MEETING MINUTES
GOVERNANCE COMMITTEE
Thursday, May 25, 2017, 9:30 AM
Authority Conference Room, Suite 414
Dulles State Office Building
Watertown, New York

Members Present
Gary Turck, Chairman
Margaret Murray
Fredrick Carter
Thomas Heffron
Alfred Calligaris
John B. Johnson, Jr.

Staff Present
James W. Wright, Executive Director
Jo Anne Yaddow, Executive Assistant

1. Chairman Turck called the meeting to order at 9:30 AM.

2. Chairman Turck asked for a roll call; all Governance Committee Members were present.

3. Paid Family Leave – J. Wright reviewed the New York’s Paid Family Leave program. The program provides wage replacement to employees for specific circumstances. Public employers may opt into the program although public employees represented by a union may be covered if Paid Family leave is collectively bargained. Employees must be employed full time for 26 weeks or part time for 175 days to be eligible for a Paid Family Leave Benefit. The program is designed to phase in over four years, starting January 1, 2018:

<table>
<thead>
<tr>
<th>Year</th>
<th>Weeks Available</th>
<th>Max % of Employee Average Weekly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/18</td>
<td>8</td>
<td>50%</td>
</tr>
<tr>
<td>1/1/19</td>
<td>10</td>
<td>55%</td>
</tr>
<tr>
<td>1/1/20</td>
<td>10</td>
<td>60%</td>
</tr>
<tr>
<td>1/1/21</td>
<td>12</td>
<td>67%</td>
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Paid Family Leave coverage will be included under the disability policy that all employers must carry. The premium will be fully funded by employees through payroll deductions.

J. Wright stated the Authority has disability coverage for employees - not typical of public sector practice. The Authority will need to decide to either accept the Paid Family Leave provision to continue the disability insurance or, depending on the determination, cancel our mandatory New York State short term disability insurance, which has its own implications. Regulations are expected sometime during the first part of June.

J Johnson asked to what extent the short term disability insurance has been used in the history of the Authority. J. Wright responded probably once a year by one employee; decisions will need to be made in the near future.

4. CFA – Grant Funds – J. Wright stated there is potential for a CFA project to be assigned to the Authority for a Fort Drum Welcome/Visitors Center/Museum/In-Processing Point. The issue in taking on this project is not about building of it it but the bigger issue of funding the operation of it.
J. Johnson asked if there is a revenue stream associated with this project. J. Wright responded no.

There is potential for a joint effort project with Cooperative Extension for local agricultural initiatives. The Extension would do the agricultural piece and the Authority would do the administrative piece. This would a regional project, working with the other Extensions. J. Wright stated there needs to be further clarification on this project.

5. Real Estate Lease – Pursuant to Resolution No. 2017-03-38, Board approved a Materials Management partnership with the U.S. Army Garrison at Fort Drum. As part of the Fort Drum partnership initiative, the Authority is looking at acquiring the old Air Brake building (on a temporary basis) as a space for furniture and mattress processing. It is 5,000 square feet for $2,500/month with utilities and is available on a month to month lease. Adjacent to the building is a concrete floor space that could be used for the processing of tires. There are discussions with Jefferson Rehabilitation Center and Credo for potential labor.

F. Carter asked if the tires could be used during the construction of the landfill liner. J. Wright stated no. F. Carter asked if tires were used previously in the cell liner. J. Wright stated this was done during one construction phase but it became difficult to find the processed, chipped tires. Most of the tires go to Seneca Meadows, a larger landfill. We will look at that option in the future construction of cells but at this point, it is not cost effective.

M. Murray asked about the quantity of tires needed on this type of project. J. Wright responded hundreds of cubic yards.

6. Executive Session -

Upon a motion by F. Carter, and seconded by M. Murray, the Governance Committee went into Executive Session to discuss "employment history of a particular person...or matters leading to the appointment, employment'' and implementation of a compensation plan.

Upon entering the Executive Session, the Executive Director advised the Committee that a senior manager would be retiring in August. A discussion of the individual's performance and the plans for succession then followed.

Upon conclusion of the Executive Session, no decisions or actions were taken.

Upon a motion by F. Carter, and seconded by A. Calligaris, the Governance Committee came out of Executive Session.

7. Chairman Turck adjourned the meeting at 10:10 AM.

Respectfully submitted,

[Signature]

Gary Turck
Chairman, Governance Committee