

# MINUTES

## Rappahannock Area CSB

### February Personnel

Wednesday, February 13, 2019, 10:30 am - 12:30 pm

Board Room 208, 600 Jackson Street, Fredericksburg, VA 22401

#### In Attendance

Amy Umble; Andrea Merwin; Debra Draper; Diane Deibel; Greg Sokolowski; Jane Yaun; Karen Kallay; Nancy Beebe; Rhonda Pellicano; Teresa McDonnel; Terry Moore

#### Not In Attendance

Beth Elkins; Ken Lapin; Lawrence Davies; Linda Carter

#### A. Compensation and Classification Study

In a web-exchange, Lee Weisiger presented the results of the compensation and classification study.

##### ATTACHMENT I

The Board passed a motion recommending the Board accept the proposal from the Compensation and Classification Study. This motion would change the pay grades of four positions--Reimbursement Technician II; Administrative Office Associate; MH/DD Nurse Manager; and Psychologist--as presented. This would affect 17 employees and cost \$31,564. The motion would also approve the recommended language changes in Human Resources policies.

Move: Nancy Beebe Second: Diane Deibel Status: Passed

#### B. Health Insurance Renewal

Matt Davis and Heather Marr from McGriff Insurance Services presented information about the renewal process of health insurance. Anthem is projecting an approximate 8.68% increase from the current expected funding rates and 30.18% increase from current funding rates. Delta is requesting a 3.44% increase on the fully insured contract for dental coverage.

##### ATTACHMENT II

The Committee passed a motion recommending the Board approve the recommended changes to the recommended policy as presented.

Move: Nancy Beebe Second: Diane Deibel Status: Passed

#### C. January 2019 EEO Report and Recruitment Update

Teresa  
McDonnel

Teresa McDonnell told the Committee that RACSB received 120 applications through Jan. 31. This is a decrease of 3.2% compared to December 2018 and a decrease of 20.5% compared to January 2018. The RACSB jobs website was the top recruitment source.

ATTACHMENT III

D. January 2019 Retention Report

Terry Moore

Terry Moore said that Human Resources processed eight employee separations in January; all were voluntary. The retention rate for January was 99.3% and the turnover rate was .07%.

ATTACHMENT IV

E. January 2019 Disability Claims Report

Terry Moore

Terry Moore reported that the total premiums paid to The Standard for January 2019 were \$8,036.85. The short-term disability loss ratio was 45.47% and the long-term loss ratio was 0.0%. There was one short-term claim filed and no long-term claims through The Standard. The short-term claim remains active at this time.

Full-time employees hired after Jan. 1, 2014 are covered under the Virginia Local Disability Program. A total of three claims have been filed. One is active and the remaining claims have closed. There have been no long-term claims filed with VLDP.

ATTACHMENT V

F. Other Business

Greg Sokolowski

G. Adjournment

The meeting adjourned at 12:21 p.m.