

DRAFT MINUTES FOR APPROVAL

**MINUTES OF THE REGULAR MEETING
OF THE
BUFFALO SEWER AUTHORITY**

December 10, 2025

BUFFALO SEWER AUTHORITY

REGULAR MEETING

December 10, 2025

9:00 A.M.

**Buffalo City Hall, 65 Niagara Square Room 1038
Teleconference +1 929 229 5044, ID #899 896 883**

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	C. Claim Against Liability and Casualty Reserve Fund	
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ATTACHMENTS

Attachment A: Attachment A - BSA 2025-2026 QCCW Projects SEQR FEAF Part 1_Kerns Ave SPP339-340

Attachment B: Attachment B - COL.01-22 - System_2 Schiller Park OLS

Attachment C: Attachment C - SEQR FEAF Part 1_Louisiana SPP 137-CSO 064 ILS

CALL OF THE ROLL

Present:	<u>Christopher Roosevelt</u>	<u>Chairman of the Board</u>
	<u>Patrick Sole</u>	<u>Secretary of the Board</u>
	<u>Dr. Thomas Caulfield</u>	<u>Vice Chairman of the Board</u>
	<u>Hope Young-Watkins</u>	<u>Assistant Secretary of the Board</u>
	<u>Cheryl Colston</u>	<u>General Counsel</u>
	<u>Charles Riley</u>	<u>Executive Secretary</u>
	<u>Jessica Smith</u>	<u>Secretary to General Manager</u>
	<u>Alex Emmerson</u>	<u>Treatment Plant Superintendent</u>
	<u>Timothy Blake</u>	<u>Senior Instrument Technician</u>
	<u>Paul Harris</u>	<u>Superintendent of Mechanical Maintenance</u>
	<u>Sydney McFoy</u>	<u>Typist</u>
	<u>Rosaleen Nogle</u>	<u>Principal Sanitary Engineer</u>
	<u>Lori Scaletta</u>	<u>Senior Administrative Assistant</u>
	<u>Jamie Davidson</u>	<u>JM Davidson Engineering</u>
	<u>Laura Surdej</u>	<u>Erie County Department of Sewage</u>
	<u>Kathryn Serrares</u>	<u>TYlin</u>

The meeting was called to order at 9:00AM. A quorum was present.

ITEM NO. 1

Motion to Adopt the Minutes of the Meeting of November 24, 2025

MOTION TO _____ ADOPT _____

MADE BY _____ MR. SOLE _____

2ND BY _____ DR. CAULFIELD _____

AYES _____ 4 _____ NOES _____ 0 _____

Board Meeting of December 10, 2025

ITEM NO.2

APPROVAL OF CONSENT AGENDA**CONTENTS**

- A. Informative: Temporary Investments
- B. Informative: Reallocation of Funds
- C. Claim Against Liability and Casualty Reserve Fund
- D. Payment From Judgments and Claims
- E. Tuition Assistance
- F. Amendment to Schedule of Job Classification Plan
- G. Confirmation of Appointments

MOTION TO APPROVE

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

2-A

INFORMATIVE: TEMPORARY INVESTMENTS (CERTIFICATES OF DEPOSIT AND TREASURY BILLS)

As of October 31st, 2025

ISSUE DATE	MATURITY DATE	TOTAL DAYS	AMOUNT	BANK	RATE	INTEREST AMOUNT
CONSTRUCTION/CAPITAL IMPROVEMENT FUND						
31-Jul-12	MONEY MARKET		\$4,931,414.10	Key	0.01%	Public NOW
30-Oct-25	13-Nov-25	14	\$2,099,871.79	Key Banc Capital	3.83%	\$3,128.21
			\$7,031,285.89			
LIABILITY AND CASUALTY RESERVE FUND						
31-Jul-12	MONEY MARKET		\$224,816.97	Key	0.01%	Public NOW
16-Oct-25	15-Jan-26	91	\$803,148.39	Key Banc Capital	3.83%	\$7,851.61
			\$1,027,965.36			
OPERATING FUND						
31-Jul-12	SUPER NOW		\$7,006,633.40	Key	0.01%	Public NOW
TRUST & AGENCY FUND						
31-Jul-12	SUPER NOW		\$44,508.74	Key	0.01%	Public NOW
SURPLUS FUND						
			\$684.50	Wilmington U.S. Treasury	4.79%	
23-Oct-25	16-Apr-26	175	\$10,004,235.77	Key Banc Capital	3.77%	\$186,764.23
			\$10,004,920.27			
NET REVENUE FUND						
			\$4,875.51	Wilmington U.S. Treasury		
25-Sep-25	28-Nov-25	64	\$9,042,325.23	M&T Securities	3.87%	\$62,674.77
30-Oct-25	28-Nov-25	29	\$12,598,804.65	Key Banc Capital	3.85%	\$39,195.35
6-Oct-25	30-Dec-25	85	\$10,199,293.38	M&T Securities	3.82%	\$92,706.62
			\$31,845,298.77			

