

**BLOOMINGTON-NORMAL AIRPORT AUTHORITY
BOARD OF COMMISSIONERS
PERSONNEL COMMITTEE MEETING REPORT
Friday, April 1, 2022
10:00 a.m.**

Commissioner Moran called the meeting to order at 10:01 a.m. Commissioner Swearingen, Executive Director Carl Olson, and Executive Assistant Lynnette Hindman were present. A quorum was acknowledged.

There were no public comments.

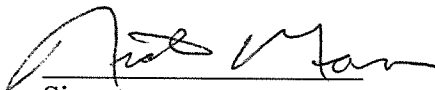
The Committee approved the November 30, 2021 meeting report.

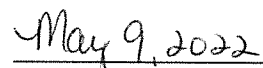
The Committee discussed the recent salary survey that was conducted by Sikich. Using both ERI data and the most recent ACI survey, Staff worked with Sikich to craft the best salary matrix for the Authority and the employees. There were 3 employee groups that are underserved, the custodians, Airport Maintenance Crewmember 1 and the operations staff, including Javier's position. The remaining positions reasonably fell within the range created by the new matrix. Staff suggested that the operations and custodian positions receive a 1-time market adjustment of 12%. The Maintenance Crewman 1 position would receive a 9% increase and the remaining increase would be dictated by the Union contract. Staff also recommended doing another salary survey in 2 years instead of 4. After a thorough discussion, a motion was made to present the new salary matrix to the full board for their approval. The motion was seconded and upon a unanimous vote, the motion carried.

Carl shared with the Committee that Brian Paccamonti, the Maintenance Supervisor, has given notice that he will be retiring November 4th. He has been here for 20 years and has an in-depth knowledge of the workings of the airport. Carl would like to hire his replacement sooner, rather than later, so that person can spend as much time with Brian as possible before he leaves.

At 10:35 a.m. a motion was made seconded and approved to recess for a couple of minutes and reconvene in Executive session under 5 ILCS 120/2(c)(1) for a personnel matter.

At 11:40 a.m. Commissioner Moran and Commissioner Swearingen reconvened in regular session. There being no other business to come before the committee, the meeting adjourned at 11:41 a.m.


Signature


Date