

Scioto County DD

FINANCE COMMITTEE MINUTES

November 16, 2017 @ 4:00 P.M.

STAR, Inc.

1. **Roll Call** – Present were Chairman J. Michael Thoroughman and Rodney Barnett. Recording Secretary Michael Arnett arrived at approximately 4:35 p.m. due to a conflict. Attending ex-officio were Superintendent Julie Monroe and Finance Director Matt Purcell.
2. **Agenda**- No changes
3. **Salary Review** – Ms. Monroe updated the Committee on the salary review recently completed by an outside consultant. While the ranges for all positions are good and remain market based, where some staff fall within the ranges is an issue for concern. She stated some SCDD employees were not where they should be within their range when compared to others in positions with similar duties and years of experience in our area. Ms. Monroe added that there has been consistent turnover with teachers and teacher assistants over the past three years, largely due to competition from the Educational Service Center and local school districts. Ms. Monroe emphasized that while SCDD cannot provide the highest salaries in the area, they should strive to not fall way below to avoid losing good staff. To start the process of getting staff where they should be the consultant recommended employees with less than five years' service be in the 80% market range, five to fifteen years in the 90%, and over fifteen years at 100% of the range or better scale. Mr. Purcell distributed a spreadsheet with the 2018 proposed salary adjustments. There was discussion and questions regarding the cost of making the changes and Mr. Purcell stated it was within the budget. The Committee agreed to the proposed plan, which includes the 3% cost of living annual increase for all staff who are permanent, non-management, non 1:1 Aide staff.
4. **Employee insurance premium rates and HRA** – The Committee discussed the increased United Health Care insurance rate and contributions to the employee HRA accounts for 2018. Ms. Monroe shared information from other County Boards in the region regarding health insurance benefits. Since the Board has not passed on any rate increases for the past few years, it was recommended that the premium increase be passed on to the employees. This will make their contribution 13.6% which is still lower than average in the region.

The committee also agreed to recommend a slight decrease in the HRA contribution to employee's HRA accounts. This was based on the fact that the County Board has contributed the maximum amount possible for the past several years, and they had discussed last year the need to look at taking a more conservative approach. The committee agreed to recommend a 10% decrease for 2018 which remains a very generous employer contribution.

5. **Recommendation to the full Board** – The Committee agreed to make the following recommendations to the Board:
 - A. Board contributions to the employees’ HRA will be \$4500 for families and \$2250 for single plans.
 - B. The employees’ share for their health insurance premium will be 13.6%
 - C. A 3% increase for all permanent, non-management staff (not including 1:1 Aides funded by the local school districts).

6. **Adjournment** – The Committee adjourned at 4:45 p.m.

Minutes Prepared by:
Julie Monroe, Superintendent

Respectfully Submitted by:
Michael Arnett, Recording Secretary

Approved 12/21/17