

COMPENSATION POLICIES TASK FORCE
AGENDA

Ed McCombs, Chairperson
Bart Bleuel, Deputy Chairperson
Randy Hinton, Deputy Chairperson

REGULAR MEETING
TUESDAY, SEPTEMBER 22, 2009, 4:00 P.M.
POLICE/FIRE HEADQUARTERS
1425 DOWELL DRIVE, VENTURA

The public has the opportunity to address the Compensation Policies Task Force on any item appearing on the agenda. Persons wishing to address the Task Force should fill out a "Speaker Form." If a member of the public wishes to comment on an item and does not want to speak before the Task Force, the person may complete a "Comment Form." The Chairperson will acknowledge Comments for the record.

ROLL CALL

PUBLIC COMMUNICATIONS

TASK FORCE BUSINESS

1. Minutes

Approve the minutes from the Regular Meeting of September 14, 2009.

2. City Attorney Overview of Brown Act Rules and Regulations

3. CalPERS Discussion – Options available to the City for offering a new two tier benefit program

4. CalPERS Discussion – Economic forecast of CalPERS investments, the stock market and the effect on benefit rates

5. CalPERS Discussion – The cost components that are used to calculate the final year salary

6. Discuss Next Meeting Topics and deliverables to City Council

COMPENSATION POLICIES TASK FORCE AND STAFF COMMUNICATIONS

ADJOURNMENT

Staff Reports relating to agenda items are available in the Finance & Technology Department, Room 101, 501 Poli Street, Ventura, during normal business hours. Materials related to an agenda item submitted to the Compensation Policies Task Force after distribution of the agenda packet are available for public review in the Finance & Technology Department.

This agenda was posted on Friday, September 18, 2009, at 4:00 p.m., in the Finance & Technology Department and on the City Hall Public Notices Board.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the staff at 654-7812 or the California Relay Service. Notification by Monday, September 21, 2009, at 10:00 a.m. will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

**COMPENSATION POLICIES TASK FORCE
MINUTES**

Ed McCombs, Chairperson

Bart Bleuel, Co-Deputy Chairperson, Randolph Hinton, Co-Deputy Chairperson

Vern Alstot	Ramon De La Rosa	Jim Monahan
Neal Andrews	Quinn Fenwick	John Snowling
Eric Burton	Sylvia Lopez	Ed Summers
Ben Davis	Frank Maxim	

SEPTEMBER 14, 2009

The Compensation Policies Task Force met in regular session at the Police/Fire Headquarters' Training Room, 1425 Dowell Drive, Ventura, at 4:08 p.m.

ROLL CALL

Present: Vern Alstot, Neal Andrews, Eric Burton, Ben Davis, Ramon De La Rosa, Quinn Fenwick, Randolph Hinton, Sylvia Lopez, Frank Maxim, Ed McCombs, Jim Monahan, John Snowling, Ed Summers, Ray Vance

Absent: Bart Bleuel

Chairperson McCombs called the meeting to order.

WELCOME AND OPENING COMMENTS

Chairperson McCombs stated:

Compensation Policies Task Force is governed by the Brown Act;
Speaker forms are to be submitted to the Chairperson at the start of the meeting;
Public Communications section of the meeting is for items that are not on the agenda.

PUBLIC COMMUNICATIONS

None.

TASK FORCE BUSINESS

1. Minutes

Recommendation: Approve Minutes of Task Force meeting of September 8, 2009.

Action:

Member/Councilmember Andrews moved to approve the minutes as presented. Chairperson McCombs seconded. Motion carried.

2. Set Meeting Ground Rules

Discussion: Committee Members discussed the following topics:

- a. Items from meeting of September 8, 2009;
- b. Task Force deadlines and due dates;
- c. Addition of Task Force member from unrepresented City staff;
- d. City Council Agenda item deadlines; and
- e. Task Force minutes and documentation.

6. Discuss Next Meeting Topics – Next Meeting Tentatively Scheduled for September 22, 2009 *(This item taken out of sequence)*

Recommendation: Next meeting to be held September 22, 2009. Location to be determined. CalPERS Representative will attend. Meeting will focus on retirement.

3. Discuss How Council Policy is Implemented Regarding Setting Salaries *(This item taken out of sequence)*

Principal HR Analyst, Debbie Walker presented information regarding City Council Compensation Guidelines.

Chief Financial Officer, Jay Panzica presented information regarding compensation and budget forecasting.

Discussion: Committee Members discussed the following topics:

- a. Local cost of living;
- b. Employment of Fire staff candidates;
- c. Retiree medical insurance
- d. Social Security;
- e. City of Port Hueneme;
- f. Use of market comparison to other government units;
- g. Employee turnover;
- h. Bureau of Labor Statistics;
- i. Consumer Price Index;
- j. City's applicant pool; and
- k. Qualified applicants.

Documents:

- a. Council Compensation Guidelines; and
- b. Labor Market Surveys.

4. Discuss what Concessions were made by Employees for the 5% Salary Reduction *(This item taken out of sequence)*

Chief Financial Officer, Jay Panzica presented information regarding pay reductions for FY 2009-10.

Principal HR Analyst, Cheryl Walpole presented information regarding early retirement incentives and a summary of agreements reached with City employees with respect to FY 2009-10 pay reductions.

Documents:

- a. Summary of pay reductions, April 2009 - June 30, 2010.

5. Discuss what Other Cities are Doing to Address the Downturn *(This item taken out of sequence)*

Principal HR Analyst, Cheryl Walpole reviewed comparisons of compensation reductions and other cost saving practices employed by other public entities.

Documents:

- a. Local Public Entity Comparisons dated 9/14/09;
- b. May 26, 2009, California Public Employer Labor Relations Association Bulletin;
- c. CALPELRA;
- d. Labor Market Surveys;
- e. Segal nationwide on-line survey conducted from February through May 2009.

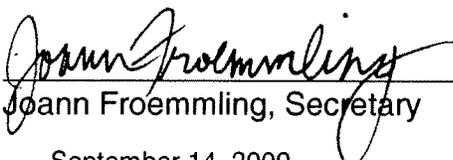
TASK FORCE COMMUNICATIONS

It is expected that the September 22, 2009, meeting will not be the final meeting of the Task Force.

It was noted that the September 22, 2009, meeting agenda must be posted by September 18, 2009, to comply with the Brown Act rules.

ADJOURNMENT

The meeting was adjourned at 5:55 p.m.


Joann Froemmling, Secretary