

## MINUTES

**MONROE COUNTY WATER AUTHORITY  
REGULAR MEETING  
THURSDAY, December 11, 2025 @ 9:00 a.m.  
ESOC Board Room  
General Offices, 475 Norris Drive, Rochester, New York**

9:08 a.m. The Chairman called this Regular Meeting to order.

**Roll Call of the membership of the Board and determination that a quorum was present.**

**Members Present (6):** S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten

**Staff present:** N. Noce, Executive Director; L. Magguilli, Deputy Executive Director; D. Hendrickson, Director of Human Resources; S. Savage, P.E., Director of Engineering; C. LaManna, P.E., Director of Production; A. Molinari, Director of Finance & Business Services; S. Trotta, Director of Operations; K. Sharp, Communications

**General Counsel present:** Megan Dorittie – Harter, Secrest & Emery

**Monroe County Legislative Liaisons present:** Hon. David Long, Hon. Robert Colby

\_packets containing detailed information on Agenda items were distributed in advance of the meeting date to each Member, Executive Staff, and Counsel for their prior review.

**Pledge of Allegiance** – Lead by Chairman Nasca

**#25-217** Approve minutes of the Authority's Regular Meeting held on Thursday, November 13, 2025.

On a motion made by Mr. Fero, seconded by Mrs. Mason, the foregoing resolution #25-217 was put to a voice vote and unanimously carried. AYES: 6; NAYS: 0

**#25-218** Approve list of disbursements on check registers dated November 5, November 12, November 19, and November 26, 2025, which were forwarded to the Authority Members for their review.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-218 was put to a voice vote and unanimously carried. AYES: 6; NAYS: 0

**#25-219** Accept Purchase Order List of materials and supplies for the period November 3 through November 30, 2025 in the amount of \$4,044,880.73.

On a motion made by Mrs. Volpe, seconded by Mrs. Mason, the foregoing resolution #25-219 was put to a voice vote and unanimously carried. AYES: 6; NAYS: 0

## **COMMUNICATIONS/NOTIFICATIONS**

Mr. Noce notified the Board that the Authority added a resolution for liquid carbon dioxide, which will be addressed during the meeting. He outlined the contents of Board folders, including an emergency PO for crosspipe lining, the updated Prohibited Contractor's List,

minutes from the Public Information meeting regarding 2026 water rates, an employee separation memo, and the winter 'Spill' employee newsletter.

**#25-220** Confirm the following personnel appointment pending approval and pursuant to the Rules and Regulations of the Monroe County Civil Service Commission:  
Appointment of Hassan Curry to the title of Laborer, effective January 5, 2026, at an hourly rate of \$21.92

On a motion made by Mr. Fero, seconded by Mrs. Mason, the foregoing resolution #25-220 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**#25-221** Confirm the following personnel appointment pending approval and pursuant to the Rules and Regulations of the Monroe County Civil Service Commission:  
Promotional Appointment of Justin Andrews to the title of Construction Inspector, effective December 15, 2025, at an hourly rate of \$37.07.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-221 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**#25-222** Confirm the following personnel appointment pending approval and pursuant to the Rules and Regulations of the Monroe County Civil Service Commission:  
Promotional Appointment of Mike Kloppel to the title of Construction Inspector, effective December 15, 2025, at an hourly rate of \$37.07.

On a motion made by Mrs. Mason, seconded by Mrs. Volpe, the foregoing resolution #25-222 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-223**, Mr. Trotta requested Board authorization to purchase a new Ford super cab truck utilizing the Onondaga County Contract. He stated it is part of the budget for vehicle replacement will replace a 2018 vehicle used by the Production Department.

**#25-223** Authorize the purchase of one (1) new **2026 Ford F-350 XL Super Cab SRW 4x4 Truck with 9' Reading Service Body** from **Van Bortel Ford** in the amount of \$81,621.43, utilizing the Onondaga County Contract for Police and Administrative Vehicles Bid Ref# 0010808.

On a motion made by Mr. Fero, seconded by Mrs. Volpe, the foregoing resolution #25-223 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-224**, Mr. Trotta sought authorization from the Board for a blanket purchase order for the as-needed purchase of parts, supplies and repairs for the Authority's Kenworth dump trucks and crew trucks. He noted that Kenworth Northeast is the sole authorized dealer for New York State.

