

STATE OF CONNECTICUT HEALTH AND EDUCATIONAL FACILITIES AUTHORITY
Human Resource/Audit-Finance Committee Meeting Minutes
April 20, 2022

The Human Resource Committee and the Audit-Finance Committee of the State of Connecticut Health and Educational Facilities Authority held a teleconference meeting on Wednesday, April 20, 2022 at 11:30 a.m.¹

The meeting was called to order by Mr. Michael Angelini, Committee Chair, Human Resource Committee at 11:32 a.m. and, upon roll call, those present and absent were as follows:

PRESENT: Michael Angelini, Human Resource Committee Chair
Susan Martin, Audit-Finance Acting Committee Chair
Lawrence Davis
Darrell V. Hill (*Designee for CT State Treasurer Shawn T. Wooden*)²
Kimberly Kennison (*Designee for Jeffrey Beckham, OPM Acting Secretary*)³
Peter W. Lisi

ABSENT: Mark Varholak

ALSO, PRESENT: Jeanette W. Weldon, Executive Director
Denise Aguilera, General Counsel
JoAnne N. Mackewicz, Controller
Michael F. Morris, Managing Director, Client Services
Cynthia D. Peoples-H., Managing Director, Operations & Finance
Kara Stuart, Manager, Administrative Services
of the Connecticut Health and Educational Facilities Authority

APPROVAL OF MINUTES – COMBINED COMMITTEE MEETING OF MAY 19, 2021

Mr. Angelini requested a motion to approve the combined committee meeting minutes of May 19, 2021. Mr. Lisi moved to approve the minutes and Mr. Davis seconded the motion.

Upon a voice vote, the “Ayes”, “Nays” and “Abstentions” were as follows:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTENTIONS</u>
Michael Angelini Lawrence Davis Peter W. Lisi	None	Susan Martin ⁴

¹ All attendees participated in the meeting via conference telephone that permitted all parties to hear each other

² Mr. Hill joined the teleconference meeting at 11:38 a.m. and left the teleconference meeting at 12:00 p.m.

³ Ms. Kennison joined the teleconference meeting at 12:05 p.m.

⁴ Ms. Martin abstained from voting as she did not attend the May 19, 2021 Meeting.

Mr. Angelini stated that the Audit-Finance and Human Resource Committees have a joint meeting once a year to review the compensation and benefits budget. Upon discussion and approval of this budget, it will then be referred to the Audit-Finance Committee for approval as part of the full operating and capital budget that will be presented in June.

REVIEW OF THE FY 2023 PROPOSED HUMAN RESOURCE BUDGET

Ms. Peoples reported that for 2022 the key employment policy changes were in the following areas: hybrid work schedules, paid time off holidays, Connecticut paid family and medical leave, and volunteer time. Ms. Peoples then provided a fiscal year 2023 pro forma overview.

Ms. Peoples provided market research conducted related to projected 2022 salary increases nationally and locally, Consumer Price Index and Cost-of-Living Adjustment information, and salary increase indicators from other quasi-public agencies. Ms. Peoples then presented the compensation budget proposal for FY 2023 and its components and a historical view of compensation by fiscal year, budget versus actual. The percent change in budgeted base salaries for FY 2023 over actual FY 2022 base salaries is 3.36%. This change includes projected total merit increases for current staff for FY 2023.

Following which, Ms. Peoples provided an overview of the budget assumptions related to employee benefits, including a more detailed review specifically of the medical insurance benefit assumptions. Ms. Peoples concluded with a historical view of benefits as a percent of compensation, budget versus actual.

Ms. Martin commented about Harvard Pilgrim leaving the Connecticut market and the Authority potentially using the state’s plan that they offer to municipalities and other quasi-public agencies. A brief discussion ensued.

Mr. Angelini requested a motion to approve the FY 2023 proposed human resource budget as presented by management. Mr. Davis moved for approval and Mr. Lisi seconded the motion.

Upon a voice vote, the “Ayes”, “Nays” and “Abstentions” were as follows:

AYES

NAYS

ABSTENTIONS

Michael Angelini
Susan Martin
Lawrence Davis
Peter W. Lisi

None

Kimberly Kennison⁵

ADJOURNMENT

There being no further business at 12:13 p.m., Mr. Angelini requested a motion to adjourn the meeting. Mr. Lisi moved to adjourn the meeting and Mr. Davis seconded the motion.

Upon a voice vote, the “Ayes”, “Nays” and “Abstentions” were as follows:

AYES

NAYS

ABSTENTIONS

Michael Angelini
Susan Martin
Lawrence Davis
Darrell V. Hill
Kimberly Kennison
Peter W. Lisi

None

None

Respectfully submitted,

Jeanette W. Weldon
Executive Director

⁵ Ms. Kennison abstained from voting as she did not want to approve anything above the 2.5% increase that the state will be offering to management.