BSA 2021 EIB FUND

			\$4,431,412.40	Cash	0.00%	
5-Jun-25	28-Nov-25	176	\$20,083,543.63	Key Banc Capital	4.13%	\$413,456.37
30-Oct-25	5-Mar-26	126	\$28,514,966.54	M&T Securities	3.62%	\$366,033.46
			\$53,029,922.57			

BSA SERIES 2025A COI

\$115,584.32 Wilmington U.S. Treasury

BSA SERIES 2025A CONS FUND

\$50,180,554.36 Wilmington U.S. Treasury

DEBT RESERVE FUND**Series J**

02-Jul-14 13-Nov-33 7076 **\$279,484.26** UST State/Local Govt 2.70%

Series K

02-Jul-14 15-Feb-33 6803 **\$194,679.05** UST State/Local Govt 2.70%

Series L

12-Nov-15 1-Oct-35 7263 **\$689,547.00** UST State/Local Govt 2.44%

Series M

27-Jun-14 1-May-44 10901 **\$585,187.81** UST State/Local Govt 2.70%

Series N

15-Nov-12 15-Apr-32 7091 **\$2,167,157.00** UST State/Local Govt 2.42%

EFC 2021

			\$594.94	Wilmington U.S. Treasury	4.79%	
7-Aug-25	15-Jan-26	161	\$365,411.88	Key Banc Capital	3.96%	\$6,588.12
			\$366,006.82			

DSF PRIN &INT

\$0.01

Wilmington Fund

DSF 2021 EIB

\$1,014,953.95

Wilmington Fund 4.79%

RECEIVE & FILE

Board Meeting of December 10th, 2025

2-B

INFORMATIVE: REALLOCATION OF FUNDS

The following budgetary transfers have been made to cover unforeseen shortages. These transfers do not change the total amount of the Buffalo Sewer Authority's operating budget.

Wastewater Treatment Plant

10/21/2025	00330105 FINA Chemicals & Gas	-\$40,000.00	00360103 DEW Water	\$40,000.00
11/07/2023	00520106 MAIN Maintenance Contract	-\$26,856.00	00270106 GAS Repairs to Equipment	\$26,856.00

Engineering Division

10/16/2025	00600106 ENG Engineering & Tech	-\$27,240.67	00680105 EQUIP Maintenance & Repair	\$27,240.67
10/23/2025	00600104 ENG Travel Services	-\$3,296.02	00600106 ENG Advertisement	\$3,296.02

Sewer Maintenance Division

10/29/2025	00660105 SWRR ROAD & HIGHWAY	-\$5,436.00	00660106 SWRM Serv & Equip. Rental	\$5,436.00
10/29/2025	00660105 SWRR ROAD & HIGHWAY	-\$1,500.00	00650105 SWRM Office Supplies	\$1,500.00

RECEIVE & FILE

Board Meeting of December 10, 2025

ITEM 2-C

CLAIM AGAINST LIABILITY AND CASUALTY RESERVE FUND

WHEREAS: Donna Simmons filed a Notice of Claim for property damage due to sewer backup on October 22, 2025 at 22 Langmeyer Avenue.

WHEREAS: The General Counsel has reviewed this matter and recommends the final settlement amount of \$950.00 is in the best interest of the Buffalo Sewer Authority.

NOW THEREFORE
BE IT RESOLVED: That the Board of the Buffalo Sewer Authority hereby authorizes the payment to Donna Simmons in the final settlement amount of \$950.00 in full and complete settlement of this matter. This claim will be paid out of the Liability and Casualty Reserve Fund.

