



SYRACUSE HOUSING AUTHORITY

Building Neighborhoods. Growing Dreams.

Board of Commissioner's Meeting

Date: June 25, 2026

Time: 12 PM

Mission: To provide quality, safe, and affordable housing; to create opportunities for SHA residents' self-sufficiency and economic independence, and to empower individual potential in an environment where people want to live, work, and build communities.

TAB 1. APPROVAL OF MINUTES

- Motion to Approve SHA Board Meeting Minutes Dated May 28, 2026

TAB 2. COMMISSIONER'S COMMITTEE REPORTS

- MOD/DEV Committee
- Finance Committee
- Governance Committee

TAB 3. MANAGEMENT – William J. Simmons

- Yardi Update
- Management Report – Unavailable due to Yardi conversion
- \$10K Overview
- 1115 Waiver Enrollment

TAB 4. DEVELOPMENT

- Development Update
 - East Adams Street Neighborhood Transformation Plan – Full Overview
 - County East Adams Commitment Clarification
 - Proposed East Adams HUD Waiver
 - Cost & Loss of Subsidy to SHA

TAB 5. FINANCIAL REPORTS

- May YTD Financial Report – Unavailable due to Yardi conversion
- FY 2026 Operating Budget for Public Housing, COCC, and Section 8
- FDS Extension Request

TAB 6. RESOLUTIONS

1. Resolution to approve Syracuse Housing Authority Budgets for Fiscal Year July 1, 2026 to June 30, 2027
2. Resolution to approve Labor Agreement between SHA and Civil Service Employees Association (CSEA)
3. Resolution to approve wages/salary increase for SHA Exempt Management Confidential Employees
4. Resolution to approve salary schedule for SHA Non-Exempt Management/Flat Rate Employees

TAB 1



SYRACUSE HOUSING AUTHORITY

Building Neighborhoods. Growing Dreams.

Board Commissioner's Board Meeting Minutes

Date: May 28, 2026

Start Time: 12:02PM

Quorum: 12:02PM

Mission: To provide quality, safe, and affordable housing; to create opportunities for SHA residents' self-sufficiency and economic independence, and to empower individual potential in an environment where people want to live, work, and build communities.

Commissioner Attendees: Chair Ryan Benz – **RECUSED AT 12:50PM**, Commissioner Milton Martinez, Commissioner Rickey Brown, Commissioner Quwanka Ellerby, Commissioner Doug Reicher, Commissioner Patricia McBride, Commissioner Monica Williams

Other: Counsel Brad Hunt of Mackenzie Hughes, Allyson Carpenter of McCormack Baron Salazar, Executive Director William Simmons, SHA Staff Members

New Board Member Welcome

New Commissioner Monica Williams was welcomed; she shared her background as a past legislator and serviced on the Syracuse Community Connections Board.

Approval of Meeting Minutes

Resolution Authorizing Approval of 05/28/2026 Meeting Minutes: Motion made by Patricia McBride, 2nd by Rickey Brown, abstention by Ryan Benz, no objections or further discussion, motion carried.

Officer Elections

Vice Chair Nominee: Rickey Brown

Committee Reports

Modernization & Development Committee

- Benderson Heights bathroom project to be rebid with revised scope
- Scattered sites flooring replacement moving into pre-construction phase
- James Geddes Row Houses additional buildings pending design completion
- Toomey Abbott elevator modernization ahead of schedule

Management Reports

- Yardi system conversion nearing completion; improved efficiency expected
- Rent Café and online payment systems to launch soon
- Homeownership reporting to transition to quarterly updates
- Emergency response efforts following recent incident commended; staff supported resident relocation, safety, and services
- Recognition of resident Tyquanne Harris receiving NYS housing scholarship

- East Adams Redevelopment overview provided by Allyson Carpenter of MBS

Financial Report

- Occupancy approximately 93.5%
- April collections decreased (~76%), likely due to Yardi transition issues
- Utility billing and accounts payable challenges improving with new vendor contacts
- Operating cash remains tight; restricted funds noted
- HUD subsidy outlook uncertain
- Section 8 utilization impacted by rising rents
- Per unit costs increasing (~\$890/unit)
- Fair Market Rent adjustments implemented to support leasing outside city

Resolutions Approved

Resolution to Approve April Financial Report: Motion made by Rickey Brown, 2nd by Patricia McBride, motion carried.

Resolution to Create an HDFC for East Adams Phase III Housing Development Fund Corporation and to Authorize Any Officer of SHA to Take Any and All Action and Execute Any and All Documents or Instruments: Motion made by Doug Reicher, 2nd by Patricia McBride, motion carried.

Resolution to Create an HDFC for East Adams Phase VIII Housing Development Fund Corporation and to Authorize Any Officer of SHA to Take Any and All Action and Execute Any and All Documents or Instruments: Motion made by Rickey Brown, 2nd by Patricia McBride, motion carried.

Motion made to go into Executive Session to Obtain Advice of Counsel at 1:14PM: Motion made by Rickey Brown, 2nd by Patricia McBride, motion carried.

Motions in Executive Session

Motion to appoint Commissioner Reicher as Chair of the Governance Committee at 2:01PM: Motion made by Ryan Benz, 2nd by Rickey Brown, motion carried.

Motion to appoint Commissioner McBride as Chair of the Finance Committee at 2:02PM: Motion made by Patricia McBride, 2nd by Quwanka Ellerby, Commissioners McBride, Ellerby, and Martinez voted in favor of the motion. Commissioners Benz, Brown, Reicher, and Williams abstained. The motion did not pass.

Motion to appoint Commissioner Reicher as Chair of the Finance Committee at 2:06PM: Motion made by Ryan Benz, 2nd by Rickey Brown, motion carried.

Motion made to exit Executive Session and return to Regular Session at 2:34PM: Motion made by Ryan Benz, 2nd by Rickey Brown, motion carried.

Regular meeting concluded at 2:40PM: Motion by Rickey Brown, 2nd by Monica Williams, motion carried.

Vice Chair

ATTESTS:

William Simmons, Secretary

TAB 2



Modernization, Development & Contracts Committee Meeting

Date: June 04, 2026

Time: 3:00PM

Attendees: Rickey Brown, MBS and SHA staff members

Modernization Updates

Upcoming Contracts:

- Benderson Heights Bathroom Renovations: Revised scope completed following initial lack of bidder interest; bid package in preparation and anticipated for release within approximately two weeks.
- James Geddes Rowhouses Siding & Window Replacements (Remaining Buildings): Environmental review of abatement scope underway; project to proceed to bid following completion of review and coordination with architectural team.

Planned Contracts:

- Architectural & Planning Projects: Contracts from recently awarded RFQ are in final execution; upcoming projects include James Geddes roof replacements, Vinette security upgrades, Central Village flooring replacements, and James Geddes elevator modernization.

Projects Under Contract or In Progress:

- Scattered Sites Flooring Replacements: Pre-construction meeting completed; weekly construction meetings underway; construction anticipated to begin late June; resident notifications in progress, including translated communications.
- Fahey Court: Project in punch list phase; full completion anticipated by July.
- Toomey Abbott Elevator Modernization: Elevator #1 completed; Elevator #2 currently under construction; sequencing adjusted to maintain building operations; project trending approximately two weeks ahead of schedule.

Physical Needs Assessments (PNAs)

- Eastwood Homes: Physical Needs Assessment initiated to evaluate redevelopment needs; inspections scheduled and underway.



Development Updates

- East Adams CNI – Updates provided by Allyson Carpenter of MBS
 - Density & Planning: City requested de-densification and provided approximately 11 Land Bank sites for review; SHA and MBS require clearer development specifications before proceeding with design; additional guidance anticipated.
 - Phase Sequencing Changes: City proposed advancing Phase 7 to accelerate relocation housing; requires relocation of SHA maintenance facilities and introduces unplanned costs; no current funding available; alternative financing options under review.
 - Funding & Approvals: Proposed phase changes may require HUD approval updates; submissions to HUD and NYS targeted by end of June.
 - Construction & Resident Impact: Ongoing concerns regarding dust and debris; mitigation strategies in place and additional measures under evaluation.
 - Relocation Housing Opportunities: MLK properties (24 units) and Charmes building (~50 units) under review; availability and accessibility to be confirmed.
 - County Infrastructure Funding (\$7M): A meeting will be scheduled with the County to discuss CNI commitment.
 - AOT Rehabilitation: Approximately 50% complete; A Wing completed with 38 households returned and occupied; B Wing under construction; C Wing forthcoming.
- Eastwood Heights Rehabilitation: 53-unit project underway; phased work and resident returns ongoing.
- Eastwood Homes Redevelopment: Evaluation underway for potential self-development; PNA will inform of next steps.

Adjourned @ 3:28 PM



SHA - Finance Committee Meeting Minutes

Date: June 23, 2026

Time: 3:00PM

Attendees: Douglas Reicher, Patricia McBride, SHA staff members and TAG associates

Labor & Contract Negotiations

- CSEA contract negotiations concluded with a tentative two-year agreement through June 30, 2028.
- Agreement includes 5% annual wage increases.
- Contract updates include use of SHA-issued technology, prohibition of recording devices, and employee responsibility for traffic violations incurred in SHA vehicles.
- Items were unanimously ratified today at 11am and will be presented to the Board for approval.

Financials Assumptions & 2026-2027 Budget

- Occupancy assumption set at a minimum of 95%, with Pioneer Homes projected lower due to redevelopment activity.
- Wage increases of 5% included across all staffing.
- Pension costs projected to increase approximately 18% over prior year.
- Insurance, utilities, and health costs projected at approximately 5% increases.
- Capital fund estimated at \$7.7 million, with allocations supporting operations and central office.
- Section 8 projections based on approximately 3,475 vouchers at \$900 per unit.

Yardi System Conversion

- Conversion to Yardi ongoing, with delays in accounts payable and financial reporting.
- Approximately 40-day disruption in payable processing created vendor backlog.
- Data migration issues are being corrected; full functionality expected in coming months.
- HUD waiver to be requested for FDS submission extension due to conversion.

RAD / RAP Funding (AOT Project)

- Confirmation with HUD that RAP funding eligibility begins January 2026; not eligible during 2025 construction period.
- Retroactive funding to be received once VMS reporting corrections are completed.

Pioneer Homes Subsidy Waiver

- HUD waiver being pursued to retain subsidy for units vacated early due to I-81 redevelopment.



- Consultants engaged documentation. to support application and
- Alternative funding *Building Neighborhoods. Growing Dreams.* through New York State may be pursued if needed.

Other Financial Updates

- Legal expenses expected to decrease.
- Central Village continues to operate at a loss and requires further review.

Adjourned

@ 4:12PM



SHA - Governance Committee Meeting Minutes

Date: June 4, 2026

Time: 2:00PM

Attendees: Patricia McBride, Ryan Benz, Douglas Reicher, and SHA staff members.

Prior Meeting Follow-Up

No outstanding items from previous meetings.

Previous Governance Committee meeting was canceled due to no agenda items.

ACOP (Admissions and Continued Occupancy Policy) Updates

Overview

Staff provided an overview of upcoming ACOP revisions in advance of Board consideration.

Full ACOP update scheduled for Board approval in July.

SHA continues to utilize Nan McKay “safe harbor” guidance for compliance.

HOTMA-Related Changes

Updates primarily driven by HOTMA (Housing Opportunity Through Modernization Act).

Implementation timeline currently set for January 1, 2027 following multiple HUD delays.

Two versions of ACOP will be presented:

- Pre-HOTMA (current policy with minor updates)
- Post-HOTMA (reflecting full regulatory changes)

Key HUD-Mandated Policy Changes

- Increase in asset threshold (from approximately \$5,000 to over \$50,000, adjusted annually).
- Revisions to income inclusions and exclusions (e.g., foster youth payments excluded).
- Increase in dependent allowance (from \$480 to \$500+, with potential annual adjustments).
- New requirements for interim recertifications based on income change thresholds (e.g., \$200 threshold).
- Minor updates to pet policy to align with New York State law; existing tenants will be grandfathered.



Impact

- Changes are expected to largely benefit tenants by expanding eligibility and reducing counted income.

Process & Implementation

- ACOP updates will be released for public comment prior to final implementation.
- Final effective date expected to align with calendar year timing for operational consistency.

Conflict of Interest Policy Review

Overview

Discussion of memo from Brad Hunt (dated April 1, 2026) regarding potential revisions to conflict of interest disclosures.

Key Considerations

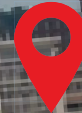
Proposed updates aim to clarify and expand disclosure requirements, including adding specificity (e.g., subcontractors).

Next Steps

- Memo to be distributed to all Board members, including new members.
Additional research and benchmarking to include:
- Review of best practices from other housing authorities
- Consultation with Housing Development Law Institute (HDLI)
- Side-by-side comparison of policies to be developed prior to further action.

Adjourned @ 2:18PM

TAB 3



WILSON PARK
1117 S. MCBRIDE ST



**TOURNAMENTS
START AT 10AM**

FOLLOW



US!

