

**Organizational Synergy & Human Resources Committee
November 13, 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
Eileen Kearney, Temporary Board Administrator

Chairman Hayden called the meeting to order at 9:31 a.m.

1. APPROVAL OF MINUTES OF THE MAY 20, 2014, OS & HR COMMITTEE MEETING

Chairman Hayden requested a motion to approve the minutes of the May 20, 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 unanimously by roll call.

2. APPROVAL OF MINUTES OF THE AUG. 28, 2014, OS & HR COMMITTEE MEETING

Chairman Hayden requested a motion to approve the minutes of the Aug. 28, 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 unanimously by roll call.

3. REVIEW AND RECOMMEND APPROVAL OF EMPLOYEE BENEFIT PROGRAM (MEDICAL, DENTAL, VISION, LIFE AND DISABILITY INSURANCE) RENEWAL

Mr. Kirk provided background on the renewal process for health insurance. At the recommendation of the company's consultant, management decided not to bid again for coverage for another three years. Discussion continued by the Committee on the effects of changing from a large employer classification to a small employer classification.

Mr. Eno posed a question as to the effect of the tax on employers as a result of the Federal Affordable Health Care Law. Mr. Womack noted that MIRA is a qualified plan. Chairman Hayden then questioned whether the Committee needed a resolution on this topic on whether to go out and bid. Mr.

Kirk responded the company did not need the recommendation to bid. Instead, he requested that Committee agreed by consensus to recommend this item be added to the Agenda for the next Board of Directors Meeting in order to adopt the health plan and to determine the costs for insurance in 2015. Mr. Womack agreed to prepare a formal resolution for the Board of Directors.

Further discussion continued regarding the percentage of increase in the health care rates in the upcoming fiscal year. In addition, Mr. Womack noted the change in employee headcount and its effect on the percentage of change.

The Committee reached a consensus to add an item to the Board of Directors meeting agenda for next week to adopt the health plan and approve a designated dollar amount on the plan for insurance for 2015.

4. EXECUTIVE SESSION TO DISCUSS PERSONNEL MATTERS

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 9:50 a.m. and concluded at 9:59 a.m.

The meeting reconvened at 10:00 a.m. and Chairman Hayden noted that no votes were taken in Executive Session.

5. ADJOURNMENT

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

The meeting was adjourned at 10:00 a.m.

Respectfully submitted,

Eileen R. Kearney
Temporary Board Administrator