

**RICHMOND METROPOLITAN TRANSPORTATION AUTHORITY
MINUTES OF THE COMPENSATION AND BENEFITS COMMITTEE
HELD JANUARY 14, 2020**

A meeting of the Compensation and Benefits Committee of the Board of Directors of the Richmond Metropolitan Transportation Authority was held on the 14th day of January 2020, at the RMTA Main Office, 901 East Byrd St., Ste. 1120, Richmond, Virginia, pursuant to due notice.

The following Committee members were present: Committee Chairwoman Marilyn West and Committee members Harvey Hinson and Lane Ramsey. Committee member Donald Williams joined the meeting in progress. Committee member Carlos Brown was absent. Although not on the Committee, Board Chairman Greg Whirley joined the meeting in progress. Authority staff present were Ms. Joi Dean, Ms. Sheryl Johnson, Ms. Leslie Mehta, and Ms. Leah Moss. Ms. Mary Jones and Ms. Carrie Bartlett of OneDigital were present as well. There was a quorum throughout the meeting.

Chairwoman West called the meeting to order at 10:32 a.m. Upon motion duly made, seconded and unanimously carried by the affirmative votes of all of the Committee members present, the board minutes of the Committee's meetings held on March 12, 2019 and June 11, 2019 were approved as previously distributed.

Next, Ms. Dean provided CEO Comments. She reported that OneDigital provided a preliminary benefits assessment. The consultant will provide additional information concerning the RMTA health benefits increase projection with our current insurance carrier at a future committee meeting. Ms. Johnson added that there will be an additional committee meeting in March on the issue of benefits.

The OneDigital consultants, Mary Jones and Carrie Bartlett, provided preliminary information regarding Authority benefit enrollment for the past three years, medical loss ratios, and top health conditions of claims by paid amount. OneDigital will continue information-gathering while an Employee Wellness Committee is also formed to put together a well-being initiative. Additionally, OneDigital will look to the market concerning medical insurance coverage. Renewal information from Anthem is due in February. The next committee meeting to discuss benefits and renewal options will be in March.

The committee agreed to meet in February to review next step options based on the 2018/2019 compensation study.

The meeting was adjourned at 11:52 a.m.