\$10K

BASKETBALL TOURNAMENT

JULY 10

MANDATORY
TRAINING CAMP DAY
2-5PM

JULY 11

9-12 Y/O CO-ED DIVISION
HS GIRLS DIVISION

JULY 25

13-15 Y/O
BOYS DIVISION

JULY 26

16-18 Y/O
BOYS DIVISION

TAB 4

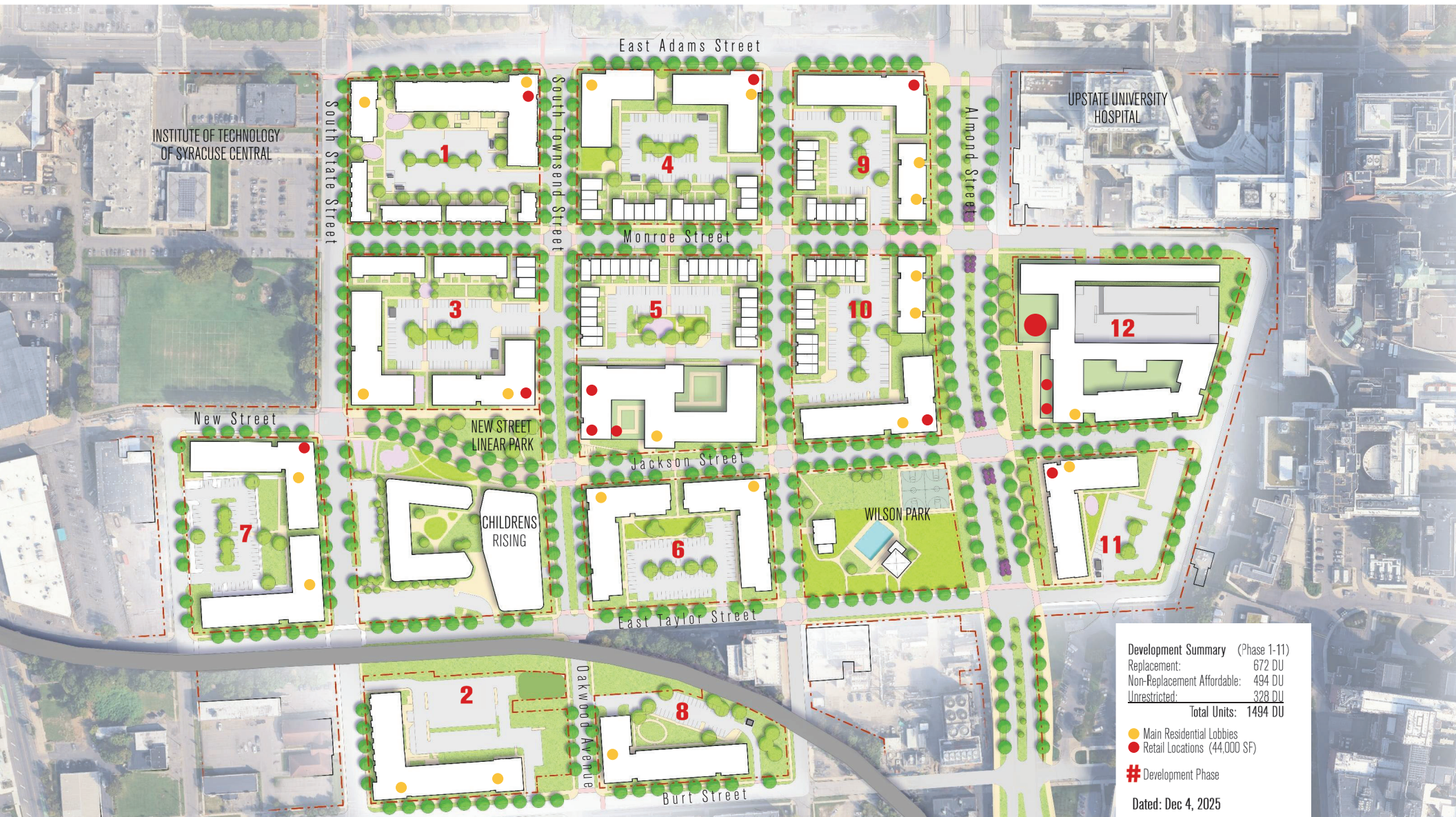
PROGRAM PLAN UPDATE June 18, 2026

EAST ADAMS



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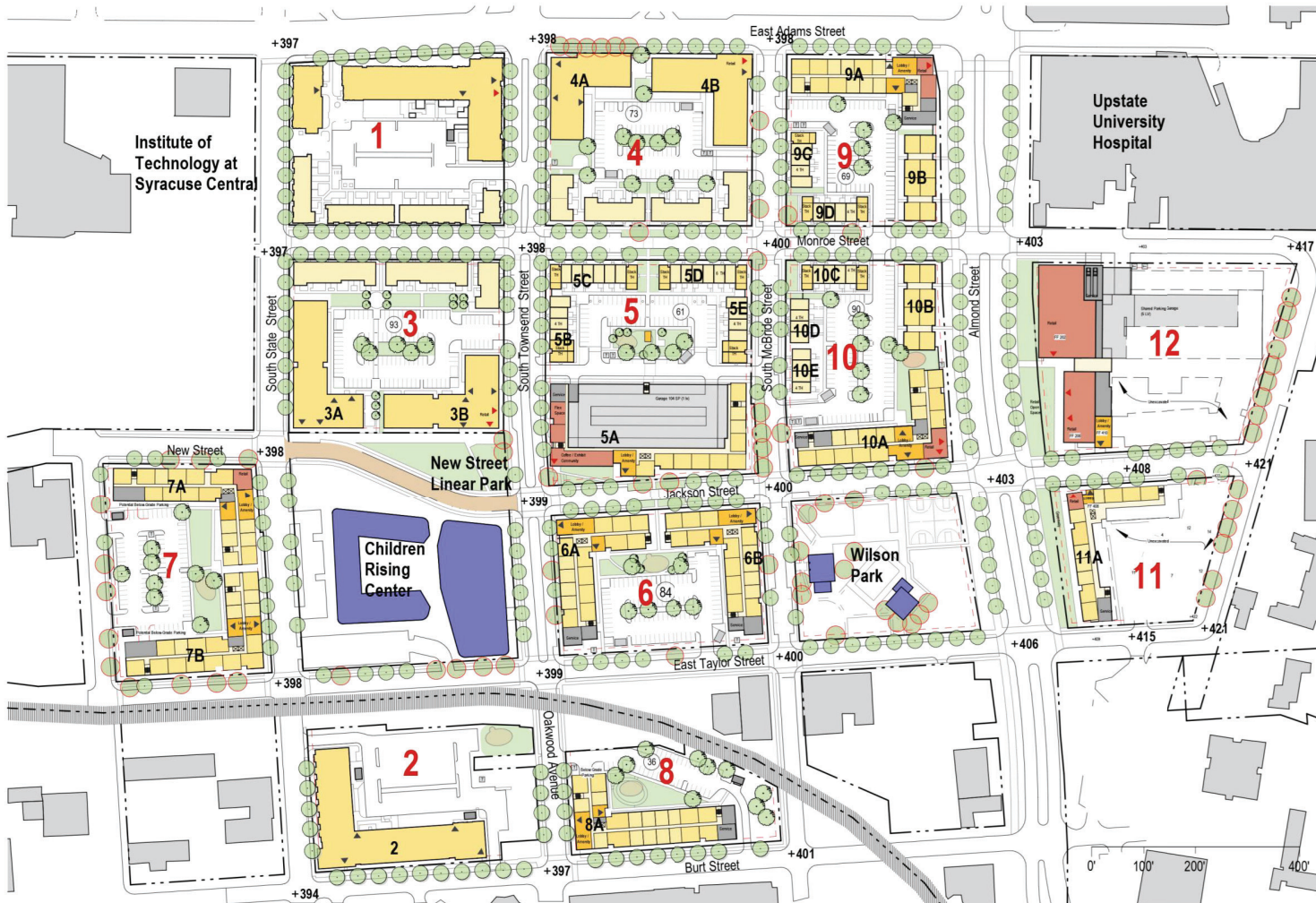
ILLUSTRATIVE CONCEPT PROGRAM PLAN

MBS- EAST ADAMS | PROGRAM PLAN STUDY - 06.11.2026

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**MCCORMACK
BARON
SALAZAR**

HCM
ASHLEY MCGRAW
ARCHITECTS

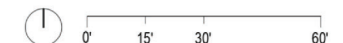


Dated: Dec 4, 2025

DEVELOPMENT PHASE

SPACE PLANNING KEY

- BOH
- CIRCULATION
- AMENITY
- LOBBY
- RETAIL
- 1BR
- 2BR
- 3BR
- 4BR
- 5BR



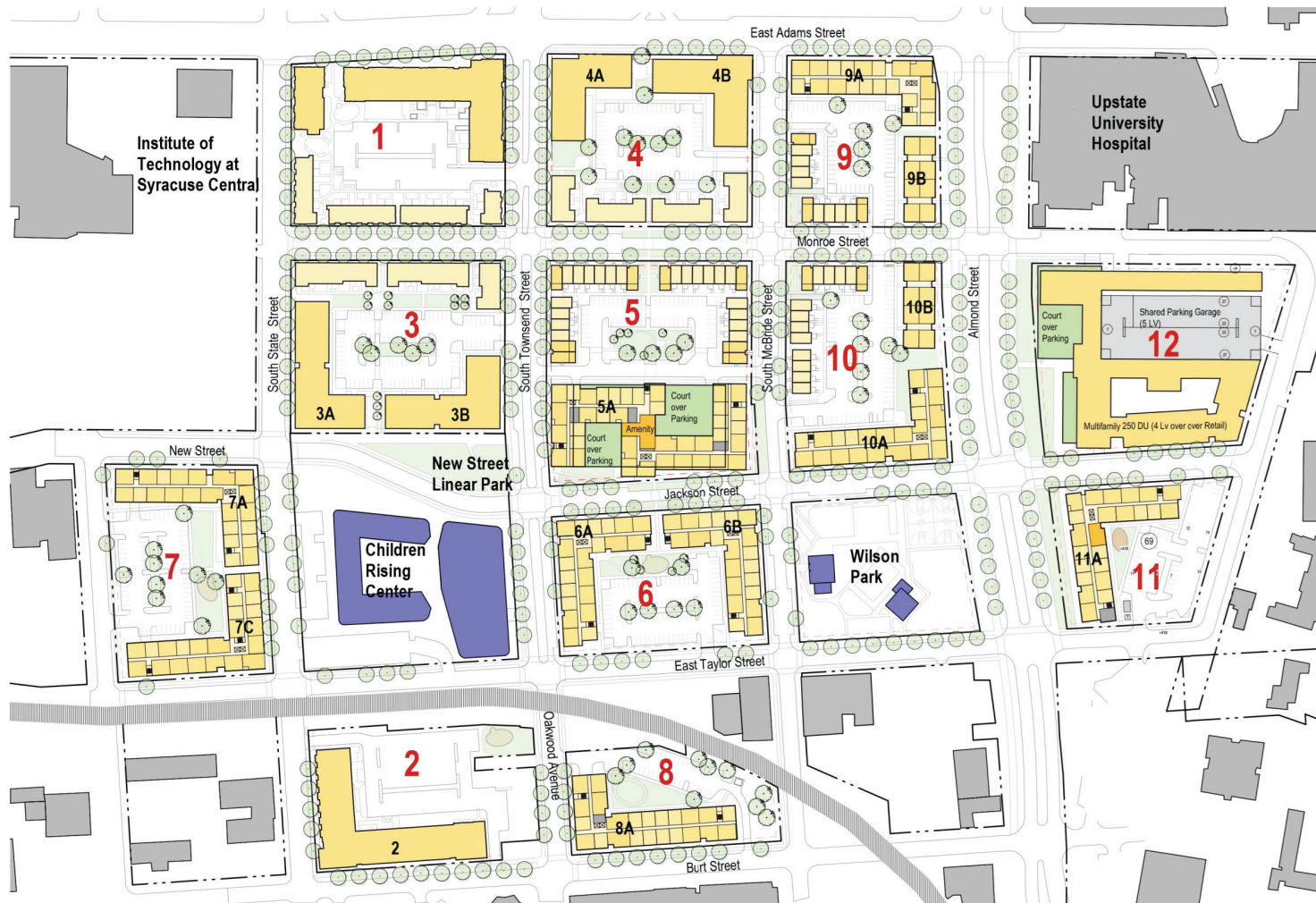
GROUND FLOOR PLAN

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Dated: Dec 4, 2025

PHASE 12 SUMMARY

Residential
 Floor Area 275,756 GSF
 Dwelling Units 250 DU

Retail
 Floor Area 26,100 GSF

Parking Required
 Residential (1.0SP/DU) 250 SP
 Retail (1 SP/300 SF) 87 SP
Total 337 SP

