

Governance Information (Authority-Related)

Question	Response	URL (if applicable)
1. Has the Authority prepared its annual report on operations and accomplishments for the reporting period as required by section 2800 of PAL?	Yes	http://nfwb.org/wp-content/uploads/2015/11/2015_ContinuingDisclosureReport.pdf
2. As required by section 2800(9) of PAL, did the Authority prepare an assessment of the effectiveness of its internal controls?	Yes	http://nfwb.org/wp-content/uploads/2015/11/2015_ContinuingDisclosureReport.pdf
3. Has the lead audit partner for the independent audit firm changed in the last five years in accordance with section 2802(4) of PAL?	Yes	N/A
4. Does the independent auditor provide non-audit services to the Authority?	No	N/A
5. Does the Authority have an organization chart?	No	
6. Are any Authority staff also employed by another government agency?	No	
7. Has the Authority posted their mission statement to their website?	Yes	http://nfwb.org/wp-content/uploads/2015/11/2015_ContinuingDisclosureReport.pdf
8. Has the Authority's mission statement been revised and adopted during the reporting period?	No	N/A
9. Attach the Authority's measurement report, as required by section 2824-a of PAL and provide the URL.		http://nfwb.org/wp-content/uploads/2015/11/2015_ContinuingDisclosureReport.pdf

Governance Information (Board-Related)

Question	Response	URL
1. Has the Board established a Governance Committee in accordance with Section 2824(7) of PAL?	Yes	N/A
2. Has the Board established an Audit Committee in accordance with Section 2824(4) of PAL?	Yes	N/A
3. Has the Board established Finance Committee in accordance with Section 2824(8) of PAL?	Yes	N/A
4. Provide a URL link where a list of Board committees can be found (including the name of the committee and the date established):		http://nfwb.org/reports/minutes/
5. Does the majority of the Board meet the independence requirements of Section 2825(2) of PAL?	Yes	N/A
6. Provide a URL link to the minutes of the Board and committee meetings held during the covered fiscal year		http://nfwb.org/reports/minutes/
7. Has the Board adopted bylaws and made them available to Board members and staff?	Yes	http://nfwb.org/wp-content/uploads/2014/01/Niagara-Falls-Water-Board-Bylaws-and-Code-of-Ethics.pdf
8. Has the Board adopted a code of ethics for Board members and staff?	Yes	http://nfwb.org/wp-content/uploads/2014/01/Niagara-Falls-Water-Board-Bylaws-and-Code-of-Ethics.pdf
9. Does the Board review and monitor the Authority's implementation of financial and management controls?	Yes	N/A
10. Does the Board execute direct oversight of the CEO and management in accordance with Section 2824(1) of PAL?	Yes	N/A
11. Has the Board adopted policies for the following in accordance with Section 2824(1) of PAL?		
Salary and Compensation	Yes	N/A
Time and Attendance	Yes	N/A
Whistleblower Protection	Yes	N/A
Defense and Indemnification of Board Members	Yes	N/A
12. Has the Board adopted a policy prohibiting the extension of credit to Board members and staff in accordance with Section 2824(5) of PAL?	Yes	N/A
13. Are the Authority's Board members, officers, and staff required to submit financial disclosure forms in accordance with Section 2825(3) of PAL?	Yes	N/A
14. Was a performance evaluation of the board completed?	No	N/A
15. Was compensation paid by the Authority made in accordance with employee or union contracts?	Yes	N/A
16. Has the board adopted a conditional/additional compensation policy governing all employees?	No	

