

# MINUTES

MCCVB Compensation Committee - Regular Meeting  
Wednesday October 23, 2019 | 9:30am - 11:00am  
MCCVB Office | 787 Munras Avenue, Suite 110, Monterey, CA

**Present:** Amrish Patel and Teri Owens **Absent:** Jeroen Gerrese  
**Staff Present:** Jennifer Johnson and Rob O'Keefe **Guest:** James Greco

Teri Owens called the meeting to order at 9:32am.

**PUBLIC COMMENT:** None

**MEMBER AND STAFF ANNOUNCEMENTS:** None

## REGULAR AGENDA NEW BUSINESS

### A. MCCVB Dental, Vision, Life and LTD Insurance Benefit Plans

Jim Greco reviewed the benefit plan and pricing options. Discussion ensued. Staff recommended and the committee members agreed the MCCVB contribute 25% of the premium cost for spouse and dependents/family dental and vision plans beginning with the new plan effective January 1, 2020. It was noted that the committee will consider MCCVB contributing toward spouse and dependents/family health insurance premiums in the next fiscal year's budgeting process.

### B. 2020 Compensation Study

Jennifer reviewed the scope methodology of the previous compensation study [2017]. The committee discussed MCCVB's recruitment and retention successes and challenges. The committee members recommended having the vendor focus on the compensation and benefits comparable to similar organizations in budget and staff size specifically with local, regional and national destinations.

**GOOD OF THE ORDER:** None

The next meeting will be on March 11, 2020 and it will be a Joint Executive and Compensation Committees at the MCCVB office to receive the Compensation Study results.

Teri adjourned the meeting at 10:08am.

**MCCVB MISSION:** Drive business growth through compelling marketing and targeted sales initiatives that maximize the benefits of tourism to our guest, members and community