

Watershed Agricultural Council

Agriculture ♦ Forestry ♦ Conservation Easements ♦ Economic Viability

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Executive Committee Meeting

August 18, 2026

I. Call to Order

Meeting called to order at 9:58 a.m. by Wayland “Bud” Gladstone.

Members Present: Wayland “Bud” Gladstone, Chair Fred Huneke
Jennifer Grossman (via ‘Teams’) Steve Reed
Marilyn Wyman (via ‘Teams’) Karl Gockel (via ‘Teams’)
Tom Hutson

Others Present: Ryan Naatz Carol Bishop
Amy Faulkner Kayla Henderson
Sara Storrer, NYC DEP

Members Absent: Michael Vander Werff, NYC DEP

II. Approval of Minutes

Motion to approve the minutes of the June 16, 2026, meeting as presented.

Motion: Fred Huneke

Second: Steve Reed

Approved

Executive Director Update

Ryan Naatz requested approval from the committee on a proposed drafted response letter for Colm Ryan, WAC participant, based on Mr. Ryan’s request for a formal decision from the executive committee in response to his dispute resolution case discussed during a meeting held August 4, 2026, with Mr. Ryan. The committee approved the draft letter, to include Jennifer Grossman’s suggested revisions, to be sent to Mr. Ryan after this meeting.

III. Discussion Items for Approval

A. 2026 Performance Evaluation Summary

Amy Faulkner reminded the executive committee that they serve as WAC’s HR committee and, as such, provided a summary of outcomes derived from the 2026 employee performance evaluations score results. In accordance with the *Performance Policy & SOP*, all required employee performance evaluations were completed in May for fiscal year 2026. Scores can range from 9 to 27 on various criteria. Employees who ‘*Meet Expectations*’ (having scored an 18 or above) received a 3% salary increase effective July 1. Those who did not meet expectations did not receive a salary increase and are ineligible to continue telecommuting (if applicable) until improvements are made. An action plan is produced to revisit areas for improvement with a follow-up held within 3-6 months following the evaluation. Scores reflected four (4) employees fell within the 9-18 score range and 57 employees fell within the 19-27 score range. Staff can challenge and/or comment on their evaluation scores, if desired.

IV. Executive Session

Motion to enter Executive Session made at 10:12 a.m.

Motion: Tom Hutson

Second: Steve Reed

Approved

Motion to come out of Executive Session at 10:58 a.m.

Motion: Steve Reed

Second: Fred Huneke

Approved

VII. Adjournment

Meeting adjourned by common consent at 10:59 a.m. Next meeting scheduled to be held **November 17, 2026**.