Board of Directors Listing

Name	Leffler, Gretchen	Name	Ted, Janese III
Chair of the Board	No	Chair of the Board	Yes
If yes, Chair Designated by.		If yes, Chair Designated by.	Elected by Board
Term Start Date	01/01/2013	Term Start Date	01/24/2011
Term Expiration Date	12/31/2015	Term Expiration Date	12/31/2016
Title		Title	
Has the Board member appointed a designee?		Has the Board member appointed a designee?	
Designee Name		Designee Name	
Ex-officio	No	Ex-officio	No
Nominated By	Governor	Nominated By	Senate Majority
Appointed By	Governor	Appointed By	Senate Majority
Confirmed by Senate?		Confirmed by Senate?	
Has the Board member/designee signed the acknowledgement of fiduciary duty?	Yes	Has the Board member/designee signed the acknowledgement of fiduciary duty?	Yes
Complied with training requirement of Section 2824?	Yes	Complied with training requirement of Section 2824?	No
Does the Board member/designee also hold an elected or appointed State gove	No	Does the Board member/designee also hold an elected or appointed State gove	No
Does the Board member/designee also hold an elected or appointed municipal government position?	No	Does the Board member/designee also hold an elected or appointed municipal government position?	No

Board of Directors Listing

Name	Edwards, Laurence	Name	Laible, Gary
Chair of the Board	No	Chair of the Board	No
If yes, Chair Designated by.		If yes, Chair Designated by.	
Term Start Date	01/01/2013	Term Start Date	01/01/2014
Term Expiration Date	12/31/2015	Term Expiration Date	12/31/2016
Title		Title	
Has the Board member appointed a designee?		Has the Board member appointed a designee?	
Designee Name		Designee Name	
Ex-officio	No	Ex-officio	No
Nominated By	Local	Nominated By	Local
Appointed By	Local	Appointed By	Local
Confirmed by Senate?		Confirmed by Senate?	
Has the Board member/designee signed the acknowledgement of fiduciary duty?	Yes	Has the Board member/designee signed the acknowledgement of fiduciary duty?	Yes
Complied with training requirement of Section 2824?	Yes	Complied with training requirement of Section 2824?	Yes
Does the Board member/designee also hold an elected or appointed State gove	No	Does the Board member/designee also hold an elected or appointed State gove	No
Does the Board member/designee also hold an elected or appointed municipal government position?	No	Does the Board member/designee also hold an elected or appointed municipal government position?	No

<u>Board of Directors Listing</u>	
Name	Kimble, Renae
Chair of the Board	No
If yes, Chair Designated by.	
Term Start Date	01/01/2012
Term Expiration Date	12/31/2014
Title	
Has the Board member appointed a designee?	
Designee Name	
Ex-officio	No
Nominated By	Assembly Majority
Appointed By	Assembly Majority
Confirmed by Senate?	
Has the Board member/designee signed the acknowledgement of fiduciary duty?	Yes
Complied with training requirement of Section 2824?	Yes
Does the Board member/designee also hold an elected or appointed State gove	No
Does the Board member/designee also hold an elected or appointed municipal government position?	No

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
ALFIERE, MICHAEL R	OPERATOR TRAINEE	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,008.43	11,598.04	22.36	0	0	0	11,620.4	No	
ALLEN, NORMAN D	DIRECTOR OF INFRASTRUCTURE & OPERATIONS	Executive	ADMINISTRATION			FT	No	86,275.10	83,236.25	0	0	3,318.27	1,092	87,646.52	No	
ARGONA, JOSEPH S	CONTROL MAINTENANCE TECHNICIAN	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	49,335.52	49,335.35	24,428.95	0	0	0	73,764.3	No	
ARNONE, TAMMY L	STAFF ACCOUNTANT	Professional	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	49,393.34	49,392.44	0	0	8,530.98	0	57,923.42	No	
BATEMAN, BRIAN P	MW2	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	24,436.05	23,142.58	1,663.03	0	0	0	24,805.61	No	
BATEMAN, PAUL F	OPERATOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	44,410.29	44,410.12	21,141.54	0	500	0	66,051.66	No	
BRADBERRY, CORTEZ L	MW2	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	30,604.50	16,669.32	4,283.25	0	0	6,793.33	27,745.9	No	