ITEM 2-D

PAYMENT FROM JUDGMENTS AND CLAIMS

WHEREAS: Board approval is required for charges made against the Buffalo Sewer Authority's current budget for services and/or materials received during prior fiscal year; and

WHEREAS: The following services were received during a prior fiscal year and charged to the 2024-2025 budget account no. 00800108-480214

VENDOR	INVOICE	AMOUNT
Oracle	101507357	\$2,602.05
Crystal Rock	17731607060525	\$2,200.42

; and

WHEREAS: The Executive Secretary and staff recommend the above payment from the Judgments and Claims account.

NOW THEREFORE
BE IT RESOLVED:

That the Board of the Buffalo Sewer Authority hereby approves the above payment from the Judgments and Claims account.

ITEM 2-E

TUITION ASSISTANCE

WHEREAS: In accordance with the Agreements between the Buffalo Sewer Authority and CSEA Local 815 and the Communications Workers of America, the following Buffalo Sewer Authority employees have applied for Tuition Assistance:

<u>EMPLOYEE</u>	<u>SCHOOL</u>	<u>COURSE</u>	<u>TUITION</u>
Crystalee Lozada	SUNY Empire State University	Business Administration	\$2,360.00
Daniel O'Sullivan	University at Buffalo	Civil Engineering	\$5,850.00
Danielle Sharp	SUNY Empire State University	Business Administration	\$3,540.00
Joel Woodall	D'Youville University	Diagnostic Clinical Interview	\$3,960.00
Joel Woodall	D'Youville University	Personality Assessment	\$3,960.00

WHEREAS: No Funds will be expended at this time.

NOW THEREFORE

BE IT RESOLVED: That the Board of the Buffalo Sewer Authority hereby approves the above applications for Tuition Assistance.

ITEM 2-F

AMENDMENT TO SCHEDULE OF JOB CLASSIFICATION PLAN

WHEREAS: There is a need to modify the Job Classification Plan.

NOW THEREFORE

BE IT RESOLVED: That the Board of the Buffalo Sewer Authority approves the addition of the following positions to the Job Classification Plan:

One (1) Sr. Instrumentation and Control Systems Specialist	00200010
411001	
One (1) Instrumentation and Control Systems Specialist	00200030
411001	

ITEM 2-G

CONFIRMATION OF APPOINTMENTS

LABORER II (PERMANENT)
TREATMENT PLANT MAINTENANCE DIVISION
\$25.39 PER HOUR
EFFECTIVE: NOVEMBER 3, 2025

MICAH LAMARTI
200 CABLE ST.
BUFFALO, NY 14206

SENIOR FIRST CLASS STATIONARY ENGINEER (PROVISIONAL)
SEWAGE TREATMENT PLANT
\$28.54 PER HOUR
EFFECTIVE: DECEMBER 15, 2025

CRISTIAN CRUZ
26 TERESA PLACE.
BUFFALO, NY 14210

WHEREAS: The preceding appointments were made by the Executive Secretary since the last Board Meeting; and

WHEREAS: The Executive Secretary requests confirmation of each appointment.

NOW THEREFORE
BE IT RESOLVED: That the preceding appointments are hereby confirmed by the Board of the Buffalo Sewer Authority

ITEM NO.3

SCHEDULE OF BOARD MEETINGS FOR CALENDAR YEAR 2026

WHEREAS: It is proposed that the new Board Meeting schedule for the calendar year 2026 be approved as follows:

January 14, 2026	July 1, 2026 (ANNUAL MEETING)
February 11, 2026	July 29, 2026
March 18, 2026	September 2, 2026
April 15, 2026	September 30, 2026
May 6, 2026	October 21, 2026
May 27, 2026	November 18, 2026
June 17, 2026	December 16, 2026

All meetings are scheduled for Wednesdays at 9:00 AM.

NOW THEREFORE
BE IT RESOLVED:

That the Board of the Buffalo Sewer Authority hereby approves the above Schedule of Board Meetings for the calendar year 2026.

MOTION TO	APPROVE		
MADE BY	DR. CAULFIELD		
2 ND BY	MR. SOLE		
AYES	4	NOES	0

Board Meeting of December 10, 2025

ITEM NO.4

AUTHORIZATION FOR PURCHASE OF NEW ACCESS CONTROL SOFTWARE CAMERA ADDITIONS AND EQUIPMENT UNDER NEW YORK CONTRACT

WHEREAS: After a statewide competitive bid, Minuteman Security was awarded a New York State contract for Intelligent Facility & Security Systems and Solutions; and

WHEREAS: The Buffalo Sewer Authority currently uses Minuteman Security for the installation, service, and maintenance of access control equipment, cameras, and related equipment and software covered under this state contract; and

WHEREAS: Minuteman Security submitted quote #037367 for the purchase and installation of new cameras, software, and equipment throughout the Treatment Plant Facility in the amount of \$61,423.29; and

WHEREAS: The Executive Secretary and the Director of Information Technology have reviewed this quote and recommend approval of this proposal at a cost not to exceed \$61,423.29; and

WHEREAS: Board approval is required for services over \$35,000.00.

