



GOVERNING BOARD MEETING AGENDA

South Bay Regional Public Safety Training Consortium

Thursday, July 28, 2016

**10:00 am – South Bay Regional Public Safety Training
Room #103**

I. Call to Order

Dr. Walter Tribley called the meeting to order at 10:03 a.m.

Present:	Dr. Walter Tribley	Monterey Peninsula College
	Dr. Kathleen Rose	Gavilan College
	Mr. Fred Harris	Gavilan College
	Mr. Marty Parsons	Hartnell College
	Mr. Jeff DeFranco	Lake Tahoe Community College
	Dr. Kathleen Welch	Cabrillo College
	Ms. Michelle Schneider	College of San Mateo
	Mr. Steve Cushing	SBRPSTC
	Ms. Linda Vaughn	SBRPSTC
	Mr. Michael Lombardo	SBRPSTC
	Mr. Gregg Giusiana	SBRPSTC
	Ms. Melissa Beckwell	SBRPSTC

Absent:	Ms. Nanette Solvason	Foothill College
	Mr. Rick Bennett	Mission College
	Dr. Gari Browning	Ohlone College

II. Approval of Minutes from May 19, 2016

Motion approved.

III. Public Comment

Steve Cushing called attention to a complimentary letter received from Cal Fire. Over the years, the Consortium has worked closely with California fire agencies, improving and expanding the relationship under the leadership of V.P. Linda Vaughn. Mr. Cushing credited Ms. Vaughn with the achievement of the Consortium being the first to receive new certification for the fire program curriculum.

IV. Closed Session

None.

V. Business

a. Selection of JPA Board Representative for Gavilan College

Dr. Kathleen Rose was selected as the new primary board member for Gavilan College.

Motion: Mr. Marty Parsons 2nd : Mr. Jeff DeFranco

b. Selection of JPA Board Representative for Ohlone College

Dr. Min-Hoa Ta was selected as the new alternate for Ohlone College.

Motion: Mr. Jeff DeFranco 2nd : Ms. Michelle Schneider

c. Preliminary Budget

Mr. Steve Cushing provided the board with a budget update, adding that the Consortium is in better financial shape than anticipated, allowing funds to be added to the reserve. The Consortium generally overestimates expenditures and underestimates profits when creating the budget. He noted that the budget does not include the 3% Cola discussed at the previous Board Meeting.

Mr. Cushing cautioned the board to consider a deferment of executive compensation because of the upcoming move. He proposed coming back to the proposal in six months and assured the board that the delay of executive compensation was a decision unanimously agreed upon by the executive team at the Consortium. The executive team decided to instead, reward the employees for their service and dedication.

Dr. Tribley reiterated the fact that the Board is concerned about the executive compensation. He explained that it is a liability that, should one of the executives decide to move on from the Consortium, the executive package would need to be competitive. He added that the Board wants to make certain the executives are receiving proper recognition for “a job well-done.” Dr. Tribley inquired as to what the deferred compensation would look like.

Mr. Cushing noted that each of the executive team members has retirement compensation from their previous positions in public safety. He explained that he also recognizes the Board’s concern regarding retention and that the team’s priority is to make sure that the Consortium is sustainably moving forward. He suggested the possibility of starting the compensation at a lower level to satisfy the Board. Dr. Tribley formally noted that the Board supports executive compensation but would consider re-approaching the subject after the move.

The Consortium has been faced with a challenge regarding San Jose Police Department’s departure. Mr. Guisiana assured the Board that San Jose leaving to run their own academies would not affect FTES as the revenue was generated off of the contract between the Consortium and San Jose Police Department. Mr. Guisiana reiterated that although the numbers look large, the Consortium is being conservative and overestimating expenditures. Ms. Vaughn predicts stabilization in the years to come

despite the withdrawal. She explained that the instructors used by San Jose Police Department are Board approved through the Consortium with the main difference being that some instructors will be used on Department overtime rather than through the college payroll system. The end of this year will provide more insight as what the baseline of the budget will look in upcoming years.

The budget is however, fairly difficult to forecast for upcoming years as the budget is largely based on FTES commitments. These commitments are given annually and predicting the need for FTES in upcoming years is not realistic. Mr. Lombardo added that the Consortium is looking at other options such as expanding on contracts and increasing testing in order to augment the dependence on the FTES. Dr. Rose agreed that the Board should be looking at additional income opportunities.

The proposed budget was approved.

Motion: Mr. Marty Parsons 2nd: Mr. Jeff DeFranco

d. Public Employee Compensation/ COLA

Mr. Cushing stated that the employee compensation and COLA was one hundred percent supported by the executive team and the action was approved.

Motion: Ms. Michelle Schneider 2nd : Mr. Jeff DeFranco

e. Employee Classification Salary Modification

Mr. Michael Lombardo informed the Board of the two employee classifications that are currently underpaid by the Consortium in relationship to like positions at the colleges: Program Coordinators and the Fiscal Department. He explained that the compensation for the aforementioned positions is not comparable to similar positions held at the college partners. Ms. Vaughn added that the Consortium is about the same size as Lake Tahoe Community College but only has one person covering each of the fiscal positions. Mr. Lombardo urged that the pay rate for each of these positions needed to be adjusted due to the amount of work put forth by those holding them. The motion was approved.

Motion: Ms. Michelle Schneider 2nd: Mr. Marty Parsons

f. Public Employee Appointment

Mr. Cushing opened by informing the Board that he is currently the only employee under contract. Dr. Steve Kinsella had previously discussed moving all of the executive staff to contract positions mirroring the colleges and Mr. Cushing agreed that this would be a wise move.

Mr. DeFranco proposed a friendly amendment to the original proposed action item including moving to contract status at the existing salary and accepting the 3% raise approved for all other employees. This raise would

put the executive team in the middle of where the Board thinks they should be.

Sustainability was Mr. Lombardo's concern regarding the executive compensation. He explained that the executive team will likely continue to be comprised of people with public safety backgrounds, meaning they would already have retirement packages. He also argued that the position should not be receiving the same salary as a Vice President at one of the colleges because the executive team essentially works for each of the colleges. Both Mr. Lombardo and Ms. Vaughn agreed that it was more important to the executive team to fix the staff and build the reserve before receiving any kind of a raise. They insisted that it was more important to see the company succeed.

The action was voted down by the Board.

Motion: Mr. Marty Parsons 2nd: Ms. Michelle Schneider

g. Unrepresented Employee/ Longevity Stipend

This action was discussed in detail earlier in the meeting and was approved unanimously.

Motion: Dr. Kathleen Welch 2nd: Dr. Kathleen Rose

**Next JPA Board meeting will be on October 20, 2016 @ 10:00 a.m.*