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BRONISZEWSKI, MICHAEL D	OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	38,697.57	0	0	0	1,685.54	0	1,685.54	No	
BUDDENHAGEN, MARY JEAN	DIRECTOR OF FINANCIAL SERVICES	Executive	ADMINISTRATION			FT	No	86,275.10	86,236.41	0	0	3,318.27	0	89,554.68	No	
BURNS, RANDALL E	CONTROL MAINTENANCE MECHANIC	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	38,297.38	38,297.85	4,747.67	0	0	0	43,045.52	No	
CANNA, NATHAN A	ENGINEERING SYSTEMS TECHNICIAN	Technical and Engineering	ENGINEERING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	40,455.32	40,455.93	0	0	0	0	40,455.93	No	
CHARISH, JOSEPH J	SHIFT OPERATION SUPERVISOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	55,041.38	1,058.5	52.92	0	22,981.36	0	24,092.78	No	
CHEFF, ANTHONY L	OPERATING ENGINEER	Operational	T&D - MAINTENANCE & REPAIR	OPERATING ENGINEERS UNION	TRADES	FT	No	50,637.81	50,637.64	24,514.43	0	0	0	75,152.07	No	
CHOOLOKIAN, GLENN A	CREW LEADER	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	44,644.6	12,684.79	0	0	0	57,329.39	No	

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COLEMAN, KEVIN C	SR. INSTRUMENT TECHNICIAN	Technical and Engineering	INFORMATION TECHNOLOGY	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	41,352.69	17,336.45	29.82	0	0	0	17,366.27	No	
CONDE, NICHOLAS F	OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	36,985.52	31,545.44	4,330.15	0	3,300	500	39,675.59	No	
COYLE, NICOLAUS J	ELECTRICIAN	Technical and Engineering	WATER TREATMENT OPERATIONS	IBEW	TRADES	FT	No	67,558.40	63,523.16	0	0	0	0	63,523.16	No	
CRAMER, GERALD T	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	33,634.64	27,553.68	8,769.88	0	7,482.27	0	43,805.83	No	
DANIELS, LORA M	BILLING & OFFICE SUPERVISOR	Administrative and Clerical	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	50,209.80	52,094.02	21,705.56	0	1,931.15	0	75,730.73	No	
DAVIS, MARK P	MW2	Operational	T&D - MAINTENANCE & REPAIR			FT	No	24,435.84	7,804.84	616.77	0	0	0	8,421.61	No	
DERUBEIS, FERNANDO A	METER TECHNICIAN	Operational	T&D - METER SHOP	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	38,734.15	38,734.8	1,258.69	0	0	0	39,993.49	No	
DONALD, ROBERT E	SENIOR OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	50,805.25	5,666.6	3,236.56	0	40,783.42	41.67	49,728.25	No	

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DROF, PAUL J	EXECUTIVE DIRECTOR	Executive	ADMINISTRATION			FT	No	110,000.00	110,000.8	0	0	8,461.54	1,000	119,462.34	No	
DRYLEWSKI, MARK K	CONTROL MAINTENANCE MECHANIC	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	44,410.29	44,410.59	6,500.39	0	0	0	50,910.98	No	
DUNN, ROBERT J	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	33,634.64	33,633.6	8,310.16	0	9,030.98	0	50,974.74	No	
EAGLER II, MICHAEL S	SEASONAL LABORER	Operational	SEASONAL			FT	No	6,000.00	4,525	0	0	0	0	4,525	No	
EAGLER, MICHAEL S	MAINTENANCE WORKER 3	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	35,741.06	32,732.78	17,045.16	0	9,720.85	0	59,498.79	No	
ELDRIDGE, BRIAN G	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	33,787.10	32,223.01	733.79	0	536	0	33,492.8	No	
EMMICK, NICHOLAS R	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,619.95	32,502.64	13,764.54	0	3,800	0	50,067.18	No	
FAMA, PATRICK A	LAB TECHNICIAN	Operational	LABORATORY / WATER QUALITY	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	50,264.85	50,265.8	21,753.4	0	0	0	72,019.2	No	

