



Executive Board Minutes September 9, 2025

Location: Hybrid meeting via Zoom and WRC Conference Room.

Members Present: Gabby Ciuffreda, Chair; Bonnie North, Stephan Chait, Steve Lembke, Ann Golob

Absent: Jim Pinkerton Jr.

Staff present: Chris Campany, Executive Director, Inessa Muse, Finance Manager

Public/Guests: Bill Dunkel, Rick Cowan

Presenter: None.

Call to Order: Commissioner Gabby Ciuffreda, Chair, called the meeting to order at 6:00 p.m.

Additions/Changes to Agenda: Commissioner Ciuffreda had everyone introduce themselves since new Executive Board members, whose term will begin 10/1/25, were in attendance.

Secretary's Report: On a motion by Commissioner Chait, seconded by Commissioner Lembke the minutes from the August 12, 2025 meeting were **approved** unanimously.

Proposed Staff Compensation Adjustments

Executive Director, Chris Campany and Finance Manager, Inessa Muse proposed a one-time end of FY2025 fiscal year salary adjustment for all staff persons, and an across the board increase in salaries for FY2026. They explained that neither would have a negative impact on the budget, and would be welcomed by staff. The anticipated end of FY2025 surplus should easily accommodate the proposed \$1,500 per staff person payment to be included in the September 24th paycheck, and the change to the salary increase from 1 percent to 2 percent in FY2026 budget would be offset by a 5 percent decrease in the estimated health insurance costs. Chris was asked if the end of FY2025 adjustment would be taxed as regular income and he said yes. On a motion by Commissioner North, seconded by Commissioner Golob, the proposal was **approved** by a unanimous vote.

Review of Commission Operating Documents

Chair Ciuffreda explained that the documents were last reviewed 5-6 years ago. Chris noted that in his recent scan of the documents he did not anticipate major changes would be necessary, but would benefit from review and updating. Chair Ciuffreda asked if there were any volunteers to work with Chris over the next few months. She and Commissioners Golob, North, and Chait volunteered.

Committee Appointments: None.

Executive Director's Report: Executive Director, Chris Company said that at this time he did not have any agenda items for an October Executive Board meeting. He also explained that he was paying close attention to the Governor's request for a federal disaster declaration for Caledonia County, as it may be an indicator of what to expect going forward.

Committee Chair Reports: Commissioner Golob asked if there had been any feedback from commissioners about the changes to the WRC committee structure. Chris said with the exception of a miscommunication about committee appointments for a new commissioner for Halifax there had been none. Chris asked Commissioner Lembke if the reduction in committee chair responsibilities had made Executive Board member recruitment easier and he said yes.

Review of Action Items: The Commission's operating documents will be reviewed and updated over the coming months.

Public Comments: Chair Ciuffreda reminded commissioners about the upcoming October in-person full commission meeting. She also noted that former commissioner Jack Cunningham was invited to receive a resolution honoring his 20 years of service.

Adjournment: On a motion by Commissioner Lembke, seconded by Commissioner North, the meeting was adjourned at approximately 6:50 p.m. by a unanimous vote.