

**CWC POLICY COMMITTEE**  
**MARCH 3, 2026**  
**MINUTES**

Members Present: Shilo Williams, Richard Parete, Tina Molé, Alicia Terry, Innes Kasanof, Christopher Mathews,

Excused: Thomas Snow

**I.** Called to Order at 10:05 am

**II.** February, 2026 Minutes unanimously approved upon motion of Alicia Terry

**III. CWC Election Update**

Tim Cox advised that election nominations will be mailed to Delaware County Watershed Town Supervisors on Monday, March 9, 2026. Directors whose terms expire in 2026 are Allen Hinkley, John Kosier, and Arthur Merrill.

**IV. Employee Handbook Updates**

Gemma Young review recommended Employee Handbook updates including office closures, adjustments to non-exempt and exempt employee schedules, and employee instructions for law enforcement visitation and where videotaping is allowed. Upon motion of Alicia Terry, the Committee unanimously recommended the CWC Board adopt the revised employee handbook.

Jason Merwin stated that CWC is also piloting a limited work from home schedule. If the Employee Handbook needs to be revised after the pilot, he will come back to the Committee with a recommendation.

**V. Other**

Karen Stainbrook (NYSDEC) introduced Christina Gutchess, a NYSDEC scientist who will be working on New York City Watershed matters.

Tim Cox stated that in February he did a presentation for law professors at Pace Law School on FADs in San Francisco, Boston, and New York City. That presentation ran 1 ½ hours, but he could significantly shorten it down if the Committee was interested. Pat Palmer (NYSDOH) noted that several other municipalities also have FADs. The Committee indicated they were interested in the presentation.

**VI.** Next Meeting scheduled for April 7, 2026

**VII.** Adjourned at 10:28 am