



# Onondaga County Legislature

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## COUNTY FACILITIES COMMITTEE MINUTES – MARCH 21, 2023 DEBRA J. CODY, CHAIR

**MEMBERS PRESENT:** Ms. Gunnip, Dr. Chase, Dr. Kelly, Mrs. Ervin  
**ALSO ATTENDING:** Ms. Kuhn; also see attached

Chair Cody called the meeting to order at 12:04 p.m. *The minutes of the previous meeting had been distributed, and there were no objections to waiving the reading. There were no corrections to the minutes, and the minutes were approved.*

### **1. ONONDAGA COUNTY PUBLIC LIBRARY (OCPL):** **a. INFORMATIONAL: Branch Visits**

Chair Cody stated that OCPL cancelled. The idea was to discuss legislators participating in branch visits.

### **2. ONONDAGA COMMUNITY COLLEGE:** Dr. Warren Hilton, President; Anastasia Urtz, Provost & Senior Vice President; Susan Tormey, Associate Vice President **a. INFORMATIONAL: Update on OCC**

Dr. Hilton presented the following information.

- Going to do more in partnership with community, need community input
- Working with Library this year doing series of authors - next event with Eileen Collins and the girl scouts
- Building curriculum responsive to community needs, and using taxpayer dollars to benefit the taxpayers
  
- NY State Budget outlook and request
  - Advocated in partnership with community college Presidents, trustee group, faculty collective bargaining unit and NYSAC (New York State Association of Counties)
  - Senate/Assembly – looks like 100% funding floor is still there; will make budgeting easier
  - Asked for 4% increase in operating expenses
  - Asked for additional funding, which Governor put in proposal for \$75M - Transformational Innovation Fund
    - One time money community colleges and four year institutions can request funds from to support workforce development enrollment
    - Funding last year was \$60M
  - Asked for support for capital project matching approved at the County Legislature – looks like it is there
  - State talking about 20% holdback in operating budget
    - Was not clear if community colleges or SUNY were to come up with the transparency plans
    - No one knew what the plan was about
    - Last heard the language was removed, but they still want the colleges to create a plan
    - Plans would be on:
      - How to proceed monetarily if enrollment goes down
      - How would they respond to the changing landscape
  
- Early Retirement Incentive
  - ~45 more fulltime faculty when matched with student population
  - Will use federal stimulus money that is in reserves

- OCC is not asking for money from the county, which happened in Erie County
- ERI the highest amount offered in college history
- Last time offered \$10,000 and 4 people took it, who were already retiring
- Wanted to offer something that would strongly encourage long time faculty to move on
- Do not plan on replacing many positions
- Will replace retired faculty in areas of technology and healthcare, where enrollment is growing
- New faculty would be making significantly less money – will have significant savings
- 51 faculty qualify and have until April 14<sup>th</sup> (fulltime Professors and one regular part-time)
- Offering \$75,000 onetime payment
- All retirees have their healthcare premium paid by the college
  - When retirees reach 65 years old, they qualify for Medicare
  - Medicare Advantage premium lowers OCC costs significantly
- If 15 faculty take it, would have \$1.5M – \$1.7M in savings in next year’s budget
  - Will take money and invest into students and student success piece
  - Do things other community colleges around the country have done to retain and graduate more students
  - Using savings for programs: Student Success Challenge and Student Champion Program
- Student Success Challenge – launched in January
  - Challenge to retain and graduate at least 50% more of the first generation college students and underrepresented minorities
  - Investing in programs, services, and staffing that will help that population
  - Everything OCC does to help that population, will help all students
- Student Champion Program – launched
  - 83 volunteers currently; volunteers will have 2-3 students who are at promise (not at risk) and be their champion
  - Whatever they may need: (i.e.) to talk about receiving an A on a test, or to talk about struggling and needing direction to the right person on campus
  - All about creating personal connection
  - Dr. Hilton is volunteer #84
- Capital Requests
  - Workforce Development – Micron and Health Professions including Clean Room; partnership with Micron
  - Chip Camp
    - Micron sponsoring; first camp will happen in Liverpool or N. Syracuse; OCC’s will be in July
    - Micron is funding OCC’s camp
    - Bringing in 7<sup>th</sup> and 8<sup>th</sup> graders to create awareness around STEM and semiconductor industry
    - Need to reach young people at earlier age, so they can prepare for these jobs
    - 3 day event – 3<sup>rd</sup> day the students will be taken to Cornell to see a cleanroom facility (OCC’s will not be ready)
    - Program will talk about how OCC’s cleanroom will be different than Cornell’s to accommodate this activity
    - Looking at 80-100 7<sup>th</sup> and 8<sup>th</sup> graders to participate in July; focusing on 4 populations
      - Want camp to look like the United Nations
      - City of Syracuse – urban area with the P-Tech program; majority from the city
      - Oswego County – rural area with P-Tech
      - ESM School District – suburban area
      - Onondaga Nation in LaFayette Schools – indigenous population
      - Chip Camp will be a good mix of what will be seen in Micron

