

Personnel Committee
Meeting Highlights
October 12, 2016

ANTHEM INSURANCE CLAIMS UPDATE

Ryan O'Donnell, *Anthem Account Manager*, presented an update on Anthem Insurance Claims.

More than half of claims from September 2015 through August 2016 were from high-cost claimants.

Mrs. O'Donnell noted that there were 36 visits to the Hospital Emergency Department which were identified as avoidable. She also discussed lifestyle conditions that could lead to reduced claim costs. Board members and **Executive Director Ron Branscome** talked about various means of promoting healthy lifestyles among employees. Mrs. O'Donnell also encouraged RACSB to educate employees about the LiveHealth Online program.

WORKERS COMPENSATION CLAIMS REPORT

Terry Moore, *Human Resources Manager*, presented to the Committee the Workers Compensation Claims Report for Fiscal Year (FY) 2017. The total paid claims so far this year is \$3,437.90. There were 12 claims incurred, two (2) of which are Record Only claims. One (1) claim has been denied as compensable. Only two (2) claims remain open. The total expense incurred including reserves is \$11,327.62 and the loss ratio is 41.04%.

The claims paid for Fiscal Year (FY) 2016 increased by \$9,126.85 from the prior quarterly report, and 14 claims remain open, one (1) of which is in litigation.

The Personnel Committee unanimously approved a motion recommending the Board approve the Workers Compensation Claims Report.

SEPTEMBER 2016 EEO REPORT

Terry Moore, *Human Resources Manager*, presented to the Committee the EEO Report and Recruitment update for September 2016. RACSB received 260 applications through September 31, 2016. This was a 31.60% decrease compared to the previous month and an 11.20% decrease when compared to September 2015.

The RACSB jobs website was the top recruitment source during this time period. At the time of the report, there were 66 positions open, and 14 of those were new.

RACSB was a main sponsor for a Regional Job Fair with The Free Lance-Star. Supervisors from Rappahannock Area Adult Activities, Inc. (RAAI) will attend a career fair at the University of Mary Washington (UMW) later in October.

A motion by the Personnel Committee recommending the Board approve the September 2016 EEO Report as presented by staff was unanimously approved.

SEPTEMBER 2016 RETENTION REPORT

Terry Moore, *Human Resources Manager*, presented the Committee with a report on employee retention. During September 2016, RACSB processed seven (7) employee

separations, 6 (6) of which were voluntary and one (1) was involuntary. The retention rate for September 2016 was 98.7% and the turnover rate was 1.3%.

A motion by the Committee recommending the Board approve the Retention Report as presented by staff was unanimously approved.

SEPTEMBER 2016 DISABILITY CLAIMS REPORT

Terry Moore, *Human Resources Manager*, presented to the Committee the Disability Claims Report for September 2016. Premiums paid through September to CIGNA for full-time employees hired before January 1, 2014 totaled \$84,219.67. The short-term disability loss ratio was 58.47% and the long-term loss ratio was 96.51%. For the reporting period, there were 12 short-term claims and four (4) long-term claims. There were eight (8) claims processed through the Virginia Local Disability Program year-to-date.

The Committee unanimously approved a motion recommending the Board approve the Disability Claims Report as presented by staff.