



**EXECUTIVE COMMITTEE  
MEETING AGENDA**

**TIME: 8:45 a.m.**

**DATE: Wednesday, May 13, 2026**

**LOCATION: MARCH FIELD CONFERENCE ROOM  
County of Riverside Administrative Center  
4080 Lemon Street, Third Floor, Riverside, California 92501**

**🌀 COMMITTEE MEMBERS 🌀**

Raymond Gregory, City of Cathedral City – Chair  
Jeremy Smith, City of Canyon Lake – Vice Chair  
Chuck Washington, County of Riverside, District 3 – Second Vice Chair  
Karen Spiegel, County of Riverside, District 2 – Past Chair  
Linda Krupa, City of Hemet  
Brian Berkson, City of Jurupa Valley  
Jan Harnik, City of Palm Desert  
Chuck Conder, City of Riverside  
Jose Medina, County of Riverside, District 1  
V. Manuel Perez, County of Riverside, District 4  
Yxstian Gutierrez, County of Riverside, District 5

**🌀 AREAS OF RESPONSIBILITY 🌀**

Reviews and makes final decisions on personnel issues  
and office operational matters.

*Comments are welcomed by the Committee. If you wish to provide comments to the Committee,  
please complete and submit a Speaker Card to the Clerk of the Board.*



# **RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

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March Field Conference Room  
4080 Lemon Street, Third Floor, Riverside, California 92501**

*In compliance with the Brown Act and Government Code Section 54957.5, agenda materials distributed 72 hours prior to the meeting, which are public records relating to open session agenda items, will be available for inspection by members of the public prior to the meeting at the Commission office, 4080 Lemon Street, Third Floor, Riverside, CA, and on the Commission's website, [www.rctc.org](http://www.rctc.org).*

*In compliance with the Americans with Disabilities Act and Government Code Section 54954.2, if you need special assistance to participate in an Executive Committee meeting, please contact the Clerk of the Board at (951) 787-7141. Notification of at least 48 hours prior to meeting will assist staff in assuring that reasonable arrangements can be made to provide accessibility at the meeting.*

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PLEDGE OF ALLEGIANCE**
- 4. PUBLIC COMMENTS** - *Under the Brown Act, the Board should not take action on or discuss matters raised during public comment portion of the agenda which are not listed on the agenda. Board members may refer such matters to staff for factual information or to be placed on the subsequent agenda for consideration. Each individual speaker is limited to speak three (3) continuous minutes or less.*
- 5. ADDITIONS/REVISIONS** – *The Committee may add an item to the Agenda after making a finding that there is a need to take immediate action on the item and that the item came to the attention of the Committee subsequent to the posting of the agenda. An action adding an item to the agenda requires 2/3 vote of the Committee. If there are less than 2/3 of the Committee members present, adding an item to the agenda requires a unanimous vote. Added items will be placed for discussion at the end of the agenda.*
- 6. APPROVAL OF THE MINUTES – APRIL 8, 2026**

**7. CLOSED SESSION - EXECUTIVE DIRECTOR**

**7A.** Performance Evaluation Pursuant to Section Code 54957 – Title: Executive Director

Labor Negotiators Agency Designated Representatives: Chair and General Counsel  
Unrepresented Employee: Executive Director

**8. POSSIBLE APPROVAL OF AMENDMENT TO EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT**

**9. ADJOURNMENT**

# **AGENDA ITEM 6**

## **MINUTES**



# **RIVERSIDE COUNTY TRANSPORTATION COMMISSION**

## **MINUTES EXECUTIVE COMMITTEE MEETING WEDNESDAY, APRIL 8, 2026**

### **1. CALL TO ORDER**

Chair Raymond Gregory called the meeting of the Executive Committee to order at 9:04 a.m. at the DoubleTree by Hilton, in the Andreas Canyon/Cathedral Canyon Room, 67967 Vista Chino, Cathedral City, California 92234.

### **2. ROLL CALL**

#### **Members/Alternates Present**

Brian Berkson  
Chuck Conder  
Raymond Gregory  
Linda Krupa  
Karen Spiegel  
Chuck Washington

#### **Members Absent**

Yxstian Gutierrez  
Jan Harnik  
Jose Medina  
V. Manuel Perez  
Jeremy Smith

### **3. PLEDGE OF ALLEGIANCE**

Chair Gregory led the pledge of allegiance.

### **4. PUBLIC COMMENTS**

There were no requests to speak from the public.

### **5. ADDITIONS/REVISIONS**

There were no additions or revisions to the agenda.

