

**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

**OCTOBER 9, 2009**

The Compensation Policies Task Force met in regular session at the Police/Fire Headquarters' Training Room, 1425 Dowell Drive, Ventura, at 1:15 p.m.

**ROLL CALL**

Present: Glen Albright, Neal Andrews, Bart Bleuel, Eric Burton, Benny Davis, Ramon De La Rosa, Luis Espinosa, Frank Maxim, Ed McCombs, Jim Monahan, Richard Newsham, John Snowling, Ed Summers, Ray Vance

Absent: Vern Alstot, Quinn Fenwick, Randolph Hinton

Chairperson McCombs called the meeting to order and summarized some statistics regarding California's current economy. Chairperson McCombs noted that public speakers are limited to five minutes to address the Task Force.

Chairperson McCombs asked when the Task Force members could expect to receive the actuarial data from CalPERS. Human Resources Director, Jenny Roney, stated that the data has been delayed from CalPERS, but that the City can expect its receipt by mid-November 2009.

**PUBLIC COMMUNICATIONS**

Jim McDermott and Andy Soter spoke.

**TASK FORCE BUSINESS**

## 1. **Minutes**

Recommendation: Approve Minutes of Task Force meeting of September 28, 2009.

Action:

Member Snowling moved to approve the minutes as presented. Member Albright seconded. Motion carried.

## 2. **Distribute and Confirm Completeness & Accuracy of “List of Key Points” Developed at September 28, 2009, Meeting**

The “List of Key Points” that was identified during discussions held at the September 28, 2009, Task Force meeting was distributed. Member Maxim suggested that the title of this document be revised to read: “Key Points for Further Discussion” and all Task Force members agreed unanimously to revise the title as referenced. Discussion ensued and no action was taken.

## 3. **Discuss, Define and Contrast “Competitiveness” and “Comparability” Regarding Salaries**

Chairperson McCombs distributed the City Council’s “Compensation Guidelines and Interests” from May 15, 2006, and recommended that the Task Force members jointly review its content. Several Task Force members spoke, at length, regarding defining competitiveness and regarding the previous CalPERS data that had been provided.

Andy Soter and Jim McDermott spoke.

Rick Cole, Jay Panzica and Jenny Roney provided verbal information regarding compensation guidelines and benchmarks and answered a variety of questions.

Rick Cole offered to provide assistance, in conjunction with help from the City’s Chief Financial Officer, Jay Panzica and Human Resources Director, Jenny Roney, to assist the Task Force by providing suggested changes to the existing Council compensation guidelines that address the key issues, data and suggestions that have been made. Member Monahan moved to approve utilizing the assistance of Rick Cole, Jay Panzica and Jenny Roney in this role. Member Summers seconded. Motion carried.

## 4. **Discuss Retirement Alternatives**

Chairperson McCombs reiterated that more information is needed from CalPERS. Nancy Rasmussen answered questions and provided a brief overview of the California Society of Municipal Finance Officers recent session regarding CalPERS pension contribution rates. Jenny Roney also spoke regarding long-term CalPERS

projections and recovery rates and the two-year lag to receive updated information from CalPERS. It was noted that it would be very difficult for CalPERS to provide data projects out 20 to 40 years.

## **5. Information Item – League of California Cities Pension Reform White Paper**

Co-Deputy Chairperson Bleuel briefly discussed the findings within the League of California Cities Pension Reform White Paper that was distributed and suggested additional comparative analysis be generated for the Task Force. Jenny Roney will provide Task Force members with a copy of John Bartel's 2005 White Paper on Defined Benefits and Defined Contributions.

Rick Cole stated that the League's White Paper was a draft and has been revised since its distribution.

Chairperson McCombs raised the question if the Task Force should obtain an actuary to conduct a larger study on economic indicators and economic impacts. It was noted that a study of this nature could range in the \$30,000 to \$40,000 range. Member Andrews suggested the Task Force complete this type of analysis as a group. Following further discussion, Member Andrews suggested contacting a reputable actuarial firm, such as Millman & Robertson, to obtain an estimate for the analysis work. The Task Force unanimously agreed with Member Andrews' suggestion. Jenny Roney to contact an actuarial firm.

Chairperson McCombs suggested that a recommendation be made for City staff to pay for a portion of their CalPERS contribution through a phased-in approach. No action was taken.

## **COMPENSATION POLICIES TASK FORCE AND STAFF COMMUNICATIONS**

None.

## **ADJOURNMENT**

The meeting was adjourned at 3:28 p.m.

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Vickie Poliquin, Administrative Secretary