



NORTH NATOMAS JIBE BOARD OF DIRECTORS Telephonic MEETING

1918 Del Paso Road, Suite 100, Sacramento, CA 95834

Wednesday, April 15, 2020

Board Members Present

Chris Holm
Tess Dubois-Carey
Jennifer Berdugo
Patti Hoffman
Neil Page
Bruce Roberts

Staff Members Present

Becky Heieck, Mellissa Meng, William Spangler,
Michelle Reynolds

Guests

Marty Carr, Law Offices of Martin Carr
Shellie Anderson, Bryce Consulting

CALL TO ORDER - The meeting was called to order by President Dubois-Carey at 9:06a.m. with a quorum present. Heieck introduced

CONSENT CALENDAR – Motion by Hoffman/Holm to approve January minutes, 5/0.

Roberts arrived on call.

DISCUSSION CALENDAR -

1st Quarter Staff Report – staff reported on the 1st Quarter 2020 efforts and answered questions from the board.

Anderson arrived on call.

EXECUTIVE DIRECTOR UPDATE:

Suspension Jibe Express – Heieck thanked Carr for his work over the past month as it pertained to the suspension of Jibe Express. Heieck explained discussions with Dubois-Carey and Page and with Sac RT staff and attorney. Carr explained that Jibe will not pay RT for service hours not run, but agreed to a plan that enables Jibe to help mitigate the impact that temporarily deleting these shuttle routes has on Sac RT. For the 60 days of route deletion from April 3 through June 2, Jibe will advance to Sac RT the sum of \$20,000 per month. Jibe agreed to make these advances in two payments upon regularly scheduled invoices from Sac RT. Sac RT will repay these advances to Jibe by making credits to Jibe's shuttle service payment in the amount of \$10,000 per month once the service resumes, until the entire amount has been credited back to Jibe. Questions were fielded from the board and explanations given.

Office Remodel – Heieck shared the need to convert the office cubicles into an office, now that Jibe is fully staffed, and the cubicles were not being utilized. Building owners Sterling Blackwood have agreed to spend up to \$5000 in exchange for Jibe agreeing to an extended lease ending May 31, 2027. Heieck signed the new lease April 6, 2020 with the acknowledgement of Dubois-Carey and Page.

Bike Tech Expansion – Heieck and Meng shared about our Bike Tech program and NUSD's new interest in increasing the number of class offerings from two to four because it will now fulfill college graduation requirements as a "G" elective, and the NUSD "Tech" graduation requirement.

Discussion included Jibe past requests for needed bike storage now, and surrounding program expansion. Meng has worked diligently with the district and received unfulfilled promises along the way. To teach the class efficiently and safely, more room is necessary. The board fully understands the need for more bike storage and supports staff recommendation for no expansion if the district cannot provide it.

Artist in Training – Heieck shared that the City of Sacramento’s Arts and Culture has allocated monies and an artist to each council district, to develop an art affair. Mayor Pro Tem Ashby asked Jibe to work on this project for District 1. Meng and Heieck shared that their focus will be on the North Natomas senior population as it pertains to transportation. At this time, the project has been put on hold, due to the COVID pandemic.

Meng, Spangler and Reynolds departed call.

Salary Survey – Dubois-Carey re-introduced Anderson from Bryce Consulting who has performed salary surveys on all Jibe positions. Dubois-Carey explained that Anderson has been asked to give a report of her findings on the executive director’s position. Dubois-Carey and Hoffman had worked with Anderson, meeting three times over 2019. They explained that the board has respect for Heieck’s value to the organization and is showing that by hiring Bryce Consulting and taking this process seriously.

ACTION CALENDAR –

401k Profit Sharing for Long Term Staff – Heieck asked the board to consider providing 4% additional 401(k) match as a longevity bonus for staff who have been with Jibe for 10+ years. Conversation ensued about the existing Jibe 401(k) program and information Heieck provided by Jibe’s 401(k) administrator, Attebury Searle. Motion by Page/Dubois-Carey to approve an additional 4% 401(k) match if the staff member is already participating in the 401(k) program at the maximum level of 5%, 6/0.

Salary Survey - Anderson returned to discuss the compensation of the executive director and had provided, via email, budgets from those organizations compared in the salary survey. All agreed that the information provided little value because of the vast range of total budget amounts and how none compare to Jibe’s budget.

Compensation of Executive Director - A long discussion ensued between board members and Anderson. Dubois-Carey discussed the necessity of aligning Heieck’s compensation with her contributions; when this process was completed last time, her compensation was still under market; and now, years later, it is way under market. Hoffman expressed her desire to get it right this time and that with patience the discussion has been extended over two board meetings following research over the past year. Board members expressed their support for Heieck and fairness regarding her compensation. Motion by Dubois-Carey/Roberts to raise Heieck’s salary by 10.10% and provide \$1750 per month in cash in lieu of medical coverage, with the understanding that when medical coverage is taken, \$1750 will be used for this purpose, 6/0.

PUBLIC COMMENTS & ANNOUNCEMENTS – Heieck shared that she and Jibe had been featured in the Association of Commuter Transportation’s National Spotlight and N Magazine’s Women of Note.

MEETING ADJOURNED – 11:04a.m.

MINUTES APPROVAL:

Chris Holm _____ Date