

**HUDSON RIVER-BLACK RIVER REGULATING DISTRICT
GOVERNANCE COMMITTEE MEETING**

May 12, 2015

Northampton Town Hall
412 South Main Street
Northville, NY 12134
10:00 AM

CALL TO ORDER

Committee Chairman Rosenthal called the meeting to order at 10:00 A.M.

PLEDGE OF ALLEGIANCE

ROLL CALL

Present: Committee Chairman Jeffrey Rosenthal, Vice-Chairman Albert J. Hayes; Board Chairman as Ex Officio Committee Member Mark M. Finkle; and Board Members David W. Berkstresser and Anthony M. Neddo; Executive Director Michael A. Clark; General Counsel Robert P. Leslie; Chief Engineer Robert S. Foltan; Chief Fiscal Officer Richard J. Ferrara; Administrator John Hodgson and Compliance Officer, Stephanie Ruzycky.

Excused: Robert A. Moore

MOTION TO ADOPT COMMITTEE MEETING AGENDA

A motion was made by Mr. Hayes to adopt the meeting agenda. Mr. Rosenthal seconded it and the motion was unanimously approved.

MOTION TO APPROVE APRIL 14, 2015 COMMITTEE MEETING MINUTES

A motion was made by Mr. Hayes to approve the Minutes of the Committee's April 14, 2015 Meeting. Mr. Rosenthal seconded it and the motion was unanimously approved.

COMMITTEE BUSINESS

(A) Old Business - None

(B) New Business

**RESOLUTION DESIGNATING A SPECIFIC GRADE AND STEP FOR EACH M/C
EMPLOYEE AND APPROVING ADOPTION OF MANAGEMENT CONFIDENTIAL
SALARY SCHEDULES AS SET FORTH BY THE GOVERNOR'S OFFICE OF EMPLOYEE
RELATIONS**

Board Chair Mark Finkle asked Committee Chair Jeffrey Rosenthal if he might present a proposed Resolution to the Governance Committee. Committee Chair Rosenthal ceded the floor to the Board Chair who then proposed a Resolution placing the Regulating District's M/C staff on the Management Confidential Salary schedules maintained by the Governor's Office of Employee

Relations for the state's M/C employees. Mr. Finkle explained that certain Regulating District employees, not members of a negotiating unit under the State's Taylor Law, are subject to a set of Management/Exempt Employment Rules and Benefit Guidelines and that such guidelines provide the Board with no parameters for establishing salaries for the Regulating District's Management/Exempt employees. He noted that state employees designated Management/Confidential by the Public Employee Relations Board are subject to salary schedules established through the NYS legislative process and maintained by the Governor's Office of Employee Relations, and that the NYS Division of Budget issues periodic Budget Bulletins controlling the timing and escalation of salary actions taken pursuant to such schedules. Committee Chair Rosenthal noted that, consistent with the Governance Committee's charter, the Committee is to review Senior Staff compensation annually. He stated that he shares the Board Chair's desire to bring the consistency and ease of administration afforded by adherence to such statewide schedules and to ensure treatment of the Regulating District's Management/Exempt employee equal to that afforded similarly situated state Management/Confidential employees.

Committee Chair Rosenthal confirmed with staff that the effective date of placement, March 12th, puts each affected employee on the 2012-2015 schedule as close as possible to their current salary consistent with that employee's position and experience. He indicated that it is the Committee's expectation that each Regulating District M/C employee will receive the same performance advance afforded to all other state M/C's when the Division of Budget issues a Budget Bulletin implementing the Governor's resolution of the statewide M/C salary issue adopted as part of the State's 2015-2016 Budget. As such, the Resolution would also adopt the 2015-2018 M/C salary schedule, effective April 1, 2015, consistent with the expected language of the forthcoming Budget Bulletin. Mr. Finkle noted that the Resolution further forecasts the Board's intention to adopt future M/C salary schedules as are adopted through the NYS legislative process and established and maintained by the Governor's Office of Employee Relations and to take no further M/C salary actions unless such action is contemporaneous and consistent with subsequent Division of Budget Bulletins addressing M/C salaries.

Mr. Finkle moved to advance the proposed Resolution to the Full Board and to recommend that the Board adopt the Resolution to place the Regulating District M/C's upon the 2012-2015 salary schedule and to implement the 2015-2018 salary schedule consistent with the Division of Budget Bulletin adopted to implement the treatment of M/C salaries in the state's 2015-2016 Budget. Mr. Hayes seconded it and the Committee adopted the Motion by unanimous vote.

ADJOURNMENT

There being no further business to come before the Governance Committee, Mr. Rosenthal moved to adjourn the meeting. Mr. Hayes seconded it. The motion was unanimously approved. The committee meeting adjourned at 10:05 A.M.

Respectfully submitted,

Richard J. Ferrara
Secretary/Treasurer

Mark M. Finkle
Board Chairman