

**JOURNAL
OF
THE PERSONNEL, PENSION & INSURANCE COMMITTEE
OF
THE METROPOLITAN DISTRICT
COMMISSION**

**FOR THE YEAR
2025**

Published by authority of the Commission
And compiled by the
Office of the District Clerk

Membership of the District is made up of the City of Hartford and
The Towns of Bloomfield, Newington, Wethersfield, Windsor,
East Hartford, Rocky Hill and West Hartford

CONTENTS

| | Page |
|-----------------|------|
| Membership..... | A |

MINUTES OF THE PERSONNEL, PENSION & INSURANCE COMMITTEE

| | |
|-------------------|----|
| January 6..... | 1 |
| March 17..... | 4 |
| April 28..... | 7 |
| June 30..... | 11 |
| September 22..... | 14 |
| October 27 | 19 |
| November 19 | 21 |

INDEX

| | |
|---|-----|
| Minutes of the Personnel, Pension & Insurance Committee | I-1 |
|---|-----|

**MEMBERSHIP
OF
THE PERSONNEL, PENSION & INSURANCE COMMITTEE
2025**

ALVIN TAYLOR Chairman, Personnel, Pension and Insurance Committee

JAMES WOULFE Vice Chairman, Personnel, Pension and Insurance Committee

JOHN AVEDISIAN

BHUPEN PATEL

DIMPLE DESAI

PASQUALE SALEMI

DAVID DRAKE

DAVID STEUBER

JOAN GENTILE

ALVIN TAYLOR

BYRON LESTER

JAMES WOULFE

MAUREEN MAGNAN

A

MINUTES

OF

MEETINGS OF THE PERSONNEL, PENSION & INSURANCE COMMITTEE

HELD IN 2025

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Monday, January 6, 2025

Present: Commissioners John Avedisian, Joan Gentile, Pasquale Salemi, Alvin Taylor, and District Chairman Donald Currey (5)**Remote****Attendance:** Commissioners Dimple Desai, Byron Lester, Maureen Magnan, Bhupen Patel (4)**Absent:** Commissioners David Drake, David Steuber and James Woulfe (3)**Also****Present:**

Commissioners John Bazzano
Commissioner Jackie Mandyck
Commissioner Dominic Pane
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
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
David Rutty, Director of Operations
Robert Schwarm, Director of Information Systems
Thomas Tyler, Director of Facilities
Shereese Rodgers, Assistant Manager of Budgeting (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Compliance Officer
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Victoria Escoriza, Executive Assistant
Mathew Skehan, Senior Utility Maintenance Supervisor
Jason Bretemps, Utility Maintenance Superintendent
Brian Amenta, Assistant Utility Maintenance Superintendent
David Egloff, Fleet Superintendent
Anthony Pantaleo, Utility Maintenance Superintendent
Chris Mclellan, Stock Specialist
Matthew McAuliffe, IT Consultant (Remote Attendance)
Amanda Litvak, IT Professional Level Associate (Remote Attendance)

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:00 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 Desai and duly seconded, the meeting minutes of November 25, 2025 were approved.

Commissioner Gentile entered the meeting at 4:06 PM

RETIREMENT OF CHIEF FINANCIAL OFFICER

The Personnel, Pension and Insurance Committee held a discussion regarding the recent retirement of Chief Financial Officer Robert Barron.

EMPLOYEE OVERTIME DISCUSSION

Chief Executive Officer Scott Jellison explained the District employee overtime.

EMPLOYEE CLIMATE STUDY UPDATE

Director of Human Resources Jamie Harlow reported that the employee climate survey closed at the end of November and Amazing Workplace is currently analyzing the data and will be ready to present a report to the full District Board in February.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in November and December of 2024.

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 retirements, resignations and terminations from November and December of 2024.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

There were no requests made.

