

**RESOLUTION AUTHORIZING PERSONNEL ADVANCEMENTS, INCLUDING THE ESTABLISHMENT OF ADMINISTRATIVE OFFICER & HRA OPERATIONS MANAGER POSITIONS**

**WHEREAS**, the mission of Hudson River-Black River Regulating District requires a robust and capable workforce; and

**WHEREAS**, the retirement of John Hodgson as Administrator affords the Regulating District an opportunity for a realignment of roles and duties in the interest of achieving efficiencies, increasing performance, and realizing savings; and

**WHEREAS**, the Executive Director has recommended a revised operational structure that achieves these goals, and provides professional development and advancement opportunities for several of our valued colleagues; and

**WHEREAS**, dialogue with the Board has informed which elements of this revised operational structure are appropriate to move forward at this time, while a dialogue with the Board and staff about other appropriate personnel moves continues;

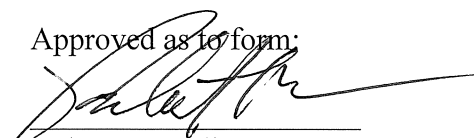
**NOW THEREFORE BE IT RESOLVED**, that the Board hereby establishes the represented positions of Administrative Officer in the Hudson River Area and Administrative Officer 2 in the Black River Area at a FY 2021-2022 salary range of \$62,049-\$74,887 (equated to SG-18 in the State's CSEA contract), and \$68,794-\$82,794 (equated to SG-20 in the State's CSEA contract), respectively, and the Executive Director is authorized to promote Anna Tracy and Kimberly Scott to same effective March 31, 2022; and

**BE IT FURTHER RESOLVED**, that the Board hereby establishes the represented position of Operations Manager at a FY 2021-2022 salary range of \$68,794-\$82,794 (equated to SG-20 in the State's CSEA contract) in the Hudson River Area, posting and filling the position competitively in accordance with the provisions of current CSEA agreement from a pool of internal, qualified candidates; and

**BE IT FURTHER RESOLVED**, that the Executive Director is authorized to promote Michael Chase to the position of Assistant Foreman for the Hudson River Area at a FY 2021-2022 salary range of \$41,736-\$52,413 effective March 31, 2022 in accordance with the provisions of current CSEA agreement; and

**BE IT FURTHER RESOLVED**, that the Executive Director is authorized to promote Regina Bulman, Stephanie Porter, and Megan Cole to the position of Senior Administrative Assistant in the HRAO, SFO, and BRAO locations, respectively, at a FY 2021-2022 salary range of \$47,339-\$59,543 effective March 31, 2022 in accordance with the provisions of current CSEA agreement.

Approved as to form:



Robert P. Leslie  
General Counsel

Motion was made by Mr. DeWitt and seconded by Mr. Hayes that the Resolution be approved.

Present and Voting:

<u>MEMBER</u>	<u>AYE</u>	<u>NOE</u>	<u>ABSTAIN</u>
Mr. Finkle .....	<u>  X  </u>	_____	_____
Mr. Hayes.....	<u>  X  </u>	_____	_____
Mr. DeWitt.....	<u>  X  </u>	_____	_____
Mr. Bird.....	_____	_____	<u>  EXCUSED  </u>
Mr. Candido .....	<u>  X  </u>	_____	_____
Mr. Reagan.....	<u>  X  </u>	_____	_____
Ms. Allen.....	<u>  X  </u>	_____	_____