



600 Jackson Street / Fredericksburg, Virginia 22401 / www.racsb.state.va.us

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NOTICE

TO: PERSONNEL COMMITTEE
Jack Rowley, Chair, Lawrence Davies, Kenneth Lapin, Beth Elkins, Linda Carter,
Kheia Hilton, Diane Deibel

FROM: Jane Yaun, Executive Director

SUBJECT: Personnel Committee Meeting
Wednesday, December 13, 2017, **10:30 a.m.**
Board Room 208, Fredericksburg, VA

DATE: December 5, 2017

A Personnel Committee Meeting has been scheduled for Wednesday, December 13, 2017, 10:30 a.m., Board Room 208, Fredericksburg, VA.

Looking forward to seeing you on the 13th.

Enclosure (Agenda Packet)

cc: Linda Ball, Chairperson

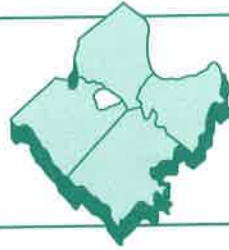
RAPPAHANNOCK AREA COMMUNITY SERVICES BOARD

PERSONNEL COMMITTEE MEETING

*Wednesday, December 13, 2017, 10:30 a.m.
Ronald W. Branscome Building
Board Room 208
600 Jackson Street, Fredericksburg, VA 22401*

a g e n d a

- | | | |
|------|---|-----------------|
| I. | CLOSED MEETING, VA CODE §2.2-3711 A(4), A(7) & A(15) | Jack Rowley |
| II. | NOVEMBER 2017 EEO REPORT and RECRUITMENT UPDATE
Teal pp | Teresa McDonnel |
| III. | NOVEMBER 2017 RETENTION REPORT
Gray pp. | Terry Moore |
| IV. | NOVEMBER 2017 DISABILITY CLAIMS REPORT
Yellow pp. | Terry Moore |
| V. | OTHER BUSINESS | Jack Rowley |
| VI. | ADJOURNMENT | |



MEMORANDUM

To: Jane Yaun, Executive Director

From: Teresa McDonnel, Human Resources Staffing Specialist

Date: December 1, 2017

Re: Summary – EEO Report – November, 2017 and Recruitment Update

RACSB received 119 applications through November 30, 2017. This is a decrease of 7.75% compared to the month of October, 2017, and a decrease of 32.0% when compared to the month of November, 2016.

The decrease in applications is likely due to fewer open positions available. Earlier in the year there were 72 vacancies. According to the attached list there are currently 52 open positions, down 20 positions year to date. New positions account for 3.5 of the open positions.

Of the applications received, 71 applicants listed the RACSB applicant website as their recruitment source, and 47 applicants mentioned RACSB employee referrals.

We have advertised three additional positions on Monster.com – Emergency Services Therapist, Residential Counselor I, and PEID Special Educator.

A summary is attached indicating external applicants hired, internal applicants moved, and actual number of applicants applying for positions in the month of November.

EEO Report 2017

APPLICANT DATA	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
Female	92	154	116	98	128	68	136	108	128	89	142	86	77
Male	44	33	17	15	28	22	17	21	40	14	27	13	11
Not Supplied	39	47	43	33	33	34	42	50	44	41	77	30	31
Total	175	234	176	146	189	124	195	179	212	144	246	129	119
ETHNICITY													
Caucasian	35	85	65	46	86	30	75	58	58	43	63	66	51
African American	86	94	54	60	60	45	73	54	103	54	104	27	26
Hispanic	7	9	4	2	7	4	9	5	1	6	5	3	2
Asian	0	4	1	1	1	1	3	5		3	2	3	
American Indian	4	1	2	2	1	2					2	1	
Native Hawaiian	0	0	0	0	1	0							
Two or More Races	3	3	7	3	3	2		2	2	1	3	2	11
RECRUITMENT SOURCE													
Newspaper Ads	3	8	12	2	10	1	2	4	29	17	36	6	
RACSB Website	100	171	112	79	97	88	99	114	130	81	145	64	71
RACSB Intranet	9	10	11	2	3	0	8	7	13	2	4	5	4
Employee Referrals	36	61	57	54	68	30	70	48	76	51	57	49	47
Radio Ads	0	0	0	0	0	0							
Indeed.com	0	0	0	5	8	15	2	6	1			1	2
VA Employment Commission	18	1	1	0	3	2	3	2		1	5	5	1
Other -	11	6	13	7	19	6	11	1	9	2	3	5	1
Facebook	0	0	0	0	0	1						2	
Multi Site Search	2	2	5	0	5	0		4			1	3	
NHSC	0	0	0	0	0	0		1					
Goodwill referral	0	0	0	0	0	0							
Job Fair	4	1	1	0	1	0			2		23		
Total # of Applicants				90	113	72	121	110	117	87	123	90	77