Parking Provided 640 SP
 Surplus Parking 303 SP

DEVELOPMENT PHASE

SPACE PLANNING KEY

- BOH
- CIRCULATION
- AMENITY
- LOBBY
- RETAIL
- 1BR
- 2BR
- 3BR
- 4BR
- 5BR



TYPICAL FLOOR PLAN

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DEVELOPMENT PHASE

BUILDING HEIGHT KEY

- 2 LEVELS
- 3 LEVELS
- 4 LEVELS
- 5 LEVELS

Dated: Dec 4, 2025

BUILDING HEIGHT DIAGRAM

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RESIDENTIAL PROGRAM and BEDROOM MIX PER PHASE

PHASE	RESIDENTIAL MIX						TOTAL DU	REPLACEMENT					TOTAL		NON REPLACE AFFORD.					TOTAL		NON REPLACE UNRESTRICTED				TOTAL	
	ST	1BD	2BD	3BD	4BD	5BD		1BD	2BD	3BD	4BD	5BD	DU	1BD	2BD	3BD	DU	1BD	2BD	3BD	DU	Studio	1BD	2BD	3BD	DU	
Phase 1	1	47	57	24	3	-	132	20	16	24	3	-	63	47.7%	20	20	0	40	30%	1	7	21	0	28	21%		
Phase 2	-	120	5	-	-	-	125	0	0	0	0	-	0	0.0%	85	2	0	87	70%	-	35	3	0	38	30%		
Phase 3	-	56	68	11	9	3	147	20	31	9	9	3	72	49.0%	24	18	2	44	30%	-	12	21	0	33	22%		
Phase 4	-	68	63	15	1	1	148	20	38	14	1	1	74	50.0%	34	7	1	42	28%	-	14	18	0	32	22%		
Phase 5	-	75	87	38	1	1	202	29	48	20	1	1	99	49.0%	29	20	12	61	30%	-	17	19	6	42	21%		
Phase 6	-	62	83	8	0	0	153	22	46	8			76	49.7%	27	18	0	45	29%	-	13	19	0	32	21%		
Phase 7	-	54	94	15	0	0	163	31	39	10			80	49.1%	23	21	5	49	30%	-	0	34	0	34	21%		
Phase 8	-	44	32	12	0	0	88	11	21	11			43	48.9%	19	8	0	27	31%	-	14	3	1	18	20%		
Phase 9	-	47	46	15	0	0	108	16	22	15			53	49.1%	22	10	0	32	30%	-	9	14	0	23	21%		
Phase 10	-	28	77	21	0	0	126	23	25	14			62	49.2%	4	28	6	38	30%	-	1	24	1	26	21%		
Phase 11		42	52	8	0	0	102	16	26	8			50	49.0%	15	14	0	29	28%	0	11	12	0	23	23%		
Total	1	643	664	167	14	5	1494	208	312	133	14	5	672	45%	302	166	26	494	33%	1	133	188	8	330	22%		

PHASE	RESIDENTIAL MIX						TOTAL DU	REPLACEMENT					TOTAL		NON REPLACE AFFORD.				TOTAL		NON REPLACE UNRESTRICTED				TOTAL	
	ST	1BD	2BD	3BD	4BD	5BD		1BD	2BD	3BD	4BD	5BD	DU	1BD	2BD	3BD	DU	20%	Studio	1BD	2BD	3BD	DU	20%		
Phase 12	0	130	100	20	0	-	250	0	0	0	0	-	0	0.0%	26	20	4	50	20%	0	104	80	16	200	80%	

MULTIFAMILY, TOWNHOUSE and NON-RESIDENTIAL PROGRAM PER PHASE

PHASE	TOTAL RES UNIT DU	TH or TH / FLAT DU	RES Amenity SF	Office SF	Retail SF
Phase 1	132	21	7,500	800	-
Phase 2	125	0	9,300	2,200	-
Phase 3	147	20	2,800	2,100	2,500
Phase 4	148	24	2,500	900	2,300
Phase 5	202	36	5,600	-	5,900
Phase 6	153	0	3,100	1,300	
Phase 7	163	0	4,800	-	1,300
Phase 8	88	0	2,300	750	-
Phase 9	108	12	2,600		2,300
Phase 10	126	16	2,900		2,200
Phase 11	102	0	1,700		1,000
Total	1494	129	45,100	8,050	17,500

PHASE	TOTAL RES UNIT DU	TH or TH / FLAT DU	Amenity SF	Office SF	Retail SF
Phase 12	250	0	6,400	-	26,100

OFF-STREET and ON-STREET PARKING BY PHASE

	Off Street Parking				On- and Off-Street Parking Combined		
	Surface	Garage	Total	Ratio (SP/DU)	On-Street	Total	Ratio (SP/DU)
Phase 1	82	0	82	0.62	24	106	0.80
Phase 2	80	0	80	0.64	0	80	0.64
Phase 3	91	0	91	0.62	24	115	0.78
Phase 4	77	0	77	0.52	27	104	0.70
Phase 5	61	104	165	0.82	33	198	0.98
Phase 6	84	0	84	0.55	36	120	0.78
Phase 7	83	0	83	0.51	23	106	0.65
Phase 8	49	43	92	1.05	0	92	1.05
Phase 9	69	0	69	0.64	14	83	0.77
Phase 10	90	0	90	0.71	25	115	0.91
Phase 11	69	0	69	0.68	12	81	0.79
Total	835	147	982	0.66	218	1200	0.80
Phase 12	0	640	640	2.56	15	655	2.62
Total	835	787	2604	0.93	233	1855	1.06

Notes:

- Phases 1,2 Data is based on Drawings prepared by HCM Design
- Phases 3,4,5,8 Data is based on data provided by Ashley McGraw
- Phases 6,7,9,10,11,12 Data is based on Program Plan dated 12.4.2025
- Development program, architecture and site design will be finalized at the time of major site plan review approval.
- On-street parking excludes East Adams Street, Almond Street, Burt Street and South State Street.

DEVELOPMENT PROGRAM

MBS- EAST ADAMS | PROGRAM PLAN STUDY 06.11.2026



Unit Types	Total RES Units	Replacement Units	Total Non Replace.	Non Replace. Affordable	Non Replace. Unrestricted
ST	1	0	1	0 0%	1 0%
1BD	643 43%	208 31%	435 53%	302 61%	133 40%
2BD	664 44%	312 46%	352 43%	166 34%	188 57%
3BD	167 11%	133 20%	34 4%	26 5%	8 2%
4BD	14 1%	14 2%	0 0%	0 0%	0 0%
5BD	5 0%	5 1%	0 0%	0 0%	0 0%
	1494 DU	672 DU	822 DU	494 DU	330 DU

Notes:

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MIXED INCOME STRATEGY BY BEDROOM SIZE

MBS- EAST ADAMS | PROGRAM PLAN STUDY - 06.11.2026



McCORMACK
BARON
SALAZAR



East Adams Neighborhood Transformation

SHA Board of Commissioners Briefing

June 2026 • Presented by McCormack Baron Salazar



OUR FOCUS

The historic 15th Ward

SHA launched this master plan to reconnect a community historically divided by the construction of Interstate 81.

"When Syracuse's I-81 was built, it cut through the heart of the 15th Ward, increasing air pollution, concentrating poverty, reducing property values, limiting economic opportunities, and displacing thousands of residents. The [East Adams and I-81] transformation is a **national model for reconnecting and reviving communities across America.**"

Senator Charles E. Schumer



A DECADE IN THE MAKING



THE FEDERAL PROGRAM

The Choice Neighborhoods Initiative

\$50 million won in 2024 · First CNI Implementation Grant in New York State

A competitive U.S. HUD program that rebuilds neighborhoods anchored by distressed public housing — replacing it with mixed-income homes and transforming the community around it across three goals.

Mixed-income housing is the heart of the model — deep affordability, workforce, and market-rate homes side by side.

Syracuse Housing Authority — Lead Grantee, with the City of Syracuse as Co-Grantee.



HOUSING

High-quality, mixed-income homes

HOUSING IMPLEMENTATION ENTITY

McCormack Baron Salazar

PEOPLE

Better outcomes in income, health & education

PEOPLE IMPLEMENTATION ENTITY

Urban Strategies, Inc.

NEIGHBORHOOD

Infrastructure, parks, the Children Rising Center & small-business initiatives

NEIGHBORHOOD IMPLEMENTATION ENTITY

City of Syracuse — Neighborhood & Business Development

FUNDING THE TRANSFORMATION

Funding & the capital stack

+\$50M

Won – HUD Choice Neighborhoods grant
Federal implementation funding

-\$30M

Lost – Reconnecting Communities (RCN) grant
A gap the team is working to backfill

FEDERAL

- Choice Neighborhoods (CNI) grant funds
- LIHTC equity
- HUD project-based vouchers

STATE

- HCR capital subsidy & soft funds
- NYS ESD funding
- State LIHTC (SLIHC) equity
- Tax-exempt bonds
- Brownfield tax credits

LOCAL & SHA

- City of Syracuse – infrastructure
- County O-CHIP – infrastructure
- SHA soft loans & seller’s notes

Replace every home, then build more

PROGRAM	APPLICATION 2024	PROPOSED 2026
Total homes	1,404	1,494
One-for-one replacement	672	672
New homes added	732	822
Total phases	11	11
Ground-floor retail	Undefined	26,100 sf

PROPOSED MIX · 1,494 HOMES

Replacement	672
Affordable	494
Market-rate	330

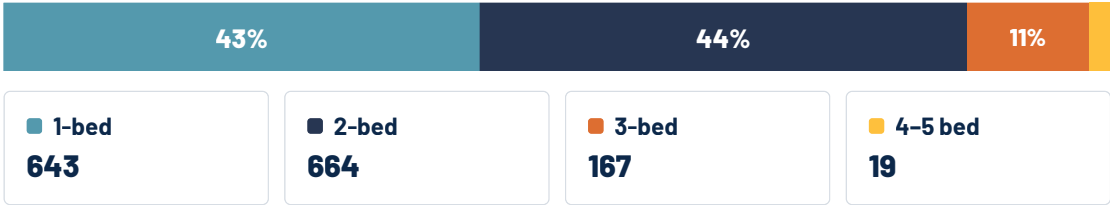
Unit mix summary

1,494

homes across Phases 1–11

Townhomes	129
Apartments	1,365

BEDROOM MIX



Includes one all-affordable senior phase (Phase 2).

TYPICAL PHASE MIX

50% public-housing replacement · 30% LIHTC affordable · 20% market-rate

RIGHT TO RETURN

Every resident in good standing can return to the new neighborhood.

RELOCATION

Handled by SHA and the development team — at no cost to residents.

BUILT FOR RESIDENTS

Project features & amenities

Every home is all-electric and highly sustainable — designed to keep residents' utility costs low and the quality high.

GEOTHERMAL HEATING & COOLING

Ground-source, all-electric systems that lower residents' long-term utility costs.

ON-SITE SUPPORT

Management offices and supportive services staffed on the ground.

IN-UNIT LAUNDRY

A washer and dryer in every family-building home.

MORE AMENITIES RESIDENTS & PARTNERS ASKED FOR

Fitness centers

Community room & lounge

Computer labs

Children's play areas

Balconies & terraces

Indoor bike storage

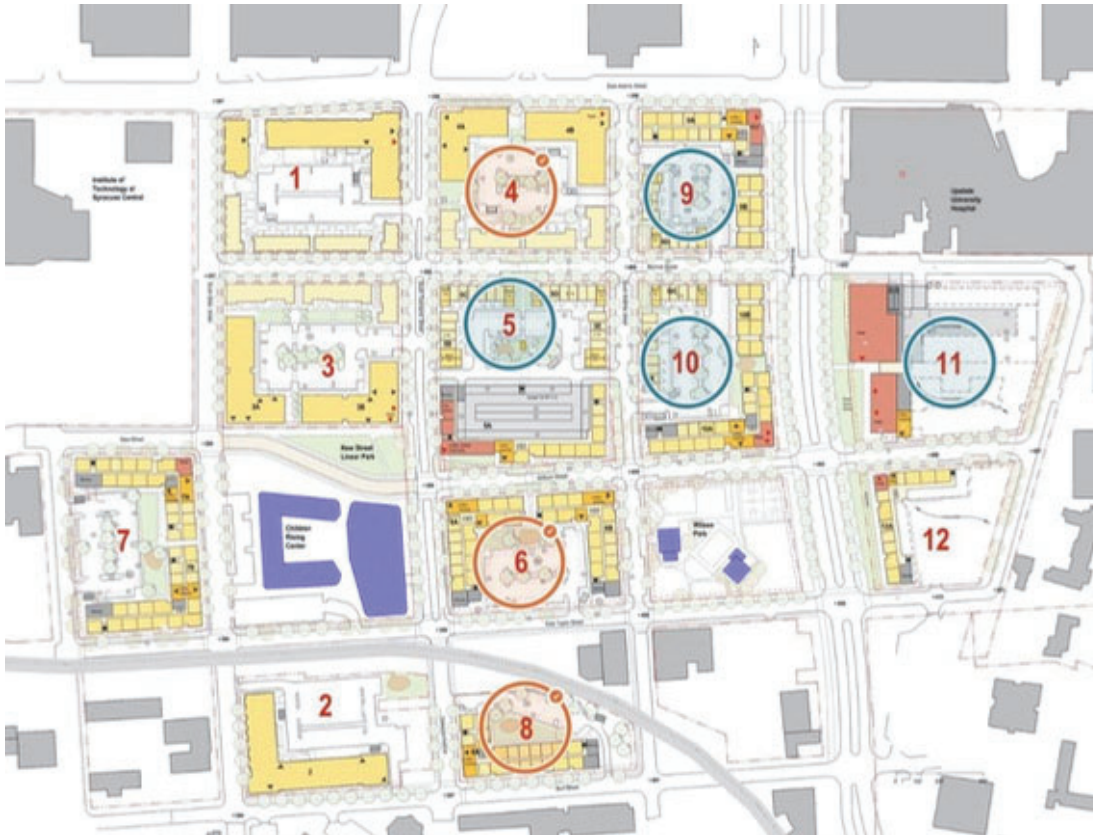
Business incubator space

Accessible & adaptable units



ENVIRONMENTAL REVIEW

Sitewide environmental conditions



A 2025 environmental study confirmed that eight phases are likely brownfield sites.

