

STATE OF CONNECTICUT HEALTH AND EDUCATIONAL FACILITIES AUTHORITY

Minutes of Audit-Finance/Human Resources Committee Meeting

April 22, 2025

The Audit-Finance and Human Resources Committees of the State of Connecticut Health and Educational Facilities Authority held a combined meeting via videoconference and in-person on Tuesday, April 22, 2025.

The hybrid meeting was called to order at 12:03 p.m. by Mr. Michael Angelini, Committee Chair of the Human Resources Committee. Upon roll call, those present and absent were as follows:

PRESENT: Michael Angelini, Human Resources Committee Chair
Susan Martin, Audit-Finance Committee Chair
Lawrence Davis
Peter W. Lisi, Board of Directors Chair
Sarah Sanders (*Designee for CT State Treasurer Erick Russell*)¹

ABSENT: Kimberly Kennison (*Designee for Jeffrey Beckham, OPM Secretary*)
Mark Varholak

ALSO, PRESENT: Jeanette W. Weldon, Executive Director
Denise Aguilera, General Counsel
Rob Blake, Manager, Information Technology & Cyber Security²
Charles Bodie, Managing Director of Finance and Operations³
Jessica Carducci, Administrative Services Assistant
Dan Kurowski, Assistant Director
Andrew Kwashnak, Senior Systems & Data Analyst⁴
JoAnne N. Mackewicz, Controller
Michael F. Morris, Managing Director, Client Services
Kara Stuart, Manager, Administrative Services
of Connecticut Health and Educational Facilities Authority

APPROVAL OF MINUTES

Mr. Angelini requested a motion to approve the Audit-Finance/Human Resources Committee meeting minutes of April 17, 2024. Mr. Lisi moved to approve the minutes and Ms. Martin seconded the motion.

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

¹ Ms. Sanders participated in the meeting via teleconference that permitted all parties to hear each other.

² Mr. Blake participated in the meeting via teleconference that permitted all parties to hear each other.

³ Mr. Bodie participated in the meeting via teleconference that permitted all parties to hear each other.

⁴ Mr. Kwashnak participated in the meeting via teleconference that permitted all parties to hear each other.

AYES

Michael Angelini
Peter Lisi
Susan Martin
Sarah Sanders

NAYS

None

ABSTENTIONS

None

Mr. Davis joined the hybrid meeting at 12:05 p.m.

REVIEW AND APPROVAL OF FY 2026 COMPENSATION BUDGET

Mr. Angelini introduced the proposed human resources budget that will cover Staff compensation and benefits, as this budget comprises a large portion of the total operating budget. The proposed compensation and benefits budget will then be presented to the Board as part of the Committee Report, and the total operating budget for fiscal year (FY) 2026 will be reviewed by the Board at the June 2025 meeting.

Mr. Bodie gave a presentation on the proposed human resources budget for FY 2026, which included a detailed overview on the following topics:

- Current Economic Environment Impact
- Market Projections for Merit Increases
- FY 2026 Compensation Budget Proposal
- Fiscal Year Compensation Comparison (Budget vs. Actual)
- Employee Benefits Budget Overview
- Medical Insurance Budget Assumptions
- Benefits as a Percent of Compensation (Budget vs. Actual)
- FY 2026 Pro Forma Operating Budget Overview

Mr. Bodie stated that the FY 2026 total compensation budget is relatively flat, or 1% lower, than the FY 2025 total compensation budget, and that the average merit increase proposal for FY 2026 is 3.69%. Mr. Bodie noted that the compensation budget includes 2 new roles at the Authority, with 1 mid-year hire and 1 full-year hire. Mr. Bodie reported that the FY 2026 benefits expense budget decreased by 9.06% relative to the FY 2025 budget, primarily driven by lower level funded medical insurance premiums.

During the presentation, the floor was opened to questions and a brief discussion ensued.

Mr. Angelini requested a motion to approve the FY 2026 proposed human resources budget as presented. Ms. Martin moved for approval and Mr. Lisi 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	None	None
Lawrence Davis		
Peter Lisi		
Susan Martin		
Sarah Sanders		

Mr. Angelini thanked Mr. Bodie and team for their hard work with the budget.

REQUEST FOR APPROVAL OF \$32,500 BUDGET MODIFICATION IN FY 2025 FOR RECRUITING

Mr. Bodie reported that management is requesting an overall \$32,500 budget modification for recruiting expenses. Management will be working with Robert Half to fill the Client Services role vacated in April 2025. The hiring need was unexpected and no funds had been allocated to recruit for the position.

Mr. Angelini requested a motion to approve the \$32,500 budget modification in FY 2025 for recruiting. Mr. Lisi moved for approval and Ms. Martin 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	None	None
Lawrence Davis		
Peter Lisi		
Susan Martin		
Sarah Sanders		

ADJOURNMENT

There being no further business, Mr. Lisi moved to adjourn the hybrid meeting and Ms. Martin seconded the motion.

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

<u>AYES</u>	<u>NAYS</u>	<u>ABSTENTIONS</u>
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Michael Angelini
Lawrence Davis
Peter Lisi
Susan Martin
Sarah Sanders

None

None

The hybrid meeting adjourned at 1:03 p.m.

Respectfully submitted,

Jeanette W. Weldon
Executive Director