

**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

**DECEMBER 2, 2009**

The Compensation Policies Task Force met in regular session at the Police/Fire Headquarters' Training Room, 1425 Dowell Drive, Ventura, at 3:45 p.m.

**ROLL CALL**

Present: Vern Alstot, Neal Andrews, Bart Bleuel, Benny Davis, Ramon De La Rosa, Quinn Fenwick, Randy Hinton, Glen Albright, Frank Maxim, Ed McCombs, John Snowling, Ed Summers

Absent: Matt Brock, Eric Burton, Jim Monahan, Richard Newsham

Chairperson McCombs called the meeting to order.

**PUBLIC COMMUNICATIONS**

None.

**TASK FORCE BUSINESS**

**1. Minutes**

The minutes from November 18, 2009, were not approved at this meeting.

**2. Provide feedback and discuss the People Strategy presentation from the November 18<sup>th</sup> meeting as it relates to Mission and Purpose item 2:**

City Manager Rick Cole provided a recap of his presentation at the November 18 meeting. There was much discussion among the committee members regarding competitive compensation and whether or not the City meets that standard. Committee member Ed Summers made the motion that the committee recommend that management work with employee groups to try and broaden the definition of competitiveness maintaining and expanding the qualitative points as identified by the employees to bring back to the City Council for adoption as a policy or philosophy a standard.

Committee member Lt. Quinn Fenwick made a motion that the Compensation Guidelines document is an adequate document and Co-Deputy Chairperson Bart Bleuel seconded the motion. A roll call vote was held of the committee members and was unanimously passed.

**3. Discuss Mission and Purpose Item 3: “Seek a feasible method for facilitating compensation adjustments in recessionary periods”**

Human Resource Director Jenny Roney gave a brief explanation as to the fact that the committee has met and discussed all of these things and has not yet come up with any other ideas as to what we can do besides what is currently being done. Chairperson Ed McCombs suggested putting this item on the agenda to discuss at the next meeting.

**4. Discuss completion of assigned tasks and proposed format for upcoming City Council presentation on Task Force findings.**

This item was postponed until a future meeting.

**5. Set Future Meeting Dates**

The next meeting will take place on December 11, at 3:30 p.m. in the Police/Fire Headquarters training room.

**COMPENSATION POLICIES TASK FORCE AND STAFF COMMUNICATIONS**

Committee member Ed Summers informed the task force that he would not be joining the Task Force at the meeting on December 11 but that someone one be seated in his place. He thanked the task force and said he felt the process was productive and he appreciated being one of the initiators of the process.

**ADJOURNMENT**

The meeting was adjourned at 5:05 p.m.

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Joann Froemmling, Secretary