- Admitted to the program**
Phases 2, 4, 6, 8
- Suspected brownfield sites**
Phases 5, 9, 10, 11

Remediation is a real cost but it unlocks refundable NYS brownfield tax credits that help fund each deal.

GROWING THE FOOTPRINT

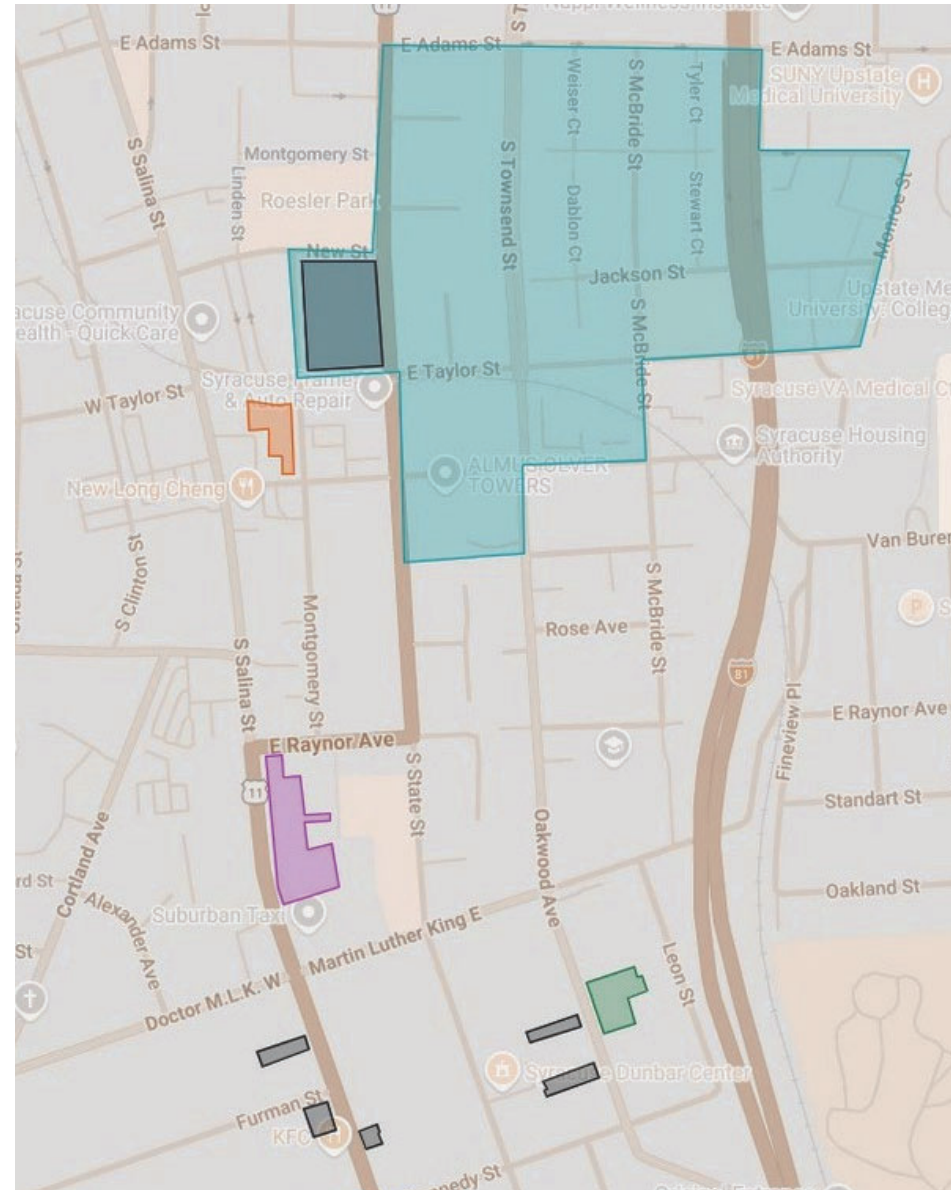
Studying off-site parcels

At the City's request, we're studying parcels adjacent to the footprint. The City wants **less density in the current 11-phase plan** — shifting some units onto nearby off-site parcels.

Narrowed to a few viable locations

Engaging owners, the City & the Land Bank to evaluate feasibility

The State advises moving quickly if we plan further changes to the master plan





THE PEOPLE & NEIGHBORHOOD PLANS

More than housing

Holistic revitalization — affordable homes woven together with education, health, jobs, and a reconnected neighborhood. Led with Urban Strategies and the City of Syracuse.

PEOPLE · URBAN STRATEGIES

- | Case management for every household
- | Cradle-to-college education, from ages 0–4 up
- | Health, wellness & recreation
- | Local hiring — MWBE, Section 3 & funded job training

NEIGHBORHOOD · CITY OF SYRACUSE

- | Public infrastructure investments
- | New streets, parks & a neighborhood greenway
- | Ground-floor retail & small-business space
- | Infill Development and Home Ownership Opportunities
- | The Children Rising Center — early learning & family hub

Nearly \$20M of the \$50M grant supports these people & neighborhood activities.

Progress Update

UNDER CONSTRUCTION

Almus Olver Towers · East Adams Phase 1 · East Adams Phase 2

IN PREDEVELOPMENT

East Adams Phase 3 — targeting a December 2026 closing

TARGETING 2027 CLOSINGS

Phases 4, 6 & 8

REMAINING PHASES

Awaiting NTP and additional predevelopment resources

CHALLENGES/OPPORTUNITIES

- | A credit-heavy capital stack — federal, state & brownfield credits
- | Limited, CRA-driven investor appetite
- | A complex deal — market-rate, retail & SHA terms
- | Pressure to accelerate multiple phases at once
- | Accelerated relocation could affect SHA's operating subsidy without a HUD waiver



See the full plan & subscribe for progress updates at www.eastadams.org

TAB 5

**Syracuse Housing Authority
Fiscal 2027 Budget
Assumptions**

1. Occupancy levels at current levels or 95% whichever is higher except for Pioneer Homes at 92% to account for Adams Street projects.
2. Wage increase 5% based on recent union negotiations.
3. Staffing levels assume all positions filled. Currently several key staff positions are vacant.
4. Pension expense increase 18% based on retirement system estimated invoice. \$1.757 million versus \$1.484 million last year. Amount due in December.
5. Insurance increase 5% based on recent HAI quotes for upcoming year.
6. Health insurance 5% increase.
7. Utility cost 5% increase over 2026. Will work with 3rd parties to contract utilities to avoid spike in price.
8. Capital Fund for this year is \$7,748,909. 10% management fee goes to COCC. Can use 20% as an operational transfer for underperforming AMPS.
9. Anticipate reduction in computer expense as YARDI software covered by Management improvement funds from the Capital Fund.
10. Section 8 revenue budget based on 3,475 vouchers per month with average \$900 payment.
11. No developer fee considered. Would be directed to Neighborhood Innovations and used to fund future development
12. Anticipate receiving NYS eminent domain funds once restrictions are cleared.

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET

JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	<u>Pioneer</u>	<u>AOT/CV/M Manor</u>	<u>Toomey Abbott</u>	<u>James Geddes</u>	<u>Vinette/Fahey</u>	<u>Bend./Scattered</u>	<u>Ross</u>	<u>Total</u> <u>2026 Budget</u>
OPERATING RECEIPTS:								
Dwelling Rental	\$2,332,013	\$825,000	\$1,108,800	\$1,934,576	\$727,263	\$777,108	\$615,496	\$8,320,256
Vacancy Loss	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Utility Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Non-Dwelling Rents	\$51,000	\$0	\$12,000	\$50,000	\$300	\$7,400	\$0	\$120,700
Total Rental Income	\$2,383,013	\$825,000	\$1,120,800	\$1,984,576	\$727,563	\$784,508	\$615,496	\$8,440,956
Interest on Gen. Fund Investments	\$2,500	\$2,000	\$1,750	\$1,500	\$1,500	\$200	\$1,000	\$10,450
Management Fees - AMP	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
PILOT Recognized Income	\$115,000	\$15,500	\$55,143	\$102,540	\$41,009	\$39,431	\$44,996	\$413,618
Tenant Charges	\$10,000	\$3,000	\$8,000	\$4,000	\$1,000	\$5,000	\$500	\$31,500
Cell Tower Site Rental	\$0	\$0	\$65,000	\$0	\$84,000	\$0	\$0	\$149,000
Other Oper. Income	\$26,000	\$30,000	\$50,000	\$55,000	\$50,000	\$25,000	\$20,000	\$256,000
TOT. OP RECEIPTS EXCL. HUD	\$2,536,513	\$875,500	\$1,300,693	\$2,147,616	\$905,072	\$854,139	\$681,992	\$9,301,524
EXPENDITURES								
Administration:								
Salaries	\$370,462	\$392,225	\$202,161	\$449,226	\$119,710	\$122,117	\$104,245	\$1,760,146
Salaries - Shared	\$39,396	\$29,547	\$26,264	\$39,397	\$19,698	\$19,698	\$16,415	\$190,416
Management Fees	\$535,583	\$169,685	\$279,702	\$442,295	\$166,187	\$145,577	\$145,300	\$1,884,329
Bookkeeping Fees	\$50,425	\$14,143	\$26,334	\$41,642	\$15,647	\$13,706	\$13,680	\$175,577
Asset Management Fees	\$73,080	\$19,440	\$36,960	\$57,240	\$21,960	\$18,840	\$19,200	\$246,720
Postage	\$7,285	\$2,500	\$3,500	\$5,000	\$1,600	\$2,000	\$1,500	\$23,385
Forms, Etc.	\$1,000	\$1,300	\$0	\$500	\$1,100	\$0	\$0	\$3,900
Non-Capitalized Equipment	\$1,000	\$500	\$0	\$1,500	\$0	\$500	\$0	\$3,500
Equipment Maintenance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Accounting & Auditing Fees	\$10,000	\$6,500	\$5,000	\$7,500	\$3,000	\$2,500	\$2,500	\$37,000
Contract Services	\$65,000	\$40,000	\$25,000	\$35,000	\$75,000	\$17,000	\$5,000	\$262,000
Fee for Service - Admin	\$5,500	\$1,500	\$1,200	\$1,500	\$1,500	\$1,250	\$1,000	\$13,450
Computer Services	\$68,000	\$50,000	\$50,000	\$100,000	\$35,000	\$10,000	\$25,000	\$338,000