ADJOURNMENT

The meeting was adjourned at 5:05 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

March 17, 2025
Date Approved

**Video of the full January 6, 2025 Personnel, Pension and Insurance Committee meeting is available at
<https://www.youtube.com/@MetropolitanDistrictCommission> **

PERSONNEL, PENSION AND INSURANCE COMMITTEE

The Metropolitan District
555 Main Street, Hartford
Monday, March 17, 2025

Present: Commissioners John Avedisian, David Drake, Bhupen Patel, Pasquale Salemi and Alvin Taylor (5)

Remote

Attendance: Commissioners Dimple Desai, Byron Lester, Maureen Magnan, David Steuber, District Chairman Donald Currey (5)

Absent: Commissioners Joan Gentile, and James Woulfe (2)

Also

Present: Commissioner Andrew Adil (Remote Attendance)
Commissioner John Gale
Commissioner Jackie Mandyck (Remote Attendance)
Commissioner Dominic Pane (Remote Attendance)
Commissioner Christopher Tierinni
Citizen Member Edwin Vargas
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer (Remote Attendance)
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
David Rutty, Director of Operations (Remote Attendance)
Robert Schwarm, Director of Information Systems
Rita Kelley, Equal Employment Opportunity Compliance Officer
Diana Phay, Manager of Treasury (Remote Attendance)
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Victoria Escoriza, Executive Assistant
Chris Mclellan, Stock Specialist
Dylan Pecego, IT Consultant
Matthew McAuliffe, IT Consultant (Remote Attendance)
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
Elizabeth Tavelli, Independent Consumer Advocate
David Lee, Dahab Associates, Inc.

CALL TO ORDER

Chairman Alvin Taylor called the meeting to order at 4:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

4:03 PM Commissioner Steuber entered remotely

4:07 PM District Chairman Currey entered remotely

INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE TO AGENDA ITEMS

The Independent Consumer Advocate did not have any comments or questions.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of January 6, 2025 were approved.

REPORT BY DAHAB ASSOCIATES INC. RE: 4TH QUARTER 2024 PENSION PLAN INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2024 4TH Quarter Pension Plan Investment Performance.

REPORT BY DAHAB ASSOCIATES INC. RE: 4TH QUARTER 2024 OPEB TRUST INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2024 4TH Quarter OPEB Trust Investment Performance.

EMPLOYEE CLIMATE STUDY UPDATE

Chief Executive Officer Scott Jellison informed the Committee that he has been meeting with small groups of employees to go over feedback and results from the climate study and will continue to meet with additional groups to implement recommendations from the study and Amazing Workplaces.

OUTSIDE LABOR COUNSEL

The Committee discussed retaining outside labor counsel for collective bargaining negotiations.

Commissioner Avedisian made a motion to adjourn which was duly seconded. Commissioners Avedisian, Desai, Patel and Magnan voted in favor of the motion to adjourn. Commissioners Salemi, Taylor, Currey and Lester opposed. The motion failed.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in January and February of 2025

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 retirements, resignations and terminations from January and February of 2025.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

Chris McLellan, Stock Specialist I & Local 184 President, stated he wanted to clarify comments by CEO Scott Jellison regarding a recent overtime call-in of on-call employees. He stated both times the employees on call were not called, grievances were issued, and the District upheld them and paid the employees that missed the call. He said that 184 members are on call every weekend.

COMMISSIONER REQUESTS FOR CONSIDERATION OF FUTURE AGENDA ITEMS

Commissioner Salemi asked that a solicitation for a new CFO be on the next agenda and cost for outside labor counsel.

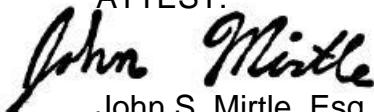
Commissioner Taylor would like the management study to be discussed at the next meeting.

Citizen Member Vargas asked for clarification on Commissioner requests for consideration of future agenda items. He asked if all requests made by Commissioners get placed on the agenda, or if the chairman takes them under advisement.

