

## Minutes - April 22, 2009

### REPORT AND MINUTES NoRTEC EXECUTIVE COMMITTEE APRIL 22, 2009

The NoRTEC Executive Committee met from 1:00-3:00 p.m. on April 22, 2009, in Redding to address health insurance coverage for NoRTEC retirees, the Executive Director's succession plan, the review and recommendation of service providers for NoRTEC, to plan for stimulus projects, and to respond to Butte County Board of Supervisor's request to change the NoRTEC meeting day from the fourth Thursday of January, April, July, and October.

WIB Present: Judy Sisson, Tom Cochran, Connie Barton, Bill Hamby, Judi Madden, Ginne Mistal, Sally Martin, Jesse Cox, Michele Piller, Bill Maffett, Dwight Beeson, Ron Sandler

Governing Board Present: Peter Huebner, Leslie McNamer, Jeff Bullock, Jim Cook

Others Present: Charles Brown, Stewart Knox, Michael Cross, Betti Austin, Terrienne Brown

#### HEALTH INSURANCE FOR NORTEC RETIREES

Michael Cross, NoRTEC Financial Officer, reviewed the staff recommendation for retiree benefits as presented in the meeting agenda. Cross stated staff had reviewed the potential costs associated with such a proposal, and at current rates found the "worst case scenario" for liability to be less than \$10,000 annually. Cross also stated the benefit could only be offered if NoRTEC agreed to pay half (or more) of the monthly premium, as this was the policy of the insurance company currently covering NoRTEC.

Sally Martin asked if other LWIA's offered such a benefit. Bill Hamby stated he liked the requirements of a minimum age of 55 and at least 15 years of service, as he believed this would limit NoRTEC's financial liability.

Stewart Knox stated that several city and county governments functioning as WIA governing boards offered such benefits as part of their compensation package, but they were subject to collective bargaining agreements. Knox,

the former LWIA Director of North Central Counties Consortium (NCCC) before coming to NoRTEC, said NCCC also had such a policy, and the cost was minimal.

A motion was made by B. Hamby, and seconded by J. Madden, to recommend to the full WIB and Governing Board:

1. NoRTEC pay 50% of the cost of health insurance coverage for employees who have provided 15 years of continuous service, and are at least 55 years old at the time of retirement.
2. This coverage shall begin on the date of retirement and continue until the employee is eligible for Medicare coverage.
3. This agreement may be revoked or altered by a majority vote of the WIB and Governing Board at any regularly scheduled meeting.

This motion was unanimously passed by the members present at the meeting.

#### EXECUTIVE DIRECTOR SUCCESSION PLAN

A motion by M. Piller, seconded by S. LaBrier, to assign the following Goals to the NoRTEC Executive Director for PY 2006-2007, passed unanimously.

#### Recommendation - Executive Director's Compensation For PY 2006-2007.

L. Brown, Clarity Consulting Group, gave a summary of the salary report. (Refer to agenda for copy of the report Compensation) The consensus was to base their recommendations on a combination of the Executive Director's performance, and maintaining a competitive compensation package compared to those in a similar position.

A motion by M. Piller, seconded by J. Sisson, to recommend that the NoRTEC WIB and Governing Board approve the following compensation for PY 2006-2007, passed unanimously.

1. The Executive Director's annual salary will be set at \$125,000.
2. The Executive Director will receive a \$400/month car allowance.
3. Staff benefits will be set at 35% of annual salary.

There being no further business, the meeting was adjourned at 11:50 A.M.

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