



NORTH NATOMAS JIBE BOARD OF DIRECTORS MEETING
1918 Del Paso Road, Suite 100, Sacramento, CA 95834

Wednesday, January 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

Guests

Marty Carr, Law Offices of Martin Carr
Shellie Anderson, Bryce Consulting
Larry Brohman & Roy Peterson, Caltrans

CALL TO ORDER - The meeting was called to order by President Dubois-Carey at 9:02a.m. with a quorum present. Introductions were made around the table.

CONSENT CALENDAR – Motion by Dubois-Carey/Hoffman to approve January minutes, 5/0.

Roberts arrived.

DISCUSSION CALENDAR -

Caltrans I-5 Widening – Peterson and Brohman explained that Caltrans is doing outreach on a new project – Interstate 5 Managed Lanes located south of I-5/US 50 interchange to the Yolo County line. The project scope includes managed lanes, freeway widening in various locations, median installations, ramp meters, bridges widenings, bike/ped facility over I-5 and the incorporation of Integrated Corridor Management strategies. ICM optimizes unused capacity on parallel roadways in the corridor and could include: Smart ramp meters, congestion pricing-managed lanes, dynamic parking and active transportation management, to name a few system types. This project should pass environmental clearance summer of 2021 and complete construction in summer 2031.

Brohman and Peterson departed.

Sacramento Metropolitan Arts Commission, Artist in Training – Heieck shared that Jibe will be working closely with an artist photographer assigned to us by the Sacramento Office of Arts and Culture at the request of Councilmember Ashby. This opportunity is made possible because city monies were offered to each council district to create an arts project to be managed by the Office of Arts and Culture.

4th Quarter Staff Report – staff reported on the 4th Quarter 2019 efforts and answered questions from the board.

2019 Budget Review – Page and Heieck reviewed the 2019 budget and fielded questions. Heieck reminded the board that she will come back in April or July to present an update to the 2020 budget because of so many organizational changes to come.

Anderson arrived.

ACTION CALENDAR –

Board & Officer Elections – Dubois-Carey explained the yearly nature of board elections and whose term was up. Motion by Dubois-Carey to re-elect Holm and Roberts for another three-year term, 5/0; Dubois-Carey stated the need for Jibe Board of Director's January 15, 2020 Meeting Minutes

officer elections. Motion by Page/Roberts to nominate Dubois-Carey to president, 5/0. Motion by Holm/Page to nominate Hoffman as vice president, 5/0; motion by Holm/Hoffman to nominate Page as treasurer; motion by Roberts/Page to nominate Holm as secretary, 5/0.

Spangler and Meng departed.

ACTION CALENDAR -

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 Heleck's value to the organization and is showing that by hiring Bryce Consulting and taking this process seriously.

Carr explained that performance reviews and salary considerations should be a detailed process, that most positions have salary ranges and that the board does not need to act today but consider the information and vote at the April meeting.

Anderson shared a presentation that showed 16 organizations contacted and job comparisons with 12 that provided information. Data elements included minimum and maximum salaries, employee's share of retirement paid by the employer, employer's contribution to deferred compensation, longevity at year 10, employer's contribution towards cafeteria, health, dental, vision, life insurances, social security, employer's contribution to retiree health savings plan, and employee's share of employers' cost of retirement. Anderson reviewed job descriptions and organizational charts where available, scope of position including size of organization and took selected classifications a level down in larger organizations. When asked about median versus mean, Anderson stated that most employers compare to the median because it is less skewed. Her results revealed the position salary 36.75% below the labor market median, total cash 19.54% below labor market median and total compensation 22.82% below the labor market median.

Board members and Carr asked questions of Anderson and discussed Anderson's findings and opinions extensively.

Holm asked that Anderson provide budgets on all comparisons and comparable spreadsheet from the 2014 survey.

Carr mentioned the Brown Act and cautioned against serial board meetings surrounding this topic.


CLOSED SESSION – Evaluation of the Performance of the Executive Director pursuant to Government Code Section 54967

OPEN SESSION – Dubois-Carey reported that the board unanimously finds the performance of the Executive Director to be excellent. Heleck thanked the board for their support over the past 13 years and said she very much enjoys her position at Jibe.

PUBLIC COMMENTS & ANNOUNCEMENTS – There were no public comments.

MEETING ADJOURNED – 11:17a.m.

MINUTES APPROVAL:

 4-22-2020
Chris Holm Date