Ms. Urtz presented the following information.

- OCC has existing degrees that are prepared to work with cleanrooms; cleanroom technology is in community now
- For Micron, redesigned traditional Mechanical Technology and Electrical Technology degrees, and added degree structure called Electro-Mechanical
  - Maintenance Technicians will have to be experienced in both domains
  - Offers 1 year certificate and 2 year degree
  - Will lead directly to employment in fab environment
  - Will also prepare people in employment with adjacent industries (i.e. Nexgen)

- Other curriculum OCC is building is on Heating Ventilation Air Conditioning Refrigeration
  - Will create spaces for those in non-degree pursuit – more trades orientated
  - Micron advised OCC that one machine in fab takes 5 miles of steam fitted tubing in terms of care handling
  - Number of HVAC and refrigeration technical workers will be significant
  - Will be workers in Micron who will only handle HVAC and maintain the vast space in cleanroom conditions
  - Working with Local 81 Steamfitters – in development today
  - OCC received \$1.4M of \$60M SUNY money last year; portion of that will be used for equipment for HVAC
- Welding discipline
  - Enormous demand for welders; working with Corcoran High School that already has lab in place
  - Degree structure – 1 year certificate and 2 year degree
  - (i.e.) Orbital welding – machine doing welding in circle
  - Lots of new things to master and get students and others currently in the discipline to learn these new skills
- Investments in county with workforce infrastructure and cleanroom simulation laboratory; along with expansion in space where OCC is providing robotics
  - Robotics is critical as all cleanroom technology is AI robotics handled; no one every touches the chip; all handed off by machine to machine; the people are working with making sure machines operate as they should
- Current Bookstore location will move to the main teaching facility, and OCC will build second floor for a tall space
- Micron recommending breaking down components of instruction into different sub-labs
  - 8 concept areas
  - Working with trainers, which are smaller scale machines that show individual component tasks that go into maintaining the equipment
  - There will be a CNC machining area (computer precision machining), Circuits, Robotics, HVAC, etc.
  - Technicians will fall into two camps: technicians maintaining machines and technicians monitoring and optimizing the whole process, looking at interoperation of machines
  - Been told to assume fab #1 will have 1,000 technicians and 1,000 engineers (roughly production level staff)
  - Utilizing funds the County Legislature made available to refit spaces OCC already has
  - Being as efficient as possible, while also creating as much expansion opportunity within existing space and campus
  - Big challenge in getting people excited – this is not short term or seasonal; will be environment for not only Micron, but all adjacent business; will be a continuing need
- BOCES will be continuing with welding and HVAC program; OCC is working with BOCES to partner
  - BOCES mostly residential HVAC focused; not enough workers being produced out of BOCES
  - This will be commercial HVAC
  - Will need more help than 2 entities to produce what is needed
  - Welding – similar issue; popular discipline, but limited number of people in lab at one time
  - Want to make sure there is expansion opportunity; will first work with what Corcoran has in place
  - Visited Hudson Valley Community College (HVCC) where they have welding simulation as a video game
    - It works as well or better than live welding, as they can simulate things that happen in commercial settings
    - They can test people on a particular tactic over and over, which is hard to produce live
    - Accessible to young people who might think in those terms; OCC enthusiastic about how P-Tech has evolved
- OCC Cleanroom versus research based cleanroom like Cornell
  - OCC will not harbor chemicals required to run a cleanroom in etching process
  - Want to be able to walk 14 year olds into space, which cannot happen in Cornell
  - Chemicals are caustic; if someone inadvertently gained access, it would be very dangerous
  - OCC's job to motivate young people to get excited about these disciplines
  - Want to have something that works for the kind of work that students will be doing
  - Have ready access for students to test this out
  - In simulation, will have gowning space
    - Gowning up is a make it or break it for some
    - How does someone feel about gowning up for work shift
    - Efficiency component – help workers do this fairly rapidly
    - How long does it take to get someone gowned up and ready to work?

