

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

Inlet Town Office

160 Rt 28

Inlet, NY 13360

June 14, 2016

Immediately following the Finance Committee Meeting scheduled after 10:00 AM

CALL TO ORDER

Committee Chairman Rosenthal called the meeting to order at 10:31 A.M.

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 Robert J. Smullen; General Counsel Robert P. Leslie; Chief Fiscal Officer Richard J. Ferrara; Chief Engineer Robert S. Foltan; Administrator John Hodgson; and Compliance Officer Stephanie Ruzycky.

Excused: Robert A. Moore

MOTION TO ADOPT COMMITTEE MEETING AGENDA

Mr. Hayes made a motion to adopt the meeting agenda. Mr. Rosenthal seconded it and the Board approved the motion by unanimous vote.

MOTION TO APPROVE APRIL 12, 2016 COMMITTEE MEETING MINUTES

Mr. Hayes made a motion to approve the Minutes of the Committee's April 12, 2016 Meeting. Mr. Rosenthal seconded it and the motion was unanimously approved.

COMMITTEE BUSINESS

(1) New Business

(A) Second Reading of the Draft Sexual Harassment Prevention Policy - Mr. Leslie

Mr. Leslie reminded the Board that at the May 2016 regular board meeting Mr. Ferrara introduced a proposed revision to the Regulating District's sexual harassment policy designed to conform the Regulating District's reporting and investigation protocol for sexual harassment claims to statewide norms. The policy comes before the committee today to undergo its second of three readings in compliance with the Board's "Policy on Policies" Resolution 06-08-02. The principal change to the policy involves to whom a complaint should be directed. Under the revision, any employee or other individual who believes that sexual harassment has taken place

should now promptly report it verbally and/or in writing to the OGS Diversity and Equal Employment Office, their immediate supervisor, or any management team member. A complaint form for that purpose has been placed on the HRBRRD's Intranet site:

<http://www.hrbrdd.com/misc-documents/>. Supervisors and management must report the complaint to the OGS Diversity and Equal Employment Office.

(B) Motion to Advance to the full Board Approval of the Revised Management Exempt Guidelines - Mr. Ferrara

Mr. Ferrara reminded the Board of its action at the May 2016 meeting (Resolution 16-14-05) to switch from the dental plan previously offered to M/C Employees (Blue Shield) to the Dutchess Dental Plan provided through the CSEA employment benefit fund. He noted that a revision to the Regulating District's Management Exempt Guidelines, "Article V - Health Insurance", is warranted to reflect the change. Mr. Ferrara also noted that because Orthodontics and Periodontics are included within the Dutchess Plan, the language of the M/C Guidelines providing that the 'The District agrees to additional riders on the Dental Plan (Orthodontics and Periodontics)' will be stricken from the guidelines.

Mr. Hayes made a motion to advance to the full Board for its consideration and approval the proposed revisions to Article V - Health Insurance of the Regulating District's Management Exempt Guidelines to reflect the Board's replacement of the Blue Shield Dental Plan with the Dutchess Plan provided through the CSEA employment benefit fund. Mr. Rosenthal seconded the motion and the Committee approved the motion by unanimous vote.

ADJOURNMENT

There being no further business to come before the Governance Committee, Mr. Hayes moved to adjourn the meeting. Mr. Rosenthal seconded the motion. The Board approved the motion by unanimous vote. The Governance Committee meeting adjourned at 10:38 A.M.

Respectfully submitted,

Richard J. Ferrara
Secretary/Treasurer

Mark M. Finkle
Board Chairman