

**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

**NOVEMBER 5, 2009**

The Compensation Policies Task Force met in special session at the Santa Clara Senior Center, 420 E. Santa Clara Street, Ventura, at 3:09 p.m.

**ROLL CALL**

Present: Vern Alstot, Neal Andrews, Bart Bleuel, Matt Brock, Eric Burton, Ramon De La Rosa, Quinn Fenwick, Randy Hinton, Sylvia Lopez, Frank Maxim, Ed McCombs, Jim Monahan, Richard Newsham, John Snowling

Absent: Benny Davis, Ed Summers

Chairperson McCombs called the meeting to order. Following a brief discussion regarding the timing for the next Compensation Policies Task Force meeting, it was decided and unanimously agreed that the next meeting will take place on Wednesday, November 18, at 3:00 p.m. at the Police/Fire Headquarters training room.

**PUBLIC COMMUNICATIONS**

None.

## TASK FORCE BUSINESS

### 1. Minutes

Recommendation: Approve Minutes of Task Force meeting of October 9, 2009.

Action:

Member Monahan moved to approve the minutes as presented. Member Bleuel seconded. Motion carried.

### 2. City Manager Progress Report

Rick Cole addressed the Task Force and provided a preliminary verbal and PowerPoint presentation containing many examples and comparisons of ways to retain top performers in City government along with other detailed statistical information. He requested feedback, comments and ideas following his presentation and in the weeks ahead including whether or not the information is valuable to explore.

Further discussion ensued amongst the Task Force members regarding the details provided in Rick Cole's presentation.

Chairperson McCombs asked for feedback as to whether or not what the City Manager outlined is important for the City's compensation strategy. Initial comments received were in agreement that the information was important in providing a basis for a long-term strategy, but that current issues would need to be addressed in the short-term.

### 3. Review the Updated Lease of CA Cities Pension Report White Paper Draft

The Task Force members reviewed specific areas of the updated League of California Cities Pension Report White Paper draft. Co-Deputy Chairperson Bleuel stated that it could take at least ten years for cities to feel the effects of any savings, but is hopeful that what the City of Ventura is undergoing would influence other cities to make changes in compensation levels. Chairperson McCombs specifically overviewed the eight bullet points from the General Pension Report Principles section on pages three, four and five and discussion ensued amongst Task Force members.

Chairperson McCombs stated that discussion regarding Defined Contribution Pension Options referenced on pages five and six, would be held at the next Task Force meeting.

## COMPENSATION POLICIES TASK FORCE AND STAFF COMMUNICATIONS

Jay Panzica, Chief Financial Officer, verbally provided the projected increase estimates obtained from CalPERS based upon a 28% loss in the market. He stated that the figures represent worse case scenarios for the next two years:

Local Agency Miscellaneous Plans

2008	9.4%
2009	9.3%
2010	10.3%
2011	12%

Local Agency Safety Plans

2008	28.7%
2009	29.3%
2010	28.7%
2011	31.0%

Jay Panzica explained the following two charts that were distributed to Task Force members and the public:

1. Historical and Projected Average Employer Rates for Local Agency Miscellaneous Plans by Benefit Formula
2. Historical and Projected Average Employer Rates for Local Agency Safety Plans by Benefit Formula

Jay Panzica stated that the charts represent CalPERS' best guess at their future projected rates through 2031. He further stated that increases are minimal for the current budget year and the next two years, but that beginning in 2012-14, the increased percentages will be much higher. Jay Panzica noted that an actuarial would, more than likely, be unable to provide the City with any additional information at this time.

**ADJOURNMENT**

The meeting was adjourned at 5:01 p.m.

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Vickie Poliquin, Administrative Secretary