NOW THEREFORE
BE IT RESOLVED: That the Board of the Buffalo Sewer Authority hereby authorizes the Executive Secretary and Principal Sanitary Engineer to purchase new camera and equipment for the Treatment Plant Facility at a cost not to exceed \$61,423.29 from Minuteman Security. Account no. 00200106-443421 will be charged for this purchase.

MOTION TO APPROVE

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

ITEM NO.5**EXTENSION OF THE CONTRACT FOR AGREEMENT WITH GREELEY AND HANSEN, A TYLIN COMPANY FOR CAPITAL PROJECTS PROGRAM MANAGEMENT SERVICES**

- WHEREAS: The Buffalo Sewer Authority issued a request for proposals (RFP) for the purposes of securing the services of a consulting firm to provide Capital Projects Program Management Services for an initial five (5) year guaranteed period with up to five (5) additional one-year extensions on July 11, 2023; and
- WHEREAS: Four (4) firms responded to this RFP; and
- WHEREAS: A consultant selection committee appointed by the General Manager reviewed the submitted proposals and interviewed each team and ranked the firms on the basis of both their interviews and proposals; and
- WHEREAS: The RFP provided a contract value not to exceed \$6,000,000.00 (six million dollars) with future year's contract values to be negotiated between the Authority and the Consultant on the basis of work anticipated and the wage and fee structures provided in the Consultant's cost proposal; and
- WHEREAS: On December 6, 2023, the Board of the Buffalo Sewer Authority approved Item No.18 on the Agenda authorizing the General Manager to enter into an agreement with Greeley and Hansen, a TYLin Company ("TYLin") for these services as detailed in their proposal of August 18, 2023, at a cost not to exceed \$6,000,000.00 for the first year with subsequent year's contract amounts to be approved for the first four years and up to five additional one-year contract extensions to be approved by the Board of the Buffalo Sewer Authority in the future. The Capital Projects Program Management Team, led by TYLin as the prime, is also comprised of Arcadis, JM Davidson, Hallmark Planning and several on-call professional services subconsultants under this contract;
- WHEREAS: On December 4, 2024, the Board of the Buffalo Sewer Authority approved Item No.12 on the Agenda authorizing the General Manager, Executive Secretary, and Principal Sanitary Engineer to extend the contract of Greeley and Hansen, a TYLin Company ("TYLin") for Capital Projects Program Management Team services at a negotiated cost not to exceed \$9,998,903.00 for the 2025 calendar year;
- WHEREAS: On January 1, 2026 the third year of the contract will commence and the Executive Secretary and Principal Sanitary Engineer have negotiated a budget in the amount of \$8,791,119.00 for the 2026 calendar year with TYLin/Greeley and Hansen; and
- WHEREAS: The Principal Sanitary Engineer now recommends a budget in the amount of \$8,791,119.00 be extended for the 2026 calendar year bringing the total contract amount to \$24,790,022.00

NOW THEREFORE
BE IT RESOLVED:

That the Board of the Buffalo Sewer Authority hereby authorizes the Executive Secretary and Principal Sanitary Engineer to extend the contract with TYLin/Greeley and Hansen to provide capital projects program management services at a cost not to exceed a total of \$24,790,022.00 through December 31, 2026. Account no. 02000577-432004 will be utilized for these services.