ADJOURNMENT

The meeting was adjourned at 5:39 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

April 28, 2025
Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Monday, April 28, 2025

Present: Commissioners John Avedisian, David Drake, Byron Lester, Pasquale Salemi, Alvin Taylor, James Woulfe and District Chairman Donald Currey (7)

Remote

Attendance: Commissioners Dimple Desai, Joan Gentile, Maureen Magnan and Bhupen Patel (4)

Absent: Commissioner David Steuber (1)

Also

Present: Commissioner William DiBella
Commissioner Allen Hoffman
Commissioner Jackie Mandyck
Commissioner Dominic Pane
Commissioner Calixto Torres
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
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
David Rutty, Director of Operations
Tom Tyler, Director of Facilities
Rita Kelley, Equal Employment Opportunity Compliance Officer
Chris McLellan, Stock Specialist I
Jessica Coelho, Senior Project Manager (Remote Attendance)
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Matthew McAuliffe, IT Consultant (Remote Attendance)
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
Elizabeth Tavelli, Independent Consumer Advocate (Remote Attendance)

CALL TO ORDER

District Clerk John Mirtle called the meeting to order at 4:08 PM and asked for nominations for an election for temporary Chairperson due to Chairman Taylor and Vice Chairman Woulfe being absent at the start of the meeting.

Commissioner Drake nominated Commissioner Salemi as temporary Chairman. There being no further nominations, Commissioner Salemi was elected temporary Chairman unanimously.

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE TO AGENDA ITEMS

The Independent Consumer Advocate did not have any comments or questions.

APPROVAL OF MEETING MINUTES

Commissioner Drake made motion to approve the meeting minutes of March 17, 2025. The motion was duly seconded. Temporary Chairman Salemi postponed the approval of the minutes until Commissioner Taylor's arrival.

SOLICITATION FOR DIRECTOR OF FINANCE/CHIEF FINANCIAL OFFICER

Director of Human Relations Jamie Harlow informed the Committee that there is an active job posting for a Director of Finance/Chief Financial Officer and applications are being received. The deadline for applications is April 30th.

Commissioner Woulfe entered the meeting at 4:16 PM.

OUTSIDE LABOR COUNSEL

Temporary Chairman Salemi led a discussion on outside labor counsel.

Commissioner Patel entered the meeting remotely at 4:35 PM.

Commissioner Taylor entered the meeting at 4:36 PM.

Commissioner Salemi relinquished the Chair to Chairman Taylor.

APPROVAL OF MEETING MINUTES

Commissioner Taylor returned to Agenda Item #4 "Approval of Meeting Minutes."

On motion made by Commissioner Drake and duly seconded, the meeting minutes of March 17, 2025, were passed by unanimous vote of those present. Commissioner Woulfe abstained.

MANAGEMENT STUDY

The Personnel, Pension and Insurance Committee discussed conducting a management study.

Commissioner Salemi made a motion to direct staff to produce a solicitation for a consultant to produce a scope of services and a plan for a management study for the MDC.

At 5:20 PM, Commissioner Salemi made motion to call the question. After a roll call vote, the motion to call the question failed to reach the required 2/3 majority vote.

The results of the roll call vote:

Yea: Commissioners John Avedisian, David Drake, Joan Gentile, Pasquale J. Salemi and Alvin Taylor (5)

Nay: Commissioners Byron Lester, Maureen Magnan, Bhupen Patel, James Woulfe and District Chairman Donald Currey (5)

After continued discussion, the main motion made by Commissioner Salemi was duly seconded and passed by unanimous vote of those present.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in March and April of 2025

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 retirements, resignations and terminations from March and April of 2025.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR CONSIDERATION OF FUTURE AGENDA ITEMS

Commissioner Woulfe requested a brief analysis of any impact on Presidential Executive Orders that might impact federal grants as they relate to DEI or Affirmative Action. Chairman Taylor responded and discussed the MDC's disparity study. After discussion, Commissioner Woulfe rescinded his request.

