



Thursday, February 7, 2019
Innovation Zone Conference Room
GCEDC Employment & Compensation Committee Meeting
2:30 p.m.

MINUTES

ATTENDANCE

Committee Members: T. Bender, A. Vanderhoof, P. Battaglia (Video Conference)
Agency Members:
Staff: S. Hyde, E. Richardson, M. Masse, L. Farrell
Guests:
Absent: M. Gray

1. Call to Order / Enter Public Session

T. Bender called the meeting to order at 2:33 p.m. in the Innovation Zone Conference Room.

1a. Executive Session:

A. Vanderhoof made a motion to enter executive session at 2:33 p.m. under the Public Officers Law, Article 7, Open Meetings Law Section 105 for the following reasons, seconded by P. Battaglia and approved by all members present:

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.

1b. Re-Enter Public Session – A. Vanderhoof made a motion to enter back into public session at 3:02 p.m., seconded by P. Battaglia and approved by all members present.

2. Chairman's Report & Activities

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

2b. Minutes: December 4, 2018 & December 20, 2018 – The December 4, 2018 minutes were tabled.

P. Battaglia made a motion to approve the December 20, 2018 Minutes; the motion was seconded by A. Vanderhoof. Roll call resulted as follows:

T. Bender -	Yes
P. Battaglia -	Yes (Video Conference)
M. Gray -	Absent

A. Vanderhoof- Yes

The item was approved as presented.

3. Discussions / Official Recommendations to the Board:

3a. Employment & Compensation Committee Policy, Guidelines and Procedures – L. Farrell presented an amended Employment & Compensation Committee Policy, Guidelines and Procedures. The amendment will remove that the Committee will review “the agency’s general performance relative to budget, capital investment and jobs created” at its annual meeting. This will be moved to the Governance & Nominating Committee’s responsibilities.

P. Battaglia asked if the Staff could work to more clearly state the Committee’s & CEO’s responsibilities, laying out the process which has been developed for annual performance reviews and recommendations of merit increases.

L. Farrell shared that she will look at modifying the policy to more clearly state the responsibilities of the Committee and CEO and bring it back at the next meeting for a final review.

4. ADJOURNMENT

As there was no further business, A. Vanderhoof made a motion to adjourn at 3:11 p.m., seconded by P. Battalia and passed unanimously.