

## ATTACHMENT #1

### RETIRED EMPLOYEES ASSOCIATION OF VENTURA COUNTY (REAVC)

Minutes of the Board of Directors Meeting for

August 2, 2022

Members of the Board met at Director Cozzen's Residence

- ***Call to Order and Roll Call***

Past President Nancy Settle called the meeting to order at 11:49 a.m.

*Present*

Board Members: Maryellen Benedetto, Butch Britt, Colleen Bruns, Paul Callaway, Kenneth Cozzens, Anne Dana, Art Goulet, Roberta Griego, Will Hoag, Tom McEachern, Jacquie Richardson, Cindy Schneider, and Nancy Settle.

*Absent*

Colleen House, Reddy Pakala, and Kelly Shirk.

- **Minutes – Attachment 1**

June 14, 2022 Minutes for a Regular Meeting – Cindy Schneider moved and seconded approval of the minutes. There were 4 abstentions due to absences, and 7 Yeas. (Vote was administered prior to the arrival of Art Goulet.)

- **Financial Reports – Attachment 2**

Butch Britt advised that the Financial Report was pretty standard and recommended that the Board receive and file the Report. Butch Britt asked if there were any questions.

Past-President Settle asked Butch Britt about the bottom-line running negative and what he anticipated the ending balance for the fiscal year would be. Butch indicated that he has accounted for the fluctuations during the year and that he expects the year end budget balance to be pretty close to zero. Last year the ending balance was quite a bit better than usual because of Covid impacts. Nancy commended Britt on his budgeting practices.

Roberta Griego moved and Anne Dana seconded that the Financial Report be received and filed. Motion passed unanimously.

- **September Luncheon Status**

Anne Dana indicated that she did not have an opportunity to tally luncheon reservations prior to the Board Meeting. Dee Emami stated that the current count was 26. Board Members present announced whether they would attend and bring guests. It was mentioned that the venue would be Sterling Hills. Will Hoag noted that 9 additional reservations came via U.S. mail. Dee reported that the revised expected luncheon attendance would be 56.

Anne mentioned that Roberta and Ken would each bring a speaker to the September luncheon. Roberta's speaker will be from NAMI and Ken's will be his son, who provides assistance to first responders through an organization called Four Generations Foundation. Tom McEachern will also obtain a speaker for a future luncheon.

Anne relayed that the menu will remain the same, unless anyone would like to suggest changes. Jacquie Richardson asked about the cost of the prime rib station and whether it was an inseparable part of the menu bundle. Anne responded that the prime rib was one of the options and she could investigate whether omitting it would make a difference.

Anne said that costs of various options from a cost standpoint were not provided. However, she heard a discussion about the menu for a wedding, which did provide cost-saving options. As an example, the customer was able to downgrade the champagne to pay \$1.50 to \$2.50 per plate less. Board Members agreed that prime rib might be a perk that some members equated to a good reason to attend the luncheon!

Anne said she would check into other menu options. She said that plate settings at tables in lieu of the current buffet setup would definitely be more expensive.

Butch Britt indicated that it is a good idea not to have speakers at the Christmas luncheon, but the speaker could be obtained for next year.

Anne asked whether the Board would like to continue having raffle gifts at luncheons. Anne asked Butch about the larger gift cards that she had bought and about budget impacts. Butch indicated that most of the gift baskets and larger gift cards should be saved for the Holiday Luncheon. He indicated he would go along with what the Board would like to do as long as the gifts continue to fall within the budget.

Jacquie Richardson loves to make and provide baskets as gifts. Anne and the Board expressed appreciation for her efforts. Butch said he is saving up his gifts for the Holiday Luncheon. Colleen Bruns reminded the Board that the gift cards do not expire and can easily be saved for future luncheons. Butch indicated that See's Candy gift cards were also an option for luncheons.

Anne asked whether the Board had decided not to provide barrels for Food Share at future luncheons. Ken confirmed that we would not be doing so. He explained that often REAVC members were donating expired items which required additional sorting by volunteers, and the volume donated versus the man-power to sort it all out was insufficient to benefit recipients of Food Share.

Ken said that monetary donations are preferred because food can be bought in cases and distributed with less sorting. Roberta asked if monetary donations could be submitted and taken to Food Share. The Board discussed whether a financial donation box for Food Share should be set up.

Art Goulet stated that setting up a Food Share donation box could adversely impact scholarship donations. Tom mentioned that the REAVC website has an option to make scholarship donations and a Food Share donation option could also be included. Butch

indicated that the scholarship donation option had been used twice in five years. A box for Food Share donations will not be provided online or at luncheons at this time.

Butch clarified that REAVC is not a 501 3c corporation so we must take care not to create tax issues by processing donations for Food Share. Since such donations are not deductible for REAVC, they should be given directly to Food Share. Nancy Settle asked the Board about providing a basket at luncheons for scholarship donations and it was decided to do so. Cindy Schneider agreed that the reminder for scholarships is a good idea and that Food Share is something that people would probably think about anyway.

