

**COMPENSATION POLICIES TASK FORCE
AGENDA**

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

**REGULAR MEETING
MONDAY, SEPTEMBER 28, 2009, 3:30 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 22, 2009.

2. Review Data and Begin the Development of a Report to the 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 Wednesday, September 23, 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 Thursday, September 24, 2009, at 4:00 p.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	Richard Newsham
Eric Burton	Sylvia Lopez	John Snowling
Ben Davis	Frank Maxim	Ed Summers

SEPTEMBER 22, 2009

The Compensation Policies Task Force met in regular session at the Police/Fire Headquarters' Training Room, 1425 Dowell Drive, Ventura, at 4:05 p.m.

ROLL CALL

Present: Glen Albright, Vern Alstot, Ben Davis, Ramon De La Rosa, Quinn Fenwick, Randolph Hinton, Sylvia Lopez, Frank Maxim, Ed McCombs, Jim Monahan, John Snowling, Andrew Stuffer, Ed Summers, Ray Vance

Absent: Neal Andrews, Eric Burton

Chairperson McCombs called the meeting to order.

PUBLIC COMMUNICATIONS

None.

TASK FORCE BUSINESS

1. Minutes

Recommendation: Approve Minutes of Task Force meeting of September 14, 2009.

Action:

Member/Councilmember Summers moved to approve the minutes as presented. Member Fenwick seconded. Motion carried.

2. City Attorney Overview of Brown Act Rules and Regulations

City Attorney, Ariel Calonne provided information regarding the Brown Act for use in conducting the Compensation Policies Task Force meetings.

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

Human Resources Director, Jenny Roney introduced CalPERS actuary, Bill Karch who provided detailed information on various options available to the City regarding options available to the City for creating a new two-tier benefit program. The following handouts were distributed and briefly discussed:

Documents:

- a. CalPERS Public Agency Retirement Contract Termination Information Packet (October 2008);
- b. CalPERS Circular Letter – Impact of Economic Environment on Employer Rates and New Board Approved Smoothing Modifications (August 25, 2009);
- c. CalPERS Reportable Compensation pamphlet (June 2006); and
- d. CalPERS Payroll Reporting Procedures from Procedures Manual (May 2005).

Bill Karch answered a variety of questions from committee members.

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

Bill Karch overviewed the 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

Bill Karch described the cost components that are used to calculate the final year salary for City staff.

TASK FORCE AND STAFF COMMUNICATIONS *(This item taken out of sequence)*

Chief Financial Officer, Jay Panzica explained the information provided in each of the following handouts:

Documents:

- a. Comparison data and associated charts of Budgeted Salaries to Budget Benefits – General Fund (Miscellaneous Non-Sworn, Fire Sworn and Police Sworn);
- b. Comparison data and associated charts of Budgeted Salaries to Budgeted Benefits – Non-General Fund (Wastewater, Water, Golf, Information Technology, Fleet Maintenance and Facilities Maintenance, Reproduction Services);
- c. Pension Myth Busters from the 2008 PORAC (Peace Officers Research Association of California) Symposium (PowerPoint) (provided by Member Snowling);
- d. Historical Salary and Benefit by Fund and Fiscal Year for Sworn Employees for the General Fund for the Police and Fire Departments for fiscal years 1989-90 through 2009-10; and
- e. Pension Reform in San Diego by Jay M. Goldstone – CFO for the City of San Diego (August issue of Government Finance Review).

6. Discuss Next Meeting Topics and Deliverables to City Council

Recommendation: Next meeting to be held September 28, 2009, at 3:30 p.m. at the Police/Fire Headquarters training room, if available. Meeting will focus on summarizing the extensive data that has been provided, defining “sustainable and competitive compensation” and developing an interim report for presentation to the City Council containing the Committee’s findings.

ADJOURNMENT

The meeting was adjourned at 5:58 p.m.



Vickie Poliquin, Administrative Secretary