

**RICHMOND METROPOLITAN TRANSPORTATION AUTHORITY
MINUTES OF THE COMPENSATION AND BENEFITS COMMITTEE
HELD MARCH 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 March 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. Harvey Hinson, Mr. Lane Ramsey, and Mr. Donald Williams. Mr. Carlos Brown and Mr. Bill Woodfin (who is not on the Compensation and Benefits Committee) joined the meeting in progress. Chairwoman Marilyn West attended via teleconference. Authority staff present were Ms. Joi Dean, Ms. Sheryl Johnson, Ms. Leslie Mehta, and Ms. Leah Moss. Ms. Carrie Bartlett and Ms. Mary Jones, benefits consultants at OneDigital, attended as well. There was a quorum throughout the meeting.

Chairwoman West called the meeting to order at 10:28 a.m.

Mr. Brown joined the meeting in progress.

A motion was entertained for board member Marilyn West to participate via telephonic communication due to personal reasons pursuant to Virginia Code §§ 2.2-3707 and 3708.2 of the Virginia Freedom of Information Act and for Ms. West to chair the meeting telephonically. Upon motion duly made, seconded and unanimously carried by the affirmative votes of all of the Committee members present, Ms. West was approved to join the meeting by telephone and Chair the meeting.

Upon motion duly made, seconded and unanimously carried by the affirmative votes of all of the Committee members present, the February 12, 2019 minutes were approved. Next, Ms. Dean provided CEO Comments in which she introduced the Benefits Consultants, Ms. Bartlett and Ms. Jones of OneDigital.

OneDigital provided their benefits recommendations:

Medical:

- Extend coverage with Anthem under the Advantage One plans: Advantage One \$3,000/0% and Advantage One \$4,500/40%;
- 0% increase to annual premiums but increase from \$13.44 to \$20.00 premium for employees and premium increases from \$341.74 to \$375.90 for employee plus family;
- Realign contribution strategy to reflect greater employee cost sharing; and
- Continue Health Savings Account (HSA) contribution (\$1,000 Employee/\$1,500 Family), funded semi-annually (half contribution July 2019; half contribution January 2020)

Dental:

- Extend coverage with Anthem Dental and
- 3.2% increase to annual premiums

FSA Administration:

- Renew with Discovery Benefits, to include the limited purpose FSA for those enrolled in HSA

Long-term disability:

- Extend current plan with Unum (0% increase to current plan)