**Previous months are hidden

Open Position Report - November 30, 2017

Date Posted	Position No.		Position Title	Location	RU	Full-time/ Part-time	Notes
11/28/2017	202-2017	ADMIN	Office Associate II	Fredericksburg	1100	FT	
8/1/2017	134-2017	CLINICAL	ES Therapist	Fredericksburg	2000/4000	FT	
9/1/2017	151-2017	CLINICAL	ES Therapist	Fredericksburg	2000/4000	FT	
7/22/2016	172-2016	CLINICAL	Psychiatrist	F'burg, Caroline, King George	2200	FT	2 (1.5 filled)
8/1/2017	139-2017	CLINICAL	MH Therapist	Stafford	2200	PT	
7/12/2017	116-2017	CLINICAL	Engagement Specialist	Fredericksburg	2200/4200	FT	NEW
11/6/2017	195-2017	CLINICAL	MH/SA Therapist - Floater	Fredericksburg	2200/4200	FT	
11/22/2017	201-2017	CLINICAL	Clinic Coordinator III	Fredericksburg	2200/4200	FT	
9/29/2017	164-2017	CLINICAL	SA Therapist	RRJ	4200	FT	
10/4/2017	168-2017	CLINICAL	SA Therapist Women's Services	Fredericksburg	4260	FT	
10/23/2017	183-2017	CLINICAL	MH Nurse - RN (MAT)	Fredericksburg	4261	FT	NEW - Grant
9/29/2017	165-2017	CLINICAL	JDTC Therapist	Fredericksburg	4295	FT	
7/3/2017	105-2017	CSS	PACT MH Nurse - RN	401 Bridgewater St.	2370	FT	
7/12/2017	110-2017	CSS	PACT Peer Specialist III	401 Bridgewater St.	2370	FT	
11/1/2017	192-2017	CSS	PACT MH Therapist	401 Bridgewater St.	2370	FT	
6/8/2017	086-2017	CSS	MH Res. Counselor II	Home Road	2778	FT	
8/28/2017	142-2017	CSS	MH Res. Counselor I	Home Road	2778	FT	
8/2/2017	136-2017	CSS	MH Res. Counselor I	Bridgewater	2784	FT	
10/19/2017	176-2017	CSS	MH Res. Counselor I	Lafayette Boarding House	2786	FT	
11/20/2017	200-2017	CSS	MH Res. Counselor I	Lafayette Boarding House	2786	FT	
3/23/2017	040-2017	CSS	MH Res. Counselor II	Lafayette Boarding House	2786	FT	
2/16/2017	020-2017	CSS	Day Support Counselor	RAAI - Various Locations	Various	PRN	NEW - 1 open (11 filled)
10/19/2017	180-2017	CSS	Day Support Counselor	RAAI ICF Kings Highway	3652	PT	
11/9/2017	197-2017	CSS	DS Dental Clinic Coordinator	RAAI - Kings Highway	Split	PT	
11/1/2017	191-2017	CSS	Day Support Counselor	RAAI Spotsylvania	3654	PT	
10/26/2017	179-2017	CSS	Day Support Counselor	RAAI Stafford	3655	PT	
10/26/2017	135-2017	CSS	ID Res. Counselor I	Stonewall Estates	3773	PT	
10/26/2017	187-2017	CSS	ID Res. Counselor I	Piedmont Drive	3776	FT	
6/8/2017	084-2017	CSS	ID Res. Counselor I	Igo Road	3777	PT	
7/25/2017	132-2017	CSS	ID Res. Counselor I	Igo Road	3777	PT	
11/15/2017	198-2017	CSS	ID Res. Counselor I	Igo Road	3777	FT	
10/19/2017	182-2017	CSS	ID Res. Counselor I	New Hope Estates	3778	PT	
6/28/2017	099-2017	CSS	ID Res. Counselor I	Belmont SAP	3781	PT	
11/9/2017	196-2017	CSS	Asst. Group Home Manager	Scottsdale Estates	3779	FT	
10/11/2017	170-2017	CSS	ID Res. Counselor I	Brittany Commons SAP	3784	PT	
2/24/2017	026-2017	CSS	ID Res. Counselor I	Galveston Road	3790	PT	
9/29/2017	166-2017	CSS	ID Res. Counselor I	Churchill Drive	3791	PT	
5/18/2017	098-2016	CSS	ICF Nurse - LPN	ICF Ross	3792	FT	
10/26/2017	185-2017	CSS	ICF Nurse - LPN	ICF Ross	3792	FT	
10/16/2017	173-2017	CSS	ID Res. Counselor I	ICF Ross	3792	PT	
10/16/2017	174-2017	CSS	ID Res. Counselor I	ICF Ross	3792	PT	
4/28/2016	097-2016	CSS	ICF Nurse - LPN	ICF-Lucas	3793	FT/PT	
7/3/2017	102-2017	CSS	ID Res. Counselor I	ICF-Lucas	3793	PT	
10/16/2017	175-2017	CSS	ID Res. Counselor I	ICF-Lucas	3793	PT	
10/27/2017	188-2017	CSS	ID Res. Counselor I	ICF-Lucas	3793	PT	
3/29/2017	044-2017	CSS	ID Res. Counselor I	Myers Dr Respite	3794	PT	
3/29/2017	045-2017	CSS	ID Res. Counselor I	Myers Dr Respite	3794	PT	
7/18/2017	125-2017	CSS	ID Res. Counselor I	Myers Dr Respite	3794	PT	
11/9/2017	194-2017	CSS	Asst. Group Home Manager	Myers Dr Respite	3794	FT	
11/1/2017	190-2017	CSS	ID Res. Counselor I	Floater - All Locations	Split	FT	
8/3/2015	055-2015	CSS	Physical Therapist	PE-ID	3910	FT or PT	
5/18/2017	069-2017	CSS	Special Educator	PE-ID	3910	FT	
10/27/2017	189-2017	Clinical	Peer Recovery Specialist -NWCSB	Fredericksburg	N/A	PT	NEW - NWCSB - Grant
			52 Total Positions				
			29 Full-Time				
			23 Part-Time				

