



CALIFORNIA JOINT POWERS RISK MANAGEMENT AUTHORITY

EXECUTIVE COMMITTEE MEETING

April 17, 2008 – 9:30 A.M.

Summary of Action Items

Bi-Annual Review of Staff Salaries and Benefits

The Executive Committee reviewed and discussed the survey data that was provided pursuant to the policy adopted by the Board in April 2004. The Executive Committee voted to recommend the following items for approval by the Board of Directors.

- A) With regard to salary ranges, a motion by Director Tonks, seconded by Director Kain, to increase the existing salary range of the Financial Analyst by \$1,011.50 (14.8%) per month, passed unanimously.
- B) With regard to the medical benefit, a motion by Director Carroll, seconded by Director Kain, to increase the current allotment by \$200.45 (18.39%) per month, passed unanimously.
- C) With regard to retirement, a motion by Vice-President Margolies, seconded by Director Carroll, to modify the current plan (2% @ 55) to provide the employees with a choice of either (1) 2.5% @ 55 paid for by CJPRMA, or (2) 2.7% @ 55 with the employees contributing 3% to the cost, passed unanimously.
- D) With regard to the Risk Manager's auto allowance, a motion by Director Tonks, seconded by Director Handy, to increase the Risk Manager's Auto Allowance from \$450.00 per month to \$500.00 per month plus reimbursement for mileage at the IRS rate for all miles in excess of 50 on any trip, passed by a vote of 4 to 2. Directors Coulter and Carroll were opposed.

Vice President Margolies appointed an ad hoc Committee, comprised of Directors Kain, Coulter and herself, to consider modifying the current board policy on compensation to include a total compensation and benefit analysis for possible implementation at the next bi-annual review in 2010.

Review of Organizational Goals and Objectives From Prior Years

The Executive Committee recommended that, at the upcoming Annual Meeting, the Board review and discuss the mission statement, governance policies, and organizational performance survey adopted in 2005, as well as member needs and the acquisition of data from other JPA's regarding rates and coverages for comparison purposes.

Review of Performance Evaluation Process For General Manager

The Executive Committee discussed having the General Manager's goals and objectives related directly to those of the organization.

Further discussion of the process itself was continued to a future meeting.