

TOWN OF EAST WINDSOR
WATER POLLUTION CONTROL AUTHORITY

Minutes of Meeting of May 27, 2020

Members Present: Paul Anderson, John Mazza and Jim Richards

Others Present: WPCA Superintendent E. Arthur Enderle III

The Recording Secretary was not present for the meeting. The minutes were transcribed from a recording.

Time and Place

Paul Anderson, Chairman, called the meeting to order at 7:08 p.m. at the WPCA Admin Building, 192 South Water St, East Windsor, CT

I. Pledge of Allegiance

The Pledge of Allegiance was not recited to shorten the meeting.

II. Added Agenda Items

There were no added agenda items.

III. Acceptance of Minutes of February 26 and March 25, 2020 Telephone Meeting

Motion: To accept the minutes of February 26, 2020.
Mazza/Richards
All in favor
Motion carries

Motion: To accept the minutes of March 25, 2020 Telephone Meeting.
Mazza/Richards
All in favor
Motion carries

IV. Communications

Mr. Anderson had a legal notice regarding the South Windsor WPCA sewer use rate. It will be \$420 this year.

He also had news of the weird; a man was rescued after being trapped in a sewer pipe. The moral of the story is, stay out of sewer pipes.

On March 17, 2020 the Town of South Windsor Public Works/Pollution Control needs help from the public. Four of their eleven pump stations were clogged pumps due to sanitizing wipes which are not designed to break up when wet.

On April 23, 2020, manhole cover thieves were sentenced to death in China. Manhole covers are valuable and leaving holes in the road.

On May 18, 2020, the Somers WPCA held a public hearing. The following rates were established; Somersville will pay \$265 per EDU and the Maple Ridge Community onsite sewer system will pay \$150 per EDU.

On May 20, 2020, the Town of South Windsor published a request for proposals for sanitary sewer vegetation management. This means they need people to manage vegetation across sewer easements.

V. Visitors

There were no visitors.

VI. Public Participation

There was no public participation.

VII. Receipt of Applications

COM2020-001, Wilcox Excavating Construction Co, Inc., 50 Newberry Rd

Mr. Enderle reported that this goes back to the February meeting, which was the last time the Board met. Mr. Wilcox and his engineer attended the meeting. It was the consensus of the Board not to hold up Mr. Wilcox. Town Engineer Len Norton has reviewed the plans and provided a memo. His only comment was whether the floor drains were included in the flow calculations. Mr. Enderle replied they were included. Mr. Wilcox is all set and is proceeding with what he has to do. Mr. Wilcox asked Mr. Enderle to thank the Commission for not holding him up.

Motion: To accept the application, COM2020-001, Wilcox Excavating Construction Co, Inc., 50 Newberry Rd.
Mazza/Richards
Discussion: Mr. Mazza was concerned about Mr. Wilcox questioning the charge. Mr. Richards said it was explained to Mr. Wilcox there would be one charge. The Commission recommended installing 8 meters to assist him so each unit would have a price associated with it. He could then pass the cost off to his tenants if he wanted to.
All in favor
Motion carries

COM2020-002, LaBrecque Properties LLC, 63 Newberry Rd

Mr. Enderle explained that he has the application and the plans. Town Engineer Len Norton's memo takes no exceptions to the plans. Mr. Richards is happy to see the business expanded. That is excellent.

Motion: Accept the application, COM2020-002, LaBrecque Properties LLC, 63 Newberry Rd.
Mazza/Richards
Discussion: Mr. Enderle explained this is an existing building on Newberry Rd, LaBrecque Automotive. They are putting in a new 9,600 square foot building to the side of the existing building. There will be a new connection to the sewer. An oil/water separator is needed because of the automotive use.
All in favor
Motion carries

VIII. Approval of Applications

Motion: To approve the application COM2020-001, Wilcox Excavating Construction Co, Inc., 50 Newberry Rd, engineer Gary B. LeClair LLC, dated February 9, 2020, #210022 with no revisions.
Richards/Mazza
All in favor
Motion carries

Motion: To approve the application COM2020-002, Labrecque Properties LLC, 63 Newberry Rd, prepared by Gardner and Peterson Associates LLC, dated March 11, 2020, map #10832S with no revisions.
Richards/Mazza
All in favor
Motion carries

IX. Legal

There was no legal discussion.

X. Unfinished Business

Paving Contracts

Mr. Anderson asked if anything was happening. Mr. Enderle explained he had shared emails with Attorney Lanza.

