

REPRESENTATIVE POLICY BOARD

NOMINATING COMMITTEE

MAY 4, 2023

MEETING TRANSCRIPTION

Stephen:

Good evening everybody. I will call the May 4th Nominating Committee meeting to order. First item on the agenda is our safety moment. Some good suggestions on reducing your carbon footprint. Something I think we've all had to deal with and think about. Not so easy to do somehow, but I'm hoping they find little ways because we got there in lots of little ways. Maybe that's the way out of this too, but it's got to start somewhere.

Greg:

I've got one question about the safety moment. Rethink fashion choices.

Stephen:

What's that mean?

Tim:

Grass skirts.

Jennifer:

They have sustainable clothing made from plastic bottles and recycled things.

Stephen:

I just saw something about clothing, which is actually one of the big offenders because it's not easily recyclable. So it just ends up being dumped somewhere and we keep producing tons of it. So there's probably an opportunity there for somebody to come up with something innovative.

Tim:

I just wear the same thing every day.

Jamie:

Are you talking about clothes? Recyclable clothes?

Charles:

My understanding the worst offender is the wrinkle free thing or whatever they put in clothing to do the wrinkle free and the stain free.

Tim:

That would be polyester. A byproduct of petroleum.

Stephen:

Don't they use PFAS as well in clothing?

Charles:

PFAS are in everything, yeah.

Jamie:

But I was just going to say, Killingworth just instituted another, a lot of towns are going into, but we contracted with a company to buy textiles from us, from the dumps. So they're giving us a bin to collect all kinds of things. Stuffed animals, clothing, linens. As long as it's clean, they're going to take it. They're going to reuse what they can and recycle what they can't for other [inaudible 00:02:54].

Charles:

Hey, Jamie, could you send me that info on that so that I can bring it up in our town?

Jamie:

Sure, Charles. I have to write it down so I don't forget.

Charles:

I appreciate it.

Jamie:

In fact, we literally just passed it, I don't know, a couple of weeks ago. But we did a lot of research on it. Right, Charles?

Charles:

Well, I know Killingworth had a lot of PFAS issues, but that sounds like something that's fairly easy to get ahead of.

Jamie:

Yes. I'll send [inaudible 00:03:25].

Stephen:

Any other questions? Comments on the safety moment?

Tim:

It's been the most discussed safety moment of my career. That's great.

Stephen:

Pretty good. Well, Jennifer does a good job. Thanks, Jennifer. Item two, approval of the minutes. Do I have a motion?

Tim:

So moved.

Charles:

So moved.

Stephen:

A second?

Greg:

I'll second them.

Stephen:

Okay. Are there any corrections to the minutes? Any additions, omissions, any comments on the minutes? Hearing none. All those in favor?

Committee:

Aye.

Stephen:

The minutes pass. Item three is our review of the resumes that we were able to get in and a little discussion about the process as well. I want to thank Jennifer for looking into this to clarify that we could do this in executive session. The main reasons are so that we could, as a committee, since we have internal candidates as well as external candidates, a frank and open discussion about it that was private. Also, to protect the confidentiality of all of the applicants. So I'll entertain a motion to go into executive session.

Tom:

So moved.

Stephen:

Thank you. A second?

Tim:

Second, Tim.

Stephen:

Thank you. All those in favor?

Committee:

Aye.

[EXECUTIVE SESSION FROM 5:05 P.M. TO 5:41 P.M.]

Stephen:

I think we've determined that we're going to try to pick a date, have our meeting, and get the three candidates at that same night in. If you could possibly arrange that, Jennifer. So the first item would be to try to figure out a date where we can all meet, and we probably should set up two meetings if we can.

Tim:

I think you're right.

Greg:

Steve, this is Greg. Can I just throw out dates I cannot make?

Stephen:

Sure.

Greg:

I cannot meet May 17th through the 21st. I'm going to be out of the country.

Stephen:

Okay.

I don't have my calendar right in front of me. So Jennifer, next week is already, what? What are we looking at, the eighth through something?

Jennifer:

Yes, the 8th through the 12th. The 8th is Finance Committee on Monday and the 10th is Land Use Committee on Wednesday.

