

**MINUTES of the GOVERNANCE COMMITTEE MEETING of the ERIE
COUNTY WATER AUTHORITY** held in the office, 295 Main Street, Room 350, Buffalo,
New York, on the 18th day of December 2025.

PRESENT: Jerome D. Schad, Chair
 Peggy A. LaGree, Commissioner
 Michele M. Iannello, Commissioner (via teleconference)
 Jennifer L. Hibit, Secretary to the Authority
 Joyce A. Tomaka, Chief Financial Officer
 Mark S. Carney, General Counsel
 Charles E. Eaton, Chief Operating Officer
 Leonard F. Kowalski, Executive Engineer
 Sabrina A. Figler, Director of Water Quality
 Lavonya C. Lester, Director of Administration
 Katherine A. Gillette, Senior Associate Attorney
 Jessica R. Brown, Comptroller
 David W. Aubertine, Director of Cybersecurity and Information Technology
 Matthew W. Barrett, Security Officer

ATTENDEES: Earl Wells III, e3 Communications

PLEDGE TO THE FLAG

I. CALL TO ORDER/ROLL CALL

The meeting was called to order at 9:30 a.m. A quorum was present with three Commissioners.

II. READING OF MINUTES

Motion by Ms. LaGree seconded by Ms. Iannello and carried to waive the reading of the Minutes of the Meeting held on Thursday, August 21, 2025.

DISCUSSION

None

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

Noes: None

III. APPROVAL OF MINUTES

Motion by Ms. LaGree seconded by Ms. Iannello and carried to approve the Minutes of the Meeting held on Thursday, August 21, 2025.

DISCUSSION

None

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

IV. REPORTS

V. UNFINISHED BUSINESS

VI. NEW BUSINESS

A. Amendment to Policy No. 61 Leaves of Absence

Secretary Hibit reported to the Board that the proposed amendment to Policy No. 61 was only the redesignation of one particular section within the policy to ensure clarity and consistency. Ms. Hibit noted that the content of this section remains unchanged and only its placement within the policy has been modified.

Motion by Ms. LaGree, seconded by Ms. Iannello and carried to recommend that the Board approve the adoption of the amended Policy No. 61 Leaves of Absence.

DISCUSSION

None

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

Noes: None

VIII. - ADJOURNMENT

Motion by Ms. LaGree seconded by Ms. Iannello and carried that the meeting adjourn at 9:32 a.m.

DISCUSSION

None

VOTE

Ayes: Three; Commrs. Schad, LaGree and Iannello

Noes: None

Jennifer Hibit
Secretary to the Authority

ALH