



## **MINUTES**

### **NEW YORK STATE CANAL CORPORATION**

#### **BOARD MEETING NO. CC-133**

**August 3, 2005**

**Minutes of a meeting of the New York State Canal Corporation, held in the Board room at Administrative Headquarters, 200 Southern Boulevard, Albany, New York, 12209.**

**The meeting began at 10:30a.m.**

**There were present:**

**John L. Buono, Chairman  
Nancy Carey Cassidy, Board Member  
John R. Riedman, Board Member**

**Constituting all of the members of the Canal Corporation Board.**

**In addition, there were present the following staff personnel:**

**Michael R. Fleischer, Executive Director  
John Brizzell, Deputy Executive Director, Chief Engineer  
John Bryan, Chief Financial Officer  
Sharon O'Connor, General Counsel  
William Behrens, Director, Office of Traffic Management  
Joanne Ridgett, Director, Information Technology**

**Wendy Allen, Director, Department of Planning Services**  
**Christopher Waite, Director, Engineering Services and Assistant Chief Engineer**  
**George Tanner, Director, Maintenance Engineering and Assistant Chief Engineer**  
**Michael Flynn, Director, Audit and Management Services**  
**Jill Warner, Secretary and Board Administrator**  
**Major George Beach, Troop T**  
**Daniel Gilbert, Director, Public Affairs**  
**Wilma DeLucco, Director, Administrative Services**  
**Donald Bell, Director, Albany Division**  
**Carmella Mantello, Director of Canal Corporation**  
**Lawrence Frame, Deputy Director of Canal Corporation**  
**Richard Garrabrant, Acting Director, Syracuse Division**  
**Also in Attendance:**  
**Cathy Woodruff, Reporter, *Albany Times Union***

Chairman Buono noted that he, Ms. Carey Cassidy and Mr. Riedman had received and reviewed the Agenda submitted for consideration at this meeting and were prepared to act on each of the items.

Ms. Warner recorded the minutes as contained herein.

Public notice of the meeting had been given, Ms. Warner said.

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**Item 1 by Ms. Warner (Appendix A)**  
**Minutes of Meeting No. CC-132**

On the motion of Mr. Riedman, seconded by Ms. Carey-Cassidy, without any objections, the Board approved the minutes of Meeting No. CC-132 held on July 7, 2005 which were made available to the Board Members as part of the Agenda.

**Item 2 by Ms. DeLucco (Appendix B)**  
**Compensation for Managerial/Confidential Employees and Authorization of the Executive Director to Extend to Managerial/Confidential Employees Appropriate Bargaining Agreement Provisions which may be Negotiated**

After full discussion, on the motion of Ms. Carey Cassidy, seconded by Mr. Riedman, without any objections, the Board adopted the following resolution:



**Item 2 by Ms. DeLuco (Appendix B)**

**Compensation for Managerial/Confidential Employees and Authorization of the Executive Director to Extend to Managerial/Confidential Employees Appropriate Bargaining Agreement Provisions which may be Negotiated( Continued)**

**RESOLUTION NO. 348**

**COMPENSATION FOR MANGERIAL/CONFIDENTIAL  
EMPLOYEES AND AUTHORIZATION OF THE  
EXECUTIVE DIRECTOR TO EXTEND TO  
MANAGERIAL/CONFIDENTIAL EMPLOYEES  
APPROPRIATE BARGAINING AGREEMENT  
PROVISIONS WHICH MAY BE NEGOTIATED**

**RESOLVED, that retroactive to the pay period that includes July 1, 2004 the base salary of Managerial/Confidential (M/C) employees will receive, and the M/C salary schedule be increased by 2.5% as noted on Exhibit A; and retroactive to the pay period that includes July 1, 2005, the base salary of M/C employees and the M/C Salary Schedule be increased by 2.75% as noted on Exhibit B; and effective the first pay period following Board approval, an adjustment of \$400.00 be added to the base salary of M/C employees and the M/C Salary Schedule be increased by \$400.00 as noted on Exhibit C; and effective the pay period that includes July 1, 2006, the base salary of M/C employees and the M/C Salary Schedule be increased by 3.0% as noted on Exhibit D; and effective the pay period that includes July 1, 2007 an adjustment of \$866.00 be added to the base salary of M/C employees and the M/C Salary Schedule be increased by \$866.00 as noted on Exhibit E, and be it further**