- Will have airlock simulation like Cornell
- HVCC does not have a cleanroom; they simulate
- Most community college infrastructure is doing it for people working the machines; training engineers and researchers would require the chemicals

### Questions/Comments from the committee:

- What is OCC’s goal for a number of students?
  - Enrolled in MET/ELT and P-Tech students – 250 students today in these degrees
  - Mostly operating by day, but more capacity to expand in evening – adult friendly time of day
  - Reasonable to say they could have several hundreds of people pursuing these degrees
  - Plenty of space to imagine OCC up to 500 – would start questioning how to do this if there is over 500
  - Working on opportunities for people with non-technical degrees – can they get through faster? 1 semester?
  - Draw for people who left to bring skills from other places back home and get into this work
  - Talking to Micron about apprenticeships; “earn and learn” – while working for Micron, take courses to supplement on the job training
  - People who may have issues with accessibility (i.e handicap)
    - Maintenance and equipment technicians put suits on and work in cleanroom
    - Process technicians work outside cleanroom on computers; Is this a space for those with accessibility issues?
    - They can process things, as they cannot bring a wheelchair into cleanroom with equipment
  - Thinking about broadest sense of building capacity; working with other entities across state
    - SU, MACNY, Mohawk Valley CC, SUNY Oswego, CenterState, Syracuse City SD
- What would be the advantage of getting a degree over the certificate?
  - Staying for the degree will make a higher wage, and the person would be looked at for supervisory role
  - If someone enjoys working with hands and entry level wage, then certificate is good
  - Micron assured that they would tap an employee on the shoulder to say they want them to keep going
    - If employed by company, they will provide tuition assistance
    - Expect a lot of one year certificates, then continuing on
    - HVCC has 75 apprentices enrolled and on the floor doing less than the 1 year certificate
    - This would kickoff instruction while taking courses during the apprenticeship
    - OCC will have all of that
    - Will help with logistics of who is enrolled when, making sure there is space
- Are there benchmarks from Micron (or the industry as a whole) on educating an “x” number of people per position?
- What is the turnover rate?
- Is there a breakeven point where this stays afloat?
  - Has not been as refined as describing
  - When talking with Global Boundaries, they said it is a steady state; big push to get the first up and running
  - There are companies locally doing this, so there will be transition of employees from one organization to another
  - Will keep wages in good place for people; initially a struggle to ensure there is enough for everybody
  - People from outside of CNY will relocate for training - learned those individuals typically do not stay long term; stay for a few years, and go back to where they are from
  - Think about getting workforce from this region and having strategy in place to ensure they want to stay longer
  - Will be critical to think about transportation, real estate, health, etc. to get people to stay
- HVCC has been doing this a long time (~10 years), and they recently had an expansion
- Have they been able to keep up with demand?
  - They did; initially it was a good stretch, but went to steady state; got enough of what was needed
  - Incremental building plan will go up, settle out, then go up, settle out, etc.
  - As they get deeper into relationship, will have more people in environment

Ms. Urtz continued her presentation.

