



**ALBANY COUNTY AIRPORT AUTHORITY**  
 ALBANY INTERNATIONAL AIRPORT  
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*ACAA Personnel Committee*  
**APPROVED**  
 8/3/10

**Minutes of the Personnel Committee Meeting  
 of the Albany County Airport Authority  
 June 23, 2010**

Pursuant to notice duly given and posted, the Personnel Committee meeting of the Albany County Airport Authority was called to order on Wednesday, June 23, 2010 @ 8:00 a.m. in the 2<sup>nd</sup> Floor Conference Room of the Authority Administration Building, located at the Albany International Airport by Personnel Committee Chair Dorsey M. Whitehead with the following present:

**MEMBERS PRESENT**

Dorsey M. Whitehead, Chair Personnel Committee  
 John A. Graziano, Jr.  
 Elliott A. Shaw  
 David E. Langdon, ACAA Chair, Ex Officio

**MEMBERS NOT PRESENT**

None

**STAFF**

John A. O'Donnell  
 William J. O'Reilly  
 Peter F. Stuto

**ATTENDEES**

Meeting called to order by Chairman Dorsey Whitehead at 8:00 a.m.

**1. Approval of Minutes: December 15, 2009**

Mr. Shaw moved to authorize minutes of the December 15, 2009 meeting. The motion was adopted unanimously.



2. Discussion on Resolution to authorize eligible Authority employees to participate in a Retirement Incentive Program approved by New York State Chapter 105 of the Laws of 2010.

**“BE IT RESOLVED that the Albany County Airport Authority does hereby elect to provide the benefits of Part A of Chapter 105 of the Laws, 2010, commencing on \_\_\_\_\_ for all eligible employees who retire with an effective date of retirement set during the 90 day period beginning with and immediately following the commencement date and who are otherwise eligible as specified by Part A of Chapter 105, Laws of 2010.”**

Mr. Whitehead mentioned that the Governor signed the law on June 2, 2010. That the proposal before us was to adopt Part A of that law. Mr. Whitehead asked John O'Donnell to please explain. Mr. O'Donnell stated that the New York State Law offered retirement incentives to State and Local employees. Local governments have to show 50% savings over two years. The general benefit is that the employee will get one month of service for each year of employment added to their time of service. Staff is not recommending Part B, as there are no interested employees that fall into that category. Mr. Langdon asked who pays for the months of service prior to service at the Authority, the old employer or the Authority. Mr. O'Donnell stated that the Authority would pay. Mr. Shaw asked whether there would have been savings for employees who were going to retire anyway. Mr. O'Donnell stated that employees had put papers in but the papers had been withdrawn. Mr. Shaw asked what is the urgency or time requirements of the need for the Authority to act. Mr. O'Donnell replied that the Board needs to pass a resolution by August 31<sup>st</sup> if it desires to participate. The Authority can then designate an option period of between 30 to 90 days.

Mr. Shaw asked if any employees would be hired back part-time. Mr. O'Donnell stated that the Authority was committed to not hiring the employees back part-time except for brief periods (perhaps Ginger) to help and educate her successor on her job functions. Mr. Langdon asked if you excluded the employees who had already put in their papers what would the savings be. Mr. O'Donnell estimated \$30,000.

Mr. O'Reilly stated with one of the employees the savings would probably last for up to five years. He also added that the current cost of implementing the incentive would be shared 50/50 with the airlines and that with the LEO grant, the bond refunding that was currently being worked on and other savings the airlines costs had already been cut significantly and this retirement incentive program would not have any significant impact. Mr. O'Donnell stated that in 2003 there were 225 employees on the AvPort payroll and now there are 158, saving 67 employees due to attrition. The functions on the Airport have remained the same and services are undiminished.

Mr. Langdon asked for the same type of history for Authority employees. Mr. O'Donnell stated that during the same timeframe there were approximately 34 or 35 employees that through attrition there are now 28 ½ employees and that after the retirement induced by this incentive program there would be 25 ½ employees. Mr. Langdon asked if we could please write a definitive report reflecting what was just stated by Mr. O'Donnell. Mr. Langdon also stated it might be prudent to see what the other municipalities do. Mr. Shaw stated that he would like to see what the County of Albany was going to do with respect to the retirement incentive.

Mr. Graziano stated that if there were demonstrated savings he would be prepared to move forward with the incentive program today.

Mr. Langdon asked what the rule was with respect to eliminating titles or positions.

Mr. O'Reilly responded that does not enter into the calculation of local governments that you take the base salaries currently against the base salaries over the two-year period with an adjustment for overlap of employees. Under that calculation, we would save 71%. That would be 71% of \$211,000, the base salaries of the employees.

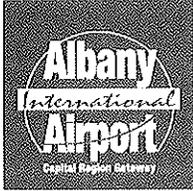
Mr. Shaw asked how many organizations under the County will have to make this decision, for example the Convention and Visitors Bureau. Mr. O'Donnell stated that he did not think that organization was part of the County, but staff would research and report on the answer to that question.

Mr. Shaw suggested to move to table the resolution until the analysis requested was done, a report made, and so we could see what the other governmental entities including the County did with respect to this issue.

Mr. Whitehead made the motion suggested by Mr. Shaw, Mr. Shaw seconded the motion and the Committee voted unanimously 3 to 0 in favor of the motion.

Mr. Shaw made a motion to adjourn seconded by Mr. Graziano. Motion passed unanimously.

The meeting was adjourned at 8:45 a.m.



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## ALBANY COUNTY AIRPORT AUTHORITY

### PERSONNEL COMMITTEE

#### AGENDA

**June 23, 2010**

- 1. Acceptance of Minutes: December 15, 2009**
- 2. Resolution to Authorize Eligible Authority Employees to Participate in a Retirement Incentive Program Approved by the State Chapter 105 of the Laws, 2010**