ADJOURNMENT

The meeting was adjourned at 5:40 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

June 30, 2025
Date Approved

**Video of the full April 28, 2025 Personnel, Pension and Insurance Committee meeting is available at
<https://www.youtube.com/@MetropolitanDistrictCommission> **

PERSONNEL, PENSION AND INSURANCE COMMITTEE

The Metropolitan District
555 Main Street, Hartford
Monday, June 30, 2025

Present: Commissioners John Avedisian, David Drake, Bhupen Patel, Alvin Taylor and District Chairman Donald Currey (5)

Remote Attendance: Commissioners Joan Gentile, Byron Lester, Maureen Magnan and David Steuber (4)

Absent: Commissioner Dimple Desai, Pasquale Salemi, and James Woulfe (3)

Also**Present:**

Commissioner William DiBella
Commissioner Allen Hoffman
Commissioner Andrew Adil (Remote Attendance)
Commissioner Christopher Tierinni (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
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
Robert Schwarm, Director of Information Systems (Remote Attendance)
David Rutty, Director of Operations
Tom Tyler, Director of Facilities
Lisa Madison, Manager of Procurement
Diana Phay, Treasury Manager
Rita Kelley, Equal Employment Opportunity Compliance Officer
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Victoria Escoriza, Executive Assistant
Kevin Sullivan, IT Consultant (Remote Attendance)
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
Elizabeth Tavelli, Independent Consumer Advocate (Remote Attendance)
David Lee, Dahab Associates, Inc.

CALL TO ORDER

Chairman Taylor called the meeting to order at 4:01 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE TO AGENDA ITEMS

The Independent Consumer Advocate did not have any comments or questions.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Gentile and duly seconded, the meeting minutes of April 28, 2025, were passed by unanimous vote of those present.

Commissioner Steuber and Commissioner Magnan entered the meeting remotely at 4:12 PM

PENSION PLAN INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 1st Quarter Pension Plan Investment Performance.

OPEB TRUST INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 1st Quarter OPEB Trust Investment Performance.

MANAGEMENT STUDY

Kelly Shane led a discussion on a draft Management Study RFP.

Commissioner Taylor stated that Commissioners should submit comments on the draft RFP in 3-4 weeks and this item will be on the next Personnel, Pension and Insurance Committee agenda.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in May and June of 2025.

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 retirements, resignations and terminations from May and June of 2025.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR CONSIDERATION OF FUTURE AGENDA ITEMS

Chairman Taylor requested a future agenda item regarding the process of acquisition of CDL licenses.

District Chairman Currey asked that a special Personnel, Pension and Insurance Committee meeting be held before the August District Board meeting to discuss the Management Study RFP.

ADJOURNMENT

The meeting was adjourned at 4:45 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

September 22, 2025
Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
555 Main Street, Hartford
Monday, September 22, 2025

Present: Commissioners John Avedisian, David Drake, Alvin Taylor and James Woulfe (4)

Remote

Attendance: Commissioners Dimple Desai, Joan Gentile, Byron Lester, Maureen Magnan, Pasquale Salemi and District Chairman Donald Currey (6)

Absent: Commissioner Bhupen Patel and David Steuber (2)

Also

Present:

Commissioner Christopher Tierinni
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
Jonathan Perugini, Chief Financial Officer
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
Tom Tyler, Director of Facilities
Diana Phay, Manager of Treasury
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Kevin Sullivan, IT Consultant (Remote Attendance)
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
David Lee, Dahab Associates, Inc. (Remote Attendance)
Ronni Rausch, Arthur J. Gallagher & Co.
Marnie Inzero, Arthur J. Gallagher & Co.

CALL TO ORDER

Chairman Taylor called the meeting to order at 5:00 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

**INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE
TO AGENDA ITEMS**

Independent Consumer Advocate Tavelli was not present.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of June 30, 2025 were approved by unanimous vote of those present.

PENSION PLAN INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 2nd Quarter Pension Plan Investment Performance.

OPEB TRUST INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 2nd Quarter OPEB Trust Investment Performance.

INSURANCE COVERAGE APPROVAL

Pursuant to section B3h of the By-Laws of the District Board, the Personnel, Pension and Insurance Committee ("PPI") has full charge of all insurance and shall determine insurance coverage on all business and property of the District. PPI is authorized, within the limits of the budget as approved by the District Board, to determine the form and amount of insurance coverage.