**#25-224** Authorize a Blanket Purchase Order from **Kenworth Northeast** for the purchase of **various parts, supplies and repairs**, as needed for the maintenance of the Authority's Kenworth dump trucks and crew trucks throughout 2026. Estimated annual amount of \$75,000. Kenworth Northeast is the only authorized dealer for New York State.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-224 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-225.** Mr. Noce addressed the Board for authorization to purchase Allen Bradley Programmable Logic Controllers (PLC's) and ancillary equipment, as needed, from Rexel USA, Inc. He noted this is for a one-year contract.

#25-225 Authorize the purchase of **Allen-Bradley® Programmable Logic Controllers and ancillary equipment** such as network interface cards, power supplies, input/output cards, cabling and displays on an as-needed basis from **Rexel USA, Inc.** for the term January 1 through December 31, 2026 for an estimated total up to \$175,000.

On a motion made by Mrs. Volpe, seconded by Mr. Fero, the foregoing resolution #25-225 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-226.** Mr. Noce sought Board authorization for the as-needed purchase of industrial and commercial supplies and equipment from W.W. Grainger, Inc. utilizing a blanket purchase order. Mr. Noce explained this would cover items not available through the New York State Contract.

#25-226 Authorize the purchase of **various industrial and commercial supplies, material, and equipment** from **W.W. Grainger, Inc.** for items not included on Grainger's contract with New York State, to be ordered as needed, for an estimated total cost of \$25,000 for a one-year term beginning January 1 through December 31, 2026.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-226 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-227.** Mr. LaManna requested authorization from the Board to purchase wireless broadband cellular communication services from FirstNet for the Authority's Supervisory Control and Data Acquisition (SCADA) network. He explained that FirstNet is the government sector of AT&T, offering secure and reliable services to emergency responders and critical infrastructure institutions. Mr. LaManna noted the Authority standardized FirstNet as the wireless broadband cellular communication provider for the SCADA network in February 2025.

#25-227 Authorize the purchase of **wireless broadband cellular communication services** from **FirstNet** for the Authority's SCADA communication network for an estimated total cost up to \$30,000 for the term January 1 through December 31, 2026.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-227 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-228.** Mr. LaManna sought Board authorization for the as-needed purchase of various process instrumentation and radio communication equipment from Ritec Enterprises, Inc. He noted that Ritec is the sole authorized dealer for this equipment.

#25-228 Authorize the purchase of **various process instrumentation and radio communication equipment** to be ordered as needed from **Ritec Enterprises, Inc.** for an estimated total cost up to \$50,000 for the term January 1 through December 31, 2026.

On a motion made by Mr. Fero, seconded by Mr. Young, the foregoing resolution #25-228 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-229,** Mr. LaManna briefed the Board for authorization to award a contract for liquid carbon dioxide. He stated three bids were received, two of which tied for low bid. Following legal recommendation, the Authority requested best and final bids from the two low bidders. Carbonic Systems offered the lowest bid. He stated the Authority has not worked with this vendor in the past; however, the City of Rochester utilizes Carbonic and has been satisfied.

**#25-229** Authorize the award of the **Liquid Carbon Dioxide Supply** unit price contract to the low responsive, responsible bidder, **Carbonic Systems, Inc.** for the bid amount of \$76,000.00 (\$190.00 per ton) for an initial twelve-month term with the option to extend the contract for up to four additional twelve-month terms upon mutual consent, with a maximum allowable price increase of five-percent per extension.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-229 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-230,** Mr. LaManna requested authorization of an emergency PO to repair pump no. 3 at the Authority's Lake Water Pump Station. He explained that the pump failed in March 2025, at which point the Board authorized an emergency PO for repair. Based on further inspection, it was determined the pump required more intensive repairs, which the Board approved in June 2025. This resolution covers the final invoice for repair.