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FERRANTE, CHRISTOPHER	CONTROL MAINTENANCE TECHNICIAN	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	49,335.52	49,264.14	2,589.68	0	0	0	51,853.82	No	
FLYNN, KEVIN S	PLANT ATTENDANT	Operational	WATER PLANT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	39,146.22	39,021.85	4,221.08	0	0	0	43,242.93	No	
FRATELLO, ALFRED L	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	45,905.60	1,221.64	0	0	27,459.5	0	28,681.14	No	
FRATELLO, LOUIS	MW2	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	30,519.01	29,736.59	5,799.7	0	0	0	35,536.29	No	
FREDERICK, PATRICIA L	ACCOUNTANT	Professional	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	34,415.65	20,140.75	539.53	0	0	0	20,680.28	No	
GOLOMBEK, GARY R	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,619.95	32,320.22	13,042.14	0	9,030.98	0	54,393.34	No	
GRACE, WILLIAM L	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,008.43	29,576.48	14,122.01	0	7,988.39	0	51,686.88	No	

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GROSE, RONDA L	ACCOUNT CLERK	Administrative and Clerical	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	23,589.20	22,452.22	0	0	0	0	22,452.22	No	
HAHN, ANTHONY M	DIRECTOR OF ADMINISTRATIVE SERVICES	Executive	ADMINISTRATION			FT	No	85,000.00	81,999.72	0	0	0	0	81,999.72	No	
HOLLAND, DARREN J	SEASONAL LABORER	Operational	SEASONAL			FT	No	6,000.00	6,240	0	0	0	0	6,240	No	
INFANTINO, THOMAS J	PLANNING RESOURCE COORDINATOR	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	55,041.17	55,041.74	17,896.02	0	0	0	72,937.76	No	
JANESE, MICHAEL A	OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	36,958.52	33,036.02	11,973.08	0	3,300	500	48,809.1	No	
JANESE, MICHAEL R	CROSS CONNECTION INSPECTOR	Operational	WW/ INDUSTRIAL MONITORING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	55,041.16	54,911.52	0	0	0	0	54,911.52	No	
JANZEN, ADAM D	SR ENGINEERING SYSTEMS TECH	Technical and Engineering	INFORMATION TECHNOLOGY	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	40,912.14	40,841.82	3,815.96	0	7,140.86	0	51,798.64	No	

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JONES, SCOTT B	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	45,905.60	46,531.92	1,555.95	0	1,059.36	0	49,147.23	No	
KARGATIS, KIMBERLY L	CHEMIST/LAB TECH DIRECTOR	Managerial	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	61,760.79	61,760.41	61,760.42	0	0	0	123,520.83	No	
KINNEY, JORDAN S	TEMPORARY MAINTENANCE WORKER 2	Operational	SEWER/COLLECTIONS			FT	No	24,435.84	3,283.04	0	0	0	0	3,283.04	No	
KIRKLAND, DENNIS R	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,008.43	27,418.59	8,943.04	0	250	0	36,611.63	No	
LABELLE, BRIAN C	OPERATOR TRAINEE	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	32,206.93	31,900.26	3,165.05	0	0	500	35,565.31	No	
LAGAMBA, JOSEPH M	CHIEF OPERATOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	69,941.69	69,942.57	50,955.32	0	3,190.07	0	124,087.96	No	
LAGAMBA, STEPHEN L	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	30,797.52	19,544.25	0	0	1,960	0	21,504.25	No	

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LAGAMBA, TIMOTHY M	OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	40,067.25	39,793.09	15,791.95	0	8,530.98	500	64,616.02	No	
LANDERS, LISA L	BILLING CLERK	Administrative and Clerical	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	32,557.98	32,549.31	29.07	0	0	0	32,578.38	No	
LUTEY, WILLIAM E	CREW LEADER	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	44,644.6	47,208.04	0	1,717.11	0	93,569.75	No	
MACRI, MICHAEL F	SR. METER TECHNICIAN	Operational	T&D - METER SHOP	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,317.00	44,311.8	4,512.01	0	0	0	48,823.81	No	
MACRI, THOMAS A	ASSISTANT OPERATOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	34,074.35	34,075.6	7,297.77	0	500	0	41,873.37	No	
MANCUSO, WILLIAM J	TEMPORARY OPERATING ENGINEER	Operational	SEWER/COLLECTIONS	OPERATING ENGINEERS UNION		FT	No	61,188.40	67,264.8	6,568.96	0	0	0	73,833.76	No	
MARAZITA, FREDERICK, JR J	TEMPORARY OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	10,000.00	8,524.32	0	0	0	0	8,524.32	No	