Stephen:

What's the following week? Is that before Greg leaves?

Jennifer:

The next week is the 15th, 16th, 17th. Greg leaves on the 17th and the 15th is Consumer Affairs Committee.

Jamie:

What about Thursday the 11th?

Jennifer:

Representative Policy Board
Nominating Committee
May 4, 2023

Thursday the 11th is a... That's fine. There's nothing on that day or Tuesday the ninth. There's nothing on that day, or, it's a Friday. I don't know how you feel about Fridays.

Tim:

It's funny. I had RPB Nominating with a question mark for the 11th.

Charles:

Yeah, 9 and 11 were tentative Nominating anyway. You could do either of them.

Tim:

I could do the 11th, which is a Thursday. I can't do the Tuesday, which is the 9th.

Jamie:

I believe I can do the 11th, but I cannot do the 9th, the Tuesday.

Stephen:

Hang on a second. I have to get my calendar.

Charles:

How about the 10th for anybody while Steve's looking?

Jennifer:

That's Land Use Committee that night. At 4:30.

Charles:

Well, couldn't we use the other room?

Jennifer:

Jamie's on Land Use. Jamie and Greg are on Land Use.

Greg:

Yes, we're on Land Use. We won't be there.

Charles:

Well, that's right. You wouldn't be there on the 10th.

Stephen:

Are we still are talking about the 11th, Jennifer?

Jennifer:

Yes.

Stephen:

I can do that. And I can do the next- I don't have a problem with Friday the 12th, either. I don't know if anybody could make that as an alternative.

Greg:

Yeah, I can do that, also.

Tim:

I can do the 12th.

Jamie:

I can, too.

Tom:

Yes.

Jennifer:

What time do you want to start the interviews? Did you want to have a meeting first or do you want to just start the interviews?

Stephen:

We probably could do the interviews first. Well, we haven't talked about the- Tim brought up the idea of the questioning, so I don't...

Tim:

Well, maybe the one thing we should talk about is if we just have the interviews and then not have a discussion after, we hold for the discussion at the second meeting. I think that's maybe a way to make that a little easier.

Stephen:

Okay, we could do that.

Tim:

Interview them all. We have internal comments. We write down our comments and see how well we remember, or which one's the most outstanding for the next meeting or two.

Stephen:

We could just call a meeting just to decide what we're going to do for the next one. That night could be just the interviews. That's fine.

Stephen:

We may want to have a discussion about whether we want to interview more people, or just hold it there. We're going to have to have some kind of a meeting.

Tim:

Well, we could do that on the 11th, correct, if we're fortunate enough to get everyone on the 9th?

Greg:

That's right.

Tim:

Or whatever the Friday is.

Stephen:

Friday's the 12th.

Tim:

Have our conversation on the 12th.

Stephen:

If we could do 11th and 12th I'm okay with that.

Jennifer:

Okay. So you want the 11th for interviews and the 12th for a meeting?

Tim:

No. Is it the 11th? I thought it was...

Stephen:

Yes, the 11th.

And Jennifer, the other thing that may happen is, you'll have to see if the candidates can make it on the 11th or the 12th.

Jennifer:

Okay.

Jamie:

What times are we looking at on the 11th?

Jennifer:

What time do you want to start? If they can come in on the same day.

Tim:

I would honestly think if we started at 6:30 or 7:00 that would be, it's a long night for us, but that probably assures everyone had a chance to eat their dinner.

Jamie:

Are we doing it in person or online?

Greg:

In person, I think.

Stephen:

We have to do this in person. We'll be at the Regional Water Authority.

Jennifer:

So you want to start at like 6:30?

Greg:

I'd rather start earlier.

Stephen:

We could start at 5:00 and do them, and then be done for just doing interviews.

Tim:

You think everybody can get there for that hour?

Stephen:

Does anybody have an issue?

Greg:

No.

Jamie:

I have to leave work early. I'd be coming in from Hartford, but I will aim for 5:00 PM.

Stephen:

We could even move it to 5:30.

Tim:

Yeah, that might be better.