**#25-230** Authorize Emergency Purchase Order No. 6668-1 issued to **Emmons Metro, LLC** in the amount of \$56,879.85 for the Authorize Emergency Purchase Order No. 6668-1 issued to Emmons Metro, LLC in the amount of \$56,879.85 for the repair of Lake Water Pump Station Pump No. 3.

On a motion made by Mr. Fero seconded by Mrs. Van Vechten, the foregoing resolution #25-230 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-231,** Mr. Savage addressed the Board to award a contract for the Beach Avenue Water Main Replacement Project. He stated the Authority has obtained 42 easements for this project. Mr. Savage noted that seven bids were received, one of which was non-responsive. Villager Construction was the low responsive, responsible bidder.

**#25-231** Authorize the award of a unit price contract for the **Beach Avenue Water Main Replacement** project contract to the low responsive, responsible bidder, **Villager Construction, Inc.** in the bid amount of \$1,673,257.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-231 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-232,** Ms. Molinari requested authorization from the Board for the as-needed purchase of office supplies from W. B. Mason Co., Inc. utilizing the City of Rochester Contract.

**#25-232** Authorize the purchase of **Office Supplies** to be ordered as needed from **W.B. Mason Co., Inc.** for an estimated amount of \$30,000 utilizing the City of Rochester Contract #137789/510140, through the contract period ending December 31, 2026.

On a motion made by Mr. Fero, seconded by Mrs. Mason, the foregoing resolution #25-232 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-233**, Ms. Molinari briefed the Board for authorization of a water exchange renewal agreement with the Town of Ontario. She stated that using the new 2026 water rates, revenues are expected to be approximately \$23,000.

#25-233 Authorize the execution of a **Water Exchange Renewal Agreement** with the **Town of Ontario, New York**, for the purchase of water at the existing meter vaults on Boston and Whitney Roads. The Agreement will be for a term of two (2) years.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-233 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-234**, Ms. Molinari notified the Board that requirements have been met with respect to changes to the water rates and charges schedule, effective January 1, 2026. She reported the Public Information Meeting was held December 3, 2025 and no members from the public attended.

#25-234 RESOLVED: That the Authority hereby ratifies and confirms in every respect the change in the **Authority's Rules for the Sale of Water and the Collection of Rents and Charges**, as presented to this meeting and made a part of the minutes hereof, which change is effective January 1, 2026 and is subject of a Resolution of the Authority adopted at its November 13, 2025 meeting; and the Authority hereby finds and determines that the requirements of Section 1096-a of the Public Authorities Law in connection therewith have been accomplished.

On a motion made by Mr. Fero, seconded by Mrs. Van Vechten, the foregoing resolution #25-234 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-235**, Mr. Maggill sought authorization from the Board to utilize the New York State Contract to purchase a one-year Cisco Smartnet Maintenance and Support Agreement from ePlus, Inc. He explained this agreement covers critical network support for the Authority's business and SCADA networks. Mr. Maggill noted the Authority has not worked with this vendor in the past but they were the low responsive, responsible bidder.

#25-235 Authorize the use of New York State OGS Contract, Group #73600, Award #22802, Lot 2, Contract #PM20800, for the purchase of a one-year **Cisco Smartnet Maintenance and Support Agreement** from **ePlus, Inc.** for an estimated total cost of \$85,161.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-235 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-236**, Mr. Maggill addressed the Board for authorization to utilize the New York State Contract to purchase Rubrik Software Licenses, Support and Implementation. He stated this covers backup data of the Authority's servers. Mr. Maggill noted the Authority has worked with this vendor in the past and they have proven reliable.

#25-236 Authorize the use of the New York State OGS Contract, Group #73600, Award #22802, Lot 3 and 4. Contract #PM69732, for the purchase of **Rubrik Software Licenses, Support, and Implementation** from **Insight Public Sector** for an estimated annual cost of \$123,690.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-236 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-237**, Mr. Noce outlined the 2026 Board meeting schedule and noted the March meeting is the only meeting in which the date is not the second Thursday of the month.