RECRUITMENT REPORT 2017

MONTHLY RECRUITMENT	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
External Applicants Hired:												
Part-time	8	3	2	3	6	4	12	7	4	10	6	
Full-time	8	4	5	2	7	8	9	6	3	8	6	
Sub Total External Applicants Hired	16	7	7	5	13	12	21	13	7	18	12	
Internal Applicants Moved:												
Full-time to PRN As Needed	0	0	0	0	0	0	0	1	0	1	0	
Full-time to Part-time	0	0	0	0	0	0	0	0	1	0	0	
Part-time to PRN As Needed	1	0	1	0	0	1	1	0	0	0	0	
Part-time to Full-time	2	3	0	3	3	0	4	4	2	4	0	
Lateral Transfer	2	3	2	1	1	12	2	4	2	2	3	
Non-Lateral Change in Position	1	0	0	0	1	1	0	1	1	0	1	
Promotion	12	3	0	1	5	4	3	2	3	2	3	
Sub Total Internal Applicant Moves	18	9	3	5	10	18	10	12	9	9	7	
Total Positions Filled:	34	16	10	10	23	30	31	25	16	27	19	
Total Applications Received:	176	146	189	124	195	179	209	144	246	129	119	
Actual Total of Applicants:	94	90	113	72	121	110	117	87	123	90	77	
Total External Offers Made:	12	11	7	12	11	18	20	16	15	21	10	
Total Internal Offers Made:	8	8	9	8	9	24	12	11	7	17	2	



MEMORANDUM

To: Jane Yaun, Executive Director
From: Terry Moore, Human Resources Manager
Date: December 1, 2017
Re: Summary – Retention Report – November, 2017

Human Resources processed a total of nine employee separations for the month of November, 2017. Seven of the separations were voluntary and two were involuntary. Four of the employees were part-time and five were full-time.

Resignations were submitted due to accepting other job offers, family reasons, child care needs, and relocation. According to the attached report, the Retention Rate for November, 2017 was 99.91% and the turnover rate was .09%.

There were two employees who were not able to return from leave due to extenuating health reasons, which do not count towards turnover calculations. Annualized turnover comparison is included, and indicates a retention rate flat with that of 2016, which is relative to the current unemployment rate for the region.

