



EAST OF HUDSON WATERSHED CORPORATION

MONTHLY EXECUTIVE COMMITTEE MEETING

LOCATION: Business Office: 2 Route 164, Patterson, NY 12563

TIME and DATE: 9:30 AM, Tuesday, December 19, 2013

Meeting Minutes

1) Meeting Opening @ 9:35 A.M.

In Attendance: Mary Beth Murphy, Mike Griffin, Warren Lucas, David Kelly, Bruce Walker, Rich Williams, Rahul Verma, Sharon Dirac

Absent: Kathy Doherty, Sabrina Charney-Hull, Bruce Barber, Walter Artus

2) Personnel Policy Review

The Committee reviewed and discussed changes to the personnel policy – based on comments and suggestions submitted by various Board members (and corporate council) after last BOD meeting (December 3, 2013).

Initial focus and discussion – regarding application/hiring of Board family member – (and decision not to interview candidate for current opening based on her spousal relationship with current Board member.) Committee agreed to maintain current policy within manual.

Other changes discussed and approved for final draft of policy manual:

Grace period for benefits – 30 days (after hire) to become effective.

Rates for mileage reimbursement - to remain at IRS approved rate, increased when and if IRS rate does same.

Personal Time Off (PTO) – discussion of accrual rates (based on length of employment, etc.). Committee discussed including a 60% payout of PTO at end of each calendar year.

Rich Williams will incorporate changes into final draft for review at next Committee and, and for adoption by full Board thereafter.

Committee agreed that the 2014 Calendar Year schedule will be set after the January Board meeting (and the appointment of new Committee members).

3) Audit Invoices / Sign Checks

- Checks and EOHWC vouchers were passed around to the Executive Committee Members for Review/Comments
- All Checks were signed as is.

4) Regular Meeting adjourned at 10:45 A.M.