

**MINUTES of the GOVERNANCE COMMITTEE MEETING of the ERIE
COUNTY WATER AUTHORITY held in the office, 295 Main Street, Room 350, Buffalo,
New York, on the 22nd day of June 2023**

PRESENT: Jerome D. Schad, Chair
 Peggy A. LaGree, Vice Chair
 Michele M. Iannello, Treasurer
 Terrence D. McCracken, Secretary to the Authority
 Joyce A. Tomaka, Chief Financial Officer (via teleconference)
 Mark S. Carney, General Counsel
 Russell J. Stoll, Chief Operating Officer
 Leonard F. Kowalski, Executive Engineer
 Jennifer Hibit, Director of Human Resources
 Jessica R. Brown, Comptroller
 Lavonya C. Lester, Director of Administration
 Katherine A. Gillette, Associate Attorney
 Sabrina A. Figler, Director of Water Quality
 David W. Aubertine, Director of Cybersecurity and Information Technology
 Matthew W. Barrett, Security Officer

ATTENDEES: Vic Martucci, Masiello, Martucci and Associates
 Patrick Quinn, Lawley Insurance

PLEDGE TO THE FLAG

I. CALL TO ORDER/ROLL CALL

The meeting was called to order at 9:30 a.m. A quorum was present with three Commissioners.

II. READING OF MINUTES

Motion by Ms. LaGree seconded by Ms. Iannello and carried to read the Minutes of the Meeting held on Thursday, May 25, 2023.

III. APPROVAL OF MINUTES

Motion by Ms. LaGree seconded by Ms. Iannello and carried to approve the Minutes of the Meeting held on Thursday, May 25, 2023.

IV. REPORTS

V. UNFINISHED BUSINESS

A. Comprehensive Strategic Plan

Mr. Kowalski started the discussion by reviewing an item discussed at the prior meeting. Mr. Kowalski described a program that the Authority could implement that would work toward achieving the 0.75% replacement rate of distribution and transmission mains. A discussion was held.

Chairman Schad noted that the policy number referenced in the document needs to be updated before Board approval.

Motion by Ms. LaGree, seconded by Ms. Iannello and carried to recommend the Resolution to adopt the Comprehensive Strategic Plan.

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

Noes: None

VI. NEW BUSINESS

A. Policy 41 – Vacation Policy & Procedures

Secretary McCracken discussed the current policy and difficulties recruiting for new positions under the current policy. Secretary McCracken recommended that the Board amend the current policy to allow for a one-time allotment of two weeks of vacation time (10 days) to recruits hired for professional and managerial positions under salary grade 30. Chairman Schad acknowledged the difficulty in recruiting qualified individuals and commended Secretary McCracken's success in hiring quality professionals.

Motion by Ms. LaGree, seconded by Ms. Iannello and carried to recommend the Resolution to adopt the Amendment of Policy No. 41 (Vacation Policy and Procedures).

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

Noes: None

VIII. - ADJOURNMENT

Motion by Ms. LaGree seconded by Ms. Iannello and carried that the meeting adjourn at 9:35 a.m.

DISCUSSION

None

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello
Noes: None

A handwritten signature in black ink, appearing to read 'T.D. McCracken', with a long horizontal flourish extending to the right.

Terrence D. McCracken
Secretary to the Authority

ALH