



STATE OF CONNECTICUT
LIEUTENANT GOVERNOR NANCY WYMAN

Connecticut Health Insurance Exchange
Human Resources Subcommittee Regular Meeting

Human Resources Subcommittee

Thursday, March 3, 2016
Connecticut Historical Society
Meeting Minutes

Members Present:

Robert Tessier (Chair); Robert Scalettar, M.D.; Victoria Veltri

Members Absent: Maura Carley

Other Participants:

James Wadleigh, Melinda Brayton; Steven Sigal

I. Call to Order and Introductions

The Meeting of the Human Resources Subcommittee was called to order by Robert Tessier at 1:00 p.m.

II. Review and Approval of Minutes

Robert Tessier requested a motion to approve the minutes from the February 22, 2016 Special Meeting. Motion was made by Victoria Veltri and seconded by Robert Scalettar. ***Motion passed unanimously.***

III. Merit-based Pay for Performance Policy Discussion and Vote

Robert Tessier requested a motion to approve the Merit –Based Pay for Performance Policy to be included in the Access Health CT Employee Handbook. Motion was made by Victoria Veltri and seconded by Robert Scalettar, M.D.

Mr. Tessier thanked the committee for the constructive meeting on February 22, 2016. The recommended changes to the draft policy improved the final document. The real emphasis is now on the performance feedback from managers to employees which should typically be taking place at least quarterly. Ms. Brayton stated that managers are already required to provide regular performance feedback to direct reports. Mr. Wadleigh added that performance reviews are a topic of discussion at managers' meetings. Mr. Tessier asked about supervisory and manager training. Ms. Brayton replied that it is offered through the

Connecticut Community Colleges. Ms. Veltri confirmed that State supervisors are required to take this training. Ms. Brayton stated that 14 managers went through the program last year and 6 are going through the program this year.

Motion passed unanimously.

IV. Adjournment

Robert Tessier requested a motion to adjourn. Motion was made by Victoria Veltri and seconded by Robert Scalettar, M.D. ***Motion passed unanimously.*** Meeting adjourned at 1:19 p.m.