



Chautauqua, Cattaraugus, Allegany & Steuben Counties
Southern Tier Extension Railroad Authority
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"This institution is an equal opportunity organization"

Terry Everetts, Chairman
Richard Zink, Chief Executive Officer

STERA Management Evaluation Report

Year Ending December 31, 2015

The following is a summary evaluation of the senior management of STERA for the year ending December 31, 2015. STERA has no direct employees. Instead, STERA contracts with the Southern Tier West Regional Planning and Development Board for staffing and administrative assistance. During the year ending December 31, 2015, Southern Tier West has two staff persons assigned to this STERA contract, Richard Zink and Thomas Barnes. These two individuals hold two of STERA's Corporate officer positions (Chief Executive Officer and Corporate Secretary, respectively, with the third Corporate officer position, Chief Financial Officer, being held during 2015 by a STERA Board member, Mitchell Alger), and as such comprise STERA's senior management. Mr. Alger resigned from the STERA Board and his Corporate office effective December 2015.

Following is a summary of STERA's expectations of senior management, as used as an evaluative tool:

1. Job Knowledge and Skills

Evaluation: Staff members have requisite specialized knowledge and skills to enable them to perform their jobs effectively.

Deficiencies in job knowledge and skills: None.

2. Discharge of Responsibilities as Corporate Officers

CEO
Contract and Procurement Officer
Records Management Officer
Records Access Officer
Secretary

Evaluation: Compliance with Bylaws, regulatory requirements, and public official laws. Ongoing improvements in provision of information to Board regarding Board and organizational responsibilities.

Deficiencies in discharge of responsibilities as corporate officers: None.

3. Availability to Board Members for Assistance

Evaluation: Availability during business hours for provision of assistance to Board members. Ongoing improvements in provision of information to Board regarding Board and organizational responsibilities.

Deficiencies in availability to Board members: None.

4. Management of Projects

Evaluation:

- The (Southern Tier Extension) 2014 FEMA project was managed successfully and completed and closed out in 2015.
- The (Southern Tier Extension) five bridge project was completed and closed out in 2015, coming in under budget.
- The (Southern Tier Extension) Falconer track realignment and bridge repair project was substantially completed in 2015, coming in under budget. Management is pursuing a strategy to add work elements to the project, and has received a second extension of the NYS DOT contract deadline to the end of 2016 to complete these additional work elements. The project should be completed in 2016.
- The (Buffalo line) tie replacement and grade crossing repair project was substantially completed in 2015, coming in under budget. Management is pursuing a strategy to add work elements to the project, and has received an extension of the NYS DOT contract deadline to the end of 2016 to complete these additional work elements. The project should be completed in 2016.
- The (Southern Tier Extension) Cattaraugus rail rehabilitation project was begun in 2015. It is being managed successfully and work on the project should be completed in 2016.

Deficiencies in management of projects: None.

5. Compliance

Evaluation: Ongoing efforts are being made to comply with current regulatory requirements and additional regulatory requirements as they become effective. Management staff continue on an ongoing basis to bring new compliance obligations and any deficiencies to the Board's attention.

Deficiencies in overseeing organizational compliance: None.

6. Ethical Conduct, Transparency, Accountability, Fiduciary Responsibilities

Evaluation: Staff acts in a manner to adhere to these organizational principles.

Deficiencies in conduct: None.

7. Training

Evaluation: All senior management has received required NYS ABO training.

Deficiencies in training: None.

8. Summary Evaluation

Evaluation: Performance adequate.

Deficiencies Identified: None.

9. Recommendations

Continuation of administrative services contract. Continued oversight of management performance by Governance Committee and Board.

Submitted to STERA Governance Committee for review on March 7, 2016.



Thomas M. Barnes
STERA Corporate Secretary

March 7, 2016

Date:

Approved by STERA Board of Directors on March 7, 2016.



Thomas M. Barnes
STERA Corporate Secretary

March 7, 2016

Date: