

**Organizational Synergy & Human Resources Committee
April 24, 2008 Meeting**

Draft Minutes

Members Present: Mark Cooper, Committee Chairman
Edna Karanian, Vice-Chairman

CRRA Staff Present: Thomas Kirk, President
James Bolduc, Chief Financial Officer
Chris Hyfield, Human Resources Manager
Moira Kenney, Secretary to the Board/Paralegal

Chairman Cooper called the meeting to order at 8:30 a.m. and noted that there was a quorum.

1. APPROVAL OF MINUTES OF THE MARCH 27, 2008, ORGANIZATIONAL SYNERGY & HUMAN RESOURCES COMMITTEE MEETING

Chairman Cooper requested a motion to approve the minutes of the March 27, 2008, Organizational Synergy & Human Resources Committee meeting. Director Karanian made the motion, which was seconded by Chairman Cooper.

The minutes were approved unanimously.

2. REVIEW AND RECOMMEND APPROVAL OF SENIOR MANAGEMENT (CEO, CFO) SALARY INCREASES FOR 2007 PERFORMANCE

Chairman Cooper requested a motion to approve the above captioned items for recommendation to the full Board. Director Karanian made the following motion:

RESOLVED: That the salaries for the President (increase of 2.1%) and Chief Financial Officer (increase of 2.1%) be adopted as presented and discussed by the Organizational Synergy & Human Resources Committee and the Executive Committee.

Mr. Hyfield said the resolution was based on the Executive Committee's review of Mr. Kirk and Mr. Bolduc and will need to be approved by the full Board.

Director Karanian said that the State gets an annual 3% raise as a cost of living increase. There was substantial discussion on the topic.

The motion which was seconded by Director Cooper was approved unanimously.

3. REVIEW AND RECOMMEND RESOLUTION REGARDING THE REVISED COMPENSATORY TIME POLICY

Chairman Cooper requested a motion to approve the above captioned item to bring to the full Board for approval in May. Director Karanian made the following motion:

RESOLVED: That the revised Compensatory-time Policy of the Connecticut Resources Recovery Authority be adopted substantially as approved by the Organizational Synergy and Human Resources Committee.

The motion was seconded by Chairman Cooper.

Mr. Hyfield said the item was a necessary provision item to clarify the rule for a 40 hour exempt employee.

The motion was approved unanimously.

4. EXECUTIVE SESSION

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

Chris Hyfield

The Executive Session commenced at 8:42 a.m. and concluded at 9:24 a.m.

The meeting reconvened at 9:24 a.m. and Chairman Cooper noted that no votes were taken in Executive Session.

5. REVIEW AND RECOMMEND CONTRACT REVISIONS FOR CEO AND CFO

Chairman Cooper requested a motion to approve the contract revisions for the CEO and CFO to bring to the full Board for approval. Director Karanian made the motion which was seconded by Chairman Cooper.

The motion was approved unanimously.

6. ADJOURNMENT

Chairman Cooper requested a motion to adjourn the meeting. The motion made by Director Francis and seconded by Director Karanian was approved unanimously.

The meeting was adjourned at 9:25 a.m.

Respectfully submitted,

Moira Kenney
Secretary to the Board/Paralegal