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MARTINEAU, DONALD J	MW2	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	35,820.30	35,820.21	10,506.9	0	0	0	46,327.11	No	
MATSULAVAGE, JOSEPH A	CONTROL MAINTENANCE MECHANIC	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	36,120.24	36,089.6	2,738.25	0	8,530.98	0	47,358.83	No	
MCNAUGHTON, JOHN H	MAINTENANCE WORKER 2	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	30,519.01	29,736.63	5,895	0	0	0	35,631.63	No	
MILNE, ROBERT	ASSISTANT OPERATOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	34,074.35	35,635.69	9,469.05	0	500	0	45,604.74	No	
MILROY, WILLIAM D	SYSTEMS ENGINEER	Technical and Engineering	INFORMATION TECHNOLOGY	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	61,760.79	61,760.41	1,823.48	0	0	0	63,583.89	No	
MIXON, CHARLES E	MW3	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	37,199.97	8,702.65	0	0	0	0	8,702.65	No	
MORREALE, MARCUS G	ACCOUNTANT	Administrative and Clerical	ADMINISTRATION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	34,415.65	9,714.99	0	0	560	0	10,274.99	No	

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Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
MURPHY, JAMES C	SAFETY COORDINATOR	Professional	ADMINISTRATION			FT	No	57,200.00	57,200	0	0	8,530.98	0	65,730.98	No	
OKEEFTE, ROBERT J	TEMPORARY OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	15,000.00	13,243.18	28.54	0	0	0	13,271.72	No	
OLSCAMP, JAMES J	MAINTENANCE WORKER 2	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	26,413.92	0	0	0	507.96	0	507.96	No	
PALMER, BRUCE A	CREW LEADER	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	26,380.8	6,143.66	0	21,858.84	0	54,383.3	No	
PARADISE, JOEL R	INDUSTRIAL MONITORING COORDINATOR	Managerial	WW/ INDUSTRIAL MONITORING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	54,908.31	54,144.42	1,175.48	0	0	0	55,319.9	No	
PAUL, JOHN N	METER TECHNICIAN	Operational	T&D - METER SHOP	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	38,734.15	38,734.8	4,425.06	0	0	0	43,159.86	No	
PHILLIPS, DONALD K	SHIFT OPERATIONS SUPERVISOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	55,041.38	55,041.99	46,707.31	0	500	0	102,249.3	No	

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
REICHMAN, DONALD A	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	45,905.60	45,889.49	2,805.85	0	0	0	48,695.34	No	
REID, ROBERT J	SPRVSR OF METER MAINTENANCE	Operational	T&D - METER SHOP	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	55,041.38	55,041.97	9,252.3	0	2,116.98	0	66,411.25	No	
ROBERTS, VINCENT A	PLANT ATTENDANT	Operational	WATER PLANT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	41,433.81	1,115.52	0	0	11,402.26	0	12,517.78	No	
ROLL, RICHARD R	DIRECTOR OF TECHNICAL AND REGULATORY SERVICES	Executive	ENGINEERING			FT	No	90,144.78	90,103.63	0	0	3,467.11	0	93,570.74	No	
ROSS, JAMES A	OPERATOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	36,609.04	36,206.42	16,170.57	0	500	0	52,876.99	No	
ROSS, MICHAEL J	MW3	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	32,432.19	31,469.29	6,886.78	0	3,300	0	41,656.07	No	
ROTELLA, FRANK A	MW2	Operational	WATER PLANT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	26,413.92	20,806.64	1,825.03	0	6,043.91	0	28,675.58	No	