RACSB RETENTION & TURNOVER REPORT
NOVEMBER, 2017

<u>ORGANIZATIONAL UNIT</u>	<u>NUMBER OF TERMS</u>	<u>VOLUNTARY</u>	<u>INVOLUNTARY</u>	<u>EXPLANATION</u>
Administrative	0	0	0	
	0	0	0	
<i>Unit Totals</i>	<i>0</i>	<i>0</i>	<i>0</i>	
Clinical Services	1	1	0	Child Care Reasons
	0	0	0	
	0	0	0	
<i>Unit Totals</i>	<i>1</i>	<i>1</i>	<i>0</i>	
Community Support Services	2	2	0	Another position - home more/more responsibility
	1	1	0	Relocation
	1	1	0	Accepted full time offer in school system
	2	2	0	Family needs
	2	0	2	Policy Violation
<i>Unit Totals</i>	<i>8</i>	<i>6</i>	<i>2</i>	
Grand Totals for the Month	9	7	2	
Not Able to Return from Leave	2			Do Not Count in Turnover Percentage
Retirements	0			Do Not Count in Turnover Percentage

Total Employees for the Month	551
Retention Rate	99.91%
Turnover Rate	0.09%

Total Separations	9
Part-time Separations	40.00%
Full-time Separations	60.00%

RACSB Turnover 2014

<u>Employees</u>	<u>Jan-14</u>	<u>Feb-14</u>	<u>Mar-14</u>	<u>Apr-14</u>	<u>May-14</u>	<u>Jun-14</u>	<u>Jul-14</u>	<u>Aug-14</u>	<u>Sep-14</u>	<u>Oct-14</u>	<u>Nov-14</u>	<u>Dec-14</u>	<u>2014 Year End</u>
Average Total Positions	554	554	554	554	554	554	554	554	554	554	554	554	554
Monthly Terminations*	9	7	8	5	14	11	17	18	9	10	6	15	129
Turnover by Month YTD	1.62%	1.26%	1.44%	0.90%	2.53%	1.99%	3.07%	3.25%	1.62%	1.81%	1.08%	2.71%	23.29%
Cumulative Turnover YTD	1.62%	2.89%	4.33%	5.23%	7.76%	9.75%	12.82%	16.06%	17.69%	19.49%	20.58%	23.29%	23.29%
Average % Turnover per Month YTD	1.62%	1.44%	1.44%	1.31%	1.55%	1.62%	1.83%	2.01%	1.97%	1.95%	1.87%	1.94%	1.94%

*Monthly Terminations Does Not Include: Employee Retirements, Employees Not Able to Return from Disability Leave, Employees Not Completing NEO, Interns/Volunteers

RACSB Turnover 2015

<u>Employees</u>	<u>Jan-15</u>	<u>Feb-15</u>	<u>Mar-15</u>	<u>Apr-15</u>	<u>May-15</u>	<u>Jun-15</u>	<u>Jul-15</u>	<u>Aug-15</u>	<u>Sep-15</u>	<u>Oct-15</u>	<u>Nov-15</u>	<u>Dec-15</u>	<u>2015 Year End</u>
Average Total Positions	586	586	586	586	586	586	586	586	586	586	586	586	586
Monthly Terminations*	10	8	13	2	10	17	10	17	10	12	8	10	127
Turnover by Month YTD	1.71%	1.37%	2.22%	0.34%	1.71%	2.90%	1.71%	2.90%	1.71%	2.05%	1.37%	1.71%	21.67%
Cumulative Turnover YTD	1.71%	3.07%	5.29%	5.63%	7.34%	10.24%	11.95%	14.85%	16.55%	18.60%	19.97%	21.67%	21.67%
Average % Turnover per Month YTD	1.71%	1.54%	1.76%	1.41%	1.47%	1.71%	1.71%	1.86%	1.84%	1.86%	1.82%	1.81%	1.81%

*Monthly Terminations Does Not Include: Employee Retirements, Employees Not Able to Return from Disability Leave, Employees Not Completing NEO, Interns/Volunteers

