

**GERALD R. FORD INTERNATIONAL AIRPORT AUTHORITY
HUMAN RESOURCES COMMITTEE MINUTES
Gerald R. Ford International Airport, Golden Eagle Room
5500 44th Street SE, Grand Rapids, MI, 49512
March 10, 2026
9:00 a.m.**

Board Present: Dan Koorndyk, Doug Small – 2;
Board Absent: Peter Beukema – 1 (attended via Teams but did not participate in any votes)

Staff Present: Heather Day, Alex Peric, Maria Kim, Tory Richardson

3-1 Meeting Minutes

The Human Resources Committee Meeting Minutes of December 10, 2025, were approved as submitted. Motion by Mr. Small, supported by Mr. Koorndyk. Motion carried.

3-2 Public Comment

No public comment

3-3 Human Resources Update

Ms. Day presented an overview of the employee headcount, employee turnover rate, employee engagement, collective bargaining agreement negotiations, the ALG merit compensation program, the 2025 and 2026 annual incentive compensation plans, and the 2025 results and 2026 targets.

Closed Session Under Section 8(c) of the Open Meeting Act

Motion by Mr. Small, supported by Mr. Koorndyk to recess to a closed session at 9:10 a.m. pursuant to Section 8(c) of the Open Meetings Act for strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement as requested by the Authority. These matters are exempt from disclosure under Section 13(1)(d) of the Freedom of Information Act.

Roll call vote:

Yeas: Dan Koorndyk, Doug Small – 2

Nays: 0

Motion carried.

Motion by Mr. Small, supported by Mr. Koorndyk, to return to open session at 9:35 a.m.

Roll call vote:

Yeas: Dan Koorndyk, Doug Small – 2

Nays: 0

Motion carried.

Motion by Mr. Small, supported by Mr. Koorndyk, the approval of the 2025 scorecard results and 2026 targets for the annual incentive compensation plan, and to make modifications to the plan as proposed by staff.

3-4 Other

None

Meeting adjourned at 9:47 a.m.

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