compensation Committee Meeting. Commissioner Rotella motioned to approve the minutes of the April 30, 2008 Ad Hoc Compensation Committee meeting as written. Commissioner Campbell seconded the motion, and the vote taken by the Ad Hoc Compensation Committee was unanimous. The motion carries.

### **3. Items for Discussion**

#### **A. Non-Union Compensation Study Results.**

Chairman Kimball stated that the members of the Ad Hoc Compensation Committee have before them a Memorandum from Executive Director Raymond Marshall relating to the Non-Union Compensation Study results and he asked the Mr. Marshall review the results of the study with the Committee.

Mr. Marshall stated that in June of last year the Chairman proposed and the Board endorsed a study of the non-union compensation plan in order to evaluate salary and benefits at NBC in comparison to other employers who NBC might be competing with for staff members. The Ad Hoc Compensation Committee was established for this purpose. After some initial discussions between Committee members it was decided that it would be advantageous to retain an outside consultant to help with the study. The Employers Association who had worked with NBC in the past regarding compensation and organizational matters was retained because of their expertise in this area. The Committee met on August 20, 2007 and The Employers Association began their work in the Fall of 2007. On February 19, 2008 The Employers Association presented their findings. The Committee members after reviewing the information made a request that NBC acquire additional information from wastewater agencies throughout the country that are similar in nature to NBC in terms of size and responsibilities. The information was obtained through a survey of wastewater agencies that belong to NACWA. Overall the results from the wastewater agencies were very informative and encouraging. It showed that NBC's salary grades and ranges are well structured and competitive for the industry and that any modifications that needed to be made could be addressed through the Non-Union Salary Administration Program Manual that has been in place at NBC for several years.

Mr. Marshall stated that there are approximately a dozen positions where salary grade changes need to be made. They are in the mid to lower level positions. They were able to be addressed by NBC's established approach which is a by The Non-Union Salary Administration Committee that is composed of senior staff members at NBC. The Committee reviews requests by a Director/Manager to re-grade positions, has extensive discussions on the positions and then makes a determination. Recommendations for the proposed changes will be before the Personnel and Finance Committees today.

Mr. Marshall noted that the other area that needed additional attention was the pension issue. While NBC has a competitive benefit package the retirement plans at NBC have the dichotomy of the union versus the non union pensions. The union retirement system is the State Retirement System and the non union retirement program is a combination of defined contribution and defined benefit. There is a wide disparity between the pension compensation received by union compared to non-union employees with the same years of service. The Employers Association recommends that this matter be studied further.

Mr. Marshall advised the Committee members that should they chose to accept the report presented to them today he would make available on the Board of Commissioners website a package that will include all the study materials, salary spreadsheets which compare NBC to other

employers, benefits survey results, comparison of the two pension plans at NBC, the non-union salary administration manual, tables of NBC positions with the grades and ranges, and the minutes of the three Ad Hoc Compensation Committee meetings which can be accessed by all Commissioners.

Mr. Marshall stated that the outstanding salary issues would be resolved at the Personnel and Finance Committee meetings and that the study of the pension issues specifically the parity between the union and non-union pensions would be addressed over the next fiscal year.

Commissioner Mesolella commented that he was not aware of anyone in State Government or any Quasi Public agency that has gone to the extent that NBC has to look at and compare wages and benefits nationally to make sure that they are being competitive and fair.

Commissioner Kimball stated that this process was critical to insuring that the NBC has the ability to not only compensate fairly but to retain and make sure that people are in place to carry on the business at NBC and further that he felt that a lot of good solid data had been accumulated during this process.

Commissioner Rotella made a motion to accept the report of The Employer's Association. Commissioner Salvatore seconded the motion and the vote taken by the Ad Hoc Compensation Committee was unanimous. The motion carries.

After a brief discussion by the Committee members it was decided that the Ad Hoc Compensation Committee would meet in September to address the pension issues.

**3. Other Business**

None to report.

**4. Adjournment**

With no further business to come before the Committee, Commissioner Salvatore motioned to adjourn. Commissioner Campbell seconded the motion, and the vote take was unanimous. The meeting adjourned at 9:30 a.m.

Respectfully submitted,



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Raymond J. Marshall, P.E.  
*Executive Director/Secretary*