Stephen:

5:30 to 7:00.

Tom:

Yeah, I agree.

Jamie:

And then what do you do about keeping the candidates apart from one another? Or do you just let them see each other?

Stephen:

Yeah, that's fine, I think. They could sit in the lobby with our security people and we'll go out and get them.

Jennifer:

So you want a half an hour for each one?

Stephen:

That seems reasonable to me. I think that's what we've done in the past.

Jennifer:

Do you want me to schedule them like 45 minutes apart so that if one goes over a little bit?

Greg:

Yes, I think that'd be good.

Tom:

Yeah.

Greg:

And I'm going to tell you, they're going to come early.

Jamie:

Can I just ask if it's possible to figure out a way to maybe separate the two candidates that we're familiar with and have the other candidate in the middle?

Stephen:

That's a good idea.

Tim:

And if we're going to do the questions, say we're going to have the half hour sessions on Thursday. I know Jeff was very helpful when the town of Cheshire had an interview process for members for a

certain committee that was going to be very important. And we had a scoring system set up. Now, I think Jeff also helped us with the questions. I think the committee can come up with the questions, but I just wanted Jeff's input on how he might suggest the plan for scoring, or is it just we write down our own comments. Do you have any ideas on that, Jeff?

Jeff:

In the past, the committee always just reached a consensus on a recommended member. If you were going to score people, you'd have to come up with criteria and weights. And I'm not sure you really want to get into that level of detail. The project that you're talking about, whose committee, by the way, I'll be at next Thursday night when you're doing these interviews, there's a state statute that requires that process. That's why we do it.

Tim:

I see. Okay. Well, I have no problem with consensus, and I know that's how it worked on the last one I was involved in, and I think Greg was involved in the same group, if I'm not mistaken. And I think that's fine. Most people can probably come to their own conclusions just by making notes when we get together again. But I just wanted to ask it for consumption.

Stephen:

Jennifer, any question on proceeding now?

Jennifer:

No, I'll be in touch with them and I'll let everybody know, and hopefully they can make it.

Stephen:

We've covered item five, determining our next steps and establishing future committee dates. You're going to try to flesh out the 11th and 12th, correct?

Jennifer:

Yes.

Stephen:

Okay.

Tim:

And those are in person meetings and they start at 5:00 or 5:30? That was my one question.

Tom:

5:30 we decided.

Jennifer:

On the 12th you want in-person meeting as well if it's just a committee meeting?

Jamie:

It would help me if it could be hybrid on Friday, but if you need me to come in, I'll drive in.

Stephen:

Okay. Yeah, no, if it's really a difficult thing to do you could... I don't know, Jennifer, is that okay? Is it to do it easier for you, harder for you to have a hybrid meeting?

Jennifer:

I just have to make sure I have IT set me up. So, it's totally up to you if you want hybrid, if you feel like driving back to the office on Friday after being there Thursday, or if you want to do it remotely. Whatever you want to do.

Stephen:

Yes, Jamie, I really wanted to make this simple and try to get everybody there personally in front of the candidates, and also to make it easier for Jennifer.

Jamie:

No, no, no. I'll be there for Thursday. I'll be there for the interviews. But if it's just for us to meet, to discuss, that's what I was thinking remote would make sense. But I will be there in person for the candidates, for the interview.

Jennifer:

So Friday the 12th will be hybrid then for the committee meeting.

Stephen:

Let's set it up that way.

Jennifer:

Okay.

Jamie:

Well, don't do it just for me. If you guys want to come in, I'll be in.

Tim:

Well, hybrid is hybrid. Some of us will come in and some of us can't. I mean, that's reasonable.

Stephen:

I just don't know what day the candidates are going to be able to make it. Jennifer still has to determine that.

Jennifer:

Okay.

Jamie:

That's fine.

Tom:

Yes, it's very short notice.

Jamie:

I'll be in the building at 5:30 barring [inaudible 00:12:23] between Hartford and New Haven.

Stephen:

We'll make it work somehow.

Greg:

Can I, let me throw this out. If we can't get all the candidates there on the 11th, does anybody want to meet on Saturday?