IT Status

This was not discussed.

Benefit Assessment Policy

This was not discussed.

XI. New Business

Bill Sheet Review

Mr. Anderson explained they are 92% through the budget year and 70% of the money has been spent at this point. Things could change. Mr. Anderson pointed out there was information on the bills that had been paid in the meeting packet.

Superintendent's Report

Mr. Anderson reported there was a lot of data because of the time frame. Mr. Enderle explained that there is four months of information; January through April. Mr. Enderle reported that the biggest challenge during the past three months has been working through the Covid-19 Pandemic. There were many concerns and unknowns, especially working with raw wastewater daily. Mr. Enderle felt we did our best assisting our community toward being safe. Coverage has been maintained through weekdays, weekends and emergency call outs, even though the staff is short three employees. When the pandemic started, we tried to get ahead of it by staggering shifts. We are starting to wean off of that and start ramping back up to where we were. Things need to return to some sense of normal. Mr. Richards feels everyone should be cautious.

Mr. Mazza asked if anyone would be retiring this year. Mr. Enderle replied that two employees could be retiring. Mr. Mazza asked why someone isn't being brought in. Someone needs to be brought in and trained now so we won't be short when the time comes. This needs to be looked at in advance. Mr. Enderle explained that Mr. Brennan had retired. They knew his retirement would happen; they just didn't know quite when. There are two other people who have been out of work. One is on worker's comp and the other is out on long term injury leave. This is difficult because we expect them to come back; we just don't know when. Mr. Enderle understands what Mr. Mazza is saying.

Mr. Enderle explained that he is working on a posting for the mechanics position, which was Mr. Brennan's position. The posting will be put on the Town website to start to get applications. Mr. Mazza feels it's more critical with what's going on. Mr. Enderle agrees.

Mr. Anderson said to keep in mind that we cross train people. There are people in house working their way up to the positions already. It's the low end of the position scale they will be filling in. We have people that will be moving up in the system. This means the work will be level. We are not going to lose talent. We have been building talent; it's here. That's important. We've been doing it for years. The mechanic's position is unique and will take a unique person to fill. Mr. Anderson explained that we are down three employees. That leaves six with four that

can retire. It doesn't mean they will but they could. That would leave us with two. We don't expect that to be the case. There's a plan in place. Mr. Anderson explained that even if people apply, they may be reluctant to interview in the current circumstances. There are some difficulties to work out along the way.

Mr. Enderle gave credit to his staff. It has been really busy; it hasn't slowed down with less people. All of the staff has been showing up and doing what they can. He is hesitant to put the job posting in the newspaper. Mr. Enderle can't interview people over the phone. He wants to get people in and walk around the plant. He needs to get the right person and the right fit. Mr. Enderle thanked Mr. Mazza for his concern. Mr. Richards understands they have plans in place and options. They are thinking 5-10 years down the road not just next week, that's his impression. Mr. Enderle said that people are nervous. Mr. Richards said that people can wear masks for the interview. He explained that coming here is part of the job. If they are afraid to come here, we don't want them. We want people who will take the challenge. We need to move forward. Mr. Enderle agrees. He will post the job on the website by Friday or Monday. Applications will be accepted until June 12th; that's a two-week period. Applicants will need to send applications to Town Hall. Mr. Enderle will put together an interview panel. Mr. Enderle will reach out to Melissa Labelle in the First Selectman's Office. Typically, they have done this in house but this time around he's not getting good feelings about things. He wants to remove the process from here. They have three applicants. The applicants are people Mr. Enderle and some of the other staff know. Mr. Anderson said that the problem is there are people on staff who think they know some of the applicants. Their interaction with the applicants has been somewhat limited. They don't know them as well as they think. Mr. Anderson stated that the Superintendent is the one responsible for the hiring process. That's his job and he will do it to the best of his ability. Mr. Mazza said, suppose I'm the Superintendent and I have a relative that's going to apply, can I back out and have someone else appoint him? Mr. Mazza recommends that Mr. Alibozek make the decision. That way there can't be any complaints. It removes Mr. Enderle but he could second the agreement. Mr. Richards explained that he doesn't know how much he wants to go outside of the building with the hiring process. Then it becomes political. We're not run by the Town. Mr. Mazza suggested having Mr. Alibozek sit in on more than one interview. We don't want it to look like this is somebody we want to put on; that it's a fixed situation. We don't want a lawsuit. Mr. Enderle understands.

