

COMPENSATION POLICIES TASK FORCE

September 8, 2009

MINUTES

The Compensation Policies Task Force met in regular session at the City Hall Community Meeting Room, 501 Poli Street, Ventura, at 2:05 p.m.

ROLL CALL

Attendees:

Roger Adams *	Finance & Technology
Neal Andrews *	Councilmember
Bart Bleuel *	Public Member
Vicki Boswell	Finance & Technology
Bridget Bowman	Community Services
Eric Burton	Community Services
Danny Carrillo	SEIU 721
Rick Cole	City Manager
Ben Davis	Fire
Ramon De La Rosa *	City SEIU
John Emerson	Finance & Technology
Ellis Green	Human Resources
Randolph Hinton *	Public Member
Laurie Hixon *	Fire
Mary Joyce Ivers	Public Works
Alex Juarez-Pina	Human Resources
Mr. Mahur	CA Professional Firefighters Association
Susan Marquez	City Attorney
Frank Maxim *	Observer for "S" & "Q" units
Ed McCombs *	Task Force Member
Jeannie McGovern	Fire
Kaye Mirabelli	Finance & Technology
Jim Monahan *	Councilmember
Jay Panzica	Finance & Technology
Rocio Pila	Human Resources
Vickie Poliquin	Finance & Technology
Nancy Rasmussen	Human Resources
John Snowling *	Police (VPOA)
Angela Stephens	City Attorney
Ed Summers *	Councilmember
Don Taylor *	Finance & Technology
Ray Vance *	Police (for Quinn Fenwick)
Cheryl Walpole	Human Resources

* Denotes Councilmember, public member and staff seated at the front table as part of the Task Force.

PUBLIC COMMUNICATIONS

None.

COMMITTEE BUSINESS

1. **Introductions**

Councilmembers, public members and staff seated at the front table introduced themselves.

2. **Chairperson and Deputy Chairperson Election**

Member Andrews moved to accept nominations for Chairperson and Deputy Chairperson. Member Summers nominated Ed McCombs for Chairperson. Member Monahan seconded. There were no additional nominations for Chairperson. Member Andrews declared the motion carried unanimously.

Member Summers nominated Bart Bleuel for Deputy Chairperson. Member Monahan seconded. Member Bleuel nominated Randy Hinton. Member Summers seconded. Following a role call vote, there was a tie between Bart Bleuel and Randy Hinton with each member receiving three votes. Following a brief discussion regarding the tie vote and the nature of the work for each Task Force member, Chairperson McCombs recommended that the Task Force be composed of two Deputy Chairpersons. Member Monahan seconded. Chairperson McCombs declared the motion carried unanimously.

3. **Other Items** *(This agenda item was moved from agenda item 6 to agenda item 3)*

Chairperson McCombs addressed some housekeeping items related to future meetings dates and times and conveyed the Council's desire to receive a report back from the Task Force by October 1, 2009.

Following concern raised amongst several members about the October 1 deadline to report back to the full City Council, Member Andrews and Summers further spoke to clarify the reasons for the deadline.

4. **Schedule Next Meeting Date and Time** *(This agenda item was moved from agenda item 5 to agenda item 4)*

Following discussions regarding the appropriate meeting date and time, Chairperson McCombs moved to approve the next meeting date for Monday, September 14, at 4:00 p.m. at the Police/Fire Headquarters at 1425 Dowell Drive in Ventura. Member Summers seconded. Chairperson McCombs declared the motion carried unanimously.

Further discussion ensued regarding the makeup of the Task Force. Specifically, who from the various labor unions should be on the Task Force.

5. **Review Background Materials** *(This agenda item was moved from agenda item 3 to agenda item 5)*

Chairperson McCombs summarized the Task Force's mission statement and introduced Jay Panzica who provided a summary of the Compensation Policies Task Force Overview Notes to the Pension and Compensation materials and the 21-Year Adopted Budget Comparative Growth report that were distributed.

Ben Davis from Fire asked to go on record that staff had given up a certain portion of raises to maintain the pension percentages referenced in the materials.

Further discussion took place amongst the members and questions were answered. It was recommended that a CalPERS representative be invited to attend a future meeting to assist with explaining the various pension benefit levels, "smoothing" and any information regarding addressing local government pension costs. Chairperson McCombs stated that Human Resources will invite CalPERS to attend in person or via conference call from Sacramento.

Chairperson McCombs recommended the Task Force be broken up into sub-groups to handle various fact-finding. Other members who felt that it would be difficult to keep the Task Force discussions transparent if broken up into several groups raised opposition. The Task Force decided that if sub-groups were established, that those sub-groups would be responsible for reporting back to the full Task Force prior to any decision-making.

Member Andrews requested that the 21-Year Adopted Budget Comparative Growth graph be broken out to reflect Salary & Benefits separately.

Chairperson McCombs requested that each union group submit a brief letter to Jenny Roney with the name or names of those members who will be representing the union group on the Task Force.

6. **Questions**

None.

ADJOURNMENT

The meeting was adjourned at 4:03 p.m.