MOTION TO REMOVE FROM TABLE

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

MOTION TO APPROVE

MADE BY DR. CAULFIELD

2ND BY MR. SOLE

AYES 4 NOES 0

Board Meeting of December 10, 2025

ITEM NO.6**DECLARATION OF LEAD AGENCY FOR STATE ENVIRONMENTAL QUALITY REVIEW
FOR KERNS AVENUE – SYSTEM 2 3 SPP339 MODIFICATION & SYSTEM 2 4 SPP340
MODIFICATION**

WHEREAS: The Buffalo Sewer Authority (“BSA”) proposes to upgrade BSA’s sewer collection system near Kerns Avenue and Texas Street, and Kerns Avenue to control combined sewer overflow (CSO) discharges to the Scajaquada Creek (“the Project”); and

WHEREAS: The SPP339 & 340 Project area is located in the City of Buffalo’s Lovejoy District; and

WHEREAS: The Project will reduce both the number of CSO activation events to Scajaquada Creek and the total combined sewage discharge to Scajaquada Creek and the Black Rock Canal; and

WHEREAS: In accordance with Part 617 of the implementing regulations pertaining to Article 9 (State Environmental Quality Review Act – “SEQRA”) of the Environmental Conservation Law, the Board has determined that the above project will be treated as a Type I action; and

WHEREAS: Part 1 of the SEQRA Long Environmental Assessment Form (EAF) has been completed (See Attachment A); and

WHEREAS: The Buffalo Sewer Authority has identified Involved Agencies for the Project;

NOW
THEREFORE BE
IT RESOLVED: The Board of the Buffalo Sewer Authority hereby announces its intent that the BSA will serve as Lead Agency to conduct an environmental review of the Project in accordance with SEQR and will notify the Involved Agencies of BSA’s intention to act as Lead Agency.

MOTION TO APPROVE

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

ITEM NO.7

**DECLARATION OF LEAD AGENCY FOR STATE ENVIRONMENTAL QUALITY REVIEW
FOR COL.01-22 - SYSTEM 2 SCHILLER PARK OLS PROJECT**

- WHEREAS: The Buffalo Sewer Authority (“BSA”) proposes to upgrade BSA’s sewer collection system through an offline storage facility (COL.01-22 System 2 Schiller Park OLS) located south of Heminway St, to control combined sewer overflow (CSO) discharges to the Scajaquada Creek (“the Project”); and
- WHEREAS: The Project area is located in the City of Buffalo’s Lovejoy District; and
- WHEREAS: The Project will reduce both the number of CSO activation events to Scajaquada Creek and the total combined sewage discharge to Scajaquada Creek and the Black Rock Canal; and
- WHEREAS: In accordance with Part 617 of the implementing regulations pertaining to Article 9 (State Environmental Quality Review Act – “SEQRA”) of the Environmental Conservation Law, the Principal Sanitary Engineer and TyLin/Greeley and Hanson, as Consulting Engineer have determined that the above project will be treated as a Type I action; and
- WHEREAS: Part 1 of the SEQRA Long Environmental Assessment Form (EAF) has been completed (See Attachment B); and
- WHEREAS: The Buffalo Sewer Authority has identified Involved Agencies for the Project; and
- NOW THEREFORE
BE IT RESOLVED: The Board of the Buffalo Sewer Authority hereby announces its intent that the BSA will serve as Lead Agency to conduct an environmental review of the Project in accordance with SEQR and will notify the Involved Agencies of BSA’s intention to act as Lead Agency.

MOTION TO	_____	APPROVE	_____
MADE BY	_____	MR. SOLE	_____
2 ND BY	_____	DR. CAULFIELD	_____
AYES	_____ 4 _____	NOES	_____ 0 _____

Board Meeting of December 10, 2025

ITEM NO.8

**DECLARATION OF LEAD AGENCY FOR STATE ENVIRONMENTAL QUALITY REVIEW
FOR LOUISIANA STREET CSO064 1.2 SPP137 MODIFICATION AND CSO064 1.1 CSO-064
ILS**

WHEREAS: The Buffalo Sewer Authority (“BSA”) proposes to upgrade BSA’s sewer collection system near Louisiana Street between South Street and Republic Street in the City of Buffalo to control combined sewer overflow (CSO) discharges to the Scajaquada Creek (“the Project”); and

WHEREAS: The SPP137 & CSO064 Project area is located in the City of Buffalo’s Fillmore District; and

WHEREAS: The Project will reduce both the number of CSO activation events to Black Rock Canal and the total combined sewage discharge to Scajaquada Creek and the Black Rock Canal; and

WHEREAS: In accordance with Part 617 of the implementing regulations pertaining to Article 9 (State Environmental Quality Review Act – “SEQRA”) of the Environmental Conservation Law, the Board has determined that the above project will be treated as a Type I action; and

WHEREAS: Part 1 of the SEQRA Long Environmental Assessment Form (EAF) has been completed (See Attachment C); and

WHEREAS: The Buffalo Sewer Authority has identified Involved Agencies for the Project;

NOW
THEREFORE BE
IT RESOLVED: The Board of the Buffalo Sewer Authority hereby announces its intent that the BSA will serve as Lead Agency to conduct an environmental review of the Project in accordance with SEQR and will notify the Involved Agencies of BSA’s intention to act as Lead Agency.