Mr. Anderson reported there are three applications that exist so far. Mr. Alibozek has reviewed them so he's not out of the loop. Mr. Anderson said they are looking at this carefully. There is a possibility of getting other people in the field for the interview panel, not necessarily town employees. They need someone who understands the operation if possible. It is ultimately Mr. Enderle's responsibility because he is responsible for the operation of the facility. It is in his job code to hire and fire. Mr. Enderle will have to take appropriate steps as he sees fit to do this.

Mr. Enderle said he is moving forward with the posting for the position. He will put it on the website. This will give him a couple of weeks to reach out to surrounding towns. He will put together a panel of questions. Each candidate will be asked the same question, in the same manner. The panel will have a matrix for grading. When they are done, they will give their 1st choice, 2nd choice to the Superintendent.

Mr. Anderson thinks the idea of a panel of people in the field is better than the Chief Operator, whose job is not to hire and fire. By having an interview panel with people of similar levels to our Superintendent that have the background and knowledge to interview people and come up with a result. The superintendent can then make his decision based on the results. This takes everybody out of it. Mr. Richards doesn't disagree. He thinks they need to have a process in place if the Superintendent is in this position again. Mr. Anderson said this process makes it independent, that's the important part. It will be totally outside and done professionally. Mr. Richards stated there is no question of the intention of the Board. They have to be sure to hold themselves to a higher standard. Mr. Enderle stated he always tries to do that but sometimes the lines get blurred. He appreciates the Boards comments and wants to do what is in the best

interest of the facility, as he has tried to do for the past ten years. This is getting to be a sticky situation and he wants to step away from it.

Mr. Mazza explained they have a position with the possibility of someone stepping in that does not have to be trained. He can step in and do the job. That is top of the line. Mr. Richards stated that Mr. Anderson made a point of having people in the field do the interviews. Then if someone is more qualified, they will know. Mr. Enderle wants full transparency and no hidden agendas. He thanked the Board.

Mr. Anderson asked Mr. Enderle about the Mill Street pump station situation. Is it the same problem as Scantic Road had? Mr. Enderle replied yes, Scantic and Mill stations are identical. We realized through trial and error. Everyone who needed to be involved was at the pump station together, Randy Robbins, the electrician and the generator guy. The generator guy came up with a question about the phase monitor. The problem occurred from the way the phase monitor was wired into the circuitry. They set a procedure to get the proper relays and wire them in. Mr. Anderson asked if they have a plan to proceed since they are trying to keep people away from each other. Mr. Enderle explained they have brought in outside contractors and have had to work alongside them. They don't have two people in a truck; they send two trucks. They are trying to be safe; it's been extremely tough. No one has gotten hurt or sick. They make it a practice to wear gloves and masks.

Mr. Enderle explained that Mr. Alibozek asked him to distribute a handout to the Board; this has already gone to Mr. Anderson but Mr. Alibozek didn't get a response. Mr. Enderle said they do not need to discuss this. Mr. Enderle explained that he is not involved in this. Mr. Anderson reported that this isn't new information and everyone has already seen it. He explained that the entire Town has moved to the State insurance plan. Therefore, the WPCA employees will be doing it too. There is not an option. Everyone will save money. There is no discussion, move on and give it a chance to see what happens. If it's a mess and we have to revert back then whatever. Everyone has an opinion but no facts. Mr. Mazza asked if it were a problem and they want to back out, does it have to go to the Union? Mr. Anderson said it's an equivalency issue. The plans have to be the same. With the entire Town going with the plan it's not feasible for 9 people to have a different plan. We are going with it and it will cost less. Is the coverage the same? We don't have a prayer of figuring that out. Mr. Anderson understands the Union will go with this. They are looking for a change in contribution. Mr. Anderson is against this. They are already saving money. He's looking for a higher copay down the road. The amount of dollars coming out of paychecks will be less compared to the amount that has been coming out. The Union isn't looking at that. We don't have to do a thing with it at this point. Mr. Richards asked if the staff knows about this. Mr. Enderle replied yes. Mr. Richards asked if they have a problem with this. Mr. Anderson replied he's only heard negative comments. That it's not as good.

Transfers

No transfers were made.

XII. Adjournment

Motion: To adjourn the meeting at 9:00 p.m.
Richards/Mazza
All in favor
Motion carries

Respectfully submitted,



Laura Michael
Recording Secretary