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET
JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	Pioneer	AOT/CV/M Manor	Toomey Abbott	James Geddies	Vinette/Fahey	Bend./Scattered	Ross	Total 2026 Budget
Legal Expense	\$10,000	\$7,500	\$15,000	\$7,500	\$5,000	\$0	\$4,000	\$49,000
Mileage Reimbursement	\$25	\$50	\$5,000	\$500	\$400	\$500	\$500	\$6,975
Travel/Professional Development	\$5,000	\$1,000	\$1,500	\$4,500	\$1,000	\$0	\$0	\$13,000
Training	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Publications	\$0	\$0	\$0	\$180	\$0	\$0	\$0	\$180
Memberships, Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Telephone	\$10,000	\$10,000	\$10,000	\$15,000	\$8,000	\$2,140	\$5,400	\$60,540
Total Administrative Expense	\$1,251,756	\$745,890	\$687,622	\$1,208,479	\$474,801	\$355,828	\$343,741	\$5,068,117
Tenant Services:								
Salaries	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Salaries - Shared	\$32,485	\$45,476	\$53,924	\$55,429	\$32,220	\$4,599	\$28,130	\$252,262
Recreation, Publications & Other	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Recreation - Youth Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Resident Participation Activities	\$11,000	\$7,500	\$3,500	\$9,000	\$3,500	\$5,000	\$4,000	\$43,500
Contract Costs - Training & Other	\$25,000	\$16,800	\$50,000	\$100,000	\$52,000	\$5,000	\$53,000	\$301,800
Total Tenant Service Expense	\$68,485	\$69,776	\$107,424	\$164,429	\$87,720	\$14,599	\$85,130	\$597,562
Utilities:								
Labor								
Electricity	\$436,033	\$180,000	\$207,944	\$303,559	\$178,002	\$108,923	\$112,402	\$1,526,862
Gas	\$320,329	\$20,000	\$111,080	\$182,475	\$71,696	\$60,986	\$55,208	\$821,773
Water	\$470,000	\$200,000	\$175,000	\$340,208	\$100,000	\$136,701	\$80,313	\$1,502,223
Total Utilities Expense	\$1,226,362	\$400,000	\$494,024	\$826,242	\$349,698	\$306,610	\$247,923	\$3,850,858
Ordinary Maintenance:								
Labor	\$921,726	\$283,470	\$360,830	\$646,912	\$392,838	\$69,309	\$65,266	\$2,740,351
Labor - Shared	\$234,297	\$121,414	\$38,663	\$139,187	\$19,331	\$0	\$19,332	\$572,224
Materials								

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET
JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	<u>Pioneer</u>	<u>AOT/CV/M Manor</u>	<u>Toomey Abbott</u>	<u>James Geddes</u>	<u>Vinette/Fahey</u>	<u>Bend./Scattered</u>	<u>Ross</u>	<u>Total</u>
General	\$150,000	\$50,000	\$100,000	\$200,000	\$40,000	\$75,000	\$30,000	\$645,000
Painting	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0	\$1,000
Vehicles	\$10,000	\$7,000	\$4,000	\$17,250	\$2,500	\$500	\$550	\$41,800
Grounds	\$4,200	\$6,000	\$5,580	\$3,500	\$50	\$5,000	\$2,500	\$26,830
Plumbing	\$15,000	\$3,000	\$2,000	\$10,000	\$500	\$30,000	\$5,000	\$65,500
Electrical	\$1,000	\$3,000	\$1,000	\$0	\$250	\$0	\$0	\$5,250
Heating & A/C	\$1,500	\$1,000	\$5,000	\$0	\$0	\$0	\$0	\$7,500
Structures	\$5,000	\$0	\$3,000	\$5,000	\$10,000	\$1,300	\$0	\$24,300
Elevators	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Lock Shop	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ranges	\$0	\$4,000	\$0	\$5,000	\$0	\$0	\$0	\$9,000
Refrigerators	\$0	\$0	\$0	\$10,500	\$0	\$0	\$0	\$10,500
Extermination	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Materials	\$187,700	\$74,000	\$120,580	\$251,250	\$53,300	\$111,800	\$38,050	\$836,680
Contract Maintenance Costs								
Contract Painting	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Trash Removal	\$125,000	\$57,363	\$29,604	\$83,727	\$13,308	\$21,042	\$18,743	\$348,788
Elevator Maintenance	\$0	\$0	\$25,000	\$38,160	\$42,000	\$0	\$19,080	\$124,240
Maint. & Oper. Communications	\$7,200	\$7,000	\$18,000	\$15,000	\$9,000	\$1,400	\$10,000	\$67,600
Contract Space Rental	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Contract Heating & Air Conditioning	\$5,000	\$1,000	\$10,000	\$0	\$5,000	\$0	\$0	\$21,000
Contract Grounds	\$0	\$4,000	\$110,000	\$0	\$5,000	\$55,500	\$10,000	\$184,500
Contract Plumbing	\$15,000	\$1,000	\$5,500	\$10,000	\$350	\$5,000	\$5,000	\$41,850
Contract Site Improve/Structures	\$0	\$1,000	\$18,000	\$2,000	\$15,000	\$13,000	\$0	\$49,000
Contract Extermination	\$60,000	\$25,000	\$50,000	\$54,463	\$32,000	\$32,000	\$25,000	\$278,463
Contract VAPC	\$120,000	\$50,000	\$148,000	\$170,000	\$21,100	\$34,000	\$22,400	\$565,500
Fee for Service - Fleet Maint	\$110,000	\$35,000	\$27,000	\$86,000	\$38,000	\$3,000	\$3,600	\$302,600
Fee for Service - Lock Shop	\$15,000	\$4,000	\$8,000	\$12,000	\$2,000	\$1,600	\$520	\$43,120
Fee for Service - Housing Inspections	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fee for Service - Maintenance Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET
JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	Pioneer	AOT/CV/MM	Manor	Toomey Abbott	James Geddes	Vinette/Fahey	Bend./Scattered	Ross	Total 2026 Budget
Contract Electrical	\$0	\$1,000	\$0	\$0	\$1,600	\$0	\$0	\$1,000	\$3,600
Total Contract Maintenance	\$457,200	\$186,363	\$449,104	\$472,950	\$182,758	\$166,542	\$115,343	\$2,030,261	\$6,179,516
Total Ordinary Maintenance	\$1,800,923	\$665,248	\$969,176	\$1,510,299	\$648,227	\$347,651	\$237,991	\$6,179,516	\$6,179,516
Protective Services:									
Salaries	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Salaries - Shared	\$36,056	\$28,082	\$23,330	\$29,693	\$14,846	\$10,605	\$10,605	\$10,605	\$153,216
Labor: Police Officers	\$60,000	\$60,000	\$18,000	\$53,000	\$23,462	\$17,597	\$17,597	\$17,597	\$249,656
Materials	\$4,000	\$3,000	\$2,000	\$3,000	\$7,500	\$1,037	\$1,037	\$1,000	\$21,537
Fee for Service - Security	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Contract Costs	\$2,500	\$1,000	\$54,000	\$58,793	\$50,000	\$900	\$54,254	\$54,254	\$221,447
Total Protective Services	\$102,556	\$92,082	\$97,330	\$144,486	\$95,809	\$30,139	\$83,455	\$645,856	\$645,856
General Expenses:									
Insurance Expense:									
Auto Insurance	\$47,960	\$39,137	\$9,121	\$33,287	\$10,196	\$0	\$1,179	\$140,882	\$140,882
Fire & Extended Coverage	\$165,803	\$221,861	\$51,773	\$120,620	\$27,152	\$85,151	\$22,944	\$695,304	\$695,304
Boiler Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Computer Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
General Liability Insurance	\$50,000	\$43,369	\$29,887	\$33,377	\$17,753	\$15,233	\$16,669	\$206,287	\$206,287
Director's & Officer's Liability	\$21,924	\$15,936	\$11,088	\$12,260	\$6,563	\$5,652	\$5,760	\$79,184	\$79,184
Law Enforcement Liability	\$6,677	\$4,901	\$3,377	\$3,780	\$2,004	\$1,726	\$1,751	\$24,217	\$24,217
Pesticide Liability	\$3,600	\$2,724	\$1,877	\$2,097	\$1,115	\$957	\$975	\$13,345	\$13,345
Fidelity Bond	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Money & Securities	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Worker's Compensation	\$110,000	\$60,000	\$40,000	\$62,000	\$43,000	\$4,000	\$14,000	\$333,000	\$333,000
Total Insurance Liability	\$405,965	\$387,928	\$147,123	\$267,422	\$107,783	\$112,719	\$63,279	\$1,492,219	\$1,492,219

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET
JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	<u>Pioneer</u>	<u>AOT/CV/MM</u>	<u>Manor</u>	<u>Toomey Abbott</u>	<u>James Geddes</u>	<u>Vinette/Fahey</u>	<u>Bend./Scattered</u>	<u>Ross</u>	<u>Total</u> <u>2026 Budget</u>
Employee Contributions:									
Retirement	\$254,419	\$217,694		\$117,420	\$227,619	\$100,379	\$27,800	\$41,911	\$987,242
FICA/Medicare	\$124,058	\$98,569		\$53,953	\$94,112	\$44,171	\$12,387	\$18,910	\$446,159
Health Insurance	\$267,352	\$267,509		\$201,486	\$382,463	\$173,392	\$54,990	\$56,236	\$1,403,429
Unemployment	\$35,000	\$0		\$0	\$0	\$0	\$0	\$0	\$35,000
Dental / Vision Insurance	\$33,000	\$30,000		\$16,000	\$30,000	\$12,000	\$3,000	\$5,152	\$129,152
NYS Disability	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0
General Fringe Benefits	\$0	\$1,000		\$0	\$0	\$92	\$0	\$500	\$1,592
Health Insurance- Retirees	\$134,488	\$80,000		\$70,000	\$82,292	\$41,229	\$55,114	\$31,295	\$494,418
Total Employee Benefits Contrib.	\$848,316	\$694,771		\$458,859	\$816,486	\$371,264	\$153,291	\$154,003	\$3,496,991
Collection Losses	\$120,000	\$40,000		\$40,000	\$95,000	\$15,000	\$25,000	\$25,000	\$360,000
PILOT	\$115,000	\$15,500		\$55,143	\$102,540	\$41,009	\$39,431	\$44,996	\$413,618
Other General Expenses	\$12,000	\$11		\$1,000	\$5,000	\$1,000	\$4,000	\$0	\$23,011
Total General Expenses	\$247,000	\$55,511		\$96,143	\$202,540	\$57,009	\$68,431	\$69,996	\$796,629
Total Routine Expenses	\$5,951,363	\$3,111,206		\$3,057,700	\$5,140,384	\$2,192,311	\$1,389,267	\$1,285,518	\$22,127,748
Non-Routine Expenses:									
Extraordinary Maintenance	\$35,000	\$0		\$0	\$0	\$0	\$0	\$0	\$35,000
Replacement of Equipment	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0
Betterments & Additions	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0
Casualty Loss - Non- Capitalized	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0
Total Non-Routine Expenses	\$35,000	\$0		\$0	\$0	\$0	\$0	\$0	\$35,000
Other Expenditures:									
Prior Year Adjustments	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0

SYRACUSE HOUSING AUTHORITY FYE 2027 OPERATING BUDGET
JULY 1, 2026 - JUNE 30, 2027

Low Income Public Housing Consolidated

	Pioneer	AOT/CV/M Manor	Toomey Abbott	James Geddes	Vinette/Fahey	Bend./Scattered	Ross	Total 2026 Budget
EPC Interest & Amortization Expense	\$20,000	\$22,000	\$10,160	\$13,541	\$4,000	\$3,300	\$3,300	\$76,301
Gain / Loss Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Other Expenditures	\$20,000	\$22,000	\$10,160	\$13,541	\$4,000	\$3,300	\$3,300	\$76,301
TOTAL OPERATING EXPENSES	\$6,006,363	\$3,133,206	\$3,067,860	\$5,153,925	\$2,196,311	\$1,392,567	\$1,288,818	\$22,239,049
Net Loss Before HUD Subsidy	-\$3,469,850	-\$2,257,706	-\$1,767,167	-\$3,006,309	-\$1,291,239	-\$538,429	-\$606,826	-\$12,937,525
HUD Operating Subsidy	\$3,423,203	\$1,041,366	\$3,171,519	\$2,722,235	\$1,055,707	\$958,636	\$634,889	\$13,007,554
CFP Mod Operations Transfer	\$50,000	\$200,000	\$0	\$0	\$0	\$0	\$0	\$250,000
CP Debt Service Transfer	\$24,000	\$5,225	\$0	\$287,959	\$32,000	\$3,933	\$25,620	\$378,737
Net Operating Income	\$27,353	-\$1,011,115	\$1,404,351	\$3,884	-\$203,532	\$424,140	\$53,683	\$698,765