Arthur J. Gallagher & Co. is the appointed insurance advisor/ broker of record for the District and provided recommendations for certain coverages and limits to PPI for acceptance and placement by the District as described more specifically in a summary document attached hereto.

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

VOTED: That the Personnel Pension and Insurance Committee approve insurance up to the coverages and limits as outlined in the attached document to this Resolution.

RESOLVED: The Personnel, Pension & Insurance Committee hereby approves and authorizes the placement of insurance up to the coverages and limits described in the document attached hereto and hereby incorporated:

FURTHER

RESOLVED: The Personnel, Pension & Insurance Committee hereby authorizes and directs the Chief Executive Officer, or his designee, to sign and/or otherwise execute such documents or instruments as may be necessary to bind and place said coverages.

THE METROPOLITAN DISTRICT COMMISSION COMMERCIAL INSURANCE SUMMARY

2025-2026 Recommended Premium Summary 10/1/25-10/1/26 as of 9/15/2025

| Coverage | Coverage Details | 2024-2025 Current Year | 2025-2026 Recommended carriers | | |
|---|---|--|-----------------------------------|---------------------|-------------------|
| | | | Expiring Premium | Premium | Year over Year |
| Workers Compensation | Coverage Details | Midwest (2 year term) | \$ 129,915 | \$ 129,915 | \$ 0 |
| Limit Per Occurrence \$1,000,000 | Retention - Retention: \$1,000,000 | Travelers | \$ 693,415 | \$ 677,312 | -\$ 16,103 |
| Property | Coverage Details | Travelers | \$ 290,011 | \$ 350,841 | \$ 60,830 |
| Excess General Liability including Law | Retention: \$100,000 | Travelers | \$ 7,416 | \$ 8,211 | 10.7% |
| Excess GL - Limit Per Occurrence \$1,000,000 | Retention - \$250,000 | Travelers | \$ 153,765 | \$ 170,125 | \$ 16,360 |
| Law - Limit per Occurrence | Retention - \$10,000 | Travelers | \$ 5,492 | \$ 5,492 | \$ 0 |
| Excess Auto Liability | Coverage Details | Travelers | \$ 20,963 | \$ 21,667 | \$ 704 |
| Combined Single Limit \$1,000,000 | Retention: \$250,000 | AIG | \$ 80,750 | \$ 80,750 | \$ 0 |
| Crime (Fidelity) | Coverage Details | Cowbell | \$ 16,683 | \$ 17,273 | \$ 590 |
| Employee Theft, ERISA, Funds Transfer | \$1,000,000 per Claim, \$25k retention | Kinsale | \$ 10,150 | \$ 11,450 | \$ 1,300 |
| Fiduciary Liability/Retirement | | Travelers | \$ 69,320 | \$ 86,810 | \$ 17,490 |
| Claims Made | 3,000,000 Limit, \$10k retention | Travelers | \$ 118,460 | \$ 130,300 | \$ 11,840 |
| Public Entity Liability/EPL | Coverage Details | AIG | \$ 95,000 | \$ 105,000 | \$ 10,000 |
| Public Officials, EPL | \$5,000,000 per Claim, \$100k retention | AIG | \$ 148,070 | \$ 163,670 | \$ 15,600 |
| Cyber Liability | | Cowbell | \$ 98,000 | \$ 108,325 | \$ 10,325 |
| Claims Made | \$1,000,000 Limit | Kinsale | \$ 32,640 | \$ 35,904 | \$ 3,264 |
| Excess Police Professional | | Travelers | \$ 32,640 | \$ 32,640 | \$ 0 |
| \$5,000,000 Excess of \$5,000,000 | \$0 Retention per Claim | Travelers | \$ 27,300 | \$ 30,030 | \$ 2,730 |
| Umbr/Excess Layer | | Travelers | \$ 621,430 | \$ 692,679 | \$ 71,249 |
| Travelers | \$5m excess of \$1m | Genesis | \$ 118,460 | \$ 130,300 | \$ 10,000 |
| Genesis | \$5m excess of \$5m | Starstone | \$ 95,000 | \$ 105,000 | \$ 10,500 |
| Starstone | \$5m excess of \$10m | AWAC (Allied World) | \$ 148,070 | \$ 163,670 | \$ 15,600 |
| AWAC (Allied World) | \$10m excess of \$15m | Great American | \$ 98,000 | \$ 108,325 | \$ 10,325 |
| Great American | \$10M X 25M | WH Greene (Third Coast) | \$ 32,640 | \$ 35,904 | \$ 3,264 |
| WH Greene (Third Coast) | \$5Mx35M | WH Greene (Old Republic- New Carrier) | \$ 32,640 | \$ 32,640 | \$ 0 |
| WH Greene (Old Republic- New Carrier) | \$5Mx40M | WH Greene -(PESLIC) Princeton Excess & Surplus | \$ 27,300 | \$ 30,030 | \$ 2,730 |
| WH Greene -(PESLIC) Princeton Excess & Surplus | \$5Mx45M | | \$ 50m excess of \$1m | \$ 621,430 | \$ 692,679 |
| | | | | \$ 2,029,990 | \$ 2,165,715 |
| TOTAL PREMIUM | | | | N/A | N/A |
| Optional New Placement - Drone Liability Coverage | | | | \$ 790 | N/A |
| TOTAL PREMIUM INCLUDING DRONE LIABILITY | | | | \$ 2,166,505 | \$ 136,515 |

