

**PERSONNEL, PENSION AND INSURANCE COMMITTEE**  
**REGULAR MEETING**  
**The Metropolitan District**  
555 Main Street, Hartford  
Monday, August 26, 2024

**Present:** Commissioners David Drake, Joan Gentile, Maureen Magnan, Pasquale Salemi, Alvin Taylor and District Chairman Donald Currey (6)

**Remote**

**Attendance:** Commissioners Byron Lester and David Steuber (2)

**Absent:** Commissioners John Avedisian, Dimple Desai, Bhupen Patel and James Woulfe (4)

**Also**

**Present:** Commissioner William A. DiBella  
Commissioner Allen Hoffman  
Commissioner Richard Bush (Remote Attendance)  
Commissioner Jacqueline Mandyck (Remote Attendance)  
Scott Jellison, Chief Executive Officer  
Christopher Stone, District Counsel (Remote Attendance)  
John S. Mirtle, District Clerk  
Christopher Levesque, Chief Operating Officer  
Kelly Shane, Chief Administrative Officer  
Robert Barron, Chief Financial Officer (Remote Attendance)  
Jamie Harlow, Director of Human Resources  
Susan Negrelli, Director of Engineering  
Thomas Tyler, Director of Facilities  
Lisa Madison, Manager of Procurement  
Rita Kelley, Equal Employment Opportunity Compliance Officer  
Lindsay Williams, Accounting Administrator (Remote Attendance)  
Carrie Blardo, Assistant to the Chief Executive Officer  
Julie Price, Executive Assistant  
Matthew McAuliffe, IT Consultant (Remote Attendance)  
Jacob Aviles, IT Consultant (Remote Attendance)  
David Lee, Dahab Associates  
Freddie Daniels, USI Consulting  
Bob Webb, USI Consulting

**CALL TO ORDER**

Chairman Taylor called the meeting to order at 4:03 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 Drake and duly seconded, the meeting minutes of July 29, 2024 were approved*

**APPROVAL OF AMAZING WORKPLACE, INC. FOR EMPLOYEE CLIMATE STUDY**

To: Personnel, Pension and Insurance Committee for consideration on August 26, 2024

At the December 4, 2023 District Board meeting, the Board approved \$50,000 in the 2024 Budget for an employee climate study. In early 2024, the Personnel, Pension & Insurance Committee developed a Request for Information for industry information on technology for conducting employee climate surveys. The Request for Information was issued on May 3, 2024 and one respondent submitted information by the June 4, 2024 deadline. On July 2, 2024, the Personnel, Pension & Insurance Committee interviewed the respondent, Amazing Workplace Inc., and requested a quote to complete an employee climate study for the District. Amazing Workplace Inc. provided the enclosed service quote for unlimited employee climate surveys and unlimited users on its platform for an annual charge of \$24,000.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That Staff shall execute a sales order with Amazing Workplace Inc. for a 1 year subscription for Amazing Workplace Inc's Employee Happiness Management System software as a service to administer a District employee climate study.

Respectfully Submitted,

  
John S. Mirtle  
District Clerk

***Commissioner Gentile made a motion to approve the resolution, which was duly seconded, and passed by unanimous vote of those present.***

***Commissioner Steuber entered the meeting remotely at 4:17 PM***

**REPORT BY DAHAB ASSOCIATES INC. RE: 2ND QUARTER 2024 PENSION PLAN INVESTMENT PERFORMANCE**

David Lee of Dahab Associates, Inc. provided a report on the 2<sup>nd</sup> Quarter Pension Plan Investment Performance.

**REPORT BY DAHAB ASSOCIATES INC. RE: 2ND QUARTER 2024 OPEB TRUST INVESTMENT PERFORMANCE**

David Lee of Dahab Associates, Inc. provided a report on the 2<sup>nd</sup> Quarter OPEB Trust Investment Performance.

**REPORT BY USI INSURANCE SERVICES RE: PENSION & OPEB DISCOUNT RATE AND ACTUARILY DETERMINED CONTRIBUTION**

Freddie Daniels, of USI, presented on the pension plan's discount rate and its impact on the actuarily determined contribution.

*Commissioner Gentile exited the meeting at 5:15 PM*

*District Chairman Currey made a motion that the discount rate for the pension plan remain at 6.625%. The motion was duly seconded. The motion passed by unanimous vote of those present.*

Bob Webb, of USI, presented on the OPEB trust's discount rate and its impact on the actuarily determined contribution.

*District Chairman Currey made a motion that the discount rate for the OPEB trust remain at 6.625%. The motion was duly seconded. The motion passed by unanimous vote of those present.*

**HISTORY OF RETIREE PENSION COST OF LIVING ADJUSTMENTS**

*Without objection, District Chairman Currey made a motion to postpone this item to a future agenda.*

District Chairman Currey also asked that staff provide the history of what was done with the last cost of living adjustment.

**PRIOR MONTH'S RETIREMENTS, RESIGNATIONS, TERMINATIONS INCLUDING EMPLOYEE'S YEARS OF SERVICE, GENDER, RACE & CLASSIFICATION**

Jamie Harlow, Director of Human Resources, provided a report on the prior month's retirements, resignations and terminations.

**OPPORTUNITY FOR GENERAL PUBLIC COMMENTS**

No one from the public appeared to be heard.

**COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS**

Commissioner Salemi requested that postponed agenda item #7 “History of Retiree Pension Cost of Living Adjustments,” be added to the next meeting agenda.

District Chairman Currey requested that on the next agenda, the recurring report from HR regarding the prior month’s retirements, resignations and terminations. also include promotions or new hires, what the classifications were, and the process used for new hires – internal and/or external postings – as well as the number of vacancies.

**ADJOURNMENT**

The meeting was adjourned at 5:32 PM

ATTEST:

John S. Mirtle, Esq.  
District Clerk

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Date Approved