



Human Resources Committee Meeting Minutes

February 16, 2017

These minutes reflect the activities of the Syracuse Regional Airport Authority Human Resources Committee during the meeting held at Syracuse Hancock International Airport in the Department of Aviation Conference Room on Thursday, February 16, 2017.

The meeting was called to order at 11:02 a.m. by Ms. Beth Rougeux.

I. Roll Call

In attendance: Ms. Beth Rougeux, Dr. Shu-Kai Chin (late), Mr. William Fisher, Mr. Michael Quill, Mr. Mark Vanesky (late), Ms. Christina Callahan, Mr. Trent Amond, Mr. John Clark, Mr. John McCann, Ms. Laurie Sabel
Not present: Mr. William Simmons

II. Approval of Minutes from Previous Meeting

Approval of the minutes from previous meeting(s) was postponed until members who were delayed could arrive. The minutes from August 4, 2016, approval having been deferred due to lack of a quorum, were reviewed. A motion was made to approve by Mr. Quill and seconded by Dr. Chin and approved. The minutes from the meeting of October 28, 2016 being reviewed, a motion was made to approve by Ms. Rougeux and seconded by Mr. Quill, and approved.

III. Old Business

A. Status of Union Negotiations

The status of the discussions with the collective bargaining groups was taken out of order. It was noted that the Local 1773 had been approached regarding negotiations. Mr. McCann stated that he had spoken to the attorney who had said there was no interest at this time. Ms. Callahan stated that she had some doubt that the membership had been consulted prior to the rejection of talks. She stated she intends to have an informational meeting with union members, starting with the Local 400, to update everyone about the ongoing interest on the part of the Authority to bring them on board and to make an agreement that would be beneficial to all parties. Ms. Rougeux asked for clarification regarding the side letter allowing employees to bid back, within a certain period of time, to a City title. This was never signed by the Unions and therefore, is not in effect. The other elements of the negotiation are the "Service Agreement", the "Lease Agreement", and the "Enabling Legislation". The enabling legislation states that positions covered under a CBA would be covered under a new CBA upon transfer. Transfers of titles will take place only by agreement until the end of the Service Agreement in 2024.

B. Status of Staffing and Salary Analysis

Ms. Callahan informed the Committee that the SRAA participated in the most current Airport Council International (ACI) Salary Survey. Additionally, she advised the Committee that the Authority is looking for a firm to independently conduct a study to evaluate the staffing and salaries to identify any areas which may need adjustment.

IV. New Business

A. Review of Retirement Eligible Employees

The Committee reviewed a list of the Airport employees, both City and SRAA, who are eligible or will become eligible for retirement within the next five (5) years.

B. Executive Session

Ms. Rougeux invited a motion to enter Executive Session to discuss the appointment, employment and/or discipline of particular persons or corporations by the Authority as well as proposed, pending, or current litigation. The motion was made by Mr. Fisher, seconded by Dr. Chin. The Committee entered Executive Session at 11:37.

C. The Committee emerged from Executive Session and a motion was made by Mr. Fisher that the Committee accept management's recommendation and pass along the HR Committee's recommendation to the Board that the SRAA create a position under the title of Airport Security Director. The motion was seconded by Dr. Chin and approved. Further discussion taking place about the possibility of whether the position should be filled immediately, it was decided that the decision to fill the position would be reserved until a later date.

Adjournment

A motion to adjourn being made by Dr. Chin and seconded by Mr. Quill the meeting adjourned at 11:55 a.m.