

SENECA COUNTY WATER-SEWER AUTHORITY

BOARD OF DIRECTORS

SPECIAL MEETING

July 8, 2026; 5:30p

LYONS NATIONAL BANK COMMUNITY ROOM

BALSLEY ROAD, SENECA FALLS

RECORD OF PROCEEDINGS

I. Call to Order / Pledge of Allegiance

Mr. Carroll called the meeting to order. All members were present, except Mr. Nicholson, who was excused. The meeting was also attended by David Hou (Employment Counsel), Matt Horn (Advisor), Elly Beatty (Bookkeeper), and Daniel Schmalzel (Interim Executive Director)

II. Resolution Appointing Executive Director

Mr. Hou overviewed the compensation and benefits recommended for an offer of employment for Daniel Schmalzel. The offer includes annual compensation of \$104,000, and all benefits authorized in the employee handbook and associated compensation and benefits language.

Mr. Hou noted that he has drafted an employment agreement, which codifies this offer, and stipulates a probationary period of six months. On motion from Mr. Dyson, seconded by Mr. Keefe, the Board authorized the resolution and associated agreement with no dissent.

III. Discussion Regarding Employee Health Benefits

Mr. Horn noted that he reviewed three brokerage services approaches, including New York State's direct offering, the Seneca County Chamber of Commerce, and Benecare. Given the local nature of servicing from the Chamber, and the fact that the programs are identical, Mr. Horn recommended moving forward with the Chamber as broker.

It was noted that an approach the Board could consider is to establish a "Core Plan", on which the benefit offering is based. The Board identified "Silver Standard" as its preferred Core Plan. The Board discussed offering to pay 75% of the premium for the

tier for which an employee qualifies (single, family, etc.). That amount may be applied to any plan offered, but the amount paid by the Authority would remain tagged to that calculation (75% of Silver Standard, qualified tier). In addition, the Board discussed offering a buyout incentive for employees who elect to seek coverage with a partner or spouse. That benefit would be offered as 30% of the qualifying employer premium contribution.

On motion from Mr. Dyson, seconded by Mr. Keefe, the Board unanimously approved the above-referenced health benefit approach.

IV. Other Business

Mr. Hou noted that additional discussion may be warranted as to the use of accumulated leave for additional service credit for NYSERS retirees. Under the PTO model offered by the Authority, employees could not use unused leave to accumulate additional service credit. This is only available to those retirees who accumulate sick leave.

The Board asked that this be included for discussion on a future agenda.

With no further business before the Board, the meeting was adjourned at 6:05.