



## Connecticut Health Insurance Exchange Human Resources Committee Regular Meeting

Human Resources Committee  
Thursday, December 5, 2024  
Remote Meeting  
Meeting Minutes

### **Members Present:**

Thomas McNeill (Chair); Sean King; Steven Hernandez

### **Other Participants:**

AHCT Staff: James Michel; Glenn Jurgan; Susan Rich-Bye; Holly Zwick; Jeanna Walsh; Rebekah McLearn; Marcin Olechowski

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

The Meeting of the Human Resources Committee was called to order at 10:02 a.m. Roll call for attendance was taken.

### **II. Public Comment**

No public comment was submitted.

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

Chair Thomas McNeill requested a motion to approve the May 9, 2024, Human Resources Committee Regular Meeting Minutes. Motion was made by Sean King and was seconded by Steven Hernandez. Roll Call vote was ordered. **Motion passed unanimously.**

### **IV. Staffing Update**

Glenn Jurgan, Director of Human Resources, provided information on Access Health CT (AHCT) staffing. The workforce is demographically very diverse, and this adds robustness to the company culture. The employee demographics are as follows: 48.4 percent of employees are White, 27.4 percent of employees are Hispanic, 16.8 percent of employees are Black; and Asian, Two or More Races and Other represent the rest of the employees.

The generational makeup of the workforce continues to evolve slightly with the number of Baby Boomers in the organization decreasing, now representing 12.6 percent of the workforce. Mr. Jurgan emphasized that the Millennials are the biggest demographic in the

organization representing 46.3 percent of all employees. The number of Generation Z currently amounts to 8.4 percent of the workforce.

Mr. Jurgen provided an overview of payroll types, with 68.4 percent of employees being exempt salaried employees while 31.6 percent are non-exempt hourly employees. The workforce gender make-up consists of 57.9 percent female and 42.1 percent male.

## **V. Intern Program**

Information was provided about the newly reinvigorated internship program. It is designed to engage interns in the different departments at AHCT and bring them together to collaborate on a project that will positively impact AHCT. There are three major objectives of the program: to foster collaboration, to enhance learning and to generate impact. The project is yet to be determined; however, the pool of potential projects is extensive. It will be a robust internship program.

Mr. Jurgen outlined internship activities that include, among others, visit to the Legislative Office Building and a final presentation for the Senior Leadership Team (SLT). Answering Mr. Hernandez's inquiry, Mr. Jurgen noted that all internships at AHCT are paid. James Michel, Chief Executive Officer, added that AHCT will also be exploring providing school credits to participants. AHCT will work with local institutions of higher learning about this approach.

## **VI. Executive Session**

Chair Thomas McNeill requested a motion to go into Executive Session to discuss personnel matters exempt from disclosure under C.G.S. §1-200(6)(A). Motion was made by Steven Hernandez and was seconded by Sean King. Roll call vote was ordered. **Motion passed unanimously.**

Chair Thomas McNeill requested a motion to come out of the Executive Session. Motion was made by Steven Hernandez and was seconded by Sean King. Roll call vote was ordered. **Motion passed unanimously.**

## **VII. Adjournment**

Chair Thomas McNeill requested a motion to adjourn. Motion was made by Sean King and was seconded by Steven Hernandez. Roll call vote was ordered. **Motion passed unanimously.** Meeting adjourned at 10:50 a.m.