### **6. APPROVAL OF THE MINUTES – JUNE 11, 2025 AND JANUARY 29, 2026 SPECIAL MEETING**

**M/S/C (Krupa/Washington) to approve the minutes of June 11, 2025, and January 29, 2026, Special Meeting, as submitted.**

### **7. EMPLOYEE TOTAL COMPENSATION RECOMMENDATIONS FOR FISCAL YEAR 2026/27**

Pamela Velez-Renteria, Human Resources Manager, provided some background information and an overview for the employee total compensation recommendations for

Fiscal Year 2026/27. She then presented the health benefits analysis for FY 2026/27, highlighting the following:

- Gallagher Market Research Employer Health Contributions vs RCTC
- Medical Premium trends vs Employer Contribution (2018-2026)
- Kaiser Premiums vs RCTC Contribution (2018-2026)
- Kaiser Permanente Premium Trends vs RCTC Contribution
- Gallagher Market Results Employer Medical Opt-Out/ Waiver Allowance vs RCTC

Commissioner Conder asked about the annual tie to the Kaiser employee plus one plan; if that will also apply to anybody on Blue Shield. As Kaiser goes up if theirs goes up will that get that Consumer Price Index (CPI) as well.

Chair Gregory clarified that it would just be the amount of Kaiser plus one. He asked if somebody is an employee only, so it is less than the employee plus one amount, do they get the difference in some way. Pamela Velez-Renteria replied it is an up to amount.

Chair Gregory stated they got the \$200 waiver do they have to prove they have insurance coverage somewhere else, Pamela Velez-Renteria confirmed they do.

In response to Commissioner Washington's question about health insurance that CalPERS offers, Pamela Velez-Renteria explained that CalPERS is RCTC's broker for health coverage so all their premiums will be offered through the CalPERS Health Program.

Commissioner Spiegel stated increasing required health insurance contributions to align with market practices is kind of open ended so when they make a vote or recommendation it needs to be clear. She asked what we are talking about increasing to. Pamela Velez-Renteria replied that the formal recommendation would be to approve an increase to the monthly employer contribution towards employee health care to a total up to \$1,938.10.

Commissioner Spiegel stated that market value could depend on which agency. She sits on a couple of these agencies, and it is challenging between Metrolink, who is high in one area, but they do not have the labor. Western Riverside Council of Governments and she is on Southern California Association of Governments all these and everybody keeps pointing to each other, but it depends on your broker. That is what they were just talking about with the County; their price is a little bit different than this agency and so is everybody else's, so the comparable is very difficult unless they use the exact same brokers.

Commissioner Washington stated that sees the reference to CalPERS. He noted that 20 years ago if you did not get insurance through your agency, they just gave you the amount and then it went to zero and now they are at \$200 which is fair to have health insurance somewhere else.

Commissioner Spiegel stated that part of the challenge is the reason you cannot get the full amount is because you have people who would use that money towards health care and by law, they have to offer health care.

Chair Gregory stated that makes sense that they would offer something because if they have a choice like a spouse has full coverage, but they are offering enough that they get covered under single they might just put themselves under ours, but this will give them the option of putting themselves under a spouse instead of paying the full premium. They can give them \$200 and it can be cash or a contribution to a 401(a).

Commissioner Berkson clarified that they cannot use any of the excess funds if their premium was less than what RCTC is giving them, they cannot use that as deferred income to another method it just disappears. Aaron Hake confirmed that was correct.

Commissioner Washington stated that it does not disappear, it goes somewhere else. Chair Gregory clarified that it is not a change, that is the same as it has been. Pamela Velez-Renteria replied that is correct no change.

Chair Gregory asked about the compensation it is always a little confusing, but he thought he saw the CPI is at 3.3 percent, and the recommendation is to raise the table by 3.5 percent. Pamela Velez-Renteria replied that their Commission policy will have staff rounding to the nearest half of percent with a maximum adjustment of 4 percent.

In response to Commissioner Washington's question, Pamela Velez-Renteria replied that they may be eligible for retiree health, so they do contract with CalPERS through RCTC based on a retired annuitant contract that they have with CalPERS. It would be based on years of service of RCTC and CalPERS. Commissioner Washington clarified up to 65. Pamela Velez-Renteria replied until Medicare eligible then it offsets with Medicare.

**M/S/C (Washington/Spiegel) to:**

- 1) Approve a 4 percent merit pool for Fiscal Year 2026/27;**
- 2) Apply a 3.5 percent annual Consumer Price Index (CPI) salary range adjustment to Fiscal Year 2026/27 salary ranges;**
- 3) Approve an increase to the monthly employer contribution towards employee health care to a total up to \$1,938.10;**
- 4) Approve a monthly \$200.00 lump sum or 401(a) contribution as a health care waiver incentive in FY 2026/27;**
- 5) Adopt as policy that the Commission's employer health insurance contribution for Commission-sponsored health plans is equal to the CalPERS Region 3 Kaiser employee + one dependent premium;**
- 6) Approve the FY 2026/27 Organization Chart;**
- 7) Forward the FY 2026/27 Salary Range Schedule to the Commission for final adoption; and**

**8) Receive and file the 2026 Total Compensation Study Report.**

**8. ADJOURNMENT**

There being no other items to be considered, the Executive Committee meeting adjourned at 9:19 a.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Lisa Mobley".

Lisa Mobley  
Administrative Services Director/  
Clerk of the Board