

CHARLES RIVER POLLUTION CONTROL DISTRICT
66 Village Street, Medway, MA 02053

Minutes from August 11, 2021 Meeting at 2:30 PM

The meeting was held in the John McCahill Conference Room at the District's treatment facility. In attendance were Chairman Douglas M. Downing, District Commissioners Mark Cataldo, Michael Callahan and Wolfgang Bauer. Commissioner David Formato was unable to attend. Also in attendance was Executive Director Elizabeth Taglieri.

Commissioner Bauer stated at the onset of the meeting that he would gladly participate in the Director's evaluation process but having just been appointed to the Board he would rely on the other members input as to the Director's actual performance.

The Commissioners along with the Director reviewed the performance evaluation form and her accomplishments and goals for the coming year. The Director left the room at 3:08 pm to allow the Board to discuss a salary increase which she had offered in the \$120,000 range.

The Chairman notified those in attendance that earlier in the day he had a conversation with Commissioner Formato who stated that based on the Board's discussion with the Director he would support any decision made. Dave made a point of stating that the Director has done a remarkable job maintaining the Plant operations thru the Covid-19 pandemic amongst all her other duties.

The increase requested by the Director was received as reasonable considering the salary levels of other directors in both civic and municipal, like positions.

Commissioners Callahan and Bauer both stated that in their past experiences a Director being responsible for HR, scheduling, purchasing, accounting, safety etc. is unheard of and should be rewarded. Discussion followed amongst the Board and all were in agreement that the Director is deserving of a sizeable increase.

The Chairman asked that whatever dollar amount was proposed that it be slightly higher than the \$120,000 requested. His reasoning being that it should be indicative of exceeding requirements as opposed to just matching a proposal.

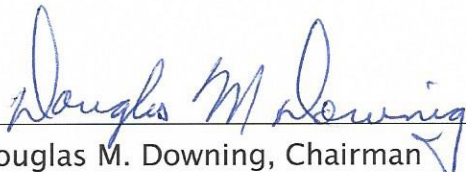
A motion was made by Commissioner Cataldo and seconded by Commissioner Callahan to offer the Executive Director an increase salary of \$122,500

VOTED: That the District approves the preceding motion. The vote was unanimously approved.

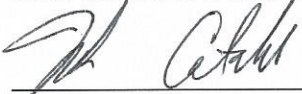
The Chairman asked the Director to rejoin at approximately 3:25 pm. After a brief review of deliberations that took place among the Commissioners, the Chairman made the offer which was gratefully accepted by the Director.

Commissioner Bauer expressed interested in revising the evaluation process. The Chairman suggested having a workshop in the fall for this purpose. The Executive Director was asked to inquire with other facilities on how the Director is reviewed annually. The process will be re-evaluated prior to the Director's next review.

The meeting continued into the monthly meeting of the Board of Commissioners.



Douglas M. Downing, Chairman
Charles River Pollution Control District



Mark Cataldo, Clerk
Charles River Pollution Control District

9/14/2021

Date

The preceding is presumed to be a complete and accurate account of the items discussed and agreements made unless the District is notified to the contrary within seven days of distribution.