Jennifer:

I can't do Saturday. I know that.

Greg:

Okay. All right then.

Stephen:

Very good.

Tim:

I guess my next question would be, are we going to try and develop some questions beyond that enormous, ginormous list before us with [inaudible 00:13:24], whether we do that or not, or offline?

Stephen:

I mean, look through those questions. If you think that any are relevant and you want to ask them, use those.

Tim:

In other words, we can do this as a wing and a song? I just thought if they did have, among the group, we each have something to ask. I just think it could be useful.

Stephen:

All of us pretty much understand the mission here. So, look at a candidate and come up with one or two questions that you would like to have them answer.

Greg:

And I think that's up to Steve to, if I didn't ask any questions, it's up to him to ask me, "Greg, do you have any questions for the candidate?"

Tim:

That's fair enough. That's fair enough.

Charles:

If Steve opens the meeting with the introductory questions and then we'll just each take a turn going around the table, that's all.

Tim:

And their responses may evoke different questions. So that's how it could go.

Charles:

Just be respectful of each other, that's all.

Stephen:

In looking at all these resumes that have come in, first of all, the narrative style to me is so bizarre. "Somebody did this," it's like somebody else is talking about you. You can't talk about yourself? I don't get it. The resumes and the paperwork has been so long. I want somebody to come in and if I say, "tell me what you're about," they'll give me five minutes, maybe the most, and be concise and clear. I guess we have to just give them a chance for an opening statement. So it's a good chance to get a little feel for the person. You may get something out of it that you want to ask or not.

Greg:

Let me ask you something. Who's the Vice President of our board?

Stephen:

Is it Bob right now?

Jennifer:

Bob Harvey.

Stephen:

Yes, Bob Harvey. There's going to be a Nominating Committee for RPB Officers.

Tim:

There's a process for that as well.

Jamie:

So I don't want to interrupt you, Greg. Are you done with your thought?

Greg:

Yes.

Jamie:

Okay, so I have two questions. One, Steve, are you contemplating either before or at the end of the interview talking at all about the role and what we're looking for? And, I guess secondly, I don't know if this [inaudible 00:16:55] Jeff, maybe is the right person, are there questions that we should ask really on behalf of the other members of the RWA or Larry? Is it worthwhile asking them if there's any particular information that, or skillset that they would like to see?

Stephen:

Well, we did that already. They always come in at the beginning of this process and kind of tell us generally what they're kind of looking for, background. My questions are going to be about whether this person has a knowledge of the industry, some specific thoughts on where utilities are headed, and some examples of ways that they have impacted the organizations that they've been part of, so I can get an idea of what their skills may be. Those are the areas I'm thinking about for questions.

Jamie:

Yes, and when Larry came in and talked, I think he was clear that he was hoping to get somebody with more of a technical background, engineering background. So I know we narrowed in on that. That's part of the reason why I pulled out the other candidates. I think you just answered my question, so thank you.

Stephen:

Go ahead, Greg.

Greg:

This is not Larry's decision. It's our decision.

Jamie:

I really, and I appreciate that, Greg. I just want to make sure that we get somebody who's going to compliment the team. I think everybody's on the same page. I just wanted to make sure we were.

Tim:

Has everybody here been to an Authority meeting? I think probably most of us have had an opportunity, right?

Greg:

Yes.

Tim:

I don't know. I'm coming into this interview process with those four people in mind as well, because you have some sense of the compatibility among the group now, and where there could be some stuff lacking. That's another thing I'm going to be doing in the process, just to see how I think whatever candidate may dovetail the best with the group as well. Because I think it's a pretty solid group we have now. They're just short one important piece.

Stephen:

Any other comments, questions? The meeting was a little longer than I thought it was going to be.

Greg:

You did a good job, Steve.

Stephen:

Well, I appreciate everyone's input. It was a good team meeting. Thank you all.

Jamie:

Thank you, Steve.

Stephen:

I'll entertain a motion to adjourn.

Tim:

So moved.

Jamie:

Second.

Stephen:

Okay. All those in favor?

Committee:

Aye.

Stephen:

Have a great night everybody.