#25-237 BE IT HEREBY RESOLVED: That the Monroe County Water Authority Board Meeting dates for 2026 be as follows (*subject to change*):

<b>JANUARY</b>	<b>THURSDAY</b>	<b>08</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>FEBRUARY</b>	<b>THURSDAY</b>	<b>12</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>MARCH</b>	<b>THURSDAY</b>	<b>5</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>APRIL</b>	<b>THURSDAY</b>	<b>9</b>	<b>9:00 A.M. – REGULAR &amp; ANNUAL MEETING</b>
<b>MAY</b>	<b>THURSDAY</b>	<b>14</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>JUNE</b>	<b>THURSDAY</b>	<b>11</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>JULY</b>	<b>THURSDAY</b>	<b>9</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>AUGUST</b>	<b>THURSDAY</b>	<b>13</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>SEPTEMBER</b>	<b>THURSDAY</b>	<b>10</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>OCTOBER</b>	<b>THURSDAY</b>	<b>08</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>NOVEMBER</b>	<b>THURSDAY</b>	<b>12</b>	<b>9:00 A.M. – REGULAR MEETING</b>
<b>DECEMBER</b>	<b>THURSDAY</b>	<b>10</b>	<b>9:00 A.M. – REGULAR MEETING</b>

On a motion made by Mrs. Van Vechten, seconded by Mrs. Mason, the foregoing resolution #25-237 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-238**, Mr. Noce requested authorization from the Board to approve travel for Board members and staff to attend mission-related seminars, conferences and meetings during 2026.

#25-238 Approve travel for selected Board Members and Staff to attend AWWA National Convention and AWWA Conferences, NY Section – AWWA Meetings, GFOA Annual Conference, NYS-WA Meeting, NYS Department of State Educational Unit training programs, NPERLA, AMWA, and other mission-related training seminars, conferences, and meetings during 2026. The Authority will pay for expenses in accordance with its Travel and Reimbursement Policy.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Volpe, the foregoing resolution #25-238 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

#### **AUDIT COMMITTEE REPORT** – *Presented by Mrs. Van Vechten, Committee Chairperson*

Mrs. Van Vechten gave a briefing on the Audit Committee Meeting, held December 4, 2025 at 8:00 a.m. at which the first item on the agenda was a review of the 2025 audit plan. She stated Mr. Thomas Smith from EFPR Group, Inc. presented an overview of the services, timetable, and plan for the EFPR Group, Inc. audit of the Authority's financial statements for the year ending December 31, 2025. This presentation was for informational purposes only and did not require any action by the Committee.

Mrs. Van Vechten continued her reporting by stating the next item on the agenda was review and approval of Life and Long-Term Disability Insurances. She stated that Ms. Hendrickson addressed this item with the Committee, indicating Brown & Brown, the Authority's Broker of Record for these insurances, presented the Authority with a proposal for Life and Long Term Disability through MetLife. She reviewed these insurances with the Committee. The

company submitted a quote for a one-year renewal at the same rates as in previous years. After some discussion, and based on the Brown & Brown recommendation, the Audit Committee unanimously approved the purchase of Life and Long-Term Disability Insurance through MetLife, as proposed, for the period of January 1, 2026 through December 31, 2026, in the estimated amount of \$38,000 and to forward this item to the full Board for its approval.

Mrs. Van Vechten stated the next item on the agenda was review and approval of Excess Workers' Compensation insurance. She stated that Ms. Hendrickson addressed this item with the Committee, indicating NCACOMP, Inc., the Authority's Broker of Record for this insurance, presented the Authority with a proposal for Excess Workers' Compensation Insurance through Midwest Employers Causality Company. She reviewed this firm with the Committee and after some discussion, and based on the NCACOMP, Inc.'s recommendation, the Audit Committee unanimously approved the purchase of Excess Workers' Compensation Insurance through Midwest Employers Causality Company, as proposed, for the period of January 1, 2026 through December 31, 2026, in the estimated amount of \$104,494 and to forward to the full Board for approval.

Mrs. Van Vechten continued with the next item on the agenda, which was the review and approval of the Third-Party Administrator for Workers' Compensation. She stated that Ms. Hendrickson addressed this item with the Committee, stating three proposals were received and the selection committee recommended to have the incumbent, NCACOMP, Inc. serve as the Third-Party Administrator. After some discussion, the Committee unanimously agreed to recommend NCACOMP, Inc., and to forward to the full Board for its approval.