Respectfully Submitted,



John S. Mirtle
District Clerk

On motion made by Commissioner Drake and duly seconded, the report was received and resolution passed by unanimous vote of those present.

MANAGEMENT STUDY

Commissioner Taylor led a discussion on the draft RFP for a management study.

Commissioner Salemi made a motion for the Personnel, Pension and Insurance Committee to recommend to District Board to direct staff to issue the draft RFP. The motion was duly seconded.

District Chairman Currey made a motion to amend Commissioner Salemi's original motion. The amendment is to go forward with the RFP process in looking for a consultant, but that step, once determined, will not take place until the Strategic Plan is completed and follows the process in a more logical sequence with the information gathered.

After further discussion, District Chairman Currey withdrew his amendment.

The original motion by Commissioner Salemi was brought to vote and passed by majority vote of those present. Commissioners Avedisian and Gentile opposed.

ACQUISITION OF COMMERCIAL DRIVER'S LICENSE

Commissioner Taylor led a discussion on the acquisition of Commercial Driver's Licenses for MDC staff.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in July and August of 2025.

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 retirements, resignations and terminations from July and August of 2025.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 6:10 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

November 19, 2025

Date Approved

**Video of the full September 22, 2025 Personnel, Pension and Insurance Committee meeting is available
at <https://www.youtube.com/@MetropolitanDistrictCommission> **

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Monday, October 27, 2025

Present: Commissioners Alvin Taylor, James Woulfe, and District Chairman Donald Currey (3)**Remote****Attendance:** Commissioners Byron Lester and Pasquale Salemi (2)**Absent:** Commissioner John Avedisian, Dimple Desai, David Drake, Joan Gentile, Maureen Magnan and Bhupen Patel (6)**Also****Present:** Commissioner William DiBella
Commissioner Jackie Mandyck (Remote Attendance)
Commissioner Calixto Torres (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
Dave Rutty, Director of Operations
Robert Schwarm, Director of Information Services
Tom Tyler, Director of Facilities
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Victoria Escoriza, Executive Assistant
Kevin Sullivan, IT Consultant (Remote Attendance)
Matthew MacAuliffe, IT Consultant (Remote Attendance)
Elizabeth Tavelli, Independent Consumer Advocate (Remote Attendance)**CALL TO ORDER**

Chairman Taylor called the meeting to order at 4:11PM. A quorum of the committee was not present.

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE TO AGENDA ITEMS

Independent Consumer Advocate Tavelli had no comments or questions.

APPROVAL OF MEETING MINUTES

No quorum was present to vote on the approval of the September 22, 2025 meeting minutes.

VACANCIES INCLUDING JOB TITLE, CLASSIFICATION, OPEN POSTINGS AND WHETHER INTERNAL/EXTERNAL POSTING

Jamie Harlow, Director of Human Resources, provided a report on vacancies in September and October 2025.

