

NYSERDA'S 43RD GOVERNANCE COMMITTEE MEETING

January 29, 2025

Clean Copy of Transcript

Dale Bryk:

Good morning everyone. I call this meeting to order and note the presence of a quorum. A notice for this meeting was forwarded to Committee Members on January 17, 2025, and to the press on January 21, 2025. This meeting is being conducted by video conference and the Authority will post a video and transcript of this meeting on the web. To confirm that we have a quorum, I'd like to ask each of the Committee Members to introduce themselves. I'll start. I'm Dale Bryk, Chair of the Governance Committee.

Charles Bell:

Chuck Bell, Member of Committee Member of the Board.

Sherburne Abbott:

Shere Abbott, Member of the Committee. Member of the Board.

Jay Koh:

Jay Koh, Member of the Committee Member of the Board.

Richard Kauffman:

Richard Kauffman, Chair of the Authority.

Dale Bryk:

Excellent, thank you. The first item is to approve the minutes from our last meeting from October 23rd. Are there any comments on those minutes? Alright, may I have a motion to approve the minutes?

Jay Koh:

So second. I'll

Dale Bryk:

Take a move in a second. Thank you. All in favor?

Members of the Committee:

Aye.

Dale Bryk:

Any opposed? All right. Minutes are approved. Excellent. Okay. Next we're going to go into executive session because our next item concerns a resolution to convene in private session and executive session Section 105 of the Public Officer's Law authorizes the Members to convene an executive session in order to discuss the employment history of a particular person. So can I have a motion to convene an executive session for that purpose?

Sherburne Abbott:

Second.

Dale Bryk:

Thank you. All in favor?

Members of the Committee:

Aye.

Dale Bryk:

Any opposed? Excellent. Okay, so now we can move into executive session. We need everyone except for the Members and Officers to leave the room during that time. The webcast will remain up and then when we return, will we convene a meeting.

Okay. This meeting is reconvened an open session. No action was taken during executive session and now we're ready for the next item on the agenda, which is proposed adjustments to the Officer's compensation and the Authority's Chief Financial Officer, Pam Poisson, will discuss this item with us

Pam Poisson:

Chair. And actually I should clarify, this is a much broader update with respect to our overall grade and title approach at the organization. As you know, NYSERDA regularly evaluates grade and title structures and staffing models necessarily to ensure that they remain up to date market competitive and aligned with New York State government constructs. We would like you to be aware of minor updates to our grading title structure that's based on our latest such evaluation and seek your approval of the resulting cross impacts to the officer salary formula the Board approves by resolution. You'll recall that NYSERDA's overall practice is to provide its employees with compensation that is generally comparable to that provided to State Management/Confidential or M/C employees serving in similar roles. Within that construct, NYSERDA has historically not utilized the full range of New York state governments and seek grades and salary ranges that are available.

As we have matured in scale, scope, and the complexity of work, we are now updating our practices so that we can better utilize that full range of grades and thus provide much needed flexibility to match positions with the work that needs to occur both up and down. Two specific changes for you to be aware of are as follows. First, we are filling gaps in our overall position and title structure to better align the spacing between levels with prevailing market conditions and thus also providing clearer career pathways. Second, we expect to begin using the M8 category, which is part of the management schedule as part of our regular grade structure. Benchmarking data suggests that a few NYSERDA positions that are particularly broad, complex, nuanced and dealing with high risk issues may warrant this eight classification. Our research also indicates that there is precedent for this among other state government entities with comparable types of work scope.

Introducing this as an important step, not only to ensure that positions are appropriately classified, but also to address current limitations on advancement opportunities for more junior

positions. As we contemplate putting this in place, we will do so with clear guardrails that are based on external peer benchmarks, setting a top end of range, as well as setting specific criteria around what positions would qualify for this level and providing visibility to the Board through our annual budgeting process to allow for input and approval. As we make this update, there are corollary effects to officer compensation with the Board approves as per Public Authorities Law and NYSERDA's By-laws. Just as a reminder for context, per resolution 1629 and 1688 at meetings held in 2021 and 2023 at those Board meetings, Officer level compensation was approved as calibrated with that of other staff to keep officer salaries aligned with both state trends and overall staff compensation Officers' salaries are simply calculated based on the top cash compensation for NYSERDA staff in the next level down via a formula that applies the standard percentage adder and was established through review of peer organization practices. As we begin using this existing New York State M/C salary category, the formulaic basis to which the adder applies will naturally adjust to stay appropriately calibrated to the other school's salaries. Other than the update to this basis, there are no changes proposed otherwise to the formula at this time. As proposed, this change would be effective on or about April 1, 2025 to correspond with the exact date published by the state for annual increases in the overall grade structure for the state. This concludes my remarks.

Dale Bryk:

Thank you. Does anybody have questions? Any discussion? Alright. May I have a motion recommending approval of the proposed updated basis for officer salary calculations?

Jay Koh:

So moved.

Dale Bryk:

Second.

Richard Kauffman:

Second.

Dale Bryk:

Thank you. All in favor?

Members of the Committee:

Aye.

Dale Bryk:

Any opposed? Alright. The proposed updated basis for Officer salary calculations is recommended for approval. Thank you so much, Pam. That was great. The last item is other business. Are there any other matters that the Members wish to discuss? Alright, may I have a motion to adjourn?

Jay Koh:

Second.

Dale Bryk:

Excellent. All in favor?

Members of the Committee:

Aye.

Dale Bryk:

Any opposed? Alright, the meeting is adjourned. Thanks everyone.