**Meeting Summary**
**Human Resources Committee**
**February 5, 2018 5:30 p.m. – 6:40 p.m.**

**Committee Members:** Barbara Foushee (Chair), Yinka Ayankoya, John Young, Robert Morgan (Ex-Officio)

**Staff:** Stephanie Glasgow, Stephen Winters, Mary Darr, Todd Taylor, Kelly Belcher, Randy Horton, Ed Kerwin

**Public:** None

The Human Resources Committee met on Monday, February 5, 2018 to discuss:

1) Retiree Health Benefits for New Hires
2) Deferred Compensation (457) Plan

Retiree Health Benefits for New Hires
After discussion the Committee:

- Agreed to a goal of keeping the benefit competitive with other local governments
- Instructed Staff to request comparison data from a few private companies
- Requested a document explaining Retirement Health Savings (RHS) plans to include whether there is a minimum or maximum allowed contribution amount
- Requested Staff to provide options:
    - Similar to Orange County, City of Durham and Town of Chapel Hill
    - For those with 30 years of service, OWASA providing 75-100% of premiums

Deferred Compensation (457) Plan
The Committee liked the goals set forth by the Board in 2014 and requested additional information to include:

- An option that provides an employer matching contribution whereby OWASA will match an employee's voluntary contribution
- Information regarding a vesting schedule for the employer contribution

The Committee agreed to meet in early March 2018 to receive additional information to include options.

The meeting adjourned at approximately 6:40 p.m.

Prepared by:



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