



The Metropolitan District
water supply · environmental services · geographic information

**PERSONNEL, PENSION & INSURANCE COMMITTEE
REGULAR MEETING
WEDNESDAY, JANUARY 24, 2024
4:00 PM**

Location

Board Room
District Headquarters
555 Main Street, Hartford

Dial in #: (415)-655-0001
Access Code: 2318 663 0049#

[Meeting Video Link](#)

Commissioners

Avedisian	Magnan
Currey (Ex-Officio)	Pane
Desai	Salemi
Drake	Steuber
Gentile	Taylor
Lester	Woulfe

Quorum: 6

1. CALL TO ORDER
2. PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS
3. ELECTION OF CHAIRPERSON
4. ELECTION OF VICE-CHAIRPERSON
5. APPROVAL OF MEETING MINUTES OF OCTOBER 25, 2023
6. DISCUSSION RE: DISTRICT EMPLOYEES ELECTED TO THE GENERAL ASSEMBLY AND CONN. GEN. STAT. § 2-3a (POSSIBLE EXECUTIVE SESSION)
 - A. CURRENT DISTRICT EMPLOYEES ELECTED TO GENERAL ASSEMBLY
 - B. DISTRICT POLICY REGARDING EMPLOYEE ATTENDANCE AND COMPLIANCE WITH CONN. GEN. STAT. § 2-3A AND CURRENT EXAMPLE(S) OF ITS APPLICATION
 - C. DISCUSSION OF MANAGEMENT/LABOR ISSUES, INCLUDING ISSUES RELATING TO APPLICABLE COLLECTIVE BARGAINING AGREEMENTS
 - D. POTENTIAL ACTION, IF ANY, REGARDING THE FOREGOING
7. REPORT RE: WORKERS COMPENSATION
8. REPORT RE: ACTUARIAL SERVICES
9. REPORT RE: WORKFORCE DEVELOPMENT LEARNING PROGRAM FOR HIGH SCHOOL STUDENTS
10. REPORT RE: DISTRICT WELLNESS PREVENTATIVE CARE PROGRAM
11. OPPORTUNITY FOR GENERAL PUBLIC COMMENTS
12. COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS
13. ADJOURNMENT

Connecticut General Statutes Annotated
Title 2. General Assembly and Legislative Agencies
Chapter 16. General Assembly (Refs & Annos)

C.G.S.A. § 2-3a

§ 2-3a. Employer not to discriminate against candidate for, member-elect of
or member of the General Assembly. Employee permitted choice of shifts

Currentness

(a) No employer of twenty-five or more persons shall discriminate against, discipline or discharge any employee because such employee (1) is a candidate for the office of representative or senator in the General Assembly, (2) holds such office, (3) is a member-elect to such office, or (4) loses time from work in order to perform duties as such representative, senator or member-elect, provided the failure of such employer to pay wages or salaries for any such time lost shall not be considered a violation of this section. Such employee shall solely determine the activities which constitute duties as such representative, senator or member-elect, as applicable, as provided in this section. No employee under this section shall lose any seniority status which may have accrued to him. Where the function of such employee is performed in work shifts, such employee shall be given a choice of shifts, provided such choice of shifts shall be given at a time that reasonably allows adjustment of the schedules of the employee and employer to accommodate both the duties of such employee as a representative, senator or member-elect and the proper functioning of the employer's operations, taking into account the timeframes within which meetings and hearings of the General Assembly are scheduled. During any regular legislative session, the employee shall not be required to choose a shift more than two weeks in advance of the time such shift is to be worked and, during any special legislative session, the employee shall not be required to choose a shift more than one week in advance of the time such shift is to be worked.

(b) Any employer violating the provisions of this section shall reinstate any employee so discriminated against, disciplined or discharged to his full status as an employee as of the date of such violation and shall pay him any wages withheld or diminished retroactive to the date of such violation. In addition, such employee may recover costs and a reasonable attorney's fee in any action brought under this section. Any employee nominated to such office shall, within thirty days following his nomination, give written notice thereof to his employer.

Credits

(1959, P.A. 234, § 1; 1971, P.A. 671, § 1, eff. July 6, 1971; [1991, P.A. 91-194](#); [1997, P.A. 97-74](#); [2006, P.A. 06-102, § 11.](#))

C. G. S. A. § 2-3a, CT ST § 2-3a

The statutes and Constitution are current with all enactments of the 2023 Regular Session and the 2023 September Special Session.

End of Document

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PERSONNEL, PENSION AND INSURANCE COMMITTEE

The Metropolitan District

555 Main Street, Hartford

October 25, 2023

Present: Commissioners John Avedesian, Donald Currey, David Drake, Dominic Pane, Bhupen Patel, Pasquale Salemi, Alvin Taylor and District Chairman William A. DiBella (8)

Remote

Attendance: Commissioner Dimple Desai, Byron Lester, Maureen Magnan and David Steuber (4)

Absent: (0)

Also

Present: Commissioner Allen Hoffman
Commissioner Jean Holloway (Remote Attendance)
Commissioner Diane Lewis
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer
Jamie Harlow, Director of Human Resources
David Rutty, Director of Operations
Robert Schwarm, Director of Information Systems (Remote Attendance)
Tom Tyler, Director of Facilities
Diana Phay, Treasury Manager (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Officer
Shereese Rodgers,
Carrie Blardo, Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Alex Rodriguez, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 3:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Patel and duly seconded, the meeting minutes of September 20, 2023 were approved.

MATERNITY LEAVE

Director of Human Resources Jamie Harlow gave a summary of the maternity leave policy and benefits at the District.

Commissioner Lester entered the meeting remotely at 3:03 PM.

Commissioner Salemi entered the meeting at 3:06 PM.

MARKET SURVEY OF SALARY LEVELS FOR EXEMPT & EXCLUDED EMPLOYEES

The Committee discussed the potential of doing a market survey of salary levels for exempt & excluded employees. CEO Scott Jellison and Director of HR Jamie Harlow provided information regarding staffing levels and competitiveness of salaries.

Commissioner Currey made a motion to table agenda item #5 “Market Survey of Salary Levels for Exempt & Excluded Employees,” agenda item #6 “Management Study to Determine the Current Status of the MDC as an Operating Entity,” and agenda item #7 “Climate Study to Determine How the MDC Organizational and Emotional Environment is Perceived by its Employees and Staff” to a future meeting so that staff may come up with cost estimates of potential studies.

***The motion was duly seconded and passed by majority vote of those present.
Commissioner Pane opposed.***

SENIOR STAFF SUCCESSION PLANNING

Chairman Taylor led a discussion on senior staff succession planning.

Commissioner Currey made a motion to table item #8 “Senior Staff Succession Planning” until a future meeting and that staff will come back with the assistance or under the guidance of counsel indicating those positions that it is felt that either Commissioners are responsible for appointing or have some involvement in.

***The motion was duly seconded and passed by majority vote of those present.
Commissioner Pane opposed.***

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 4:03 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved