

**RICHMOND METROPOLITAN TRANSPORTATION AUTHORITY
MINUTES OF THE COMPENSATION AND
BENEFITS COMMITTEE MEETING
HELD JANUARY 10, 2023**

A Committee Meeting of the Compensation and Benefits Committee of the Board of Directors of the Richmond Metropolitan Transportation Authority was held on the 10th day of January 2023, at the RMTA Main Office, 901 East Byrd St., Ste. 1120, Richmond, Virginia, pursuant to due notice.

Compensation and Benefits Committee Chairman Donald Williams and the following Committee members were present and acting throughout the committee meeting unless otherwise noted: Carlos Brown, Aubrey Fountain (entered at 11:10 am), and Dean Lynch. Board Chair Marvin Tart was present as well. Director Marilyn West was absent.

Also in attendance were RMTA staff members Joi Dean, Sheryl Johnson, Leslie Mehta, Leah Moss, and Paula Watson. OneDigital consultant Mary Jones was also present (exited at 11:30 am).

There was a quorum throughout the meeting.

Committee Chairman Williams called the meeting to order at 10:57 a.m.

As Board Secretary, Leslie Mehta conducted a roll call of everyone present at the meeting.

Upon motion duly made, seconded and unanimously carried by the affirmative votes of all of the Committee members present, the Committee minutes of the Authority's meeting held on March 8, 2022 were approved, as previously distributed.

Next, by way of her CEO comments, Ms. Dean introduced OneDigital consultant, Mary Jones, and explained that Ms. Jones would provide a health insurance benefits update.

Ms. Jones explained the RMTA strategic initiative. The RMTA goals are to offer competitive benefits to attract and retain talent in key positions; keep employee costs low both from a premium and an out-of-pocket standpoint; use data to better assist employees in maximizing the value of their benefits; and have OneDigital assist with compensation statements (Total Rewards). Thus, she noted that the actions will be to maintain benefits with an employee-friendly benefits provider; balance the need for a renewal increase with options that minimize the impact to employees; and focus on how to elevate the wellbeing initiative. She informed the Committee that the RMTA is in line with the benchmarks for HDHP Deductible of \$2,800 for an individual and \$5,600 for a family and out-of-pocket maximums of \$5,000 for an individual and \$10,000 for a family. She also noted that RMTA is better than the benchmark for premium contributions and Health Savings Account contributions.

Further, Ms. Jones explained that OneDigital anticipates that the renewal will be a low double-digit increase over the previous year based on RMTA's demographics and similar The Local Choice ("TLC") groups. OneDigital anticipates that remaining with TLC will be the best option for the July 2023 to June 2024 plan year. OneDigital also suggests reintroducing the wellbeing incentive for spouses in the new plan year (which entails encouraging spouses to have their annual wellness visit to receive a premium discount). Further, RMTA plans to launch a health and wellness survey in February 2023 and an employee engagement survey later in the year. Lastly, Ms. Jones reminded the Committee that the TLC health insurance renewal decision deadline is April 1, 2023.

Ms. Jones exited the meeting at 11:30 am.

Next, Ms. Johnson led a compensation strategy discussion. She explained that jurisdictional partners provided salary increases in FY21, FY22, and FY23. Other toll authorities increased salaries and tolls during the pandemic while RMTA did not. Other toll authority revenues

rebounded more quickly than at RMTA. Additionally, area customer service competitors increased wages during the pandemic.

Ms. Johnson reviewed the historical timeline of RMTA pay increases: On July 1, 2018, there was a pay increase up to 3% (merit based on FY18). On March 1, 2019, there was an adjustment to market rate based on the earlier Compensation Study recommendation. On July 1, 2019, there was a percentage increase up to 3% (merit based on FY19). On July 1, 2020, there was a wage freeze due to the pandemic. On July 1, 2021, the wage freeze was continued until after a first quarter assessment. In November 2021, there was a 3.5% increase (cost of living/wage adjustment). On July 1, 2022, there was a 5% merit increase (merit based on FY22). She also provided a living/market wage regional comparison and noted that regional competitors include Chick-Fil-A, Wawa, and Walmart for toll collectors and public janitorial and landscaping for maintenance workers.

Based on the information provided, the RMTA recommendation would be to increase the minimum rate to \$14 per hour (including TCAs and maintenance workers; the financial impact including estimated benefits would be \$63,000) or increase to \$15 per hour (including TCAs and maintenance workers; the financial impact including estimated benefits and taxes would be \$132,000).

The information provided to the Committee was background and preliminary. No action was taken at this time.

Having no new business, Committee Chairman Williams adjourned the meeting at 11:56 a.m.