



GCEDC Employment & Compensation Committee Meeting
Tuesday, October 22, 2024
Location: 99 MedTech Drive, Innovation Zone
9:15 a.m.

MINUTES

ATTENDANCE

Committee Members: C. Kemp, P. Zelif, P. Battaglia, M. Gray
Staff: L. Casey, L. Farrell, M. Masse, E. Finch, P. Kennett, C. Suozzi, J. Krencik
Guests: J. Culkin-Jacobia (Catapult Executive Consulting/Video Conference), K. Manne
(GCEDC Board Member)

Absent:

1. Call to Order / Enter Public Session

M. Gray called the meeting to order at 9:15 a.m. in the Innovation Zone.

Presentation: L. Farrell introduced Julia Culkin-Jacobia from Catapult Executive Consulting. Catapult Executive Consulting acquired The Burke Group, which is the firm that completed the last benchmarking study for the GCEDC in 2017. There are two proposals included with the meeting materials, including a proposal for the executive team and a separate proposal for the remaining members of staff. The consulting process is outlined in the proposals. The process normally takes about 4 to 6 weeks.

P. Battaglia emphasized the need to identify the appropriate peer group. He recalled this being particularly challenging with the last study that was completed. In response, J. Culkin-Jacobia stated that she attempts to identify the appropriate peer group from the beginning by accumulating as much information as possible from the Committee to arrive at the closest comparison to the organization.

J. Culkin-Jacobia (Video/Conference) left the meeting at 9:25 a.m.

1a. Enter Executive Session

P. Zelif made a motion to enter executive session under the Public Officers Law, Article 7, Open Meetings Law Section 105, at 9:25 a.m., for the following reasons:

1. The medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

The motion was seconded by P. Battaglia and approved by all members present.

J. Krencik, L. Casey, P. Kennett, C. Suozzi and E. Finch left the meeting at 9:26 a.m.

1b. Enter Public Session

P. Battaglia made a motion to enter back into public session at 10:15 a.m., seconded by C. Kemp and approved by all.

J. Krencik, L. Casey, P. Kennett, C. Suozzi and E. Finch rejoined the meeting at 10:16 a.m.

2. Chairman's Report & Activities

2a. Agenda Additions / Deletions / Other Business – Nothing at this time.

2b. Minutes: July 9, 2024

P. Battaglia made a motion to approve July 9, 2024, minutes as presented; the motion was seconded by P. Zelif. Roll call resulted as follows:

M. Gray - Yes
P. Battaglia - Yes
P. Zelif - Yes
C. Kemp - Yes

The item was approved as presented.

3. Discussions / Official Recommendations to the Board:

3a. Health Insurance – L. Farrell stated that she is bringing forward the conclusions of the health insurance analysis to the Committee. About every three years, the Agency needs to change carriers because there is another carrier that is trying to get into the market that offers better rates. We have been alternating between Independent Health and Univera in recent years. We currently have Independent Health, but we would like to switch to Univera. The Independent Health plan that we currently have will increase by about 19.6%. The Univera plan will increase by 15% as compared to the current health insurance plan. The Agency pays 100% of the subscriber's amount. By switching to Univera, the Agency will be \$6,800 under budget and that includes having another full-time person on staff. The plan is very comparable to what we have now. The Committee agreed with L. Farrell's recommendation to change to Univera's comparable plan.

3b. Benchmarking Study Proposal – There was a presentation at the beginning of the meeting by Julia Culkin-Jacobia from Catapult Executive Consulting. The proposals were included in the meeting materials.

P. Zelif made a motion to recommend to the full Board both benchmarking study proposals (executive and non-executive) with Catapult Executive Consulting as presented; the motion was seconded by P. Battaglia. Roll call resulted as follows:

M. Gray - Yes
P. Battaglia - Yes
P. Zelif - Yes
C. Kemp - Yes

The item was approved as presented.

4. ADJOURNMENT

As there was no further business, P. Battaglia made a motion to adjourn at 10:19 a.m., seconded by P. Zelif and passed unanimously.