



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

April 10, 2025

TO: Chairman Jerry Schad, Vice Chair Peggy LaGree and Treasurer Michele Iannello

FROM: Jennifer Hibit, Director of Human Resources

CC: Terrence D. McCracken, Secretary to the Authority

SUBJECT: **2025 PERMA Conference**

Hello Commissioners,

From May 14 – May 16, 2025, PERMA, our Workers Compensation Carrier is holding their annual member conference at Turning Stone Casino.

Dave Iafallo is speaking during one of the sessions discussing workplace injuries and the ways we have worked to reduce them here at The Authority.

ECWA has also won an award, the 2025 PERMA Safety Champion Award and it is given to: "An individual or member who displays innovation in reducing risk or has made outstanding efforts in creating a culture of safety."

This award is due to Dave's work to increase the culture of safety and our work to reduce workers' compensation claims.

PERMA has agreed to pay the registration fees for the conference for both Dave and myself. They are also covering Dave's hotel stay and one night of my stay.

We are excited to attend this conference and learn more about safety and reducing workers' compensation claims. PERMA has shown they are true partners in workplace safety and reducing the cost of claims.

Please let me know if you have questions or need additional information.

Thank you.

**ERIE COUNTY WATER AUTHORITY
AUTHORIZATION FORM
For Approval/Execution of Board Meeting Documents**

Document Name: _____ **Project No.:** _____

Description: _____

Item Description:

Choose one:

Other: _____

Action Requested:

Choose one:

Other: _____

Approvals Required:

APPROVED AS TO CONTENT:

Chief Financial Officer _____ Date: _____

Chief Operating Officer _____ Date: _____

Claims Rep. – Risk Manager _____ Date: _____

Comptroller _____ Date: _____

Director of Administration _____ Date: _____

Director of Distribution _____ Date: _____

Director of Human Resources _____ Date: _____

Director of IT _____ Date: _____

Director of Production _____ Date: _____

Director of Water Quality _____ Date: _____

Executive Engineer _____ Date: _____

General Counsel (Legal) _____ Date: _____

Other: _____ Date: _____

APPROVED FOR BOARD RESOLUTION:

Secretary to the Authority _____  Date: 4/11/2025

Remarks: _____

Resolution Date: _____ **Item No:** _____

Event Agenda

2025 PERMA Annual Member Conference

Wed, May 14, 2025

- | | |
|--------------------|--|
| 11:00 AM - 4:30 PM | Special Workshop! Certified Safety Coordinator Training
Location: Seneca/Onondaga
Speaker: Sigrid Vomba |
| 7:00 PM - 10:00 PM | Welcome Reception
Location: NY Rec & Social Club |
-

Thu, May 15, 2025

- | | |
|---------------------|---|
| 8:30 AM - 10:00 AM | Registration
Location: Oneida |
| 8:30 AM - 10:00 AM | Breakfast
Location: Oneida |
| 10:00 AM - 11:00 AM | Keynote
Location: Oneida
Speaker: The Water Coolers |
| 11:00 AM - 11:15 AM | Break
Location: Mohawk |
| 11:00 AM - 4:30 PM | Safety & Wellness Fair
Location: Mohawk |
| 11:15 AM - 12:15 PM | Front Desk Safety and Security
Location: Seneca/Onondaga
Speakers: Pete Frisoni, Steven Rothwein |
| 11:15 AM - 12:15 PM | Workers' Comp Simplified: Claims 101
Location: Tuscarora/Cayuga
Speakers: Christine Southworth, Terri Magazu |
| 11:15 AM - 12:15 PM | Demo 1: Mobile Safety Solutions Center Training
Location: Oneida
Speakers: Jon Hager, Ed Starowicz, Sarah O'Brien |
| 12:15 PM - 1:45 PM | Lunch and PERMA Awards in Excellence
Location: Oneida |
| 1:45 PM - 2:45 PM | Re-engineering Ergonomics: A Proven Approach to Preventing Back & Shoulder Injuries
Location: Seneca/Onondaga
Speakers: Dennis Downing, Dave Iafallo, Ed Starowicz |
| 1:45 PM - 2:45 PM | Mastering Workers' Compensation: Beyond the Basics
Location: Tuscarora/Cayuga
Speakers: Darlene Garcia, John Matheson |
| 1:45 PM - 2:45 PM | Demo 2: Mobile Safety Solutions Center Training
Location: Oneida
Speakers: Jon Hager, Pat Clare, Angela Guptill-Nagle |