SYRACUSE HOUSING AUTHORITY
JULY 1, 2025 - JUNE 30, 2026

SECTION 8

	2026 Proposed Budget Section 8	2025 Actual YTD March	2025 Annualized March	2027 Budget Section 8
OPERATING RECEIPTS:				
Housing Assistance Payments	\$34,750,000	\$26,740,783	\$35,654,377	\$37,530,000
Administrative Fees	\$4,088,203	\$2,650,402	\$3,533,869	\$3,918,258
Hard to House/LBP Clearance Fees	\$0	\$0	\$0	\$0
FSS Coordinator Fees	\$0	\$0	\$0	\$0
Homeownership Fees	\$0	\$0	\$0	\$0
Audit Costs	\$0	\$0	\$0	\$0
Interest Income - HAP Reserves	\$0	\$0	\$0	\$0
Forfeited FSS Escrow Accounts	\$0	\$0	\$0	\$0
Fraud Repayments (HUD Share)	\$1,502	\$6,420	\$8,560	\$8,500
Interest Income - Admin Fee Reserves	\$14,433	\$13,292	\$17,723	\$17,723
Fraud Repayments (HA Share)	\$1,502	\$4,399	\$5,865	\$3,000
One Time Administrative Fees	\$0	\$0	\$0	\$0
Misc. Income	\$0	\$49,321	\$65,761	\$0
Total Income	\$38,855,640	\$29,464,617	\$39,286,156	\$41,477,481
EXPENDITURES				
Housing Assistance Payments:				
HAP - Occupied Unit	\$34,750,000	\$24,934,700	\$33,246,266	\$37,530,000
HAP - Vacant Unit	\$0	\$0	\$0	\$0
HAP - Tenant Damage	\$0	\$0	\$0	\$0
HAP - Utility Reimb	\$0	\$0	\$0	\$0
HAP - FSS Escrow	<u>\$250,000</u>	<u>\$389,161</u>	<u>\$518,881</u>	<u>\$250,000</u>
Total HAP Payments	\$35,000,000	\$25,323,860	\$33,765,147	\$37,780,000
Administration:				
Salaries	\$1,266,576	\$1,087,635.23	\$1,450,180	\$1,522,689
Compensated Absences	\$0	\$0	\$0	\$0
Management Fee	\$817,641	\$487,530	\$650,041	\$783,652
Bookkeeping Fee	\$333,871	\$228,143	\$304,190	\$312,750
Postage	\$26,931	\$19,653	\$26,204	\$20,000
Forms, Etc.	\$5,000	\$4,263	\$5,684	\$5,000
Equipment Maintenance	\$0	\$0	\$0	\$0
Accounting & Auditing Fees	\$32,281	\$21,411	\$28,548	\$21,000
Computer Services	\$149,469	\$153,770	\$205,027	\$150,000
Admin Expense - Misc.	\$0	\$0	\$0	\$0
Non-Capitalizable Equipment	\$3,500	\$555	\$740	\$3,500
Legal Expense	\$0	\$738	\$983	\$500
Mileage Reimbursement	\$0	\$0	\$0	\$0
Travel/Professional Development	\$20,000	\$16,482	\$21,976	\$22,000
Training	\$500	\$0	\$0	\$0
Publications	\$500	\$478	\$637	\$500
Consultant Fees	\$0	\$0	\$0	\$0
Telephone	\$14,147	\$8,984	\$11,978	\$12,000
Other Admin. Expenses	<u>\$190,978</u>	<u>\$163,038</u>	<u>\$217,384</u>	<u>\$150,000</u>
Total Administrative Expense	\$2,861,394	\$2,192,680	\$2,923,573	\$3,003,591
General Expenses:				

SYRACUSE HOUSING AUTHORITY
JULY 1, 2025 - JUNE 30, 2026

SECTION 8

	2026 Proposed Budget Section 8	2025 Actual YTD March	2025 Annualized March	2027 Budget Section 8
Insurance Expense:				
Computer Insurance	\$0	\$0	\$0	\$0
General Liability Insurance	\$0	\$0	\$0	\$0
Director's & Officer's Liability	\$0	\$0	\$0	\$0
Fidelity Bond	\$0	\$0	\$0	\$0
Worker's Compensation	\$12,143	\$10,739	\$14,319	\$14,000
Total Insurance Liability	\$12,143	\$10,739	\$14,319	\$14,000
Employee Contributions:				
Retirement	\$176,828	\$149,965	\$199,953	\$235,945
FICA/Medicare	\$90,242	\$78,078	\$104,103	\$109,309
Health Insurance	\$373,266	\$239,389	\$319,185	\$335,144
Unemployment	\$0	\$0	\$0	\$0
Dental / Vision Insurance	\$32,373	\$22,782	\$30,375	\$30,000
NYS Disability	\$0	\$0	\$0	\$0
Terminal Leave Payments	\$0	\$0	\$0	\$0
Fringe Benefits	\$0	\$0	\$0	\$0
Health Care - Retirees	\$16,599	\$48,362	\$64,483	\$50,000
Total Employee Benefits Contrib.	\$689,308	\$538,575	\$718,100	\$760,398
Total General Expense (Insur. & Bene.)	\$701,451	\$549,314	\$732,419	\$774,398
Other Expenditures:				
Other General Expenses	\$54,519	\$53,783	\$71,711	\$71,711
Contract - Space Rental	\$0	\$0	\$0	\$0
Office Space Rental - James Geddes	\$76,925	\$57,693	\$76,925	\$76,925
Property Betterments & Additions	\$0	\$0	\$0	\$0
Depreciation, Interest & Amortization Expense	\$0	\$0	\$0	\$0
Prior Year Adjustments	\$0	\$44,605	\$59,474	\$0
Total Other Expenditures	\$131,444	\$156,082	\$208,109	\$148,635
Total Admin & General Expenses	\$3,694,288	\$2,898,076	\$3,864,102	\$3,926,624
TOTAL EXPENSES	\$38,694,288	\$28,221,937	\$37,629,249	\$41,706,624
Net Income/(Loss)	\$161,352	\$1,242,680	\$1,656,907	\$414,227

Unrestricted

\$6,857

FISCAL 2022 SHA OPERATING BUDGET
JULY 1, 2025 - JUNE 30, 2026

Central Office Cost Center	2026 Proposed Budget COCC	2026 Actual YTD March	2026 Annualized March	2027 Budget COCC
OPERATING RECEIPTS:				
Dwelling Rental	\$0	\$0	\$0	\$0
Vacancy Loss	\$0	\$0	\$0	\$0
Utility Allowance	\$0	\$0	\$0	\$0
Cell Tower Site Rental	\$0	\$0	\$0	\$0
Non-Dwelling Rents	<u>\$49,200</u>	<u>\$36,900</u>	\$49,200	<u>\$25,000</u>
Total Rental Income	\$49,200	\$36,900	\$49,200	\$25,000
Interest on Gen. Fund Investments	\$0	\$0	\$0	\$0
Management Fees - AMPs	\$1,929,792	\$1,263,955	\$1,685,273	\$1,884,329
Bookkeeping Fee - AMPs	\$194,040	\$131,025	\$174,700	\$175,577
Asset Mgt. Fee - AMPs	\$269,400	\$209,850	\$279,800	\$246,720
Management Fees - CFP	\$781,555	\$751,157	\$1,001,543	\$774,891
Management Fees - HCV	\$817,641	\$487,530	\$650,041	\$783,652
Bookkeeping Fees - HCV	\$333,871	\$228,143	\$304,190	\$312,750
Management fees - E Hgts, E Homes, HOS, LB	\$123,078	\$94,844	\$126,459	\$126,000
Fee for Service Income	\$243,000	\$136,562	\$182,083	\$45,521
Other Operating Income	<u>\$71,000</u>	<u>\$40,365</u>	\$53,819	<u>\$13,455</u>
TOT. OP RECEIPTS EXCL. HUD	\$4,812,577	\$3,380,330	\$4,507,107	\$4,387,893
EXPENDITURES				
Administration:				
Salaries	\$2,046,756	\$1,687,541	\$2,250,055	\$2,362,557
Salaries - Shared	\$95,675	\$114,618	\$152,824	\$160,465
Management Fees	\$0	\$0	\$0	\$0
Bookkeeping Fees	\$0	\$0	\$0	\$0
Asset Management Fees	\$0	\$0	\$0	\$0
Postage	\$15,745	\$9,127	\$12,169	\$12,000
Forms, Etc.	\$6,000	\$12,390	\$16,520	\$15,000
Non-Capitalized Equipment	\$18,000	\$87,581	\$116,774	\$18,000
Equipment Maintenance	\$3,000	\$3,268	\$4,357	\$4,000
Accounting & Auditing Fees	\$4,146	\$26,907	\$35,875	\$25,000
Admin Expense - Misc.	\$152,088	\$120,791	\$161,055	\$150,000
Employee Activities Expense	\$25,000	\$3,860	\$5,147	\$7,500
Fee for Service - Admin	\$0	\$0	\$0	\$0
Computer Services	\$215,856	\$304,302	\$405,736	\$300,000
Legal Expense	\$100,000	\$126,906	\$169,208	\$100,000
Mileage Reimbursement	\$0	\$0	\$0	\$0
Travel/Professional Development	\$180,000	\$126,807	\$169,076	\$120,000
Training	\$5,000	\$13,855	\$18,473	\$5,000
Publications	\$1,500	\$0	\$0	\$0
Memberships, Dues & Fees	\$50,000	\$22,775	\$30,367	\$30,000
Telephone	<u>\$42,055</u>	<u>\$36,221</u>	<u>\$48,295</u>	<u>\$48,295</u>
Total Administrative Expense	\$2,960,821	\$2,696,947	\$3,595,930	\$3,357,818
Tenant Services:				
Salaries	\$0	\$0	\$0	\$0
Salaries - Shared	\$0	\$0	\$0	\$0
Recreation, Publications & Other	\$0	\$0	\$0	\$0
Recreation - Youth Services	\$0	\$0	\$0	\$0
Resident Participation Activities	\$0	\$0	\$0	\$0
Contract Costs - Training & Other	<u>\$0</u>	<u>\$0</u>	\$0	<u>\$0</u>
Total Tenant Service Expense	\$0	\$0	\$0	\$0
Utilities:				
Electricity	\$32,706	\$21,514	\$28,685	\$30,119

FISCAL 2022 SHA OPERATING BUDGET
JULY 1, 2025 - JUNE 30, 2026

Central Office Cost Center	2026 Proposed Budget COCC	2026 Actual YTD March	2026 Annualized March	2027 Budget COCC
Gas	\$12,728	\$29,727	\$39,636	\$41,618
Water	<u>\$3,420</u>	<u>\$7,510</u>	\$10,013	<u>\$10,013</u>
Total Utilities Expense	\$48,855	\$58,750	\$78,334	\$81,750
Ordinary Maintenance:				
Labor	\$260,564	\$239,592	\$319,456	\$335,428
Labor - Shared	\$78,802	\$44,186	\$58,914	\$61,860
Materials				
General	\$64,918	\$36,325	\$48,434	\$40,000
Painting	\$634	\$816	\$1,089	\$1,000
Vehicles	\$13,028	\$33,260	\$44,347	\$44,347
Grounds	\$682	\$10,188	\$13,584	\$13,584
Plumbing	\$704	\$1,185	\$1,581	\$1,581
Electrical	\$64	\$0	\$0	\$0
Heating & A/C	\$10,839	\$21,813	\$29,084	\$15,000
Structures	\$625	\$2,354	\$3,139	\$2,500
Elevators	\$0	\$0	\$0	\$0
Lock Shop	\$413	\$164	\$219	\$250
Ranges	\$0	\$0	\$0	\$0
Refrigerators	\$0	\$0	\$0	\$0
Extermination	<u>\$0</u>	<u>\$0</u>	\$0	<u>\$0</u>
Total Materials	\$91,907	\$106,107	\$141,476	\$118,262
Contract Maintenance Costs				
Contract Painting	\$450	\$0	\$0	\$0
Trash Removal	\$9,740	\$54,639	\$72,852	\$15,000
Elevator Maintenance	\$5,573	\$50,827	\$67,769	\$3,900
Maint. & Oper. Communications	\$3,339	\$4,076	\$5,435	\$5,400
Contract Space Rental	\$7,643	\$11,635	\$15,514	\$15,000
Contract Heating & Air Conditioning	\$0	\$0	\$0	\$0
Contract Grounds	\$75	\$68	\$91	\$0
Fee for Service - Maintenance Services	\$750	\$0	\$0	\$0
Contract Site Improve/Structures	\$3,000	\$3,195	\$4,260	\$3,000
Contract Extermination	\$4,311	\$2,989	\$3,985	\$3,500
Contract VAPC	\$0	\$1,049	\$1,399	\$0
Fee for Service - Fleet Maint	\$20,042	\$34,821	\$46,427	\$40,000
Fee for Service - Lock Shop	\$0	\$0	\$0	\$0
Fee for Service - VAPC Coord	\$0	\$0	\$0	\$0
Fee for Service - Wrk Order Hndlg	\$0	\$0	\$0	\$0
Fee for Service - Risk Mgt/Code PM	\$0	\$0	\$0	\$0
Contract Electrical	<u>\$0</u>	<u>\$0</u>	\$0	<u>\$0</u>
Total Contract Maintenance	\$54,923	\$163,298	\$217,731	\$85,800
Total Ordinary Maintenance	\$486,195	\$553,182	\$737,576	\$601,350
Protective Services:				
Salaries	\$0	\$0	\$0	\$0
Salaries - Shared	\$51,040	\$34,844	\$46,458	\$48,781
Labor:Police Officers	\$37,520	\$17,597	\$23,462	\$23,400
Materials	\$0	\$0	\$0	\$0
Fee for Service - Security	\$0	\$0	\$0	\$0
Contract Costs	<u>\$0</u>	<u>\$1,035</u>	\$1,380	<u>\$1,400</u>
Total Protective Services	\$88,560	\$53,475	\$71,300	\$73,581
General Expenses:				
Insurance Expense:				

