



Connecticut Health Insurance Exchange Human Resources Committee Regular Meeting

Human Resources Committee
Meeting Minutes

Thursday, September 9, 2021
Remote Meeting

Members Present:

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

Members Absent:

Victoria Veltri

Other Participants:

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

I. Call to Order

Chair Thomas McNeill called the Meeting of the Human Resources Committee at 10:01 a.m. Roll call for attendance was taken.

II. Review and Approval of Minutes

Chair Thomas McNeill requested a motion to approve the May 13, 2021 Human Resources Committee Regular Meeting Minutes. Motion was made by Theodore Doolittle and seconded by Steven Hernandez. Roll Call vote was ordered. **Motion passed unanimously.**

III. Growth and Success Plan

Glenn Jurgen, Director of Human Resources, provided the Growth and Success Plan Update. Mr. Jurgen stated that AHCT decided to examine the organizational structure and future direction for the agency.

Paul Philpott joined at 10:04 a.m.

Mr. Jurgen stated that when AHCT was originally set-up, it functioned differently than it does currently. Mr. Jurgen added that AHCT is now an established organization. He emphasized that AHCT undertook many initiatives, including health equities and disparities which are taking on a more prominent role as well as the future creation of the subsidiary. Mr. Jurgen stated that an

internal Senior Leadership Team (SLT) subcommittee was formed to assess what the organization might look like in the future and added that one of the elements being discussed is whether certain services can be brought in-house while others could be outsourced to provide more efficiency and cost-effectiveness. Further discussions and recommendations will follow based on the data and future projections. Paul Philpott asked whether a timeline exists for the launch of the subsidiary.

James Michel, Chief Executive Officer, noted that a discussion pertaining to this topic will take place during the upcoming Strategy Committee meeting. Mr. Michel noted that the possible start of the subsidiary may be in 2023 or 2024. Mr. Michel noted that the SLT subcommittee was formed in order to bring additional insight on the future of the agency since the economic and political landscape constantly changes and AHCT should be ready to react accordingly to any changes that it encounters. Mr. Michel added that the Exchange needs to be flexible to adjust to the necessary changes quickly.

Mr. Michel emphasized that the Leadership wants to ensure that AHCT continues to evolve in order to achieve its goals more efficiently and continue to strive to fulfill its mission and vision. Mr. Michel added that AHCT needs to be flexible to quickly adapt to any possible changes in the landscape and pointed out that the organization evolves in a way that helps the Connecticut residents. Mr. Jurgen reiterated that AHCT wants to grow and expand to continue to serve the residents of Connecticut.

D. Executive Session

Chair Thomas McNeill requested a motion to go into the Executive Session to discuss the evaluation of a public officer or employee, a matter exempt from disclosure pursuant to C.G.S. §1-200(6)(A). Motion was made by Paul Philpott and seconded by Theodore Doolittle. **Motion passed unanimously.**

Following the conclusion of the Executive Session, Chair called the Meeting back to order.

E. Adjournment

Chair Thomas McNeill requested a motion to adjourn. Motion was made by Theodore Doolittle and seconded by Paul Philpott. **Motion passed unanimously.** Meeting adjourned at 10:36 a.m.