

To: JWOD Rules Comment Committee
From: Ron Buccilli
Date: December 20, 2005

Although there will be a need for many other ideas, I would like to suggest one. At my agency, CW Resources, Inc., all our salary ranges are presented by an independent research agency - Eastern Management Services. Our Board, then reviews the salary ranges, and strives for everyone to receive mid-point. The ranges are independently researched and is a composite of not-for-profit and business salaries for our region.

I think this has kept issue of salaries away from any controversial concerns by Board members or staff.

Ronald H Buccilli
President/CEO
CW Group, Inc.
200 Myrtle Street
New Britain, CT 06053
860.229.7700