



**MINUTES  
NEW YORK STATE THRUWAY AUTHORITY  
BOARD MEETING NO. 766  
December 3, 2024**

Meeting minutes of the New York State Thruway Authority were held in the Boardroom at 200 Southern Boulevard, Albany, New York, and via video conference at the following locations:

SUNY College of Environmental Science and Forestry  
229 Bray Hall  
1 Forestry Drive  
Syracuse, NY 13210

NYS Thruway Authority Buffalo Division Headquarters  
455 Cayuga Road, Suite 800  
Cheektowaga, NY 14225

Westchester County Office Building  
148 Martine Ave  
White Plains, NY 10601

Monroe County City Place Building  
50 W. Main Street, Rochester, NY 14614

The meeting of the New York State Thruway Authority Board opened in session for the consideration of various matters. These minutes reflect only the items considered by the New York State Thruway Authority Board.

**The following Board Members were present:**

Robert Megna, Vice-Chair  
Jose Holguin-Veras, Ph.D., Board Member  
Heather Briccetti Mulligan, Board Member

**Also available via WebEx:**

Joanne M. Mahoney, Chair  
Paul Tokasz, Board Member  
Joan McDonald, Board Member

Norman H. Jones, Board Member

Constituting a majority of the members of the Thruway Authority Board.

**Staff present:**

Frank Hoare, Executive Director  
 Nicole Leblond, Chief of Staff  
 Dave Malone, Chief Financial Officer  
 Sandra Rivera, General Counsel  
 Brent Howard, Chief Engineer  
 Josh Klemm, Chief Information Officer  
 Selica Grant, Chief Administrative Officer  
 Kevin Wisely, Chief Maintenance & Operations Officer  
 Jennifer Givner, Chief Media & Government Relations Officer  
 Julie Greco, Board Secretary  
 Michelle McHale, Assistant Board Secretary  
 Sean Lasher, Information Technology Specialist  
 William Hewitt, Information Technology Specialist  
 Kira Gruber, Excelsior Service Fellow

Chair Mahoney called the meeting of the Thruway Authority Board to order at 1:07 p.m.

Ms. Greco recorded the minutes as contained herein (public notice of the meeting had been given).

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**A. PUBLIC COMMENT PERIOD RELATED TO THE MEETING AGENDA (01:09)**

Chair Mahoney asked the Board Secretary if there were any public comments related to the agenda items. Ms. Greco stated there were no comments.

**B. CONSENT ITEM (01:26)**

**Item 1 by Chair Mahoney (Appendix A)**  
**Approval of the Minutes of Meeting No. 765**

Chair Mahoney requested a motion to approve the minutes from the previous Board of Directors meeting held on November 19, 2024.

Upon motion duly made and seconded, the Board approved the minutes of Meeting No. 765, which were made available to the Board Members as part of the agenda.

**C. ACTION ITEM (01:48)**

**Item 2 by Dave Malone (Appendix B)**

**Authorization for the Executive Director to Approve a Recruitment and Retention Pay Differential for Select Titles**

Chief Finance Officer, Dave Malone, presented the resolution to the Board to authorize the Executive Director to approve a recruitment and retention pay differential for select titles.

Details of the presentation and discussion with Board Members are included in the audio recording of the meeting.

Upon motion duly made and seconded, the Board authorized the Executive Director to implement a recruitment and retention pay differential for select titles and adopted the following resolution:

**RESOLUTION NO. 6551**

**AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO APPROVE RECRUITMENT AND RETENTION PAY DIFFERENTIAL FOR SELECT TITLES**

RESOLVED, that the Executive Director be, and hereby is, authorized to take the necessary steps to implement a Recruitment and Retention Pay Differential of up to \$7,000 and to grant an additional pay differential of up to \$6,500 for employees in select positions at select locations where there is recruitment/retention difficulty for such positions, and be it further

RESOLVED, that employees who receive a geographic pay differential as authorized by the Board pursuant to Resolution No. 6417 are not eligible for the Recruitment and Retention Pay Differential, and be it further

RESOLVED, that the Recruitment and Retention Pay Differential may be withheld in whole or in part from any officer or employee when, in the opinion of the Executive Director, such

withholding is necessary to maintain appropriate salary relationships among officers or employees of the Authority, or to reduce Authority expenditures to acceptable levels or when, in the opinion of the Executive Director, such increase is not warranted or is not appropriate, and be it further

RESOLVED, that Recruitment and Retention Pay Differentials begin on a date determined by the Executive Director no earlier than January 1, 2025, and be it further

RESOLVED, that this resolution be incorporated in full in the minutes of this meeting.

**D. GENERAL PUBLIC COMMENT PERIOD FOR GENERAL MATTERS (09:00)**

Chair Mahoney asked the Board Secretary if there were any public comments regarding general matters. Ms. Greco stated there were no comments.

**E. OTHER BUSINESS (09:11)**

Executive Director Hoare gave an overview of the first winter snowstorm of the season in Buffalo, New York. The Executive Director thanked the maintenance facilities, communication teams, and Buffalo Division for their hard work and professionalism.

Details of the overview and discussion with Board Members are included in the audio recording of the meeting.

**F. ADJOURNMENT (12:48)**

There being no other business, upon motion duly made and seconded, the Board voted to adjourn the meeting at 1:20p.m.

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Julie Greco  
Board Secretary