



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, 7<sup>th</sup> Floor, Boston, on

**TUESDAY, FEBRUARY 4, 2020 AT 1:30 P.M.**

### MEMBERS OF THE COMMITTEE

Mr. Thomas DePaulo – Chair  
Cabot Risk Strategies, LLC

Ms. Pamela Bodenstab-Krynicky  
Ms. Elizabeth Brodeur  
Ms. Gail Eagan  
Ms. Paula Gold  
Mr. John Kelly

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

### AGENDA

**PC**

**19.01 Records of Previous Meeting**

The Records of the Personnel Committee meeting of September 18, 2019 should be read and approved.

**PC**

**20.03 CAR Conflict of Interest Policy**

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

**PC**

**19.06 Retirement Savings Plan**

At its September 18, 2019 meeting, the Committee continued its consideration of a staff proposal to amend CAR's retirement savings plan for employees hired after April 1, 2010. To help with its deliberations and gain a sense of perspective in the marketplace, the Committee asked that staff provide survey results from a previous study conducted for CAR and compile plan information from member companies and industry-funded peer organizations. Staff will provide information pursuant to the Committee's request.

**PC**

**20.04 2020 Annual Merit Increase**

Staff will present a recommendation regarding the 2020 merit increase percentage.

**PC**

**20.05 2020 Annual Range Movement**

Staff will present a recommendation regarding employee salary ranges for calendar year 2020.

**PC**

**20.06 Officer Salary Recommendations**

Ms. Hubley will present the 2020 salary recommendations for Ms. Wendy Browne, Vice President of Business Operations and Mr. Peter McCabe, Vice President of Technical Operations.

**PC**

**20.07 President's Salary Recommendation**

The Committee should be prepared to discuss the salary recommendation for Ms. Natalie Hubley.

**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