

**RICHMOND METROPOLITAN TRANSPORTATION AUTHORITY
MINUTES OF THE COMPENSATION AND BENEFITS COMMITTEE
HELD FEBRUARY 12, 2019**

A meeting of the Compensation and Benefits Committee of the Board of Directors of the Richmond Metropolitan Transportation Authority was held on the 12th day of February 2019, at the RMTA Main Office, 901 East Byrd St., Ste. 1120, Richmond, Virginia, pursuant to due notice.

The following Committee members were present: Mr. Carlos Brown, Mr. Harvey Hinson, Mr. Lane Ramsey, and Mr. Donald Williams. Chairwoman Marilyn West attended via teleconference. Authority staff present were Ms. Joi Dean, Ms. Sheryl Johnson, Ms. Leslie Mehta, and Ms. Leah Moss. Ms. Karin Campbell and Mr. Rick Campbell of Paypoint HR participated via teleconference.

Chairwoman West called the meeting to order at 10:29 a.m. The January 8, 2019 minutes were approved. Next, Ms. Dean provided CEO Comments. She reported that the RMTA health benefits increase is projected to be 0.9% with our current insurance carrier. As it is only a slight increase, RMTA plans to agree to continue with the insurance carrier for another year.

Ms. West then reintroduced Karin and Rick Campbell of Paypoint HR. They summarized their findings and recommendations from the previous committee meeting about the Compensation and Benefits Study they conducted. They also addressed additional questions about salary increases, potential compression of salaries for different positions, and the financial impact of implementing Paypoint HR's recommendations. They also presented their recommendations for different RMTA positions to the committee. At the Committee's request in follow up, Ms. Johnson will provide the committee with RMTA's pay plan policy and written responses to the questions posed to Paypoint HR and RMTA staff in the January and February committee meetings. The committee also requested a staff recommendation a couple of weeks before the next committee meeting based on the consultant's recommendations for the committee's review.

The Chairwoman reaffirmed the January committee decision to have a subsequent meeting to complete the compensation study discussion in March at which time the Chairwoman anticipated presenting recommendations to the full Board.

The meeting was adjourned at 11:45 a.m.