- OCC is in engineering preparation – with transfer degrees
  - Will do more particularly around the idea of helping people move from technician to engineering position

- Assured by Micron that there is overlap in wage structure – Senior Technician makes as much as Junior Engineer
- 4 needs: Electrical Engineers, Mechanical Engineers, Chemical Engineers and Material Scientists
- Next generation of memory chip may be something more than materials
- Doing this in partnership with 4 year schools: Syracuse University (Chemical and Electrical) and ESF (Chemical and Material)
- (i.e.) If the need is 1,000 engineers in 2025/2026, the students will have to be in progress now
- Healthcare
  - Building project – idea to pull together healthcare disciplines to work in teams and simulate how a true healthcare environment operates
  - Gained federal support in January focused on simulation equipment and mannequins of all ages and ethnicities
  - Want to move practice to hospital support and long term care; try to simulate all different populations in learning
  - Have expanded surgical technology program
    - Doubled with support from state money (\$60M fund) – used for additional faculty
  - Expanded nursing program
    - Interested in hearing about potential Last Dollar Tuition Support
    - Amazing opportunity for students; need to add 96 new learners; have 185-190 students in nursing
  - Health Information Technology fully online this fall
    - Moving into spaces where programs are not continuing – programs closed in Monroe and Erie
    - Opportunity for coding and billing function maintained in healthcare system
    - Creates at home jobs – industry does have work from home (i.e. good for those with childcare needs)
  - Additions to noncredit offerings to begin shortly
    - Next Phlebotomy cohort in April and will continue on
    - In process of building out Phlebotomy for face to face, as well as to deliver classroom learning online
      - Still have to do clinical in person; minimize time having to be in classroom to pull more people in
  - Certified Nurse Assistant (CNA) – launch in May
    - Hired faculty member; will be lead in to number of other professions to get to registered nursing (RN)
  - After CNA, will have LPN ready for fall; LPN can use prior credit to get time off RN program; get through faster
  - Home Health Aide (HHA)
    - Need different instructor for taking blood pressure for Home Health Aide – NY state regulations
    - Trying to hire nursing faculty with acute care and home health experience; tough to find, but believe it is solved
    - Imagining Home Health Aide to start in fall
    - If anyone knows people that have done long term care, will need instructor support

#### **Questions/Comments from the committee:**

- Does OCC have a relationship with other upper division nursing programs?
  - Yes, several articulation agreements including with SUNY Empire (hiring online); number of them in community
  - EMT – workforce cohort; Upstate providing instruction
    - EMT required to be completed before someone can enter the Paramedic Program – in progress
  - Have a number of joint programs with Upstate to populate Bachelor programs
- Where are the EMT students coming from?
  - EMT students coming from all different walks – common to come from firefighter background
  - Also, young people aspiring to do a medical path and use EMT to test out
  - Good entry level into healthcare
  - Healthcare certificate
    - Start students completing courses needed to start nursing, but also exposing students to health information technology and terminology
    - Find that when a student is done with healthcare certificate, hospitals are hiring them for support roles
    - May want to do insurance or business side of healthcare over handling blood
    - If they want to do patient care, then they have completed initial courses to continue on
  - Using agreements Upstate has for EMT; not sure if they have volunteer ambulance services, but will check

- What is Supply Chain Management?
  - Supply Chain Management
    - Combination of logistics
    - (i.e.) If there is a hurricane, why is it that Walmart can get in before federal relief agencies can?
    - Logistics and supply chain – Walmart has trucks and computer programs to know where everyone is
    - Training includes warehousing, logistics, planning for how much supply on hand, where are suppliers
    - Came on because of Amazon
    - Inside Business and goes up to MBA; entry level is warehouse and planning to ensure things stay on the shelves
  - Construction Management
    - CHIP fab 2026; someone has to build and manage construction; have degree offering
  - Faculty spent time during COVID designing what community needs are for OCC

The meeting was adjourned at 1:00 p.m.

Respectfully submitted,



JAMIE McNAMARA, Clerk  
Onondaga County Legislature

ATTENDANCE

COMMITTEE: COUNTY FACILITIES COMMITTEE

DATE: MARCH 21, 2023

NAME (Please Print)	DEPARTMENT/AGENCY
Anastasia Lutz	OCC
Leahen Hilton	OCC
Sue TOMKEY	OCC
Darcie Lesniak	Leg
Jim Beebe	Leg
John DeSantis	Leg