

**Organizational Synergy & Human Resources Committee
May 20, 2014, Regular Telephonic Meeting**

Draft Minutes

Members Present by Phone: Chairman James Hayden
Ralph Eno

CRRA Management Present: Tom Kirk, President
Mark Daley Chief Financial Officer
Laurie Hunt, Director of Legal Services
Eric Womack, Human Resources Manager
Moirra Kenney, HR Specialist/Board Administrator

Chairman Hayden called the meeting to order at 12:00 p.m.

1. APPROVAL OF MINUTES OF THE FEBRUARY 18, 2014, OS & HR COMMITTEE MEETING

Chairman Hayden requested a motion to approve the minutes of the Feb. 18, 2014, Organizational Synergy & Human Resources Committee meeting. Director Eno made the motion, which was seconded by Chairman Hayden.

The motion to approve the minutes was approved by roll call.

2. DISCUSSION OF THE ORGANIZATIONAL REVIEW AND TRANSITION

Mr. Kirk provided the Committee with an update concerning CRRA's transition to MIRA. He said the law is expected to be signed shortly. Mr. Kirk said management will re-evaluate the newly branded MIRA's mission and the OS & HR Committee will likely review the personal tasks of MIRA including compensation and staffing concerns.

Director Eno asked if the statutes limit MIRA's use of consultants. Mr. Kirk replied that the statutes limit management's ability to engage consultants without an affirmative vote of the super majority of the Board. He explained management plan to accomplish the required human resources review made necessary by the change in statutes without the use of an outside consultant.

Mr. Kirk said the financial impact will be the highest in the Internet Technology Department. He explained although CRRA provided a task list with estimated budgets to OFA the estimates were not included in the fiscal note. Mr. Womack said management's estimated note was for \$200,000 to \$400,000 in associated transition costs. He said the to-do list included in the package is for preliminary tasks which will be developed into further detail over time.

Chairman Hayden said he supports management's intention to undertake the bulk of the internal review internally however he would not preclude a third party consultant at this point either. Director

Eno said it is his sense that this review should be started internally and enlisting the services of a professional consultant should only be utilized if there are issues which management requires assistance with.

Mr. Kirk said the bill was very clear that the state wide education efforts have been moved to a new foundation. He said the creation of the new foundation is via appointment by the Governor and Legislative leaders and is still in development. Mr. Kirk said management had hoped for CRRA Board members appointments but as of right now there is no Board in place and therefore no governing body to assume responsibility for education.

Mr. Kirk said the MIRA Chairman has indicated CRRA should wait for the foundations' creation before transition of the education staff. He said the education costs for 2015 are already contained in the property division of the budget and total \$240,000. Mr. Kirk noted that the transitioning Trash employees would still be guaranteed a job in accordance with the statutory language, although they will be employees of the new organization.

3. DISCUSSION OF THE COMPLETED COMPENSATION REPORT

Mr. Kirk said management is planning to present the completed report to the full Board for approval. He said questions concerning the IT manager will be addressed during the second phase of the compensation report. Mr. Kirk recommended a review of all MIRA positions when this second phase is undertaken. Mr. Kirk said MIRA went out to bid for these services and received one suitable bidder which may be used if an outside consultant is required.

4. EXECUTIVE SESSION

Chairman Hayden requested a motion to enter into Executive Session to discuss personnel matters. The motion was made by Director Eno and seconded by Chairman Hayden. The motion previously made and seconded was approved unanimously by roll call. Chairman Hayden requested that the following people remain for the Executive Session, in addition to the Committee members:

Tom Kirk
Mark Daley
Laurie Hunt
Eric Womack

The Executive Session commenced at 12:30 p.m. and concluded at 12:45 p.m.

The meeting reconvened at 12:45 p.m. and Chairman Hayden noted that no votes were taken in Executive Session.

4. ADJOURNMENT

Chairman Hayden requested a motion to adjourn the meeting. The motion to adjourn made by Director Eno and seconded by Chairman Hayden was approved unanimously.

The meeting was adjourned at 12:45 p.m.

Respectfully submitted,

Moira Kenney
HR Specialist/Board Administrator