GCEDC Employment & Compensation Committee Meeting
Tuesday, November 4, 2025
Location: 99 MedTech Drive, Innovation Zone
8:30 a.m.

MINUTES

ATTENDANCE

Committee Members: P. Battaglia, M. Gray, C. Kemp, P. Zeliff
Staff: L. Farrell, M. Masse, J. Krencik, K. Galdun, C. Suozzi
Guests: J. Culkin-Jacobia (Catapult Executive Consultants)
Absent:

1. Call to Order / Enter Public Session

M. Gray called the meeting to order at 8:30 a.m. in the Innovation Zone.

1a. Enter Executive Session

P. Zeliff made a motion to enter executive session under the Public Officers Law Article 7, Open Meetings Law Section 105, at 8:31 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 and K. Galdun left the meeting at 8:32 a.m.

J. Culkin-Jacobia left the meeting at 9:07 a.m.

L. Farrell, M. Masse, C. Suozzi left the meeting at 9:38 a.m.

M. Masse rejoined the meeting at 10:10 a.m.

M. Masse left the meeting and L. Farrell rejoined the meeting at 10:30 a.m.

P. Battaglia left the meeting at 10:30 a.m.

P. Battaglia rejoined the meeting at 10:31 a.m.

L. Farrell left the meeting and C. Suozzi rejoined the meeting at 10:39 a.m.

1b. Enter Public Session

P. Battaglia made a motion to enter back into public session at 10:45 a.m., seconded by C. Kemp and approved by all.

J. Krencik, K. Galdun, L. Farrell, and M. Masse rejoined the meeting at 10:45 a.m.

2. Chairman's Report & Activities

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

2b. Minutes: September 4, 2025

P. Zeliff made a motion to approve September 4, 2025, minutes as presented; the motion was seconded by C. Kemp. Roll call resulted as follows:

M. Gray - Yes
P. Battaglia - Yes
P. Zeliff - 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 another carrier will try to get into the market that offers better rates. 2026 will be our second year with Univera, so hopefully we would have one more year before needing to make a change. The Univera Health plan requested a 14.56% increase for 2026 but were only approved for a 10.12% increase. Tompkins compared the current plan we have to other plans with similar deductible amounts and out-of-pocket costs and Univera came back as the best option. We do anticipate this cost being within budget. The Committee agreed with L. Farrell's recommendation to stay with Univera's Health plan.

M. Gray asked what the EDC contribution will be for 2025 and L. Farrell stated she would have to look that up since the column for that was hidden on the spreadsheet. She also stated that for 2026 actual, she is projecting for potential changes that she's unsure will even happen, so the amount of the EDC contribution could be less.

4. ADJOURNMENT

As there was no further business, P. Battaglia made a motion to adjourn at 10:53 a.m., seconded by C. Kemp and passed unanimously.