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HVADC Board Meeting

December 12, 2013

Draft Minutes

Conference call – Walter Garigliano, Dave Church, Mark Doyle, Janet Crawshaw, Eric Ooms

In person – Jim Mackerer, Todd Erling, Mary Ann Johnson

Regional Council Awards – LTL not fully funded on Sullivan side – about \$110k short. Walter noted he will be working with two banks to secure the shortfall and Sullivan does not want to lose out on the CFA and Federal money that the project has secured. On Columbia side, the shortfall is

Overall the region secured \$59M.

Ulster Co is bonding for open space/farmland preservation funding.

Kickoff meeting tonight in Dutchess for farmland protection plan. Brennan asked that HVADC facilitate a meeting with Dutchess, Orange and Sullivan.

Janet entered the call.

Meeting Minutes – the board received and approved the meeting minutes from November, 14, 2013.

Financials – received 2012 funding from Dutchess and received a portion of OC funds for 2013. Made presentation to Ulster and were approved for 2013. Will be closing out New World and Farm to School.

Rensselaer Co is current for 2013 and Washington Co is being worked on. RC offered a board member which will be dealt with in Jan. He is an experienced dairy farm manager and active in Farm Bureau.

Jim Mackerer noted Ann Finnegan who is a banker with a lot of experience with USDA, EDA and SBA loans. She is working on a couple of projects related to HVADC work. She is a government relations commercial banker for Kinderhook bank.

Eric entered the call.

Dave suggested we get a resumes and we deal with this in January. Walter does not believe we necessarily need two people from one county.

Eric asked about Washington county has not forwarded a name. At this point, they do not feel they have a person who can commit to the Board meetings. The County is looking at CCE

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executive director or the new person when hired as the County economic development person.

Jim noted we should do some work on the bylaws in terms of the Board. Jim is suggesting to update the bylaws. Terms are open ended until someone resigns. Each County has the ability to nominate someone at the Board's discretion. Todd will facilitate some recommendations for bylaws update in 2014.

Dennis entered the call.

Dave mentioned he will be at a meeting of the HV Regional Council. He asked if our ag CEDS was incorporated. TE noted we have not seen the most recent draft.

Dave asked that we move onto proposed budget amendments. Jim noted that since inception, the organization footprint has grown from 2 counties to 7 counties. In terms of compensation, the staff has received 2-3% raises. Jim believes raises are appropriate and that perhaps a retroactive for 2013 and an increase in 2014. Todd mentioned that he tried to objectively outline the added responsibilities and diversification of income. He noted real delivery to projects and CFA awards that we administer in 1.2M. This puts us in a peer group level equivalent to other groups in our region. We have come a long way in terms of stabilizing the organization. TE believes we are in a good position to take this step. TE has provided the board with budget examples from regional peer groups.

TE and MA were asked to leave the meeting to discuss compensation.

TE and were asked to return.

Jim asked why additional staff has not been brought on since we added more counties. TE explained that he and MA have stepped up and we use 1099 contractors to get the work done. Counties we serve are happy. TE agreed to summarize the individual reports into a master report for 2014.

Walter excused himself from the call.

Jim noted there was some discussion about HVB not reaching its potential. We need to somehow exploit that potential. TE agreed.

Dave noted there was executive session. Walter advanced a resolution that directed TE and Jim to adjust the budget to reflect a \$90K salary for TE and an appropriate amount for MA per TE. Moving forward for 2014, there will be a multi-year projections and commitments worked out with the compensation committee consisting of Dave Church, Dave Colby and Jim Mackerer. There will be an agreement negotiated with MA as well. There was a second by Eric and all members voted in favor. Walter has examples of the agreements and indicated a willingness to work with the compensation committee once they decided on parameters to be included in the future commitments. The agreement should be in place by year end.

TE & MA will circulate the revised 2014 budget with compensation amendments as per board discussion.

Meeting was adjourned.