MOTION TO	APPROVE
MADE BY	MR. SOLE
2 ND BY	DR. CAULFIELD
AYES	4
NOES	0

Board Meeting of December 10, 2025

ITEM NO.9

REPORT ON BIDS RECEIVED – CSO-053 VARIOUS SPP MODIFICATIONS

WHEREAS: Formal bids were advertised and solicited for the CSO-053 Various SPP Modifications project. The following bids were received and opened on November 24, 2025:

KANDEY COMPANY, INC.	\$1,313,313.00
H & K SERVICES, INC.	\$1,511,000.00
NOVA SITE COMPANY, LLC	\$1,531,551.00
STC CONSTRUCTION, INC.	\$1,997,000.00
AMERICAN CONTRACTING AND ENVIRONMENTAL SERVICES, INC	\$2,330,000.00

WHEREAS: The consulting engineer's (JM Davidson Engineering, DPC) estimate for the above referenced project was \$1,861,140.00; and

WHEREAS: The bids were received, and the contract will be awarded on the basis of lump sum prices. The bids reflect the true amount of the contract; and

WHEREAS: The consulting engineer has reviewed the bids and recommend awarding the contract to the lowest bidder, Kandey Company, Inc., at a cost not to exceed \$1,313,313.00. The Buffalo Sewer Authority Principal Sanitary Engineer has also reviewed the bids and concurs with the consulting engineer; and

NOW THEREFORE
BE IT RESOLVED: That the Board of the Buffalo Sewer Authority hereby authorizes the Executive Secretary and Principal Sanitary Engineer to enter into and execute a contract with Kandey Company, Inc. for the CSO-053 Various SPP Modifications project at a cost not to exceed \$1,313,313.00. Expenses for this contract will be charged to account no. 02000602-490740.

MOTION TO APPROVE

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

MOTION TO Enter into Executive Session Pursuant to Open Meetings Law, To Discuss Pending
Litigation

MADE BY MR. SOLE

2ND BY DR. CAULFIELD

AYES 4 NOES 0

Board Meeting of December 10, 2025

ITEM NO.9-A

SETTLEMENT OF NEW YORK STATE DIVISION OF HUMAN RIGHTS COMPLAINT

- WHEREAS: On April 17, 2023, Micah Lamarti (Complainant) filed a complaint with the New York State Division of Human Rights charging the Buffalo Sewer Authority (BSA), collectively (the Parties), with unlawful employment discrimination; and
- WHEREAS: The New York State Division of Human Rights determined that it had jurisdiction over the complaint and referred the parties for a public hearing; and
- WHEREAS: Before the commencement of a public hearing, the parties reached a stipulation of settlement; and
- WHEREAS: By entering into the stipulation of settlement, the BSA does not admit to any violation of the Human Rights Law or to any liability for the charges of the complaint; and
- WHEREAS: The BSA agrees to pay and the Complainant agrees to accept the amount of \$1500.00 in complete settlement of the complaint. In accordance with federal law, this amount shall be reported on Internal Revenue Service form 1099. The parties agree that any and all tax liabilities on this amount will be the sole responsibility of the Complainant; and
- WHEREAS: The Complainant consents to the termination of the complaint before the New York State Division of Human Rights and before the United States Equal Employment Opportunity Commission.
- NOW THEREFORE
BE IT RESOLVED: That the Board of the Buffalo Sewer Authority hereby authorizes the Executive Secretary and Principal Sanitary Engineer to enter into the stipulation of settlement and to pay to Complainant the amount of \$1,500.00.

MOTION TO	APPROVE		
MADE BY	MS. YOUNG-WATKINS		
2 ND BY	DR. CAULFIELD		
AYES	4	NOES	0

Board Meeting of December 10, 2025

ITEM NO.10

ADJOURNMENT OF MEETINGMOTION TO APPROVEMADE BY DR. CAULFIELD2ND BY MS. YOUNG-WATKINSAYES 4 NOES 0

Board Meeting of December 10, 2025