

MINUTES
PERSONNEL COMMITTEE OF THE
CONNECTICUT HOUSING FINANCE AUTHORITY (CHFA)
SPECIAL MEETING
January 22, 2024

Committee Members

Present (Virtually): Seila Mosquera-Bruno, Chairperson of CHFA and Commissioner of the Department of Housing
Heidi DeWyngaert, Vice Chairperson of CHFA
Lisa Tepper Bates, CHFA Board Member
Sarah Sanders, Deputy Treasurer, representing Erick Russell, State Treasurer, CHFA Board Member and Chairperson of the Finance/Audit Committee

CHFA Staff & Others

Present (Virtually): Nandini Natarajan, CEO-Executive Director
Maura Martin, Managing Director of Administration
Kemi Uwuoruya, Director of Human Resources
Theresa Caldarone, General Counsel
Myriam Michaels, Korn Ferry

Ms. Mosquera-Bruno called the Personnel Committee meeting to order at 11:07 am. A roll call of committee members was conducted, and a quorum was present.

Ms. Natarajan introduced Myriam Michaels from Korn Ferry. Ms. Michaels presented the framework used for the compensation study and the resulting recommendations. Committee members asked questions and discussion ensued. The committee requested reconvening in February to review a recommendation regarding adjusting the salary grade structure to reflect the 75th percentile of the comparator job market for base salary compensation as presented by Korn Ferry. As a second step to implementation of the compensation study recommendations, the committee requested that staff develop a proposed compensation incentive plan for future consideration of the committee.

The committee members reviewed the minutes from the October 18, 2023 Personnel Committee meeting.

Upon a motion made by Ms. DeWyngaert, seconded by Ms. Tepper Bates, the Personnel Committee members voted unanimously in favor of approving the October 18, 2023 Personnel Committee minutes as presented.

There being no further business to discuss, a motion was made by Ms. DeWyngaert and seconded by Ms. Tepper Bates, and the meeting was adjourned by unanimous consent at 12:11 p.m.