



Human Resources Committee Meeting Minutes

July 23, 2020

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 SRAA Board Room on Thursday, July 23, 2020.

The meeting was called to order at 11:01 a.m. by Chair Michael Lazar.

I. Roll Call

In attendance:

Chair Michael Lazar
Dr. Shiu-Kai Chin
Mr. William Fisher
Mr. Michael Mirizio
Hon. Michael Quill
Ms. Jo Anne Gagliano

Staff:

Mr. Jason Terreri
Ms. Joanne Clancy
Ms. Cheryl Herzog

Absent:

Councilor Latoya Allen

II. Approval of Minutes from Previous Meetings

Mr. Lazar made a motion to accept the minutes from the previous meeting of May 14, 2020, with a second from Mr. Fisher, the motion carried unopposed.

III. Civil Service

Executive Director Terreri stated that there have been discussions with the county about reclassification and/or management confidential positions as appropriate. Further clarify and next steps follow-up on that discussion are planned for the next board meeting. Director Terreri noted the complications regarding the length of time some positions continue to be listed as provisional within civil service due to no test being offered, such as the Aviation Contracting Officer position which has been a provisional appointment for over 4 years. Mr. Fisher explained state law, local provisions and the process for civil service. Director Terreri shared with the committee the four HR related goals of the Authority. A schedule of these goals was provided regarding bringing the

Trades employees over to the Authority, which would leave only CSEA City of Syracuse employees remaining to reach the authority's goal of a unified work force.

IV. New Business

The Public Safety Study has been kicked-off for both in state and out state airports are structured, funded and budgeted including any legislative action needed and this topic will be brought to a future Governance Committee meeting for full review and discussion.

Director Terreri stated that now that the Authority has reached the size of over one hundred employees, there is opportunity to be more competitive and cost-effective with our health insurance coverages, as there was a 14% increase in those rates this year. This would be without losing any coverage/services to our employees. Further investigation into potential savings opportunities with the state health care system as well is on-going and the committee will be updated again in the future on this topic. Mr. Lazar asked if the increase was tied into claims-based, but it was not.

The Juneteenth holiday was honored by the Authority this past year and if the state follows by making this a new additional holiday, would the Authority do this as well. Mr. Fisher led a discussion regarding differences with bargaining unit contracts, floating holidays, possible replacement of a holiday, etc. further research into adding the cost of this holiday and updating the employee handbook. This will be brought to the larger board for consideration in the future.

V. Executive Session

Mr. Lazar made a motion to enter Executive Session to discuss matters pertaining to the employment history of particular persons or corporations. The motion was seconded by Mr. Fisher. The HR Committee entered Executive Session at 11:37 a.m.

Executive session ended at 11:55 a.m. No action was taken.

VI. Adjournment

A motion to adjourn was made by Mr. Fisher and seconded by Mr. Lazar, the meeting adjourned at 11:56 a.m.