DRAFT

STATE OF CONNECTICUT HEALTH AND EDUCATIONAL FACILITIES AUTHORITY

Minutes of
The Human Resources/Audit-Finance Committee Meeting
of April 27, 2010

The Human Resources/Audit-Finance Committee of the State of Connecticut Health and Educational Facilities Authority met in joint session on Tuesday, April 27, 2010 at 1:00 p.m.

The meeting was called to order by William J. Cibes, Ph.D., Chair, of the Human Resources Committee at 1:01 p.m. and, upon roll call, those present and absent were as follows:

PRESENT: Benson Cohn, Chair, Audit-Finance Committee
William J. Cibes, Jr., Ph.D., Chair, Human Resources Committee
John Biancamano
Patrick A. Colangelo
John Mengacci (Rep. Secretary Robert Genuario)
Sarah K. Sanders (Rep. Honorable Denise Nappier)
Barbara Rubin, Board Chair

ALSO PRESENT: Jeffrey A. Asher, Executive Director
Paula L. Herman, General Counsel
JoAnne Mackewicz, Controller
Debra M. Pinney, Manager, Administrative Services
Jeanette Weldon, Managing Director
and Kathy Owens, Receptionist/Administrative Assistant, of the Connecticut Health and Educational Facilities Authority

The Notice of Meeting was read and ordered spread upon the Minutes of this Meeting and filed for the record.

The purpose of the meeting:

1. Approval of Minutes –Audit-Finance Committee Meeting of January 26, 2010

2. Approval of Minutes – Human Resources Committee Meeting of March 30, 2010

3. Review Proposed Compensation and Benefits Budget for FY 2011

Approval of Minutes

Dr. Cibes requested a motion to approve the Minutes of the Audit-Finance Committee Meeting of January 26, 2010. Ms. Rubin moved to approve the minutes; Mr. Mengacci seconded her motion.

Upon roll call, the "Ayes," "Nays" and "Abstentions" were as follows:

AYES	NAYS	ABSTENTIONS
John Biancamano Benson Cohn John Mengacci Barbara Rubin	None	Patrick A. Colangelo[1] Sarah K. Sanders[2]

Dr. Cibes requested a motion to approve the Minutes of the Human Resources Committee Meeting of March 30, 2010. Ms. Rubin moved to approve the minutes; Mr. Mengacci seconded her motion.

[1] Mr. Colangelo did not attend the January 26, 2010 Audit-Finance Committee Meeting.
[2] Ms. Sanders did not attend the January 26, 2010 Audit-Finance Committee Meeting.

Upon roll call, the "Ayes," "Nays" and "Abstentions" were as follows:

AYES	**NAYS**	**ABSTENTIONS**
William Cibes . John Mengacci Barbara Rubin	None	John Biancamano[3]

Proposed Compensation and Benefits Budget for FY 2011

Ms. Weldon presented the proposed compensation and benefits budget for FY 2011.

Ms. Weldon pointed out that, in the aggregate, the components of all-in compensation for State employees and CHEFA employees differ substantially, especially with respect to fringe benefits. For example, CHEFA's proposed budgeted fringe benefit level for FY 2011 is 28% (compared to 32% in FY 2009 and 29.6% in the FY 2010 budget), compared to a 63% fringe benefit percentage for State employees in FY 2010.

Substantial discussion followed concerning the extent to which CHEFA employee compensation should be determined by reference to compensation of State employees. Views were expressed that it is difficult to make an "apples to apples" comparison as a result of the various tiers and variations within the State compensation structure, the availability to many State employees of post-retirement health benefits and the overall difference in weighting of various components of the State system and the CHEFA system.

Mr. Asher pointed out that at the time of the most recent compensation survey conducted by the Authority, compensation for Authority jobs was adjusted and pegged at 90% of the

[3] Mr. Biancamano did not attend the March 30, 2010 Human Resources Committee Meeting.

market standard for comparable positions, with the expectation that incentive compensation would make up the balance.

Ms. Sanders expressed the view that CHEFA employees should not be getting increased compensation when State employees are not getting raises.

Ms. Rubin observed that it would be inappropriate to wed Authority compensation adjustments directly to State adjustments, since Authority employees came to CHEFA with the understanding and expectation that they would receive lower fringe benefits but would be eligible for compensation that included an incentive component.

Mr. Biancamano moved to accept the Staff proposal with respect to merit increases and labor grade adjustments, as presented by Ms. Weldon with the modification that the requested pool of dollars equal to 1% of salaries to be available for labor grade adjustments would not be included (i.e., any labor grade adjustments will be made from the pool of dollars available for merit increases.) Ms. Rubin seconded the motion.

Upon roll call, the “Ayes,” “Nays,” and “Abstentions” were as follows:

AYES	**NAYS**	**ABSTENTIONS**
John Biancamano	William J. Cibes, Jr.	None
Benson Cohn	John Mengacci	
Patrick Colangelo	Sarah K. Sanders	
Barbara Rubin		

The meeting adjourned at 2:06 p.m.

Respectfully submitted,

William J. Cibes, Jr., Ph.D.
Human Resources Committee Chair

Benson R. Cohn
Audit-Finance Committee Chair