

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

Minutes from September 14, 2022 Meeting at 2:00 PM

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

The meeting began at 2:30 PM with the Director providing her self-evaluation on the new form that was created over the last year. The Director then left the room and to allow the Board to discuss among themselves their evaluation of the Director and how it compared to hers.

The Board members discussed the overall performance of the Director and collectively filled out an evaluation form collaborating/discussing each metric to determine a consensus rating and provide consensus comments. The Board will generate a final formal review form with comments for the official review file based on the discussions. Discussion related to increases in the Director's FY 2023 compensation was also completed. Based on the previously approved COLA increases provided to all district employees, it was determined that the Board would offer the same increase (with a note that inflationary pressures would be reassessed in January 2023) relative to determining if an additional COLA increase would be warranted. The Director's compensation would be evaluated at the same time as the rest of the District's employees.

The Director rejoined the meeting. Chairman Formato relayed to the Director that the Board proposed a 4% increase in salary, back dated to 7/1/2022, which was the same amount given to the staff. The Director stated that based on market research she had a higher number in mind. There was a lengthy conversation about what type of jobs are comparable to the Directors for this market research. It was decided that the Director would accept the offer made by the Board and in January/February the Director would have other comparisons for the Board to review. At that time, the Board would also review the cost of living for the staff.

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



David Formato, Chairman
Charles River Pollution Control District



Mark Cataldo, Clerk
Charles River Pollution Control District



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.