

Organizational Synergy & Human Resources Committee
April 12, 2023
Regular Meeting Minutes

A Regular Telephonic Meeting of the Organizational Synergy & Human Resources Committee of the Materials Innovation and Recycling Authority was held on April 12, 2023. Present via video or audio conferencing were:

Members Present: Chairman James Hayden
 Director Bert Hunter

Present from MIRA: Mark Daley, President
 Cheryl Kaminsky, Comptroller

Others present: None

PUBLIC COMMENT

Committee Chairman Hayden called the meeting to order at 8:33 a.m. He said there were no members of the public who wished to comment and proceeded with the agenda.

1. Approval of the Minutes of the January 18, 2023 OS & HR Committee Meeting.

Committee Chairman Hayden requested a motion to accept the minutes of the January 18, 2023 OS & HR Committee meeting. The motion to approve the minutes was made by Director Hunter and seconded by Chairman Hayden. The motion to accept the minutes was approved unanimously.

2. Discussion regarding the Health and Welfare Plan Renewals.

Mr. Daley stated that MIRA is in the process of reviewing the options for the employee benefits that would take effect July 1, 2023. Mr. Daley went through our current plans and rates as well as the employee cost share. Mr. Daley stated that there is about a 7% increase in the medical rates from last year. Mr. Daley also stated that we very recently received the Benefit Renewal Proposal from Assured Partners and need time to go through it. Once we have done that, we will request a special meeting of the committee, probably in May, with an overview and recommendations. Chairman Hayden asked whether the employee cost share also reflected the 7% cost increase. Mr. Daley responded that what is presented is what is in place now and we would adjust those costs based on committee recommendations.

Ms. Kaminsky then went over changes that have occurred with the plans and options that are being proposed. Ms. Kaminsky stated that the state is offering another option other than the Expanded Access Plan that MIRA currently has. The Quality First Plan is being offered as a full replacement option, which means only one plan can be selected; you cannot offer both plans. Ms. Kaminsky stated that the two plans are similar with two exceptions: one being that the Quality First Plan has different Tiers for services and the second being that the annual out of pocket max is much higher with the new plan. She stated that employees seem to be very happy with the current plan.

Ms. Kaminsky stated that the state has changed the administrator for the Health Enhancement Plan from Care Management Solutions, Inc. to Quantum Health. The state was making this transition beginning April 1, 2023.

Ms. Kaminsky discussed issues with the current COBRA administrator and stated that Assured Partners has presented us with another option. Benefit Horizons is a COBRA administrator who MIRA could choose to use at an initial cost of about \$200 in the first year and about \$150 in subsequent years. Since it is very important to have the COBRA program be correct, the committee was in agreement that a change would be in order.

3. OS & HR Update

Ms. Kaminsky reviewed the HR Quarterly Report with the Committee. She stated that as of March 31, 2023 the last four positions that are involved in the reduction in force have taken place. That brings our employee total to 15. Ms. Kaminsky also noted that there was a decrease in the average age and length of service.

4. Executive Session.

Committee Chairman Hayden requested a motion to enter into Executive Session to discuss personnel employment matters. The motion to enter Executive Session was made by Director Hunter and seconded by Chairman Hayden. Committee Chairman Hayden requested that Mark Daley remain for the Executive Session in addition to the Committee members. Committee Chairman Hayden stated that there will be no votes taken in executive session and that the meeting will be adjourned right after executive session ends. The motion was unanimously approved.

The Executive Session began at 8:51 a.m. and concluded at 9:10 a.m.