**RESOLVED, that employees new to the Corporation after the date of Board approval of this item, will permanently contribute 20% of the cost of individual or individual and dependent health insurance coverage for the Empire Plan. The Corporation will pay for those employees enrolled in HMO plans, up to the same dollar amounts as for the Empire Plan. Service with the Thruway Authority will be deemed Canal Corporation service for health insurance purposes, and be it further**



**Item 2 by Ms. DeLuco (Appendix B)**

**Compensation for Managerial/Confidential Employees and Authorization of the Executive Director to Extend to Managerial/Confidential Employees Appropriate Bargaining Agreement Provisions which may be Negotiated( Continued)**

**RESOLVED**, that for employees hired prior to the date of approval of this item, the health insurance opt-out be increased to \$1,500 annually for individual coverage and to \$3,000 annually for dependent coverage. Employees new to the Corporation after Board approval of this item will not be eligible for the opt-out program, and be it further

**RESOLVED**, that the number of years of permanent service required to be eligible for an unlimited E-ZPass tag be increased from four to five years of satisfactory service for employees hired after Board approval of this item. Employees new to the Corporation after Board approval of this item will not be eligible to receive an Unlimited Thruway Pass upon retirement, and be it further

**RESOLVED**, that the Executive Director is authorized to adjust the Sick Leave Incentive program by restoring the lost sick leave bank up to a maximum of 200 days and authorizing the application of the value of up to 200 days of sick leave towards the employee cost of health insurance upon retirement; and is also authorized to seek legislation to permit M/C employees to apply up to 200 days of sick leave for retirement service credit purposes, and be it further

**RESOLVED**, that the Executive Director be, and hereby is authorized to extend appropriate provisions of collective bargaining agreements that have been or may be reached as a result of current labor negotiations with the Authority/Corporation's unionized employees (including the reduction of such benefits) to the Corporation's M/C employees, and be it further



**Item 2 by Ms. DeLuco (Appendix B)**

**Compensation for Managerial/Confidential Employees and Authorization of the Executive Director to Extend to Managerial/Confidential Employees Appropriate Bargaining Agreement Provisions which may be Negotiated( Continued)**

**RESOLVED**, that this resolution be incorporated  
in the minutes of this meeting.

**Item 3 Report by Carmella Mantello**

Ms. Mantello reported to the Board on the Erie Canal Greenway Project that was initiated by Governor Pataki on May 27, 2005. The Governor unveiled a proposal for an interagency task force to provide recommendations for an Erie Canal Greenway, Empire State Greenway and to review and make recommendations regarding current Canal Corporation duties and functions. Draft recommendations are due to the Governor by December 2005.

The Interagency Task Force is comprised of commissioners/deputy commissioners from the following agencies:

- Canal Corporation
- Thruway Authority
- Department of Environmental Conservation
- Department of State
- Department of Transportation
- Office of Parks, Recreation & Historic Preservation
- Empire State Development Corporation & I Love NY Program
- Office of General Services
- Erie Canal National Heritage Corridor (program of National Park Service)

Ms. Mantello discussed the Canal Connections Tour, which kicked off on July 27, 2005. This 3-month tour will involve regional meetings and site visits throughout the entire Canal System. Ms. Mantello and key Canal staff will meet with local officials, as well as with community and business leaders in the Canal corridor. She is also using this time to go out in the field and meet with Canal staff to share with them the great things she's hearing about the maintenance and operations of the Locks.

Ms. Mantello explained that the Greenway is not just a trail. A Greenway can be used as an economic development tool as well as for environmental protection. She emphasized that participation by municipalities is voluntary. At this time, no additional Canal Corporation monies are involved in financing the study on the Erie Canal or Empire State Greenway.



**Adjournment**

**There being no further business to come before the Board, on the motion of Mr. Riedman, seconded by Ms. Carey-Cassidy, without any objections, the meeting was adjourned.**

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**Jill B. Warner  
Secretary**

