

**Massachusetts Port Authority  
Employees' Retirement System  
Human Resources and  
Compensation Committee Minutes  
July 26, 2022**

A meeting of the Massachusetts Port Authority Employees' Retirement System Human Resources and Compensation Committee was held via Zoom/conference call on Tuesday, July 26, 2022 pursuant to the procedures set out in Section 4 of Chapter 107 of the Acts of 2022. The following members of the Committee were present:

James S. Hoyte, Board Chairman  
Irene Moran, Director of Retirement  
Betsy Taylor, Board Member  
John Prankevicius, Treasurer-Custodian

Also present were:

Michael A. Grieco, Retirement Board Vice Chairman  
Michael P. O'Brien, Retirement Board Member  
Richard Heidlage, Massport Senior Legal Counsel, Retirement John  
Affuso, Massport Senior Legal Counsel, Transactions

1. **Open Meeting**

Chairman Hoyte opened the meeting at 9:01 a.m.

2. **Roll Call**

Ms. Moran read a roll call:

Member Hoyte "Here".  
Member Moran "Here".  
Member Prankevicius "Here".  
Member Taylor "Here".

3. **Ratification and Approval of Minutes of the Human Resources and Compensation Committee Meeting held on May 10, 2022**

Upon a motion duly made and seconded, it was:

**VOTED:** To ratify and approve the Minutes of the Human Resources and Compensation Committee Meeting held on May 10, 2022.

Ms. Moran read a roll call:

Member Hoyte "Yes".  
Member Moran "Yes".  
Member Prankevicius "Yes".  
Member Taylor "Yes".

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4. **Personnel Compensation Issues**

Committee members discussed merit increases in relation to the salary and general wage adjustments that had already occurred for staff in 2022. Member Taylor expressed that taken in isolation the proposed merit increases appear skewed and not truly reflective of staff performance as a whole. She further elaborated that some staff members had previously received proportionally higher salary increases than others and the recommended merit increases reflect an attempt to equitize this a bit.

Upon a motion duly made and seconded, it was:

**VOTED:** To approve a 3% merit increase for Irene Moran and a 1.1% merit increase for Laura Barbosa and Nancy Bournival effective July 3, 2022.

Ms. Moran read a roll call:

Member Hoyte "Yes".  
Member Moran "Abstain".  
Member Pranckevicius "Yes".  
Member Taylor "Yes".

5. **Adjournment**

Upon a motion duly made and seconded, it was:

**VOTED:** To adjourn the meeting at 9:12 a.m.

Ms. Moran read a roll call:

Member Hoyte voted "Yes".  
Member Moran voted "Yes".  
Member Taylor voted "Yes".  
Member Pranckevicius voted "Yes".

6. **Documents and Exhibits**

Agenda – July 26, 2022

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James S. Hoyte  
Chairman

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Irene Moran  
Director of Retirement

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John P. Prankevicius, CPA  
Treasurer-Custodian

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Betsy Taylor  
Board Member