FISCAL 2022 SHA OPERATING BUDGET
JULY 1, 2025 - JUNE 30, 2026

Central Office Cost Center	2026 Proposed Budget COCC	2026 Actual YTD March	2026 Annualized March	2027 Budget COCC
Auto Insurance	\$15,420	\$24,406	\$32,541	\$34,169
Fire & Extended Coverage	\$16,197	\$21,325	\$28,433	\$29,854
Boiler Insurance	\$0	\$0	\$0	\$0
Computer Insurance	\$0	\$0	\$0	\$0
General Liability Insurance	\$0	\$0	\$0	\$0
Director's & Officer's Liability	\$0	\$0	\$0	\$0
Law Enforcement Liability	\$0	\$0	\$0	\$0
Pesticide Liability	\$0	\$0	\$0	\$0
Fidelity Bond	\$0	\$0	\$0	\$0
Money & Securities	\$0	\$0	\$0	\$0
Worker's Compensation	\$53,888	\$40,965	\$54,620	\$40,000
Total Insurance Liability	\$85,505	\$86,695	\$115,594	\$104,023
Employee Contributions:				
Retirement	\$358,157	\$295,631	\$394,174	\$465,125
FICA/Medicare	\$202,627	\$158,082	\$210,776	\$221,315
Health Insurance	\$524,037	\$418,545	\$558,060	\$585,963
Unemployment	\$10,000	\$10,819	\$14,425	\$15,000
Dental / Vision Insurance	\$48,543	\$53,823	\$71,764	\$60,000
NYS Disability	\$0	\$0	\$0	\$0
General Fringe Benefits	\$500	(\$133)	(\$177)	\$500
Health Insurance- Retirees	\$274,654	\$178,593	\$238,124	\$238,124
Total Employee Benefits Contrib.	\$1,418,517	\$1,115,359	\$1,487,146	\$1,586,026
Collection Losses	\$0	\$0	\$0	\$0
Taxes - NEW	\$0	\$0	\$0	\$0
Other General Expenses	\$3,000	\$28,533	\$28,533	\$3,000
Total General Expenses	\$1,507,023	\$1,230,588	\$1,631,273	\$1,693,049
Total Routine Expenses	\$5,091,454	\$4,592,943	\$6,114,413	\$5,807,548
Non-Routine Expenses:				
Extraordinary Maintenance	\$0	\$0	\$0	\$0
Replacement of Equipment	\$0	\$0	\$0	\$0
Betterments & Additions	\$0	\$0	\$0	\$0
Casualty Loss - Non- Capitalized	\$0	\$0	\$0	\$0
Total Non-Routine Expenses	\$0	\$0	\$0	\$0
Other Expenditures:				
Prior Year Adjustments	\$0	\$0	\$0	\$0
Depreciation, Interest & Amortization Expense	\$0	\$0	\$0	\$0
(Gain) / Loss Equipment, Land	(\$450,000)	\$0	\$0	(\$3,683,975)
Total Other Expenditures	(\$450,000)	\$0	\$0	(\$3,683,975)
TOTAL OPERATING EXPENSES	\$4,641,454	\$4,592,943	\$6,114,413	\$2,123,573
Net Operating Income/(Loss)	\$171,124	(\$1,212,613)	(\$1,607,306)	\$2,264,321

TAB 6

**RESOLUTION TO APPROVE
SYRACUSE HOUSING AUTHORITY ASSET MANAGEMENT
PROJECTS (AMP) BUDGETS
FOR FISCAL YEAR JULY 1, 2026 TO JUNE 30, 2027**

WHEREAS, the Syracuse Housing Authority is required by the US Department of Housing and Urban Development to produce annual budgets for all Asset Management Projects; and

WHEREAS, these budgets are required to have Housing Authority Board Approval; and

WHEREAS, the Syracuse Housing Authority has produced budgets for the July 1, 2026 to June 30, 2027 Fiscal Year;

NOW BE IT THEREFORE RESOLVED, that the Syracuse Housing Authority Board of Commissioners hereby authorizes submission of the July 1, 2026 to June 30, 2027 Fiscal Year Asset Management Projects budget to the US Department of Housing and Urban Development in the name of Syracuse Housing Authority.

June 25, 2026

Vice Chairperson

**RESOLUTION APPROVING LABOR AGREEMENT
BETWEEN SYRACUSE HOUSING AUTHORITY
AND
THE CIVIL SERVICE EMPLOYEES ASSOCIATION**

WHEREAS, there has been presented at this meeting a proposed Tentative Labor Agreement between the Syracuse Housing Authority and the Syracuse Housing Authority Unit 7802-00 of Onondaga County Local 834, Civil Service Employees Association, Inc., which covers conditions of employment and schedule of salaries for employees; said agreement being for the twenty-four month period commencing July 1, 2026 and ending June 30, 2028, a copy of said Tentative Labor Agreement being hereto attached and made part of this resolution, and

WHEREAS, the Authority has duly reviewed the aforesaid Tentative Labor Agreement and Salary Schedules reflecting a 5.0% wage/salary increase effective on July 1, 2026, and a 5% wage/salary increase effective on July 1, 2027, and believes that the approval of said document is in the best interest of the Housing Authority and its employees.

NOW, THEREFORE, BE IT RESOLVED,

- 1) That the Tentative Labor Agreement between the Syracuse Housing Authority and the Civil Service Employees Association duly submitted at this meeting, be, and the same hereby is approved,
- 2) That the Secretary be, and hereby is authorized and empowered to do all things necessary and proper to carry out the execution and implementation of said Tentative Labor Agreement.

I, Chairperson of the Syracuse Housing Authority, do hereby certify that this resolution was adopted at a regular meeting of the Members of the Authority, held on June 25, 2026, and I do further certify that this resolution is a true and correct copy of the resolution adopted at such meeting and on file and of record.

IN TESTAMENT WHEREOF, I have hereunto set my hand and the seal of said Authority this 25 day of June 2026.

Chairperson



Contract Abstract Form

Local Name: Onondaga County
Bargaining Unit Name: Syracuse Housing Authority Local/Unit Number: 834/
Duration of Contract: From 7/1/26 to 6/30/28

Wage Increases in Percentage (%) or Flat Dollar/Cents(\$)

Unit's Average Salary/Hourly wage before Negotiations (if known): \$ _____

- | | |
|---|---|
| 1) <u>5</u> % or \$ Effective date ____/____/____ | 4) ____ % or \$ Effective date ____/____/____ |
| 2) <u>5</u> % or \$ Effective date ____/____/____ | 5) ____ % or \$ Effective date ____/____/____ |
| 3) ____ % or \$ Effective date ____/____/____ | 6) ____ % or \$ Effective date ____/____/____ |

Does this Unit participate in CSEA EBF? ☐ YES

List Health Insurance Changes

(i.e., benefits, employee contributions, prescription drug co-pays, and/or other noteworthy changes.)

No changes

List any other noteworthy changes of benefits

None

LRS/Staff Person (negotiator): Marc Heatley Ratification date 6/23/26

Ratification Vote Totals: (# Yes) 81 (# No) 0

Who will type the contract? ☒ CSEA ☐ Unit or Employer (outside vendor)

Who will print the contract? ☒ CSEA ☐ Unit or Employer (outside vendor)

**Please give to Region Office Manager immediately after CSEA ratification.
Please notify CSEA Research (research@cseainc.org) or updating on CAS.**

CSEA, Local 1000 AFSCME, AFL-CIO**Local 834****Syracuse Housing Authority Unit #7802****ARTICLE 7-SALARY AND WAGES**

7.1 The Authority will pay salaries bi-weekly, according to the Salary Schedule as set forth in Appendix "A" upon ratification of the agreement.

~~5.0% increase effective as of 7.1.2024~~

~~5.0% increase effective as of 7.1.2025~~

7% increase effective as of 7.1.26 including retroactivity for all hours paid

7% increase effective as of 7.1.27

7% increase effective as of 7.1.28

ARTICLE 17 - LAYOFF AND RECALL

The word "layoff" means a reduction in work force for any reason including but not limited to, a reduction in number of employees in a job classification{s} as determined by the Authority, the elimination of jobs because of consolidation of duties, the installation of new equipment or machinery, or the curtailment or replacement of the existing facility or because of any other reason.

17.2 Layoff Procedure

In the event of a layoff, SHA will notify the union with a minimum of one week advanced notice of how many employees will be involved in the layoff.

In the event of a layoff, the following procedure will be followed:

1. Temporary and seasonal employees in the classification involved will be the first laid off;

2. Probationary employees in the classification involved will be the next laid off;

See SHA
Counter
MAN

MAN

TA
RSP
6/17/26

All layoffs will be
conducted
in
accordance
with
applicable

3. — Seniority employees (that is, employees who are past their probationary period) in the classification involved will be laid off in reverse of their seniority.

A seniority employee who is displaced from his/her own classification shall have the following bumping rights provided that s/he is able to perform the work required without additional training:

1. — s/he may transfer into a vacancy, if one then exists, in some lower classification;
2. — s/he may bump into the job held by a temporary or seasonal employee in some lower classification;
3. — s/he may bump into the job held by a probationary employee in some lower classification.

17.3 — Recalls

In recalls from layoff, employees shall be recalled to the classification from which they were laid off in order of greater seniority among other employees in that same classification who are also on layoff. It is understood however, that in both layoffs and recalls, seniority shall be followed only if the senior employee has the ability, proficiency, and experience to do the job required without further training and possesses such qualifications on a par equal to the junior employee. Except as set forth in Section 17.2 there shall be no bumping or relative seniority rights between employees of different classifications, unless in the exclusive opinion of the Authority, a senior employee about to be laid off is completely qualified to displace a junior employee in another classification.

17.4 — An employee recalled to work shall be given notice to that effect mailed to his/her latest address on file in the Housing Authority's Personnel Office by telegram or registered or certified mail. This article shall not apply where there are contrary procedures set forth in the applicable Civil Service Law or Regulations or where, by statute, an employee is given greater seniority rights because of veteran's status.

ARTICLE 18 - DISCIPLINARY RIGHTS OF EMPLOYEES

18.1 An employee who has been continuously employed and who has completed their initial probationary period shall have the right to challenge any disciplinary action through the Grievance and Arbitration Procedure **in lieu and in place of the procedures specified in Sections 75, 76, and 77 of the Civil Service Law** if the action constitutes an unjust exercise of management rights, ~~unless the employee waives such rights by pursuing the procedure available under Section 75 of the Civil Service Law.~~ Only employees who are considered permanent under Civil Service and who have completed their probationary period, have rights under Article 18.1.

18.2 A permanent employee who has been continuously employed and who has completed their initial probationary period shall have the full protection of ~~Section 75 of the Civil Service Law~~ the Public Employment Relation Board rules for arbitration relating to discharge, suspension, reprimand, fine, or demotion, unless the employee waives such protection by pursuing the Grievance and Arbitration Procedure. Only employees who are considered permanent under Civil Service and who have completed their probationary period, have rights under Article 18.2.

18.3 Within seven (7) working days after receipt of written notice from the Authority of any proposed disciplinary action, the employee shall submit to the Personnel Administrator or his/her designee a written grievance commencing at Step 2 (and proceeding to Step 3 if necessary) of Article 19, or a written statement that s/he desires to follow the procedures ~~provided for in Section 75 of the Civil Service Law~~ **under Article 19.** ~~The employee's election of utilizing either the grievance procedure or the procedure provided in Section 75 shall preclude the use of the other.~~ If the employee fails to make a timely election, the grievance and arbitration procedure shall be deemed waived and the employee shall be disciplined ~~in accordance with the procedures under Section 75.~~

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURES

19.5 STEP 3

If the grievance remains unresolved and if the grievance involves an alleged violation by the Authority of an express provision of this Agreement, the Association may, within thirty (30) calendar days of receipt of the Step 2 answer, submit the grievance in writing (copy to the Personnel Administrator) to the ~~American Arbitration Association (AAA)~~ **Public**

MAW
TA

R2P
6/17/26

MAW
Withdrawn
by
Union
6/17/26

Employment Relations Board in accordance with its Rules and Regulations. If the grievance was not submitted to the ~~AAA PERB~~ on a timely basis, the grievance will be deemed waived and there shall be no right to arbitration.

PROPOSAL #1

Article 7 – Salary and Wages

7.1

5.0% increase effective as of 07/01/2026

5.0% increase effective as of 07/01/2027

TA
R2
6/17/26

~~RAW~~
6/17/26

PROPOSAL #2

MAA

TA
RSP
6/17/26

ARTICLE 14 – SAFETY AND HEALTH

14.10 Vehicle Safety and Traffic Violations

Employees operating Authority-owned vehicles shall do so in a safe manner and in compliance with all SHA policies, applicable federal, state, and local traffic laws and regulations.