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 retirements, resignations and terminations in September and October 2025.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR CONSIDERATION OF FUTURE AGENDA ITEMS

There were no requests made.

ADJOURNMENT

The meeting was adjourned at 4:19 PM

ATTEST:



John S. Mirtle, Esq.
District Clerk

November 19, 2025
Date Approved

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Wednesday, November 19, 2025

Present: Commissioners John Avedisian, David Drake, Joan Gentile, Dominic Pane, Alvin Taylor and District Chairman Donald Currey (6)**Remote****Attendance:** Commissioners Dimple Desai, Byron Lester, Maureen Magnan, Pasquale Salemi and James Woulfe (5)**Absent:** Commissioner Bhupen Patel (1)**Also****Present:** Commissioner Andrew Adil
Commissioner William DiBella
Commissioner Jackie Mandyck
Commissioner Christopher Tierinni
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Jonathan Perugini, Director of Finance / Chief Financial Officer
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
Dave Rutty, Director of Operations
Robert Schwarm, Director of Information Services
Tom Tyler, Director of Facilities
Carrie Blardo, Assistant to the Chief Executive Officer
Dawn Newton, Assistant to the Chief Administrative Officer
Rita Kelley, Durational Diversity Project Manager
Victoria Escoriza, Assistant Administrative Officer and Special Assistant
Olga Cordova, Manager of Human Resources
Mike Curley, Manager of Engineering
Jeff Davis, Manager of Construction and Inspection Services
Jason Waterbury, Assistant Manager of Engineering Services
Alex Dobiecki, Senior Project Manager
Jessica Coehlo, Senior Project Manager
Jeremy Galeota, Senior Project manager
Josh McCoulough, Senior Project Manager
Jeff Passardi, Senior Project Manager
Clarence Corbin, Project Manager
Peter Miller, Project Manager
Kanitha Tongsri, Project Manager
Alex Consentino, Project Manager
James Brennan, Project Manager
Frank Cahill, Project Manager

Jeff Bowers, Manager of Water Pollution Control
Craig Scott, Manager of Environment Health and Safety (Remote Attendance)
Jeff King, Construction Manager
Eric Pizzoferrato, Construction Manager
Tom Robbins, Construction Manager
Mary Manning, Assistant Manager of Construction
Julie McLaughlin, Communications Administrator (Remote Attendance)
Angel Morales, Senior Clerk (Remote Attendance)
Kim Haynes, Manager of Customer Service
Diana Phay, Treasury Manager
Shereese Rodgers, Assistant Manager of Budget and Analysis (Remote Attendance)
Aziza Harris, Accounts Payable Supervisor (Remote Attendance)
Jess Fenner, Treasury Receivables Administrator
Greg Gwara, Cash and Management Administrator (Remote Attendance)
Burton Freeman, Budget Analyst (Remote Attendance)
Haider Nawaz, Budget Analyst
Cynthia Greene, Accounting Administrator
Lisa Madison, Manager of Procurement
Dana Chalupka, Contact Specialist
Deanna Gaudio, Procurement Specialist 1
John Fleming, Manager of Operations
Dave Egloff, Fleet Superintendent (Remote Attendance)
Tania Stavola, Construction and Utility Services Supervisor
William Pallis, Manager of Information Services
Dhanalakshmi Paramasivam, Manager of Information Services
Poitr Krzyk, Business Systems Analyst (Remote Attendance)
Kevin Sullivan, IT Consultant (Remote Attendance)
Matthew MacAuliffe, IT Consultant (Remote Attendance)
Elizabeth Tavelli, Independent Consumer Advocate (Remote Attendance)
David Lee, Dahab Associates, Inc

CALL TO ORDER

Chairman Taylor called the meeting to order at 4:01 PM.

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

INDEPENDENT CONSUMER ADVOCATE COMMENTS & QUESTIONS RELATIVE TO AGENDA ITEMS

Independent Consumer Advocate Tavelli had no comments or questions.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Salemi and duly seconded, the meeting minutes of September 22, 2025 and October 27, 2025 were approved by unanimous vote of those present. Commissioner Pane abstained.

