



Commissioners
Robert E. Corey
William L. Morin
Chairman - William "Zee" Zielinski

Michael Sheu
Superintendent

John M. Hudzik
Field Service Manager
Primary Distribution Operator

Debra H. Vinal
Treasurer

MINUTES
DWSD BYLAW SUB-COMMITTEE
OCTOBER 10, 2018

The meeting was called to order at 6:10 PM

PRESENT:

Commissioners William "Zee" Zielinski/Chairman, Robert E. Corey/Vice-Chairman, and William L. Morin. Superintendent Michael K. Sheu, District Counsel Arthur C. Sullivan Jr. and Roland L. Milliard, and Recording Secretary Jayne Boissonneault.

Chairman Zielinski announced the goal of the DWSD Bylaw Sub-Committee is to review and update the District's current Bylaw and to separate Bylaw from Policy, resulting in two separate, up-to-date documents: DWSD Bylaw and DWSD Policies & Procedures.

District Counsel Arthur Sullivan pointed out, as part of the Acts of 1905, the DWSD has the right to tax. Discussion ensued regarding the process by which this could be done. Superintendent Michael Sheu stated for the record, this would cause an unfair situation if the District cannot also tax ratepayers in Tyngsboro. District Counsel Roland Milliard pointed out the statute speaks of the Commissioners and District Clerk being elected at Annual Meeting. Attorney Sullivan stated much of what is in the District's current Bylaw was copied from the Town Bylaw by former Superintendent Gary McCarthy, which included the Personnel Bylaw.

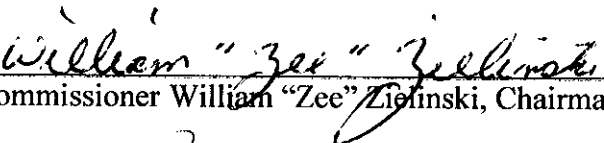
Lengthy discussion ensued regarding salary vs. benefits. Superintendent Michael Sheu stated DWSD salaries are low compared to other water district, and he would like to see higher salaries vs. higher benefits. All agreed it would be beneficial to move the Personnel Policy from Bylaw to Policy so that every time something changes, it does not have to be voted at Annual Meeting. Commissioner Morin stated he does not want changes to affect current employees, and anything that changes would be from the effective date, forward.

The benefit of having sick time vs. the potential for abuse of sick time was discussed. Chairman Zielinski stated there needs to be sick time; people get sick from time to time and should not be penalized for having the flu, for example. Mr. Sheu offered to ask other water districts what they offer in terms of sick time and other benefits and report back to the Board at the next Bylaw Sub-Committee meeting.

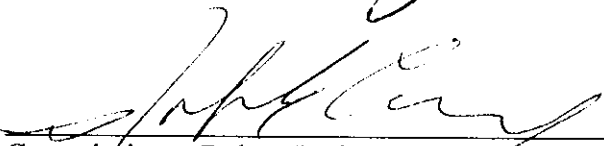
Field Services Manager John Hudzik joined the meeting at 6:45 PM (present for the regularly scheduled 7:00 PM meeting) and stated the District has only one benefit that is better than what the Town offers for benefits, and in fact can point out benefits DWSD employees do not receive that other towns do, such as a minimum 2 hrs. vs. 4 hrs. of on call/call out pay. Chairman Zielinski stated the water industry is a very competitive industry, and let Mr. Hudzik know his input is both welcome and valued, and invited Mr. Hudzik to join the Bylaw Sub-Committee meetings.

Chairman Zielinski announced the Bylaw Sub-Committee will meet again on October 24th at 6:00 PM.

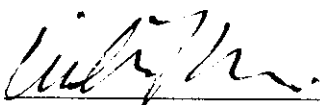
Commissioner Corey made a motion to adjourn the meeting at 6:59 PM. Seconded by Commissioner Morin. Motion passed unanimously.



Commissioner William "Zee" Zielinski, Chairman



Commissioner Robert E. Corey, Vice Chairman



Commissioner William L. Morin