Mrs. Van Vechten concluded her report by stating the Audit Committee scheduled its 2026 meeting dates for March 3<sup>rd</sup>, May 7<sup>th</sup>, June 4<sup>th</sup>, and December 3<sup>rd</sup>, 2026, all commencing at 8:00 a.m., and minutes of the minutes of the December 4<sup>th</sup> meeting are posted on the MCWA website.

**For Item #25-239.** Mr. Noce addressed the Board for authorization to purchase MCWA Group Life, Accidental & Dismemberment, and Long-Term Disability insurances with MetLife Insurance Company, as brokered through Brown & Brown, Inc. He stated MetLife is maintaining the same rates as in previous years and they have been a reliable vendor.

**#25-239** Authorize the Executive Director or his designee to enter into agreement for the purchase of **MCWA Group Life, Accidental & Dismemberment and Long-Term Disability Insurances with Met Life Insurance Company**, as brokered through Brown & Brown, Inc., as proposed, estimated at \$38,000; based on present MCWA census.

On a motion made by Mr. Fero, seconded by Mrs. Mason, the foregoing resolution #25-239 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-240.** Mr. Noce sought Board authorization to purchase Excess Workers' Compensation insurance through Midwest Employers Casualty Company, as brokered through NCACOMP, Inc. He stated the rate is up slightly from the current year.

**#25-240** Authorize the Executive Director to enter into an agreement for the **purchase of Excess Workers' Compensation Insurance through Midwest Employers Casualty Company**, as brokered through NCACOMP, Inc. in accordance with the terms of such firm's written proposal, for the period of January 1, 2026 through December 31, 2026, in the estimated amount of \$104,494.

On a motion made by Mrs. Mason, seconded by Mrs. Van Vechten, the foregoing resolution #25-240 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-241**, Mr. Noce requested authorization from the Board to enter into an agreement with NCAComp, Inc. as the third-party administrator for workers' compensation claims. He stated three proposals were received and reviewed, to which the team agreed to recommend NCAComp, Inc.

**#25-241** Based upon the review by MCWA staff, and upon the further recommendation of the Audit Committee, the Authority hereby authorizes the Executive Director to enter into an agreement with **NCAComp, Inc.** as **Third-Party Administrator for Workers' Compensation Claims** from January 1, 2026 through December 31, 2028 with an option for two additional one-year extensions upon mutual agreement in accordance with the terms of such firm's written proposal.

On a motion made by Mrs. Van Vechten, seconded by Mr. Young, the foregoing resolution #25-241 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**For Item #25-242**, Ms. Megan Dorittie from Harter, Secrest & Emery addressed the Board for authorization of the revised Prohibited Contractor List. She outlined the process and explained the Ethics Board reviewed and approved the list to be presented to the Board for approval.

**#25-242** Resolved hereby to adopt the Monroe County Water Authority **Prohibited Contractor List**, updated December 4, 2025, as issued by the Monroe County Water Authority Ethics Board.

On a motion made by Mrs. Van Vechten, seconded by Mrs. Mason, the foregoing resolution #25-242 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**COMPENSATION COMMITTEE REPORT** – *Presented by Mrs. Mason, Committee Chairperson*

Mrs. Mason gave a briefing on the Compensation Committee meeting held on December 4, 2025 at 8:30 a.m. She stated the Committee met in Executive Session to discuss the Performance Appraisal of the Executive Director. No formal action was taken.

After returning to open session, the next item on the agenda was a discussion of the process to seek a compensation consultant. Mrs. Mason stated that Mr. Noce outlined the purpose of the consultant and the RFP/Q process. After some discussion, the Committee agreed to move forward with the RFP/Q.

Mrs. Mason concluded her reporting by stating the next Compensation Committee meeting will be held on March 3, 2026 at 8:30 a.m. and the minutes of the December 4<sup>th</sup> meeting are posted on the MCWA website.

**#25-ES** 9:35 a.m. – Chairman Nasca requested a motion to enter Executive Session pursuant to Section 105(l)(f) of the New York Public Officers Law in order for the full Board to discuss the employment performance history and performance evaluation of the Executive Director.

