

MINUTES

Rappahannock Area CSB

Personnel Committee

Wednesday, March 14, 2018, 10:30 am - 12:00 pm

Board Room 208, 600 Jackson Street in Fredericksburg

In Attendance

Amy Umble; Andrea Merwin; Debra Draper; Jack Rowley; Jane Yaun; Joe Wickens; Karen Kallay; Ken Lapin; Lawrence Davies; Linda Ball; Teresa McDonnell; Terry Moore; Tina Sears

Not In Attendance

Beth Elkins; Diane Deibel; Kheia Hilton

A. Anthem Renewal

Ryan O'Donnell presented the Anthem renewal plans and data. The renewal rates would be lower, but would include increases to copays and prescription costs.

Rhonda Pellicano then presented a rate renewal comparison. Sam Rosenthal recommended keeping the benefits as they are and encourage employees to avoid the emergency department whenever possible.

Jack Rowley suggested asking Terry Moore to keep the benefits as they are and to see what the financial impact would be.

ATTACHMENT I

The Committee passed a motion recommending the Board approve keeping the health insurance benefits as they are, and request that Anthem representatives provide additional help with enrollment.

Move: Lawrence Davies Second: Ken Lapin Status: Passed

B. CLOSED MEETING, VA CODE 2.2-3711 A(4), A(7) and A (15) (Jack Rowley)

It was moved by Ken Lapin and seconded by Karen Kallay that the Personnel Committee of the Rappahannock Area Community Services Board convene in a closed meeting pursuant to Virginia Code §2.2 – 3711 A(4) for the protection and privacy of individuals in personal matters not related to public business; Virginia Code §2.2 – 3711 A(7) to receive a briefing by staff pertaining to litigation, where such briefing would affect the litigation posture of RACSB if held in open session; and Virginia Code §2.2 – 3711 A(15) to discuss medical records

excluded from 2.2 – 3711 pursuant to subdivision 1 of 2.2 – 3705.5, specifically to deliberate in the case of SH.

Upon reconvening, Jack Rowley called for a certification from all Committee members that, to the best of their knowledge, the Committee discussed only matters lawfully exempted from statutory open meeting requirements of the Freedom of Information Act; and only public business matters identified in the motion to convene the closed meeting.

A roll call vote was conducted:

Tina Sears—aye Lawrence Davies—aye
 Debbie Draper—aye Linda Carter—aye
 Ken Lapin—aye Jack Rowley--aye
 Karen Kallay--aye Linda Ball--aye

The motion was unanimously approved, and no action was taken following the closed session.

Move: Ken Lapin Second: Karen Kallay Status: Passed

C. February 2018 EEO Report and Recruitment Update

Teresa
McDonnel

The Committee reviewed the February EEO and Recruitment Report, which noted that RACSB received 96 applications through Feb. 28. This is a decrease of 36.42% compared to the month of January 2018 and a decreased of 34.25% compared to February 2017. There are currently 49 open positions.

ATTACHMENT II

The Committee passed a motion recommending the Board approve the EEO Report and Retention Update as presented.

Move: Ken Lapin Second: Lawrence Davies Status: Passed

D. February 2018 Retention Report

Terry Moore

The Retention Report stated that a total of 12 employee separations were processed in February 2018. Eight of those were voluntary, and four were involuntary.

ATTACHMENT III

The Committee passed a motion recommending the Board approve the Retention Report as presented.

Move: Ken Lapin Second: Karen Kallay Status: Passed

E. February 2018 Disability Claims Report

The Disability Claims Report stated that the total premiums paid to the Standard for February 2018 were \$16,725.67 The short-term disability loss ratio was 38.53% and the long-term loss ratio was 93.58%

In February, there were three short-term claims and one long-term claim through 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 after January 1, 2018 are covered under the Virginia Local Disability Program. This plan is self-funded by RACSB. Five short-term claims have been filed, and one is active. There have been no long-term claims filed with VDLP.

ATTACHMENT IV

The Committee passed a motion recommending the Board approve the Disability Claims Report as presented.

Move: Ken Lapin Second: Lawrence Davies Status: Passed

F. Other Business (Jack Rowley)

G. Adjournment

Jack Rowley adjourned the meeting at 12:07 p.m.