

September 20, 2012

Chairman Jim Dickerson called the Special Personnel Committee Meeting to order at 10:10 a.m.

Committee members present included Jim Dickerson, Joyce Jones, Sarah Gallagher, Kathy Groves, Earl Horsefield, and Nancy Montgomery.

Special Personnel Committee members not present included Christina Spencer-Hess and Stacy Minnick. C-WIB staff in attendance was Linda Gray.

Jim D. reported Jan V. is at the Federal Reserve Workforce and TEAM meeting which is held in Kansas City so she will not be attending today's meeting.

Agenda

- Special Personnel Committee Meeting
 - Finalize recommendations for the board

Jim D. stated there was one piece of unfinished business, which is Jan's evaluation. He has already met with Jan V. along with Kathy Groves whom he appointed as Chair of the personnel committee, and discussed this evaluation with her.

Jim D. stated he used the same evaluation form that Jan used for all of the other employees. Discussion was held on Jan's performance evaluation and her responses.

The Committee took a break at 11:03 a.m. and resumed at 11:13 a.m. Discussion ensued on Jan's evaluation.

Joyce Jones asked Jim D. if we could have at each board meeting an Executive Director report from Jan. Jan can give us an update on what she has done in the last month. Several of the committee members agreed they would like to see Jan start giving a report like she used to in the past.

Linda Gray read the following email from Collin Brink . He asked Linda to please forward this to the special committee. I am traveling and I'm having trouble trying to reply to all from your original email.

Dear Special Committee Members,

"I oppose the idea of removing the AFLAC benefit from our employees. I understand the board has the power to undo almost anything past boards have done. I also understand we may, at some point in the near future, have to cut pay or positions due to the financial reality in D.C. No institution can continue indefinitely by borrowing more than 1 trillion dollars each year. That being said, I think our current budget contains enough room to pay the salary increase and pay for the AFLAC benefit. I prefer to continue this benefit for our employees until the funds allocated to us by D.C. are no longer sufficient to continue the benefit. I suggest we keep the benefit and review it annually as we should do with all budgetary items when the annual funds are allocated. I may be the most fiscally conservative member of this board and I am a supporter of Paul Ryan but I also understand his plan, erroneously described as draconian, still continues to increase spending over the next ten years. For the current year and probably a few years beyond, I believe our budget will remain at least what it was this year. Yes, we may have to make cuts, even drastic cuts, in the future, but I do not believe we are yet there. We

should be there to regain financial stability in D.C., but my belief is that politically we are not.

If the special committee and budget committee says we have enough funds to pay for the salary increase and the AFLAC benefit then I support doing so. Thank you for all the work you have done."

Discussion was held on the handouts of C-WIB, CMCA, COPIC, and LOES employee benefits.

Nancy Montgomery asked for a motion to present the following performance based raise recommendations to the budget committee.

Debbie Aksoy: two percent raise
John Bernard: four percent raise
Alex Blackwell: four percent raise
Alan Galindo: two percent raise
Linda Gray: four percent raise
Joe Hawkins: three and one/half percent raise
Jacque Moreland: four percent raise

Sarah Gallagher made a motion for the C-WIB raises as stated, Kathy Groves seconded the motion; all in favor, motion passed to take the recommendation to the budget committee, then to the full board for review and vote.

Earl Horsefield stated he is in favor of the C-WIB employees receiving the raise if they cannot keep the AFLAC benefit. If not, he is in favor of continuing the AFLAC employee benefit with no raises, which is what the C-WIB staff actually asked for.

Sarah Gallagher made a motion that Jan V. not be given any raise this year, to be given her performance appraisal with her directives for how to improve her performance for next year's and I would also recommend with that a 90 day probation period to correct it. Sarah G. asked if Kathy G. was going to second it and Kathy G. said she did not know if she was. Nancy M. seconded the motion.

Kathy Groves voted yes
Earl Horsefield voted yes
Joyce Jones voted no
Jim Dickerson abstained

Motion passed to take the recommendation to the full board for discussion and vote.

Nancy M. stated the Special Personnel Committee will present a 4% contributing amount bucket of funds allocated for raises to the subcontractors. We have not received anything from the overview board, and we have not approved the RFP's, so really we can't do anything on that. Nancy suggested we table it and wait, and asked if there were any discussion on that?

Sarah Gallagher stated she thought we had passed it and Earl Horsefield asked what does the RFP have to do with it? Nancy M. stated that they are not actually hired until the RFP has been approved by us and the state. Jim D. stated we could make it conditional upon the approval of the RFP's. Earl H. agreed.

Sarah Gallagher made a motion to approve the 4% bucket amount be given to the sub-contractors to be utilized as a raise for their employees conditional upon the approval of the RFP's by the C-WIB board and the state and asked if this was correct? Jim D. stated "by the state at this point". Earl H. seconded the motion; all in favor, none opposed. Motion passed to take the recommendation to the full board for discussion and vote.

The next item to be discussed is the AFLAC benefit be eliminated. Nancy M. stated she has re-evaluated the situation at this point, and agrees with Collin B. that we should not change the AFLAC benefit. Sarah G. made a motion to maintain the AFLAC benefit and Kathy G. seconded the motion; all in favor, none opposed, motion passed.

The next item to be discussed is putting a cap on the vacation hours. Sarah G. made a motion to put a "cap" on the number of vacation hours currently accrued at 240 hours. The number of hours held currently must be reduced by June 30, 2013. Earl H. seconded the motion; all in favor, none opposed, motion passed to take the recommendation to the full board for discussion and vote.

Earl H. asked Linda G. to provide a committee list that shows all of the committees and the board members who are listed on each of them. Linda G. stated the committees were dissolved and Mr. Dickerson is in the process of reconstituting them. Jim D. stated Linda G. will send them as soon as she gets them.

Jim D. decided we should regard these minutes as closed meeting minutes. The committee agreed. Jim D. said they are almost identifiable personnel things that he does not think needs to be out.

Jim D. asked for a motion to that effect. Sarah G. made a motion to go into closed session retro back to the start of the personnel meeting at 10:10 a.m., and Nancy M. seconded. All in favor, motion passed. The Personnel Committee went into closed session retro back to the time of 10:10 a.m.

Linda G. took a roll call vote for the Special Personnel Committee to go into closed session:

<u>Name</u>	<u>Yes</u>	<u>No</u>
Jim Dickerson	<u>x</u>	
Joyce Jones	<u>x</u>	
Sarah Gallagher	<u>x</u>	
Earl Horsefield	<u>x</u>	
Nancy Montgomery	<u>x</u>	
Kathy Groves	<u>x</u>	
Christina Spencer-Hess	<u>Not present</u>	
Stacy Minnick	<u>Not present</u>	

Nancy M. made a motion to adjourn and Earl H. seconded; the committee adjourned at 12:00 p.m.

¹On April 24, 2013 J. Jones made a motion to approve the Special Committee Meeting minutes of September 20, 2012 as to that was what was stated at the meeting. K. Groves seconded the motion. B. Debo asked if there were any discussion or objection to approving the minutes? Hearing no objections, B. Debo stated the minutes of September 20, 2012 are approved.