

A meeting of the Personnel Committee at the Rhode Island Higher Education Assistance Authority was held on Wednesday, October 15, 2014 in the McKenna Conference Room of 560 Jefferson Boulevard, Warwick, Rhode Island, at 8:40 a.m.

Committee Members in attendance:

Mr. Robert Delaney, Chair

Mr. John Howell

Mr. Daniel Egan

Mr. Christopher Feisthamel, designee for General Treasurer Gina Raimondo.

Ms. Christine Jenkins

Ms. Faith LaSalle

Committee Members absent:

None

Also attending:

Ms. Gail Mance-Rios

Mr. Joseph Palumbo, Legal Counsel

Mr. Charles Miller

Ms. Linda Makhlouf

Ms. Dana Peterson-Fatuda

Ms. Winnie Antos

Ms. Maggie Cote

Ms. Shirley Roy

Mr. Steve Strycharz, Union President

Mr. Gregory Stack, Budget Office

1. Mr. Delaney called the meeting to order at 8:40 a.m.

2. Discussion of Organizational Structure: Mr. Delaney stated that the purpose of this meeting is to discuss RIHEAA's organizational structure and the positions in which it exists within the organization. Mr. Delaney asked the group to review the organization chart, and the job descriptions as it is at this moment and the potential of what is to come via the Strategic Plan. Mr. Delaney stated that the boxes shaded in blue are potential positions to be removed from the organization. The box shaded in yellow is a position vacancy that was approved by the Budget Office.

Ms. Mance-Rios stated that the boxes shaded in blue are specific functions of the loan division. The Default Prevention Agents function will be done by our renewed Navient (Sallie Mae) contract, along with the imaging of claims (System Support agent). All seven positions are directly related to the new contract.

Mr. Feisthamel asked if the Director of Program Administration of the Loan Division can be folded into another area. Ms. Mance-Rios

responded, as a Guaranty Agency, we are required to have an Ombudsman, compliant and complaint officer to facilitate with loans. Mr. Feisthamel asked if that position could be downgraded. Ms. Mance-Rios stated she will review the Director's of Administration roles and provide the committee with her recommendations.

Mr. Feisthamel stated that the organization chart looks top heavy and we should try to combine those management positions. Mr. Delaney recommended reviewing all senior management positions and make recommendations on where they are going to help in other areas of the organization.

Mr. Delaney asked Ms. Makhlouf to provide the dollar amount of each FTE's salary and benefit.

Mr. Stack commented that the employees that have Statutory Status may be able to obtain assistance from the Department of Administration's Human Resources department, they usually are able to help fill vacancies and assist with Unionized employees with bumping and such. Mr. Stack stated we should look at the savings vs. the outsourcing.

Mr. Delaney stated classified vs. non-classified, we have a responsibility to assist with filling these positions, and is it possible to fill them in other areas of the organization.

Mr. Feisthamel asked if we did not fill the position in the yellow box, could we not cut the positions in the blue box. Mr. Delaney stated, that is what we need as a committee to discuss.

Mr. Delaney stated he wants our Board, RIHEAA management, Union, and employee to have discussions to help the transitioning of employees.

Ms. Mance-Rios stated she has looked at trying to repurpose employees in other areas within the agency.

3. Update on pending and potential litigation: A motion was made to go into Executive Session to receive an update and advice from legal counsel pursuant to RIGL 42-46-5 §(a)(1), by Mr. Egan, seconded by Ms. Jenkins.

Voted in Favor: Ms. LaSalle, Mr. Egan, Mr. Feisthamel, Mr. Howell, Ms. Jenkins and Mr. Delaney

Voted against: None

Executive Session began at 9:20 a.m.

Open Session resumed at 9:50 a.m.

Mr. Delaney stated there were no votes taken in Executive Session and made a motion to seal the minutes.

Voted in Favor: Ms. LaSalle, Mr. Egan, Mr. Feisthamel, Mr. Howell, Ms. Jenkins and Mr. Delaney

Voted against: None

With no further business to come before the Committee, the meeting adjourned at 9:50 a.m.