Moved by Mr. Fero, seconded by Mrs. Van Vechten, and put to a roll call vote, the Board unanimously agreed to enter Executive Session. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten) NAYS: 0

9:50 a.m. – Motion to conclude Executive Session: Moved by Mrs. Mason, seconded by Mrs. Volpe, put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

Chairman Nasca called this Regular Meeting back in open session with no formal action taken.

**#25-243** The Members of the Authority expressly make the following determination for all awards of Procurement Contracts made during this meeting: (i) the proposed awardee has been found to be responsible; (ii) the proposed awardee complied with the State Finance Law provisions regarding Permissible Contacts (as defined in the Authority's Procurement Disclosure Policy); (iii) the proposed awardee has (or will prior to the final award being effective) complied with the State Finance Law provisions that require disclosure of all information required to be in the Authority's Solicitation Materials (as such term is defined in the Authority's Procurement Disclosure Policy); and (iv) the procurement process did not involve conduct that is prohibited by the Public Officers Law, the Authority's Procurement Disclosure Policy, and the Authority's Code of Ethics and Conflict of Interest Policies.

On a motion made by Mr. Fero, seconded by Mrs. Van Vechten, the foregoing resolution #25-243 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

**#25-ES** 9:55 a.m. – Chairman Nasca requested a motion to enter Executive Session pursuant to Section 105(l)(f) of the New York Public Officers Law in order for the full Board to discuss the employment of a particular employee.

Moved by Mr. Fero, seconded by Mrs. Mason, and put to a roll call vote, the Board unanimously agreed to enter Executive Session. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten) NAYS: 0

10:05 a.m. – Motion to conclude Executive Session: Moved by Mr. Fero, seconded by Mrs. Van Vechten, put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

Chairman Nasca called this Regular Meeting back in open session.

Resolution ES #25-244 was then added to the agenda.

**ES #25-244** WHEREAS, on or about August 23, 2024, Civil Service Employees Association, Inc., Local 1000 (the "Union") filed a grievance concerning the denial of three (3) days of sick pay to an employee (the "Sick Pay Grievance"); and

WHEREAS, Monroe County Water Authority (the "Authority") denied the grievance; and

WHEREAS, the Authority and the Union have agreed upon terms that will settle the Sick Pay Grievance, without any admission of liability or wrongdoing, as reflected in a Memorandum of Agreement exchanged by and between the said parties and their legal counsel;

NOW, THEREFORE, BE IT RESOLVED that:

1. The Members of the Authority hereby approve the terms of the Memorandum of Agreement.
2. The Members of the Authority hereby authorize the Executive Director, in the name and on behalf of the Authority, to sign the Memorandum of Agreement setting forth the resolution of the grievance, sign all accompanying documentation, and implement the terms of the Memorandum of Agreement.
3. The Members and Officers of the Authority are hereby authorized and directed for and on behalf of the Authority and in its name to do all acts and things

required or as may be necessary, or in the opinion of the person so acting, desirable and proper to affect the purposes of the foregoing resolutions and to cause compliance by the Authority with the provisions of the foregoing resolutions.

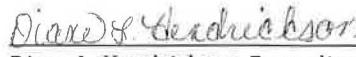
On a motion made by Mr. Fero, seconded by Mrs. Van Vechten, the foregoing resolution #25-244 was put to a roll call vote and unanimously carried. AYES: 6 (S. Nasca, S. Volpe, M. Fero, S. Mason, D. Young, M. Van Vechten); NAYS: 0

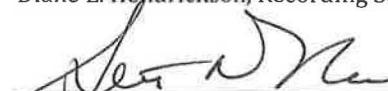
**In Board folders for review:**

- Emergency Purchase Order for crosspipe lining
- Updated Prohibited Contractors List
- Minutes of December 3, 2025 Public Information Meeting
- Employee Newsletter
- Separation Memo
- Routine monthly informational updates

\* \* \*

There being no further business to come before the Authority, Chairman Nasca adjourned this Regular Meeting at 10:10 a.m.

  
Diane L. Hendrickson, Recording Secretary

  
Scott D. Nasca, Chairman