



BOARD OF WATER COMMISSIONERS

Cotuit Fire District  
Water Department

4300 FALMOUTH ROAD, P. O. BOX 451  
COTUIT, MASS. 02635  
05/22/23

Two members of the Board of Water Commissioners attended the Prudential Committee meeting on 5/22/23 at 5:00pm to discuss the proposed FY24 budget. Chairman Hoppensteadt opened the meeting at 5:10 pm. He reviewed the criteria used for recommending the proposed salary budget including COLA sources, basis for merit increases and comparable salaries for surrounding districts. Commissioner Robinson also noted the positive feedback that they receive regarding the staff, noted that other districts are losing help and are actively recruiting staff from surrounding districts.

Prudential Committee member, Mark Lynch, agrees with the competency of the staff but does not agree with the COLA percentage and feels that salaries have reach a number that is not reasonable. Based on prior years increases, and current year recommendation, he feels that if COLA is lower next year that the BOWC wouldn't recommend a lower COLA increase.

Chairman Hoppensteadt reiterated that they have always followed the Retirement COLA recommendation, and would continue to, so if it is lower next year then that would be their recommendation. They are not locked into a union contract like the Fire Department is. He also reiterated that the proposed salaries are consistent with the surrounding districts.

Fran Parks asked if OT & On Call were included in salary for each operator (it is a separate line item in the budget) and if the proposed increases were bonus (not part of ongoing base pay) or merit (would be part of ongoing base pay). Chairman Hoppensteadt clarified that they are a merit increase.

Seth Burdick noted that as the warrant articles have already been published and can't be changed after 30 days prior to the ADM that there was nothing that could be done with the warrant. They discussed that Mark Lynch would address the article during the Annual District Meeting.

As part of the Public Comment, former Commissioner Vic Mastro noted that he was on the board when they implemented performance evaluations and step/merit increases. He recommended that they be reviewed and revamped for the current job responsibilities and that a new compensation survey be completed.

The Water Department budget discussion ended at 5:30pm, and the Prudential Committee continued with their discussions. Video/audio of the meeting can be found on the Prudential Committee Meetings/Minutes page.

Submitted by

Chairman, Board of Water Commissioners