

TUG WebEx Meeting Notes

June 17, 2026

Dave Belastock – TUG President [Teterboro Users Group](#)

- Dave welcomed everyone to today's action-packed meeting.
- ¼ point of CAM credit is available for each TUG meeting.

Sherri Smith – Airport Manager, and

Scott Marsh – Assistant Airport Manager [PANYNJ](#)

- YTD 2026
 - Movements up 12% YTD
 - FIFA World Cup is keeping the airport even busier than usual
 - International arrivals up 8% YTD
 - Busiest day – 843 ops on Thursday, May 21. Highest number in at least 15 years.
- Construction
 - New airport beacon – completion July 2026
 - FAA ATCT removal is ongoing. Completion by end of 2026. No impact on operations.
 - Taxiway Rehabilitation Project – 2027 to 2028
- FIFA World Cup – at MetLife Stadium
 - June 22 – 2000L (Monday) – Norway vs. Senegal
 - June 25 – 1600L (Thursday) – Ecuador vs. Germany
 - June 27 – 1700L (Saturday) – Panama vs. England
 - June 30 – 1700L (Tuesday) – Knock-Out Round
 - July 5 – 1600L (Sunday) – Knock-Out Round
 - July 19 – 1500L (Sunday) - Final
- Sail 4th – July 3 to July 9
 - Military activity near TEB, in addition to the FIFA match
 - Check TFRs if operating VFR in the area.
- June Events
 - Belmont Stakes – June 6
 - FIFA World Cup – June 11 to July 19
 - US Open Golf (Oakmont, PA) – June 18 to 21
- July Events
 - July 4th Holiday
 - Sail 4th 250 – July 3 to 9
 - FIFA World Cup Matches – July 5 and Final Match July 19
- August Events
 - US Open Tennis – Aug 23 to Sep 13
- September Events
 - Labor Day Departures – Sept 2 to 6
 - Labor Day – Sept 7
 - NYC Fashion Week – Sept 10-15

- JetNet IQ Bus Ava Summit – Sept 9 to 10 (Washington, DC)
- UNGA – Sept 8 to 22

Matt Petersen – Air Traffic Manager, [FAA](#)

- Matt discussed best practices to maximize safety and efficiency.
- It's critical for operators to make FBO reservations at TEB to avoid being turned away. Also, do your best to adhere to arrival/departure schedules to avoid ramp congestion.
- Possible celebrity wedding on July 3 in the area. Expect possible delays
- Airport is expecting TEB arrivals to be slowed down on July 4. Expect delays in the 1000L to 1200L timeframe due to a Hudson River fly-by of 188+ aircraft to celebrate Fleet Week.
- Bedminster TFRs will shut down a departure gate. When in effect, plan for delays.

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- Dave discussed an update on discussions regarding NY/NJ Airspace redesign efforts, with the goal of reducing TCAS TA/RA events.
- This occurs frequently on the RNAV Rwy 19 approach.
- There is a well-defined process, which involves quantifying the risk using data.
- Pilots are encouraged to report TCAS RA events using ASAP or ASRS reports, as well as to the NTSB (which is required by 14 CFR).

Chris Broyhill, Ph.D, C.A.M. – Fellow, C.C.P. Inventor and CEO, AirComp Calculator [AirComp Calculator](#)

- Chris presented an evidence-based approach to Personnel Retention & Safety. (He delivered a similar version of this presentation at the May 2026 Business Aviation Safety Summit.)
- Classic retention metaphor: Culture, Compensation, and Quality-of-Life, all of which are built on the foundation of Leadership
 - Organizational Culture – accumulated shared learning of a group as it solves problems of external adaptation and internal integration. It is taught to new hires as the “correct” way to do things based upon what has worked in the past. In short, it is “the way we do things around here.”
 - Leaders need to realize that employees observe ALL your actions, which mold the organization's culture.
 - Safety culture is an element of organizational culture which is a function of leadership performance.
 - Personnel turnover affects the culture to the point that it can DISRUPT that culture. However, toxicity cannot be tolerated and must be removed.
 - Compensation – will an organization that refuses to pay competitive compensation invest in safety? Probably not.
 - The best safety investment that can be made is properly compensating employees. Substandard compensation is a result of cultural issues.
 - Poor compensation usually occurs in conjunction with:
 - Corporate policies
 - Uncourageous leadership
 - Poor organizational culture
 - Overbearing leadership/principals

