

## CWC POLICY COMMITTEE

APRIL 7, 2026

### DRAFT MINUTES

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

Excused: Thomas Snow

- I. Called to Order at 10:33 am
- II. March 2026 Minutes unanimously approved upon motion of Alicia Terry
- III. Employee Handbook Update - One additional change to the definition of Part-Time employee in Appendix B"

Gemma Young reviewed the revisions to the Employee Handbook, primarily pertaining to part-time employees. Richard Parete suggested several revisions to Statement of Responsibilities, which were accepted by the committee.

Richard also noted his continued opposition to restrictions in the conflict of interest section prohibiting employment of relatives of directors. He continued that stepchildren should be eligible for employment at CWC.

Richard also stated his continued opposition to prohibiting employees from holding public office or as an officer of a political party.

Innes Kasanof suggested referring the matter to CWC auditors and expressed concern about conflicts.

Alicia Terry stated that CWC should also be mindful of the federal Hatch Act.

Jason requested that if accepted, the minor changes be recommended to the Board, with Richard Parete's suggestions in Statement of Responsibilities and CWC will review the other restrictions.

Upon motion of Alicia Terry, the Committee unanimously recommended the revised Employee Handbook be adopted by the CWC Board of Directors

- IV. Other

Tim Cox presented an update on the CWC Board election for three seats in Delaware County. It was noted that one nominee was ineligible because a business in which he was CEO has significant loans with CWC.

Jason Merwin stated that DEP will be presenting their 7-year plan at next month's Board meeting. The Coalition of Watershed Towns Executive Committee has been invited to attend.

Jason Merwin advised the Committee that he is close to completing a list of properties that could be potential candidates for a land swap, as provided in the Fourth Side Agreement. Delaware County Planning Department is working with watershed towns in that county to create a list. CWC request watershed towns in other counties to provide a list of parcels. A reminder letter was recently sent.

Jason also noted that solar development was also receiving a lot of interest lately and CWC was getting calls. Jeff Senterman noted a bill that passed the Senate has been recalled and now only applies to transmission lines

Lastly, Jason stated that CWC completed a Community Vitality Report in December and is still owed funds (\$1800) under the DEP agreement. Jason continued that DEP also did their own community vitality report and will not share it with CWC ahead of a planned presentation.

Shilo Williams stated that Ric Coombe, Jason, Ryan Naatz, and Tina will be at the presentation. The report will be shared after.

Jason stated that he was frustrated and requested Committee approval to FOIL NYCDEP for the report.

Tina Molé asked what the cost of the NYCDEP study was. Shilo Williams responded with \$1,000,000.

Upon motion of Alicia Terry and second Tina Molé, the Committee authorized CWC staff to submit a FOIL request to NYCDEP. Shilo Williams voted no

V. Next Meeting scheduled for May 5, 2026

VI. Adjourned at 11:16 am