PENSION PLAN INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 3rd Quarter Pension Plan Investment Performance.

OPEB TRUST INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2025 3rd Quarter OPEB Trust Investment Performance.

AN IMMEDIATE MORATORIUM ON ALL SALARY INCREASES, CONTRACT EXTENSIONS, AND ALL JOB CLASSIFICATION AND FRINGE BENEFIT CHANGES FOR ALL E AND E AND CONTRACT EMPLOYEES UNTIL THERE IS A BENCHMARKING OF ALL SUCH SALARIES AND BENEFITS BY AN OUTSIDE THIRD PARTY

Commissioner Salemi made a motion to have a benchmarking study done for all E&E and contract employees by an outside third party. The motion was not seconded.

Commissioner Pane made a motion to table agenda item #6. Commissioner Pane requested a roll call vote. The results of the roll call vote were as follows:

Ayes: *Commissioners Avedisian, Desai, Drake, Gentile, Lester, Magnan, Pane, Woulfe, and District Chairman Currey (9)*

Nays: *Commissioners Salemi and Taylor (2)*

Commissioner Pane made a motion to take agenda items #7 “An Outside Labor Counsel Shall Be Retained At, And Under The Direction Of PPI For All Labor Negotiations, With The MDC Bargaining Units, After December 31, 2025” and #8, “A Forensic And Statistical Analysis For Each Of The MDC Bargaining Units As To The Number And Impact Of All Job Classification Upgrades/Modifications Awarded To Each Such Bargaining Unit During The Period Of Such Unit’s Current Bargaining Agreement With The MDC” off the table.

On motion made by Commissioner Pane and duly seconded agenda items #7 and #8 were taken off the table, by majority of a roll call vote. The results of the roll call vote were as follows:

Ayes: *Commissioners Avedisian, Desai, Drake, Gentile, Lester, Magnan and Pane (7)*

Nays: *Commissioners Salemi, Taylor, Woulfe and District Chairman Currey (4)*

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR CONSIDERATION OF FUTURE AGENDA ITEMS

There were no requests made.

ADJOURNMENT

The meeting was adjourned at 5:30 PM

ATTEST:



John S. Mirtle
District Clerk

January 28, 2026
Date of Approval

INDEX

To

MINUTES OF THE PERSONNEL, PENSION & INSURANCE COMMITTEE

Personnel, Pension and Insurance Committee Index - 2025

| | <u>Page</u> |
|--|-------------|
| C | |
| CHIEF FINANCIAL OFFICER | |
| Discussion of Retirement | 1 |
| Discussion of Solicitation for New Hire | 8 |
| COMMERCIAL DRIVER'S LICENSES | |
| Discussion on Acquisition of CDLs | 17 |
| E | |
| EMPLOYEE CLIMATE STUDY | |
| Update | 1 |
| Update | 5 |
| EMPLOYEE OVERTIME | |
| Discussion | 1 |
| I | |
| INSURANCE COVERAGE & LIMITS | |
| Approval of 2025-2026 Coverages & Premiums | 15 |
| M | |
| MANAGEMENT STUDY | |
| Discussion on Draft Request for Proposals | 12 |
| Issuance of Request for Proposals | 17 |
| Solicitation for Scope of Services | 9 |
| MORATORIUM ON SALARY INCREASES | |
| E&E Employees | 23 |
| O | |
| OPEB TRUST | |
| Investment Performance | 5 |
| Investment Performance | 12 |
| Investment Performance | 15 |

Personnel, Pension and Insurance Committee Index - 2025

| | Page |
|------------------------------|-------------|
| Investment Performance | 23 |
| OUTSIDE LABOR COUNSEL | |
| Discussion of Retention | 8 |
| Discussion of Retention | 5 |
| P | |
| PENSION | |
| Investment Performance | 15 |
| Investment Performance | 5 |
| Investment Performance | 23 |
| Investment Performance | 12 |