RACSB Turnover 2016

<u>Employees</u>	<u>Jan-16</u>	<u>Feb-16</u>	<u>Mar-16</u>	<u>Apr-16</u>	<u>May-16</u>	<u>Jun-16</u>	<u>Jul-16</u>	<u>Aug-16</u>	<u>Sep-16</u>	<u>Oct-16</u>	<u>Nov-16</u>	<u>Dec-16</u>	<u>2016 Year End</u>
Average Total Positions	586	586	586	586	586	586	586	586	586	586	586	586	586
Monthly Terminations*	4	12	7	9	8	13	11	11	7	9	5	5	101
Turnover by Month YTD	0.68%	2.05%	1.19%	1.54%	1.37%	2.22%	1.88%	1.88%	1.19%	1.54%	0.85%	0.85%	17.24%
Cumulative Turnover YTD	0.17%	2.73%	3.92%	5.46%	6.83%	9.04%	10.92%	12.80%	13.99%	15.53%	16.38%	17.24%	17.24%
Average % Turnover per Month YTD	0.17%	1.37%	1.31%	1.37%	1.37%	1.51%	1.56%	1.60%	1.55%	1.55%	1.49%	1.44%	1.44%

*Monthly Terminations Do Not Include: Employee Retirements, Employees Not Able to Return from Disability Leave, Employees Not Completing NEO, Interns/Volunteers

RACSB Turnover 2017

<u>Employees</u>	<u>Jan-17</u>	<u>Feb-17</u>	<u>Mar-17</u>	<u>Apr-17</u>	<u>May-17</u>	<u>Jun-17</u>	<u>Jul-17</u>	<u>Aug-17</u>	<u>Sep-17</u>	<u>Oct-17</u>	<u>Nov-17</u>	<u>Dec-17</u>	<u>2017 Year End</u>
Average Total Positions	614	614	614	614	614	614	614	614	614	614	614	614	614
Monthly Terminations*	10	10	7	11	6	12	14	8	10	8	9		
Turnover by Month YTD	1.63%	1.63%	1.14%	1.79%	0.98%	1.95%	2.28%	1.30%	1.63%	1.30%	1.47%	0.00%	17.10%
Cumulative Turnover YTD	0.16%	3.26%	4.40%	6.19%	7.17%	9.12%	11.40%	12.70%	14.33%	15.64%	17.10%	17.10%	17.10%
Average % Turnover per Month YTD	0.16%	1.63%	1.47%	1.55%	1.43%	1.52%	1.63%	1.59%	1.59%	1.56%	1.55%	1.43%	1.43%

*Monthly Terminations Do Not Include: Employee Retirements, Employees Not Able to Return from Disability Leave, Employees Not Completing NEO, Interns/Volunteers



MEMORANDUM

To: Jane Yaun, Executive Director

From: Terry Moore, Human Resources Manager

Date: December 1, 2017

Re: Summary – Disability Claims January 1 through November, 2017

The total premiums paid to The Standard through November, 2017 were \$95,020.94. The Short-Term Disability Loss Ratio was 43.83% and the Long-Term Loss Ratio was 39.24%.

Since January, 2017 there were a total of 12 short term claims and one long term claim filed with The Standard. All of the short term claims have been closed and the long term claim remains active at this time.

Full-time employees hired January 1, 2014 and after are covered under the Virginia Local Disability Program (VLDP), administered by The Reed Group. This plan is self-funded by RACSB. A total of 16 short term claims have been filed. Two claims are pending, four are active, and the remaining claims are closed. There have been no long term claims filed with VLDP.

DISABILITY CLAIMS WORKSHEET
1/1/17-11/30/17

STANDARD SHORT TERM		Employee	Disability	Date Last	Approved	Last	Amount	Claim
Claim #	Type	Status	Date	Worked	Claim Period*	Payment Date	Paid to Date	Status
OOEY8090	ST	RTW	12/30/16	12/28/16	none yet	N/A	\$ -	Denied
OOEY5881	ST	RTW-2/13/17	1/20/17	1/19/17	1/20/17-2/12/17	2/13/17	\$ 953.49	Closed
OOEY5903	ST	RTW-4/3/17	1/27/17	1/26/17	1/27/17-4/2/17	4/4/17	\$ 3,244.63	Closed
OOEZ0985	ST	RTW-5/1/17	2/20/17	2/17/17	2/20/17-4/1/17	4/4/17	\$ 3,799.62	Closed
OOFB6161	ST	Term. 6/23/17	3/30/17	3/29/17	3/30/17-7/4/17	7/5/17	\$ 8,292.26	Closed
OOFD0130	ST	RTW-6/13/17, Term. 6/30/17	5/30/17	5/29/17	5/30/17-6/12/17	6/12/17	\$ 242.14	Closed
OOFE9898	ST	RTW-7/26/17, Term. 8/3/17	6/26/17	6/30/17	6/30/17-7/25/17	9/11/17	\$ 938.72	Closed
OOFE0019	ST	Resigned 9/19/17	7/24/17	7/21/17	7/24/17-9/26/17	9/26/17	\$ 4,563.76	Closed
OOFF6246	ST	RTW-8/12/17	7/28/17	7/27/17	7/28/17-8/11/17	8/11/17	\$ 498.94	Closed
OOFF8804	ST	RTW-12/1/17	9/6/17	9/5/17	9/6/17-10/18/17	10/18/17	\$ 2,836.50	Closed
OOFG3859	ST	RTW-9/5/17	8/22/17	8/21/17	8/22/17-9/4/17	9/15/17	\$ 738.45	Closed
OOFH2444	ST	RTW-9/25/17	9/8/17	9/7/17	9/8/17-9/24/17	9/28/17	\$ 494.07	Closed