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
ROTELLA , RICHARD A	SUPERVISOR OF PIPES	Operational	SEWER/COLL ECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	58,550.13	58,549.4	52,411.05	0	2,251.93	1,092	114,304.38	No	
ROWE, ROBERT G	SR WATER PLANT OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	45,271.82	45,271.27	40,363.58	0	0	500	86,134.85	No	
SANDONATO , FIFI A	PRINCIPAL ACCOUNT CLERK	Administrative and Clerical	ADMINISTR A TION	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	34,104.07	34,104.2	3,352.99	0	0	0	37,457.19	No	
SCHIRO, NEIL A	PAINTER	Operational	SEWER TREATMENT MAINT & REPAIR			PT	No	25,000.00	23,291.58	0	0	0	0	23,291.58	No	
SHARPE, ANGEL B	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	33,283.12	0	0	0	12,860.27	0	12,860.27	No	
SICURELLA , ANTHONY L	CREW LEADER	Operational	SEWER/COLL ECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	44,830.7	20,373.09	0	0	0	65,203.79	No	
SKLARSKI, LARRY B	MICROBIOLO GIST	Managerial	LABORATORY /WATER QUALITY	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	61,761.44	61,760.4	7,001.7	0	32,384.08	2,375.44	103,521.62	No	

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Bargaining Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
SMITH, ERIC J	CONTROL MAINTENANCE MECHANIC	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	37,734.74	37,705.74	3,348.98	0	8,530.98	0	49,585.7	No	
STEWART, STEPHEN C	SENIOR WASTE INSPECTOR	Operational	WW/ INDUSTRIAL MONITORING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	47,213.53	46,927.79	6,200.2	0	0	0	53,127.99	No	
STOPA, TODD M	MAINTENANCE WORKER 2	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	29,035.34	29,020.87	4,264.44	0	0	0	33,285.31	No	
SUMMERSON, JOHN J	CREW LEADER	Operational	SEWER/COLLECTIONS	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	44,644.62	10,327.37	0	0	0	54,971.99	No	
SUMMERSON, JOHN T	OPERATOR TRAINEE	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	31,619.95	31,598.18	15,412.26	0	5,555.68	0	52,566.12	No	
SUPON, DAN E	CMM/MACHINIST	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	39,578.03	39,543.44	4,900.24	0	8,530.98	0	52,974.66	No	
VESCI, RUSSELL F	MAINTENANCE WORKER 3	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	37,199.97	37,200.8	0	0	0	0	37,200.8	No	

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Barga-ning Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
VIRTUOSO, VINCENT D	CONTROL MAINTENANCE MECHANIC	Operational	SEWER TREATMENT MAINT & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	36,609.04	35,890.71	2,870.97	0	0	0	38,761.68	No	
WASHINGTON, CONDOLIOS C	MW2	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	28,673.42	22,126.03	2,533.11	0	0	0	24,659.14	No	
WHITE, EDWARD M	MW2	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	24,435.38	15,981.1	4,227.82	0	0	0	20,208.92	No	
WILKINSON, ROBERT W	SHIFT OPERATIONS SUPERVISOR	Operational	SEWER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	55,041.38	55,041.99	69,642.91	0	500	700	125,884.9	No	
WILLIAMSON, DOUGLAS S	SR. SANITARY ENGINEER	Technical and Engineering	ENGINEERING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	61,802.47	61,802.01	0	0	1,188.51	0	62,990.52	No	
WRIGHT, WILLIAM D	CREW LEADER	Operational	T&D - MAINTENANCE & REPAIR	UNITED STEEL WORKERS OF AMERICA	9434-02	FT	No	44,644.91	44,644.62	27,350.62	0	0	0	71,995.24	No	
ZAEPFEL, ALBERT C	INDUSTRIAL MONITORING COORDINATOR	Managerial	WW/ INDUSTRIAL MONITORING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	61,700.79	7,126.21	0	0	0	29,010.6	36,136.81	No	

