

SPECIAL MEETING OF THE SPRAGUE WATER AND SEWER AUTHORITY

Date: April 24, 2013
Time: 9:00 AM
Place: Sprague Town Hall, Authority Office
Present: Dennison Allen, Tom Hannon, Todd Hastings, Manny Meneses, Todd LaPointe, Catherine Osten, First Selectman, David Trainor
Absent: None

Call to order:

The meeting was called to order at 9:00 AM. by Dennison Allen, Chairman.

Discuss employee performance with David Trainor, possible Executive Session:

Dennison Allen, Chairman asked David Trainor to speak to the board members as to why he wanted to have this meeting. David started with a story involving two people doing the same job on different sides of a fence but not being paid equally. He wanted to know why this was the case when they are basically doing the same work. Discussion followed. The two different people were from two different department within the Town of Sprague. Catherine Osten spoke to his concerns and made the statement that he is comparing apples to oranges. She also noted that he is singling out only one person from the Town crew when in fact the part time employees of the town are making the same wage and she did not appreciate him going around the town targeting one individual. The part time workers do have a higher hourly rate but do not have benefits like he as a full time employee does. These benefits are costly to the Town of Sprague Water & Sewer Authority.

David said that he called several water and sewer plants at the suggestion of his supervisor and got a list of what entry level employees are making. He called Stafford Springs, Colchester and East Hampton and one other. The lowest starting is \$16.82 with most starting at \$20.00 or above. Manny Meneses asked David if he compared the size of the facility or how many it serves and he indicated that he did not. That makes a difference with what the Town can offer for a salary and that is something that he should have considered when checking other plants. Dennison told David that he did the right thing by coming to the board to air his concerns but that if he wanted an increase he should be lauding his own accomplishments as that holds more weight instead of comparing himself to another worker in the same town. More discussion followed.

David brought up a concern that was discussed at the last meeting regarding a computer problem and unacceptable sites being visited. He is very concerned that his name might be attached to these unacceptable sites. He explained to the board that he has seen lights

on at the sewer plant when neither he or his superintendent have been there but when he went to investigate that person was gone. Discussion followed. Kathleen told them that they are going to get password protection when the Town's Computer technician comes out and we should not have to worry about this again since no one will be able to access the computer without a password.

Dennison thanked David for his candor and speaking with the board, Todd asked that we look at the budget giving the \$3.00/hr raise and review it at the next meeting so see if it is at all possible. The board agreed to review it at next meeting.

Tom Hannon made a motion to adjourn the meeting, seconded by Manny Meneses. The meeting was adjourned at 10:07 a.m.