

**Human Resources Committee  
November 29, 2023  
Special Meeting Minutes**

A Special Meeting of the Human Resources Committee of the MIRA Dissolution Authority was held on November 29, 2023. Present either in person or by video or audio conferencing were:

Committee Members Present:                   Committee Chairperson Rachel Taylor  
  Authority Chairperson Bert Hunter

Other Directors/Members Present:        Director Matthew Dayton  
  Director Joe DeNicola  
  Director Bill Beccaro

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

Others present:                               Miguel Escalera  
  Ann Catino

**PUBLIC COMMENT**

Committee Chairperson Taylor called the meeting to order at 12:33 p.m. She stated that there were no members of the public who wished to comment and proceeded with the agenda.

**1.       Approval of the Minutes of the October 11, 2023 HR Committee Meeting**

Committee Chairperson Taylor requested a motion to accept the minutes of the October 11, 2023 HR Committee meeting. The motion to approve the minutes was made by Chairperson Hunter and seconded by Committee Chairperson Taylor. The motion to accept the minutes was approved unanimously.

**2.       Review of the FY2025 Proposed Authority Budget**

Committee Chairperson Taylor asked Mr. Daley to proceed with a discussion of the FY2025 proposed Authority budget. Mr. Daley stated that the budget is for 14 full time employees which is a reduction of 1 from the current budget of 15 due to a resignation. The budget includes money for 2 part-time temporary employees. Mr. Daley stated that the budget includes a 4% COLA, with no changes to the employee contribution amounts for the benefit plans. There is also a stipend for those employees who opt out of the medical plan which will not change. The current 401K 5% flat and up to 5% match is not changing nor is the amount for the wellness program which is \$375 per employee per year. Chairperson Hunter pointed out that the proposed insurance costs stayed the same due to the elimination of one full time employee position.

### **3. Executive Session**

Committee Chairperson Taylor requested a motion to enter into Executive Session to discuss personnel employment matters. Mr. Daley was asked who should attend executive session. He stated that all the directors in attendance, Miguel Escalera, Ann Catino and himself. The motion to enter Executive Session was made by Chairperson Hunter and seconded by Committee Chairperson Taylor. Committee Chairperson Taylor stated they would enter Executive Session with those persons just named.

The Executive Session began at 12:43 p.m. and concluded at 1:22 p.m.

### **4. Out of Executive Session**

Out of Executive Session, Committee Chairperson Taylor stated that no votes were taken in Executive session. She stated that they discussed changes to Mr. Daley's employment agreement that were initially discussed at the October 11, 2023 and tabled pending further information. Chairperson Hunter stated the changes to Mr. Daley's employment agreement will be on the agenda for the December 6, 2023 Board Meeting. A discussion will occur in the Board Executive Session with a vote to follow.

The meeting was adjourned at 1:23 p.m.