Staff Listing

Name	Title	Group	Department / Subsidiary	Union Name	Barga-ning Unit	Full Time/ Part Time	Exempt	Base Annualized Salary	Actual salary paid to the individual	Overtime paid by Authority	Performance Bonus	Extra Pay	Other Compensation/Allowances/Adjustments	Total Compensation	Individual also paid by another entity to perform the work of the Authority	If yes, Is the payment made by State or local government
ZAEPFEL, PATRICIA A	LAB TECHNICIAN	Operational	LABORATORY / ENVIRONMENTAL	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	36,594.69	36,558.7	914.81	0	8,530.98	0	46,004.49	No	
ZAEPFEL, STEVEN G	COMPLIANCE OFFICER/WASTE INSPECTOR	Operational	WW/ INDUSTRIAL MONITORING	UNITED STEEL WORKERS OF AMERICA	9434-00	FT	No	33,787.03	32,211.5	3,366.84	0	0	0	35,578.34	No	
ZMUDA, LOUIS J	TEMPORARY OPERATOR	Operational	WATER TREATMENT OPERATIONS	UNITED STEEL WORKERS OF AMERICA	9434-01	FT	No	20,000.00	19,503.19	1,427.07	0	0	0	20,930.26	No	
ZYSK, NEIL A	ELECTRICIAN	Technical and Engineering	SEWER TREATMENT MAINT & REPAIR	IBEW	TRADES	FT	No	51,632.88	51,633.31	6,568.11	0	0	0	58,201.42	No	

Benefit Information

During the fiscal year, did the Authority continue to pay for any of the above mentioned benefits for

No

Board Members

Name	Title	Severance Package	Payment for Unused Leave	Club Member-ships	Use of Corporate Credit Cards	Personal Loans	Auto	Transportation	Housing Allow-ance	Spousal / Dependent Life Insurance	Tuition Assist-ance	Multi-Year Employ-ment	None of These Benefits	Other
Edwards, Laurence	Board of Directors												X	
Laible, Gary	Board of Directors												X	
Ted, Janese III	Board of Directors												X	
Kimble, Renae	Board of Directors												X	
Leffler, Gretchen	Board of Directors												X	

Staff

Name	Title	Severance Package	Payment for Unused Leave	Club Member-ships	Use of Corporate Credit Cards	Personal Loans	Auto	Transportation	Housing Allow-ance	Spousal / Dependent Life Insurance	Tuition Assist-ance	Multi-Year Employ-ment	None of These Benefits	Other
DROF, PAUL J	EXECUTIVE DIRECTOR												X	

Subsidiary/Component Unit Verification

Is the list of subsidiaries, as assembled by the Office of the State Comptroller, correct? Yes
 Are there other subsidiaries or component units of the Authority that are active, not included in the PARIS reports submitted by this No

Name of Subsidiary/Component Unit	Status	Requested Changes
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Subsidiary/Component Unit Creation

Name of Subsidiary/Component Unit	Establishment Date	Entity Purpose
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Subsidiary/Component Unit Termination

Name of Subsidiary/Component Unit	Termination Date	Termination Reason	Proof of Termination
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No Data has been entered by the Authority for this section in PARIS

Summary Financial Information

SUMMARY STATEMENT OF NET ASSETS

<u>Assets</u>	
Current Assets	
Cash and cash equivalents	\$21,006,461
Investments	\$0
Receivables, net	\$12,415,858
Other assets	\$1,149,303
Total Current Assets	\$34,571,622
Noncurrent Assets	
Restricted cash and investments	\$15,297,444
Long-term receivables, net	\$20,701,070
Other assets	\$970,504
Capital Assets	
Land and other nondepreciable property	\$463,713
Buildings and equipment	\$8,935,571
Infrastructure	\$166,218,980
Accumulated depreciation	\$54,427,556
Net Capital Assets	\$121,190,708
Total Noncurrent Assets	\$158,159,726
Total Assets	\$192,731,348

Summary Financial Information

SUMMARY STATEMENT OF NET ASSETS

Liabilities

Current Liabilities

Accounts payable	\$1,272,362
Pension contribution payable	\$0
Other post-employment benefits	\$1,952,549
Accrued liabilities	\$3,288,722
Deferred revenues	\$1,899
Bonds and notes payable	\$3,655,000
Other long-term obligations due within one year	\$500,000
Total Current Liabilities	\$10,670,532

Noncurrent Liabilities

Pension contribution payable	\$478,381
Other post-employment benefits	\$19,768,925
Bonds and notes payable	\$102,894,976
Long Term Leases	\$0
Other long-term obligations	\$0
Total Noncurrent Liabilities	\$123,142,282