Anne told the Board that in the past she had not provided a final cancellation date for luncheon attendance. Because of this, she felt that perhaps members did not realize that the importance of notifying REAVC timely, or at all, if they subsequently decided not to attend. A date will be provided for future luncheons in hope of minimizing last-minute cancellations and no shows.

Anne described that she had around a hundred luggage tags with County logos that Roberta donated to REAVC. Anne suggested that these tags could be attached to gift baskets in the future. Otherwise, they could be handed out at a future luncheon. They could also be handed out at the conference. It was decided that the tags would be attached to gifts at luncheons.

Roberta asked if the Board intended to retain its logo or to change it to match the logo recently chosen by the County of Ventura. The Board agreed that they intended to keep the current logo as is for now.

Jacque suggested distributing extra raffle tickets to luncheon attendees who donate \$10 or more toward scholarships. Some Board Members voiced that this is a good idea.

- **Committee Reports**

Retirement Board/Legislation-Art shared that the legislature came back yesterday (August 1, 2022) and they will adjourn on the 31<sup>st</sup>. It is critical to push items through since the end of a two-year legislative session is nearing. All items must be completed because there will be no carryovers. The proposed but inactive bill regarding pensionable items must be activated prior to the 31<sup>st</sup>, or it will die.

Art reported that it is not a surprise that last month was not good investment-wise for the retirement system. Preliminary numbers went down about 6.3%. None of the retirement systems have done well this year.

VCERA is experiencing delayed responses and difficulty in receiving approval from County Human Resources to address 2% COLA salary adjustments for its staff. VCERA is seeking advice from a consultant. Board Member Long advised that VCERA return with alternatives. Rather than salary adjustments, another possibility is to increase the County's contribution to employees' 401K accounts. Art suggested that it is probably both easier to administer and less costly to process the COLA.

Nancy asked Art for clarification about what AB 826 entails. Outside Counsel, VCERA General Counsel, and VCERA Administrator all say that flexible credit allowances are not

pensionable. AB 826 is intended to make a correction. Flexible credit allowances are basically an in-kind benefit and not pensionable according to the Alameda decision. Health Insurance opt out fees complicate the issue. The problem could be resolved by elimination of opt out fees, but the County has chosen not to do so, probably because of the amount of money involved. A lot of employees, especially those at the lower end of the salary schedule, will be negatively impacted if the bill does not pass. The bill is currently inactivated due to action by Senator Limon. It is unlikely that it will be reactivated at this point.

Associate Members-Maryellen Benedetto expressed that she currently had no update, but the Board should decide what is to be done about associate members. Discussion ensued about providing contact information for resources to spouse survivors of deceased members. Local caregivers, Long-Term Care Ombudsman, Area Agency on Aging, Behavioral Health, Gold Coast Transit, and Lions Club were mentioned as possibilities that could be posted on the website and in the newsletter. Maryellen suggested those with information should provide it to Dee to compile. She gave her contact information to Board Members to assist with the endeavor.

Benefits-Board Member Kelly Shirk was not present. Roberta Griego said emails from Benefits indicate that there are no meetings, at this point.

Communications-Will Hoag said that voice mail was not working for about two weeks. Will reset the system. Eight to ten messages were from members who do not want to change from hardcopy to email newsletters left messages. Will believes that there will be more notifications from concerned people begin to read their newsletters more carefully and find the notification about converting to email only delivery.

The Board discussed how members could express a need to continue receiving hardcopy newsletters. Those without computer access could continue to receive the hardcopy. Anne said we should check in with Reddy, but he had indicated that if someone asks to continue receiving hardcopies that is sufficient justification to do so. Nancy said we should postpone for clarification of Reddy's direction.

Audit Committee-Ken indicated that all is going well.

Meeting temporarily adjourned at 12:21 pm and reconvened at 1:21 pm.

CRCEA-This item was deferred by Nancy because the committee was unable to meet. More information may be provided by Will and Jacquie in the future.

Newsletter- Dee Emami indicated that the deadline is August 15<sup>th</sup> and Butch had already submitted his Papa B article. Most other articles were not yet received. Nancy requested that the REAVC Calendar be placed in the upcoming newsletter or posted online. Nancy requested that an article about service on the Board should be included in the newsletter.

Nomination/Elections-Nancy informed the Board that a sleight of officers is required for the next membership luncheon on September 6, 2022. There is currently a full Board.

Program/Social-Covered in prior items. Nothing else to report until the Business item discussion. Nancy mentioned that a "How to Fall" speaker was requested as a future topic.

Scholarship-Tom had nothing further to report except that there are thank you letters to forward to Dee for inclusion in the newsletter.

Membership Report/Courtesy-Nancy reported that Patty Dowdy was promoted and she will no longer conduct the Benefits workshops. Unfortunately, the County no longer intends to provide the workshops. This is the loss of a way for REAVC to connect with employees.

Nancy said the REAVC letterhead must be updated prior to a membership drive mail out.