- Definitions:
 - Base Salary – Yearly sum of fixed wages paid on a regular basis in return for work performed
 - Total Cash Compensation – Base Salary + short-term incentive payments
 - Total Direct Compensation – Total Cash Compensation + long-term incentive payments
 - Total Compensation – All of the above + approximate benefits cost
- Compensation Investment: Which percentile range are employers targeting?
 - 90th Percentile Range – determined to retain personnel and willing to pay at the top of the market
 - 75th Percentile Range – intending to retain; willing to stay ahead of the market
 - 50th Percentile Range – hoping to retain; willing to match the market and perhaps offer other benefits/perks
 - 25th Percentile Range – struggling to retain; fighting leadership/HR pushback or low financial resources
 - 10th Percentile Range – indifferent to retain; willing to pay under-market compensation; willing to underpay and lose personnel
- Targeting the 50% compensation percentile indicates that the organization is accepting risk. If they skimp in compensation, then they will likely skimp on safety.
- AirComp Calculator
 - Chris's compensation calculator accepts inputs such as aircraft type, geographical area, position title, flight department size, type of operations, 401(k) plan, etc.
 - It will then generate a report that shows where the user's compensation falls within the industry range.
 - The salary survey data is compiled once per year (March/April), but the data must be aged and cannot be released for a few months. Otherwise, price-fixing could occur.
- Offering a fixed schedule is one of the best QOL incentives that a company can provide.
- Completely paid, zero-cost-to-employee health plans should also be considered in total compensation.
- Dr. Broyhill has books available at <https://chrisbroyhillbooks.com/>
- Feel free to contact Dr. Broyhill with questions at drchrisbroyhill@aircompcalculator.com

Ralph Tamburro – Airport Delay Reduction Program Manager, [PANYNJ](#)

- Ralph provided an update on the new SWAP delay-mitigation initiatives at Teterboro and throughout the NY Metroplex.
- Jones Beach Airshow – July 5 & 6, with practice session on July 3.
- Airport is expecting TEB arrivals to be slowed down on July 4. Expect delays in the 1000L to 1200L timeframe due to a Hudson River fly-by of 188+ aircraft to celebrate Fleet Week.
 - July 4 – NY Arrival rates
 - TEB – Rwy 19/24 (10/hour), Rwy 1/6 (10/hr)
 - LGA/HPN – Zero/hour
 - JFK – Rwy 22L/R (20/hour), 31L/R (20/hour)
 - EWR – Rwy 22L/R (20/hour), 4L/R (20/hour)

- Northeast SWAP Task Force
 - 3 areas of focus
 - Weather & Forecasting – evaluate the latest available tools to improve thunderstorm forecasting
 - Planning – review and enhance the current planning process
 - Recovery – improve the recovery of the system as weather exists the airspace
 - 2026 SWAP recommendations include:
 - Refine ops plan for terminal and enroute
 - Allow N90/PHL Towers to perform some reroutes
 - Miles-in-Trail strategy instead of fix closures
 - Hotline enhancements
 - Departure Fix Status Page (under development, so all airports and operators can see the status of departure fixes)
 - NE Throughput Plan update, to evolve into East Coast Throughput Plan
 - Refine weather tools for NE high-impact forecasts

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- Next meeting – Wednesday, Sept. 16
- Members are encouraged to go to <https://teterborousersgroup.org>, click on Contact Us, and submit ideas for future meeting presenters.