When the Authority receives notice of a traffic, speed camera, red-light camera, school bus camera, parking, toll, or other vehicle-related violation involving an Authority-owned vehicle, the Authority may investigate and determine the employee operating the vehicle at the time of the violation.

Employees shall be solely responsible for all fines, fees, penalties, administrative charges, and other costs arising from their operation of an Authority-owned vehicle, including but not limited to violations captured through speed cameras, red-light cameras, school bus enforcement cameras, parking enforcement systems, toll violations, or similar automated enforcement programs. When the Authority receives notice of a violation, it may investigate and determine the employee operating the vehicle at the time of the incident. Upon determination that an employee was operating the vehicle at the time of the violation, the employee shall reimburse the Authority for all associated fines, fees, penalties, administrative charges, and other related costs.

The Authority may recover such costs through payroll deduction to the extent permitted by law and upon written authorization by the employee, or through any other lawful means.

In addition, violations involving Authority-owned vehicles may result in corrective or disciplinary action, up to, and including discharge.

Nothing herein shall prevent the Authority from imposing more severe discipline for serious violations, including but not limited to passing a stopped school bus, reckless driving, excessive speeding, leaving the scene of an accident, or conduct that creates a substantial risk to public safety.

PROPOSAL #3

MAJ
TA
PJP
6/17/26

23.8 Technology and Electronic Systems

The Authority reserves the right to implement, modify, replace, and require the use of technology, software, electronic systems, mobile applications, communication platforms, timekeeping systems, work order systems, recordkeeping systems, scheduling systems, training platforms, and other technological tools necessary for the efficient operation of the Authority.

Employees shall utilize Authority-issued technology and any Authority-required electronic systems, applications, or platforms in the performance of their duties and shall comply with all applicable Authority policies and procedures regarding their use.

The Authority may require employees to receive training on such systems and employees shall participate in and complete any required training within the timeframes established by the Authority.

Failure to appropriately utilize Authority-required technology or electronic systems may result in corrective or disciplinary action up to and including discharge.

MAH

PROPOSAL #4

TA
R2P
6/17/26

23.9 Personal Technology and Wearable Devices

The Authority reserves the right to regulate, restrict, or prohibit the use of personal electronic devices, wearable technology, recording devices, smart glasses, cameras, artificial intelligence devices, or other similar technologies while employees are on duty, operating Authority vehicles, interacting with residents, handling confidential information, or performing Authority business.

Employees shall not use any device capable of recording audio, video, photographs, transmitting information, or otherwise collecting data in the workplace unless expressly authorized by the Authority or required as part of their assigned job duties.

The Authority may establish policies governing the use of such devices and may modify those policies as technology evolves and operational needs require.

Syracuse Housing Authority

UNION SCALE

July 2026

5.00%

Hours/Wk	40
Hours/Yr	2080

GRADE	HIRE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
A	33,008	34,632	36,344	38,128	40,016	41,994
	15.87	16.65	17.48	18.34	19.24	20.19
	15.869	16.650	17.473	18.331	19.238	20.189
B	35,578	37,332	39,177	41,112	43,145	45,283
	17.11	17.95	18.84	19.77	20.75	21.78
	17.105	17.948	18.835	19.765	20.743	21.771
C	38,358	38,335	40,224	42,217	44,313	46,511
	18.45	18.44	19.34	20.30	21.31	22.37
	18.441	18.430	19.338	20.297	21.304	22.361
D	41,351	43,392	45,541	47,800	50,179	52,665
	19.89	20.87	21.90	22.99	24.13	25.32
	19.880	20.862	21.895	22.981	24.125	25.320
E	44,586	46,800	49,116	51,548	54,123	56,817
	21.44	22.50	23.62	24.79	26.03	27.32
	21.436	22.500	23.614	24.783	26.021	27.316
F	48,080	50,461	52,976	55,610	58,375	61,281
	23.12	24.26	25.47	26.74	28.07	29.47
	23.116	24.260	25.469	26.736	28.065	29.462
G	51,852	54,428	57,143	59,986	62,978	66,114
	24.93	26.17	27.48	28.84	30.28	31.79
	24.929	26.167	27.473	28.839	30.278	31.786
H	55,936	58,712	61,639	64,712	67,940	71,336
	26.90	28.23	29.64	31.12	32.67	34.30
	26.892	28.227	29.634	31.112	32.663	34.296
I	60,329	63,342	66,502	69,816	73,302	76,967
	29.01	30.46	31.98	33.57	35.25	37.01
	29.004	30.453	31.972	33.566	35.241	37.003
J	65,087	68,335	71,744	75,324	79,097	83,051
	31.30	32.86	34.50	36.22	38.03	39.93
	31.292	32.853	34.492	36.213	38.027	39.928
K	70,229	73,734	77,412	81,274	85,346	89,612
	33.77	35.45	37.22	39.08	41.04	43.09
	33.764	35.449	37.217	39.074	41.032	43.083

Syracuse Housing Authority

36.25 HOUR WEEK

UNION SCALE

1885

July 2026

5.00%

GRADE	HIRE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
A	33,008	34,632	36,344	38,128	40,016	41,994
	17.52	18.38	19.29	20.23	21.23	22.28
	17.511	18.372	19.281	20.227	21.228	22.278
B	35,578	37,332	39,177	41,112	43,145	45,283
	18.88	19.81	20.79	21.82	22.89	24.03
	18.874	19.805	20.784	21.810	22.888	24.023
C	38,358	40,251	42,235	44,328	46,528	48,836
	20.35	21.36	22.41	23.52	24.69	25.91
	20.349	21.354	22.406	23.516	24.684	25.908
D	41,351	43,392	45,541	47,800	50,179	52,665
	21.94	23.02	24.16	25.36	26.63	27.94
	21.937	23.020	24.160	25.358	26.620	27.939
E	44,586	46,800	49,116	51,548	54,123	56,817
	23.66	24.83	26.06	27.35	28.72	30.15
	23.653	24.827	26.056	27.347	28.712	30.142
F	48,080	50,461	52,976	55,610	58,375	61,281
	25.51	26.77	28.11	29.51	30.97	32.52
	25.507	26.770	28.104	29.501	30.968	32.510
G	51,852	54,428	57,143	59,986	62,978	66,114
	27.51	28.88	30.32	31.83	33.41	35.08
	27.508	28.874	30.315	31.823	33.410	35.074
H	55,936	58,712	61,639	64,712	67,940	71,336
	29.68	31.15	32.70	34.34	36.05	37.85
	29.674	31.147	32.700	34.330	36.042	37.844
I	60,329	63,342	66,502	69,816	73,302	76,967
	32.01	33.61	35.28	37.04	38.89	40.84
	32.005	33.603	35.279	37.038	38.887	40.831
J	65,087	68,335	71,744	75,324	79,097	83,051
	34.53	36.26	38.07	39.96	41.97	44.06
	34.529	36.252	38.060	39.960	41.961	44.059
K	70,229	73,734	77,412	81,274	85,346	89,612
	37.26	39.12	41.07	43.12	45.28	47.54
	37.257	39.116	41.067	43.116	45.276	47.540

APPENDIX B
JOB TITLES/GRADES

<u>Grade</u>	<u>Position</u>
A	NONE
B	Clerical Aide Information Aide
C	Clerk I Laborer I Switchboard Operator Typist I
D	Account Clerk I Account Clerk II Account Clerk I-Typist Account Clerk II-Typist Administrative Aide Clerk II (PPCC) Clerk II (Stock) Control Clerk Employee Insurance Rep. Guard Housing Property Services Aide Maintenance Carpenter's Helper Modernization Aide Motor Equipment Dispatcher Programmer Trainee Purchasing Clerk Sewer Maintenance Worker I Tenant Selector Tenant Services Organizer Typist I (Spanish-Speaking) Typist II
E	Assistant Elderly Supervisor Custodial Worker I Groundskeeper Maintenance Helper Bus Driver Housing Security Aide Sewer Maintenance Worker II Social Work Assistant
F	Account Clerk III Administrative Assistant Clerk III Complaint Investigator Housing Aide (Collections) Housing Authority Inspector Maintenance Worker I Storekeeper
G	Accountant I Coordinator of Special Subsidized Housing Program Exterminator Graphics Technician-Typist Housing Site Manager PC Software Support Specialist Programmer I Social Worker Housing Choice Voucher Specialist Housing Services Specialist
H	Assistant Occupancy Supervisor Assistant Leasing & Marketing Manager Buyer II Family Self Sufficiency (FSS) Case Manager Inventory Control Specialist Mason Tax Credit & Affordable Housing Specialist Maintenance Worker II Clerk of the Works I Program Coordinator (SHA)
I	Accountant II Quality Assurance Coordinator Maintenance Carpenter Maintenance Mechanic Auto Mechanic Locksmith Steamfitter-Plumber Maintenance Electrician
J	Assistant H.A.P.P. Supervisor Clerk of the Works II Programmer II Auto Mechanic Crew Leader Labor Crew Leader Purchasing Modernization Coordinator Grounds Crew Leader Steamfitter-Plumber Crew Leader Housing Maintenance Crew Leader
K	Housing Maintenance Supervisor (Buildings) Housing Maintenance Supervisor (Grounds & Garage) Housing Maintenance Supervisor (Structures) Central Maintenance Supervisor

**RESOLUTION APPROVING WAGE/SALARY INCREASE
FOR SYRACUSE HOUSING AUTHORITY
EXEMPT MANAGEMENT/CONFIDENTIAL EMPLOYEES**

WHEREAS there has been presented at this meeting a proposed Tentative Labor Agreement between the Syracuse Housing Authority and the Syracuse Housing Authority Unit 7802-00 of Onondaga County Local 834, Civil Service Employees Association, Inc., including a 5% wage/salary increase commencing on July 1, 2026, and a 5% wage/salary increase effective on July 1, 2027, and

WHEREAS, the Authority has duly reviewed the aforesaid wage/salary increase and believes that it is in the best interest of the Housing Authority for SHA Exempt Management/Confidential employees to receive equivalent wage/salary increase in order to be fair to all employees equally, and

WHEREAS, there has been presented at this meeting proposed salary schedules for wage/salary increases for SHA Exempt Management/Confidential Employees, effective July 1, 2026 and July 1, 2027, and a copy of said proposed salary schedules being attached and made part of this resolution.

NOW, THEREFORE BE IT RESOLVED

1. That the proposed wage/salary increases for the Syracuse Housing Authority Exempt Management/Confidential Employees duly submitted at this meeting, be, and the same hereby is approved,
2. That the Secretary be, and hereby is authorized and empowered to do all things necessary and proper to carry out the execution and implementation of said proposal.

I, Chairperson of the Syracuse Housing Authority, do hereby certify that this resolution was adopted at a regular meeting of the Members of the Authority, held on June 25, 2026, and I do further certify that this resolution is a true and correct copy of the resolution adopted at such meeting and on file and of record.

IN TESTAMENT WHEREOF, I have hereunto set my hand and the seal of said Authority this 25 day of June 2026.

Chairperson

**RESOLUTION APPROVING SALARY SCHEDULE
FOR SYRACUSE HOUSING AUTHORITY
NON-EXEMPT MANAGEMENT/FLAT RATE EMPLOYEES**

WHEREAS there has been presented at this meeting a proposed Tentative Labor Agreement between the Syracuse Housing Authority and the Syracuse Housing Authority Unit 7802-00 of Onondaga County Local 834, Civil Service Employees Association, Inc., including a 5.0% wage/salary increase commencing on July 1, 2026, and a 5.0% wage/salary increase effective on July 1, 2027, and

WHEREAS, there has been presented at this meeting proposed salary schedules reflecting a 5.0% wage/salary increase commencing on July 1, 2026, and a 5% wage/salary increase effective on July 1, 2027 for SHA Management/Confidential Employees, effective July 1, 2026; and

WHEREAS, the Authority has duly reviewed the aforesaid wage/salary increases and believes that it is in the best interest of the Housing Authority for SHA Non-Exempt/Flat Rate Employees to receive equivalent wage/salary increases in order to be fair to all employees equally, and

WHEREAS, there has been presented at this meeting proposed salary schedules for SHA Non-Exempt Management/Flat Rate Employees, effective July 1, 2026 and July 1, 2027, and a copy of said proposed salary schedules being attached and made part of this resolution.

NOW, THEREFORE BE IT RESOLVED

1. That the proposed wage/salary increases for the Syracuse Housing Authority Non-Exempt Management/Flat Rate Employees duly submitted at this meeting, and the same hereby is approved,
2. That the Secretary be, and hereby is authorized and empowered to do all things necessary and proper to carry out the execution and implementation of said proposal.

I, Chairperson of the Syracuse Housing Authority, do hereby certify that this resolution was adopted at a regular meeting of the Members of the Authority, held on June 25, 2026, and I do further certify that this resolution is a true and correct copy of the resolution adopted at such meeting and on file and of record.

IN TESTAMENT WHEREOF, I have hereunto set my hand and the seal of said Authority this 25 day of June 2026.

Chairperson