12 Total Claims
0 Claims Pending

Paid in 2017 on above-listed claims \$ 26,602.58

STANDARD LONG TERM		Employee	Disability	Date Last	Approved	Last	Amount	Claim
Claim #	Type	Status	Date	Worked	Claim Period	Payment Date	Paid to Date	Status
OOFD5193	LT	Term. 6/23/17	3/30/17	3/29/17	7/4/17--	11/20/17	\$ 13,470.60	Active

1 Total Claim
0 Claims Pending

Paid in 2017 on above-listed claims \$ 13,470.60

(The Reed Group)

VLDP SHORT TERM		Employee	Disability	Date Last	Approved	Last	Amount	Claim
Claim #	Type	Status	Date	Worked	Claim Period*	Payment Date	Paid to Date	Status
108520437195	ST	Term.- 4/4/17	2/21/17	2/16/17	2/21/17-4/3/17	4/14/17	\$ 2,335.25	Closed
257574216498	ST	RTW-6/9/17, Term.-7/10	4/4/17	4/4/17	4/4/17-4/24/17	6/12/17	\$ 2,059.20	Closed
317767354007	ST	RTW-7/20/17	4/27/17	4/26/17	4/27/17-6/23/17	8/4/17	\$ 4,431.12	Closed
597836544733	ST	RTW-8/7/17	5/13/17	5/13/17	5/13/17-6/23/17	7/7/17	\$ 2,082.00	Closed
257574216498	ST	RTW-6/13/17	5/5/17	5/4/17	5/5/17-6/12/17	6/23/17	\$ 2,168.76	Closed
569216181671	ST	RTW-9/5/17	6/25/17	6/22/17	6/25/17-8/5/17	8/18/17	\$ 3,054.00	Closed
986210910008	ST	RTW-10/25/17	7/3/17	6/29/17	7/3/17-9/17/17	9/29/17	\$ 5,508.00	Closed
611120343100	ST	RTW-8/31/17	7/21/17	7/20/17	7/21/17-8/30/17	9/15/17	\$ 2,680.56	Closed
727213760169	ST	RTW-9/25/17	8/2/17	7/24/17	8/2/17-9/12/17	9/29/17	\$ 2,514.00	Closed
280155766940	ST	Maternity Leave	9/20/17	9/19/17	9/20/17-10/31/17	11/10/17	\$ 1,764.00	Closed
596653515902	ST	Medical	10/6/17	10/5/17	none yet	N/A	\$ -	Pending
868395253935	ST	Surgery	10/2/17	9/29/17	10/2/17-11/27/17	12/8/17	\$ 4,838.40	Active
444282834420	ST	Medical	10/10/17	10/6/17	none yet	N/A	\$ -	Pending
552196560111	ST	Medical	11/9/17	11/8/17	11/9/17-12/6/17	12/8/17	\$ 921.60	Active
582667590167	ST	Maternity Leave	11/6/17	10/20/17	11/6/17-12/17/17	12/8/17	\$ 1,850.40	Active
182299023806	ST	Auto Accident	10/6/17	10/5/17	10/6/17-12/31/17	12/8/17	\$ 2,540.16	Active

16 Total Claims
2 Claims Pending

Paid in 2017 on above-listed claims \$ 38,747.45
VLDP is Self-Funded by RACSB

VLDP LONG TERM		Employee	Disability	Date Last	Approved	Last	Amount	Claim
Claim #	Type	Status	Date	Worked	Claim Period*	Payment Date	Paid to Date	Status

0 Total Claims
0 Claims Pending