

**A meeting of the Personnel Committee at the Rhode Island Higher Education Assistance Authority was held on Wednesday, November 5, 2014 in the McKenna Conference Room of 560 Jefferson Boulevard, Warwick, Rhode Island, at 8:35 a.m.**

**Committee Members in attendance:**

**Mr. Robert Delaney, Chair**

**Mr. Daniel Egan**

**Ms. Christine Jenkins**

**Mr. John Howell**

**Ms. Faith LaSalle**

**Committee Members absent:**

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

**Also attending:**

**Ms. Gail Mance-Rios**

**Mr. Joseph Palumbo, Legal Counsel**

**Mr. Charles Miller**

**Ms. Linda Makhoul**

**Ms. Dana Peterson-Fatuda**

**Ms. Winnie Antos**

**Ms. Patia Bertram**

**Ms. Kathy Berard**

**Mr. Kevin Elliott**

**Ms. Carol Brynes**

**Ms. Lisa Shevlin**

**Mr. Michael Joyce**

**Mr. Steve Strycharz, Council 94 President**

**Ms. Laurie Brayton, Legislative Analyst**

**Mr. James Cook, LCGD**

**1. Mr. Delaney called the meeting to order at 8:35 a.m.**

**2. Discussion of Organizational Structure: Mr. Delaney asked Mr. Palumbo if the Department of Administration Classification Questionnaire applies to this agency. Attorney Palumbo stated it is his belief that the study does not apply to this agency. Mr. Palumbo stated that the letter should not prevent the Board from moving forward with the reorganization. Mr. Palumbo stated we should keep this information in mind when making the decisions based on the state legislature. A discussion ensued regarding the material distributed.**

**Mr. Egan asked if any positions that were in blue from the previous meeting are on the current chart. Ms. Mance-Rios stated no, once the agency goes full service, the loan department and related positions will be eliminated.**

**Mr. Egan asked for a motion to go into Executive Sessions to discuss**

**the Acting Executive Director's performance. Mr. Egan stated he is concerned with the grade level 31 dropping 1-2 lines down within the organization chart. Mr. Palumbo reminded the committee that appropriate notice must be given prior to the meeting, and the committee cannot speak about individuals in executive session without their knowledge unless notice has been given to the employee.**

**Mr. Delaney stated his concerns are three senior managers making decisions without reviewing personnel files, skills, etc. He stated if we are creating new positions, why do we have the same people with the same duties in the organizational chart.**

**Mr. Delaney stated we are not in a position to approve this document and asked for a meeting with the Department of Administration, the Budget Office, the Acting Executive Director and the Personnel Committee.**

**It should be noted that Ms. LaSalle left the meeting at 9:35 a.m.**

**Mr. Delaney stated the goal is to work with Human Resources and the Dept. of Administration regarding "bumping" and statutory status.**

**With no further business to come before the Committee, the meeting adjourned at 9:40 a.m.**