



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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NOTICE OF MEETING

PERSONNEL COMMITTEE

A meeting of the Personnel Committee will be held at the Automobile Insurers Bureau Conference Center at 101 Arch Street, 7th Floor, Boston, on

WEDNESDAY, SEPTEMBER 18, 2019 AT 1:00 P.M.

MEMBERS OF THE COMMITTEE

Mr. Thomas DePaulo – Chair
Cabot Risk Strategies, LLC

Ms. Pamela Bodenstab-Krynicky
Ms. Elizabeth Brodeur
Ms. Paula Gold
Mr. James Hyatt
Mr. John Kelly

P L Krynicky Insurance Agency
Safety Insurance Company
Plymouth Rock Assurance Corporation
Arbella Insurance Group
MAPFRE U.S.A. Corporation

AGENDA

PC

19.01 Records of Previous Meeting

The Records of the Personnel Committee meeting of February 11, 2019 should be read and approved.

PC

19.03 CAR Conflict of Interest Policy

The Chair will read a statement relative to CAR's Conflict of Interest Policy.

PC

19.04 2019 Annual Merit Increase

At its February 11, 2019 meeting, the Personnel Committee voted to recommend to the Governing Committee an annual merit increase percentage for CAR staff, a portion of which the President would use as discretionary funds to recognize employees whose job performance in 2018 was deserving of additional compensation. In response to a request by the Committee at that time, the President will provide information concerning the approach and methodology utilized to identify the recipients and distribute those discretionary funds.

PC

19.06 Retirement Savings Plan

Staff presented a recommendation at the February 11, 2019 Personnel Committee meeting to amend CAR's retirement savings plan for employees hired after April 1, 2010. The Committee agreed conceptually with the proposal, but wanted more information to help determine what adjustments to the savings plan would be appropriate. Staff will present additional information for the Committee's consideration.

PC

19.09 Annual Merit Increase and Range Movement

In an attempt to better coordinate with the efforts of the Budget Committee for FY2020, the Personnel Committee asked that a summer meeting be scheduled to consider available information relative to merit increase and salary range movement for the 2020 calendar year.

Other Business

To transact any other business that may properly come before this Committee.

Executive Session

The Personnel Committee may convene in Executive Session in accordance with the provisions of G.L. c. 30A, § 21.

TIMOTHY COSTAIN
Chief of Staff

Boston, Massachusetts
August 29, 2019