



## Connecticut Health Insurance Exchange Human Resources Committee Regular Meeting

Human Resources Committee

Wednesday, June 10, 2020

Remote Meeting

### **Members Present:**

Thomas McNeill (Chair); Paul Philpott; Steven Hernandez; Theodore Doolittle

### **Members Absent:**

Victoria Veltri

### **Other Participants:**

AHCT Staff: James Michel; Glenn Jurgen; Susan Rich-Bye; Marcin Olechowski

#### **I. Call to Order**

The Meeting of the Human Resources Committee was called to order at 10:43 a.m. Roll call for attendance was taken.

#### **II. Review and Approval of Minutes**

Chair Thomas McNeill requested a motion to approve the May 11, 2020 Human Resources Committee Special Meeting Minutes. Motion was made by Paul Philpott and seconded by Theodore Doolittle. Roll Call vote was ordered. **Motion passed unanimously.**

#### **III. Technology Update**

Glenn Jurgen, Director of Human Resources, provided the Technology Update. Mr. Jurgen reviewed enhancements to the payroll and human resources information system. Mr. Jurgen noted that there are three modules that are being implemented on the human resources side which are performance, compensation and recruiting. Mr. Jurgen stated that the performance and compensation modules have been already implemented while the recruiting module will be put into practice soon. Mr. Jurgen described the specifics of all the modules.

#### **IV. Staff Update**

Mr. Jurgen provided information about the operational aspects of working remotely. Mr. Jurgen noted that the last day that employees worked from the office was on March 22. Mr. Jurgen praised the Information Technology (IT) Department for facilitating a smooth transition for the employees to be able

to work remotely. Mr. Jurgen emphasized that every effort is made to keep employees engaged during these unprecedented times.

Mr. Jurgen noted that AHCT is the recipient of the one of the Best Places to Work in Connecticut Awards and it is especially challenging to maintain the culture that was nurtured without the face-to-face interaction. Mr. Jurgen added that AHCT puts a lot of emphasis on employee engagement through digital platforms and initiatives that are part of it. Mr. Jurgen provided the Committee with information on accountability and the clear system of metrics that most of departments have implemented while other departments are using systems of tracking and routine meetings with their respective supervisors. Mr. Jurgen mentioned online trainings were offered to employees as well as leadership.

#### **V. Executive Session – Personnel Matter**

Chair requested a motion to go into Executive Session to discuss a personnel matter exempt from disclosure pursuant to C.G.S. § 1-200(6)(A). Motion was made by Theodore Doolittle and seconded by Paul Philpott. Roll call vote was ordered. **Motion passed unanimously.**

Upon returning to the public meeting from the executive session, Chair requested a motion to extend the CEO's current contract for three years at the current salary with salary review after 12 months. Motion was made by Paul Philpott and seconded by Theodore Doolittle. Roll call vote was ordered. **Motion passed unanimously.**

#### **VI. Adjournment**

Chair requested a motion to adjourn. Motion was made by Paul Philpott and seconded by Theodore Doolittle. Roll call vote was ordered. **Motion passed unanimously.** Meeting adjourned at 11:31 a.m.