



MINUTES

Special Meeting of the Niagara Falls Water Board March 31, 2025 at 5:00 p.m.

Water Treatment Plant Conference Room
5815 Buffalo Avenue, Niagara Falls New York 14304

Meeting could be attended in person or via videoconference.

1. Attendance

Chairman Sirianni called the meeting to order at 5:00 p.m.

Cole Present, Dean Present, Kimble Present (Zoom), Larkin Present (Zoom), Sirianni Present.

2. Previously Tabled Resolution 2025-03-010 – APPOINTMENT OF DIRECTOR OF ADMINISTRATIVE SERVICES

Motion by Board Member Dean and seconded by Board Member Cole to appoint Caleb Holman Director of Administrative Services with a salary of \$92,500, to serve as an at-will employee with sick leave and other benefits provided to NFWB Tier II employees, except with 20 vacation days annually pursuant to the Board's policy for exempt employees, pro-rated for 2025.

Board Member Kimble stated that it was a sad day in the history of the Niagara Falls Water Board, again appointing someone who has less qualifications than other individuals who had applied. This individual just has a bachelor's degree while other applicants had advanced degrees and experience in Human Resources for numerous years. She also expressed that she was sad that of the top employees who are executives and administrators there is just one individual who is a woman and there are no women in the executive management team. That is problematic. In spite of what is going on with respect to DEI, diversity matters, and Harvard Business has researched the issue of having different voices which make an organization function better, saves companies money, and provides information and a different viewpoint so we do not have the same-old same-old that is stale and repetitive instead of bringing something to the table, which she feels we had several applicants who would have brought something to the table. She hopes that people will eventually see this because when 1/11 top employees, 9% of the executive workforce is a woman, it is a problem, and she is surprised that this is not seen. The NFWB needs different

voices because different voices bring different viewpoints. She thought this Board would do better and she was sadly mistaken.

Board Member Larkin stated that she would like to echo Board Member Kimble's statement, there were two candidates with advanced degrees with experience that was stronger HR experience which is what the NFWB needed. They understood questions that were specific to HR that even someone who is not in HR can answer, and when there are candidates that do not it is a question mark for her. A candidate had contract experience, which would have been excellent because we do not have anyone who has taken the lead on MWBE, which is an area where we have to be compliant. Two candidates that were more experienced had stronger safety records and HR experience. She agrees with Board Member Kimble that it is a sad day.

Chairman Sirianni stated that everyone is entitled to their opinion and that he thinks that there is a very qualified candidate who he is confident will do the right job.

Cole __Y__ Dean __Y__ Kimble __N__ Larkin __N__ Sirianni __Y__

Motion carried, 3-2.

3. Adjournment of Meeting

Chairman Sirianni stated that before the meeting adjourned, he wanted to wish Patricia Frederick, who was in the audience, a happy birthday.

Motion by Chairman Sirianni and seconded by Board Member Cole to adjourn the meeting at 5:06 p.m.

Cole __Y__ Dean __Y__ Kimble __Y__ Larkin __Y__ Sirianni __Y__

Motion carried, 5-0.