

KENT COUNTY WATER AUTHORITY

MINUTES OF THE SPECIAL MEETING
OF THE BOARD

March 18, 2014

A special meeting of the Board of Directors of the Kent County Water Authority was held on the 18th day of March, 2014, at 3:30 p.m. at the offices of the Authority in West Warwick, RI, in the Joseph D. Richard Board Room.

Chairman Boyer opened the meeting at 3:30 p.m. Chairman Boyer, Board Members Vice-Chairman Masterson, Mr. Gallucci, and Mr. Giorgio were present together, along with the General Manager/Chief Engineer Timothy J. Brown, legal counsel Patrick J. Sullivan, Esq. and Richard Burns. Mr. Inman was not in attendance and was excused.

KCWA Employee Discipline

Chairman Boyer opened the meeting with employee Brian Enos in the room. Chairman Boyer asked Mr. Enos if he wished that the board go into executive session to discuss his job performance as contained in the letter sent to him, as that was his option. Mr. Enos requested the meeting remain open to the public.

Chairman Boyer began the discussion in open session. He informs Mr. Enos that his supervisor has conducted an investigation and made a recommendation to the general manager that his work history and recent performance at work would support termination of his employment at KCWA. Chairman Boyer added Mr. Brown agreed with the recommendation. Chairman Boyer added that he reviewed his work jacket as well as the recommendation from Mr. Burns for termination. He advised Mr. Enos that he also agreed with the recommendation. Chairman Boyer asked if wished to comment at all.

Mr. Enos asked to read a letter that was supportive of the recommendation. Mr. Sullivan read a memorandum dated March 13, 2014 aloud to the board and to Mr. Enos that recommended termination based upon Mr. Enos' work performance. Mr. Enos asked the Chairman if the allegation was that he didn't do his job. The Chairman advised that it wasn't one event, and that this wasn't the first time he was called to answer for his work. Mr. Enos added that he thought Mr. Brown and Chairman Boyer suggested that his past discipline was a result of him being "railroaded". Chairman Boyer took exception to that characterization. Mr. Enos went on to say the allegations against him by Mr. Burns were "false" and his reviews were contradictory.

Mr. Masterson discussed Mr. Enos' work performance and asked several questions of Mr. Enos relative to specific instances of misconduct.

Chairman Boyer advised that he would give Mr. Enos a copy of the memorandum after he requested one. He added that KCWA was a top organization, and that the board relies upon the supervisors and management of the organization to investigate and mete out discipline.

Mr. Enos then suggested other employees should be disciplined as well, and raises credibility of supervisors who recommended discipline.

Mr. Enos left before the vote.

Chairman Boyer then asked for a roll call vote of the board to accept Mr. Burns' recommendation for termination of Mr. Enos' employment.

Upon taking a roll call vote duly made, it was unanimously,

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| VOTED: | Chairman Boyer | Yes |
| | Mr. Masterson | Yes |
| | Mr. Galucci | Yes |
| | Mr. Giorgio | Yes |

Next Employee

Employee Jesse Butler then appeared before the board. Chairman Boyer asked Mr. Butler if he wanted the meeting to proceed in executive session. Mr. Butler said he wanted the meeting in open session. The Chairman proceeded with the meeting in open session.

Chairman Boyer informed Mr. Butler that his immediate supervisor reported to the general manager that he had some shortcomings and problems with his work. The memorandum recommended Mr. Butler's termination from employment with KCWA. Chairman Boyer indicated that Mr. Brown agreed with the supervisor's recommendation, and that the Chairman agreed as well. He asked Mr. Butler if he had anything to say before a vote was called.

Mr. Butler informed the board that he was "threatened" by another unnamed employee after he was involved in a "situation". He added that the employee apologized to him and Mr. Butler thought that was the end of the situation. Mr. Butler added that this unnamed employee had issues with other employees as well. He said that the supervisor told him he was a good employee when it came to water leaks. Mr. Butler said he was "walking on eggshells" since his last episode of discipline

Mr. Burns added that Mr. Butler was indeed a good worker, but he was repeatedly told to keep quiet and watch what he says to other employees. He said Mr. Butler has a history of poor attitude with the other employees, to the extent no other employees wanted to work with him. He added that he had to admonish Mr. Butler as his supervisor and Mr. Butler blew his top, and after being asked to write a memo, he said he was tired of writing memos.

Chairman Boyer interrupted saying that Mr. Brown runs the KCWA. He said the board only relies on the management, as they are not there in the field. He told Mr. Butler that this was not his first discipline event. He concluded that the KCWA was a tough place to run for Mr. Brown, and that he agreed with Mr. Brown that he supports termination.

Chairman Boyer then asked for a roll call vote of the board to accept Mr. Burns' recommendation for termination of Mr. Butler's employment.

Upon taking a roll call vote duly made, it was unanimously,

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| VOTED: | Chairman Boyer | Yes |
| | Mr. Masterson | Yes |
| | Mr. Galucci | Yes |
| | Mr. Giorgio | Yes |

There being no further business before this meeting, on motion duly made by Mr. Gallucci, seconded by Mr. Giorgio and carried, the meeting was adjourned at 4:10 p.m.

Dated: April____, 2014

Legal Counsel