## **Old Business**

### **1. Discuss and Approve-Update on the notice to discontinue mailing of newsletter**

Anne said that Reddy thought if someone asked for hardcopy newsletters that is enough to justify continuing their hardcopy delivery. Anne brought attention to cost for printing a minimum amount of newsletters and possible related price-breaks. Neither Butch nor Dee had this information. Nancy motioned that people who request a hardcopy may receive one, and that a request is all that is needed to do so. Cindy seconded the motion.

Discussion commenced. Will indicated that about 10 people have asked to continue to receive a hardcopy newsletter. Butch said a total of about 800 are receiving a hardcopy newsletter. Over 2000 members receive newsletters by email. Butch informed the Board that newsletters are now barcoded so that REAVC will be notified if they are undeliverable. Butch also shared that people think that REAVC is notified when they change their email. Nancy said maybe something should be placed in the newsletter about the need to notify REAVC when members change their email address. Butch let the Board know that email updates are difficult due to the poor handwriting of members. After discussion concluded, the motion carried with 9 in favor, 2 nays, and 1 abstention.

### **2. Discuss and Approve - Hosting the 2025 CRCEA Conference with Santa Barbara County**

Will said he had no additional news other than Santa Barbara wants to hold off on planning until after the next conference. CRCEA approval is required for joint conferences. Roberta questioned the need for two CRCEA conferences per year. The committee also wanted to check rates and provide more information at the REAVC Board Meeting held after the October CRCEA conference. Nancy contacted Crown Plaza, the prior Ventura conference venue, and is awaiting an estimate. The Board discussed various locations such as the Marriott in Buellton, that could be shared with Santa Barbara. Anne asked who makes the decision about venues. Nancy responded that CRCEA does.

Art informed the Board that jointly shared conferences make sense, especially for small entities such as Imperial County. Imperial splits responsibilities with San Diego

so that they can participate in providing a conference. Otherwise, Imperial could not afford to provide a conference.

Nancy said that the previous conference cost about \$19,000. Butch said Crown Plaza was pretty tight as a venue. Nancy said CRCEA wanted REAVC to return money. Butch said that REAVC kept the seed money, but returned the delegate money which was between \$2,500 and \$3,000. CRCEA also restricted decision-making. They would not allow REAVC to raise the cost of dinner to cover expenses.

### **3. Discuss and Approve-Speakers for Future Meetings**

Tom will go to Senior Concerns in Thousand Oaks to secure a speaker for a future meeting. Anne confirmed that there will be music and gifts in lieu of a speaker at the December Luncheon. Tom will request speakers for 2023.

## **New Business**

### **1. Discuss and Approve – Inviting REAVC members to REAVC Board Meetings**

Anne said she spoke with Reddy and that the Board might consider determining the number of people, such as up to five to attend. It should also not be the same people every time. Anne said, however, I don't know if we even want to have five extra people attend. Jacquie said that if five more people are added to the conversation it could impact business. Nancy responded that guests are usually observers who do not say anything. Ken mentioned that since we are having meetings at Board Members' homes, adding five people might not be easily done. REAVC would need to pay for five additional lunches, as well. Nancy said she believed the thought was that interest in serving on the Board might be cultivated by inviting members to attend Board Meetings. Nancy said we could advertise that up to two people could attend and we could create a waiting list, if needed. Dee asked if additional agendas would need to be provided. Cindy suggested we should allow members to attend if they ask to do so. However, a policy to invite members does not seem necessary. Colleen Bruns checked the bylaws to see if there was a provision that required allowing member attendance at Board Meetings. There was none. Roberta said it is not a good idea to have members attend while REAVC is meeting at the homes of Board Members. Butch agreed and said that having members attend should wait until we return to meeting at restaurants or hotels. Nancy said when REAVC discontinues meeting homes, opportunities to attend Board Meetings could be advertised in the newsletter and announced at general membership meetings. Cindy suggested that someone could poll the audience at membership meetings for the names of employees that members supervised previously who had leadership qualities. The Board could also announce that members interested in serving on the Board should contact a Board member for more information.

### **2. Discuss and Approve – No shows draft letter for review and approval – Attachment 3**

Paul made a motion to approve the attached courtesy letter and Colleen seconded prior to further discussion. The letter was approved with suggestions to add

information about how to cancel, clarification of the final cancelation date, and the email and telephone number of who to contact, a suggestion to italicize key points, and other minor verbiage revisions. Anne said that as of January, the letter would go out to those who did not RSVP appropriately in September and/or December. However, members would not yet be charged for additional luncheon costs. The amended letter passed unanimously.

**3. Discuss and Approve – REAVC digital records – Will Hoag**

Will said he would like to defer discussion of digital records until the next Board Meeting.

• **Adjournment**

Nancy thanked the Cozzens for hosting the meeting and adjourned at 2:19 p.m.

• **Next Board Meeting**

The next REAVC Board meeting will be hosted by Board Member Griego at 11:30 a.m. on October 4, 2022, in Ventura at the Clubhouse on Tanager.

Respectfully submitted,



Dee Emami  
REAVC Executive Assistant

Reviewed and approved by,



Reddy Pakala  
REAVC President