2:45 PM - 3:00 PM	Break Location: Mohawk
3:00 PM - 4:00 PM	Learning by Doing: Methods to Improve Behavioral Change Location: Oneida Speakers: Jon Hager, Christian Summers
3:00 PM - 4:00 PM	Creating a Culture that Drives Employee Engagement and Retention Location: Tuscarora/Cayuga Speaker: Jamie Notter
4:00 PM - 4:30 PM	Safety & Wellness Fair Location: Mohawk
4:00 PM - 4:30 PM	Final Demo: Mobile Safety Solutions Center Training Location: Oneida Speakers: Jon Hager, Pete Frisoni, Ursula Carney
4:30 PM - 5:00 PM	Hotel Check-In
6:00 PM - 11:00 PM	2025 PERMA Reception Location: Exit 33
6:00 PM - 6:45 PM	Cocktail Hour Location: Exit 33 Atrium Bar
6:45 PM - 8:00 PM	Dinner Location: Tin Rooster & Turquoise Tiger
8:00 PM - 9:00 PM	Friendly Feud Location: Exit 33 Atrium
9:00 PM - 10:00 PM	Dessert & Coffee Location: Exit 33 Atrium & The Gig
10:00 PM - 11:00 PM	Live Band: Nik Lite! Location: The Gig

Fri, May 16, 2025

7:30 AM - 9:00 AM	Breakfast Location: Oneida
9:00 AM - 10:00 AM	Annual Member Meeting Location: Oneida Speaker: Perma Staff
10:00 AM - 11:00 AM	Check-Out Location: Hotel Lobby

TRAINING REQUEST

Date: 04/10/2025

Employee Name	Job Title	Department
Jennifer Hibit	Director of Human Resources	Human Resources
David Iafallo	Coordinator of Employee Relations	Human Resources

Dates of Training

From: 5/14/2025 To: 5/16/2025 Total number of business days: 3

Training requests which require overnight accommodations must be accompanied by a Travel Request form.

Training Information

Title of Course(s) 2025 PERMA Annual Member conference

Description This full-day event is designed to attendees with the knowledge and tools needed to improve their workplace safety and optimize the workers' compensation program.

Is this course needed to meet continuing education or contact hour requirements? No

How many credit hours will you receive? _____

How many credits (per year) required for your license? _____

How many credits do you have year-to-date? _____

Are there 2 or more people attending this seminar? Yes

Are there concurrent sessions? yes

Why is there a need for 2 or more people to attend this seminar? Yes, The conference has educational sessions, and member networking opportunities to gain insights on safely protecting both the employees and the bottom line.

Estimated Cost

Registration Fee \$ 0 Mileage & Tolls \$ 250

TOTAL ESTIMATED COST \$ 750.00 with travel expenses

Balance in the training budget prior to this trip \$ 2000.00

Unit Number 8010 Primary Number 401000 G/L Number 920712

Approvals

Department Head Jennifer Hibit Date 4-10-2025

Director of Human Resources Jennifer Hibit Date 4-10-2025

Secretary TED Date 4/11/2025

TRAVEL REQUEST

Date: 04/10/2025

Employee Name	Job Title	Department
Jennifer Hibit	Director of Human Resources	Human Resources
David Iafallo	Coordinator of Employee Relations	Human Resources

Destination: Turning Stone Resort Casino

Is this training needed to meet professional licensing requirements? No

Description of training or business, and reasons and benefits of attendance:

2025 PERMA Annual Member Conference - This full-day event is designed to attendees with the knowledge and tools needed to improve their workplace safety and optimize the workers' compensation program. - The conference has educational sessions, and member networking opportunities to gain insights on safely protecting both the employees and the bottom line.

Dates of Travel

From: 5/14/25 To: 5/16/25 Total number of business days: 3

Estimated Cost

Transportation \$ 250.00 Hotel Accommodations \$ 200.00 Meals \$ 300.00

TOTAL ESTIMATED COST \$ 750.00 W/ REGISTRATION FEE \$

Balance in the training budget prior to this trip \$ 2000.00

Unit Number 8010 Primary Number 401000 G/L Number 920712

Comments (i.e. spouse traveling, preferences):

PERMA is covering Dave Iafallo's hotel room expenses and part of Jen Hibit's hotel room expenses. They are also covering the registration fee for both Dave and Jen.

Approvals

Department Head Jennifer Hibit Date 4-10-2025

Director of Human Resources Jennifer Hibit Date 4-10-2025

Secretary TCE Date 4/11/2025