

Organizational Synergy & Human Resources Committee
Nov. 30, 2016 Regular Telephonic Meeting

Draft Minutes

Members Present via Telephone: Chairman James Hayden
Marilyn Cruz-Aponte (present until executive session)
Ralph Eno
Bob Painter

CRRA Management Present: Tom Kirk, President
Mark Daley Chief Financial Officer
Laurie Hunt, Director of Legal Services
Moira Kenney, Assistant HR Manager/Board Administrator

Others Present: Kurtis Denison, R.C. Knox

Chairman Hayden called the meeting to order at 8:33 a.m.

1. REVIEW AND RECOMMEND THE EMPLOYEE BENEFIT PROGRAM (MEDICAL, DENTAL, VISION, LIFE AND DISABILITY INSURANCE) RENEWAL

The Committee undertook a substantial discussion concerning the impact of increased healthcare costs, MIRA's transition into a renewal program and the impact of the classification changes & recommendations, and how to best provide employees with an opportunity to enroll in a renewal plan.

Mr. Daley noted that there would be a 7% increase compared to CY 16's overall costs for MIRA employees transferring into comparable premium plans in CY 17. He explained MIRA would be saving in Life & Disability areas if we switched from Lincoln to MetLife. He explained the plans offered with MIRA's incumbent, Connecticare, were specifically recommended by MIRA's broker as being the closest match possible to MIRA employee's current enrollments.

MIRA's broker Kurtis Dennison provided an overview of the recommendations, variances and challenges that MIRA's new group classification will have on the coming enrollment period.

The Committee agreed that the proposed recommendations provide the most seamless and cost effective option for MIRA employees.

During the renewal discussion it was agreed that MIRA would offer to fund 50% of the maximum annual contribution (which is \$6,200 for a family, or \$3,100) for an individual, to each employee's HSA account during the CY 2017 & CY 2018.

Director Eno made a motion to present the benefit renewals as discussed to the full Board. Director Painter seconded the motion. The motion was approved unanimously.

2. EXECUTIVE SESSION

Chairman Hayden requested a motion to enter into Executive Session to discuss personnel matters. The motion was made by Director Eno and seconded by Director Painter. The motion previously made and seconded was approved unanimously by roll call. Chairman Hayden requested that the following people remain for the Executive Session, in addition to the Committee members:

Tom Kirk

The Executive Session commenced at 9.19 a.m.

3. ADJOURNMENT

Chairman Hayden requested a motion to adjourn the meeting. The motion to adjourn made by Director Eno and seconded by Director Painter was approved unanimously.

The meeting was adjourned at 9:35 a.m.

Respectfully submitted,

Moira Kenney
HR Specialist/Board Administrator