Total Liabilities

\$133,812,814

Net Asset (Deficit)

Net Asset

Invested in capital assets, net of related debt	\$14,640,371
Restricted	\$35,998,514
Unrestricted	\$8,279,649
Total Net Assets	\$58,918,534

Summary Financial Information

SUMMARY STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS

Operating Revenues

Charges for services	\$32,663,671
Rental & financing income	\$250,258
Other operating revenues	\$261,423
Total Operating Revenue	\$33,175,352

Operating Expenses

Salaries and wages	\$5,021,834
Other employee benefits	\$8,709,796
Professional services contracts	\$0
Supplies and materials	\$7,905,491
Depreciation & amortization	\$5,663,169
Other operating expenses	\$0
Total Operating Expenses	\$27,300,290

Operating Income (Loss) **\$5,875,062**

Nonoperating Revenues

Investment earnings	\$0
State subsidies/grants	\$0
Federal subsidies/grants	\$0
Municipal subsidies/grants	\$0
Public authority subsidies	\$0
Other nonoperating revenues	\$644,987
Total Nonoperating Revenue	\$644,987

Summary Financial Information

SUMMARY STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS

Nonoperating Expenses

Interest and other financing charges	\$4,099,214
Subsidies to other public authorities	\$0
Grants and donations	\$0
Other nonoperating expenses	\$500,000
Total Nonoperating Expenses	\$4,599,214
Income (Loss) Before Contributions	\$1,920,835
Capital Contributions	\$0
Change in net assets	\$1,920,835
Net assets (deficit) beginning of year	\$56,998,633
Other net assets changes	(\$934)
Net assets (deficit) at end of year	\$58,918,534

Current Debt

Question	Response
1. Did the Authority have any outstanding debt, including conduit debt, at any point during the reporting period?	Yes
2. If yes, has the Authority issued any debt during the reporting period?	Yes

New Debt Issuances List by Type of Debt and Program

Type Of Debt: Authority Debt - Revenue

Program:

Project	Amounts	CUSIP Number	Bond Closing Date	Taxable Status	Issue Process	True Interest Cost	Interest Type	Term	Cost of Issuance (\$)	PACB Project	URL
NYS EFC Series 2015D	Refunding	4,380,000.00	08/20/2015		Negotiated	4.63	Variable	20	58,034.00		
	New	0.00									
	Total	4,380,000.00									

Schedule of Authority Debt

Type of Debt	Statutory Authorization (\$)	Outstanding Start of Fiscal Year (\$)	New Debt Issuances (\$)	Debt Retired (\$)	Outstanding End of Fiscal Year (\$)
State Obligation					
State Guaranteed					
State Supported	0.00	0.00	0.00	0.00	0.00
State Contingent Obligation					
State Moral Obligation					
Other State Funded					
Authority Obligation					
General Obligation					
Revenue	0.00	105,870,000.00	4,380,000.00	4,535,000.00	105,715,000.00
Other Non-State Funded					
Conduit					
Conduit Debt					
Conduit Debt - Pilot Increment Financing					

Real Property Acquisition/Disposal List

This Authority has indicated that it had no real property acquisitions or disposals during the reporting period.

Personal Property

This Authority has indicated that it had no personal property disposals during the reporting period.

Property Documents

Question	Response	URL (if applicable)
1. In accordance with Section 2896(3) of PAL, the Authority is required to prepare a report at least annually of all real property of the Authority. Has this report been prepared?	Yes	http://nfwb.org/wp-content/uploads/2015/11/2015_ContinuingDisclosureReport.pdf
2. Has the Authority prepared policies, procedures, or guidelines regarding the use, awarding, monitoring, and reporting of contracts for the acquisition and disposal of property?	Yes	http://nfwb.org/wp-content/uploads/2014/01/NFWB-Property-Disposal-Guidelines.pdf
3. In accordance with Section 2896(1) of PAL, has the Authority named a contracting officer who shall be responsible for the Authority's compliance with and enforcement of such guidelines?	Yes	

No Data has been entered by the Authority for this section in PARIS

Additional Comments: