



GOVERNING SPECIAL BOARD MEETING MINUTES

South Bay Regional Public Safety Training Consortium

Thursday, October 2, 2025

10:00 a.m. – South Bay Regional Public Safety Training

Coyote Valley Campus Conference Room A108 / Zoom Conference

I. Call to Order

Dr. Jon Knolle called the meeting to order at 10:01 a.m.

Present:	Dr. Jon Knolle (Chair)	Monterey Peninsula College
	Ms. Leslie DeRose	Monterey Peninsula College
	Mr. Brad Deeds (Vice-Chair)	Lake Tahoe Community College
	Dr. Pedro Avila	Gavilan College
	Mr. Vins Chacko	Gavilan College
	Mr. Paul Harvell	Cabrillo College
	Ms. Heidi Weber	Cabrillo College
	Mr. Graciano Mendoza	Hartnell College
Staff	Mr. Lanny Brown	SBRPSTC
	Mr. Edward Flores	SBRPSTC
	Mr. Steve Geraci	SBRPSTC
	Mr. Michael Manning	SBRPSTC
	Mr. Ernie Smedlund	SBRPSTC
	Mr. Jeff Barton	SBRPSTC
Absent:	Mr. Jeff DeFranco	Lake Tahoe Community College
	Ms. Marilyn Morikang	Gavilan College
	Mr. Gerardo Ramirez	College of San Mateo
	Dr. Raymond Gamba	Ohlone College

II. Approval of Agenda (A)

Motion: Mr. Paul Harvell

2nd: Mr. Vins Chacko

Motion passes unanimously

III. Discussion and Action Items:

A. Review and Approve Recruitment and Hiring Plan for President/C.E.O. Position

At the June 26, 2025 JPA Board meeting a President selection Committee to recruit and hire a long-term replacement for former President Kevin Jensen who submitted his resignation on June 3, 2025. The committee members are as follows:

- Lake Tahoe Community college; Mr. Brad Deeds, Dean of Workforce Development
- Ohlone College; Ms. Wrenna Finche, VP of Administrative Services
- Ohlone College; Dr. Renee Paquier, Interim VP Student Services
- Gavilan College; Mr. Vins Chacko, Dean
- South Bay; Mr. Ed Flores, VP/Director of Program Services
- South Bay; Jeff Barton, Fire Program Coordinator

Effective August 1, 2025; Mr. Lanny Brown was hired as the Interim President to serve until December 31, 2025 as the President Selection Committee recruits for the next President/CEO for South Bay Regional Public Safety Training Consortium.

Due to the holidays approaching before the end of the year, it may be difficult to get someone completely hired by January 1, 2026. Mr. Brown willing to extend his assignment out by about 60 days.

President Job posting will be posted as soon as possible with the following limitations, “Open until filled with priority screening within the first 30 days.”

Motion: Dr. Renee Paquier

2nd: Mr. Paul Harvell

Motion Passes unanimously

B. Review and Approve Recommended Changes to the President/C.E.O. Salary Range

The Selection Committee needs to review for possible action, the current salary being offered to compensate the new President/CEO. Both JPA Board President, Dr. Jon Knolle and SoBay’s Interim President, Mr. Lanny Brown, have both conducted research on this topic and presented their findings during the meeting.

Several Board members questioned the option for PERS/STRS benefits for all SoBay Staff. They expressed their concerns about this and they believe this is a conversation that should be included in the salary review that was brought up at the last meeting. Mr. Brown clarified that the current retirement benefits the full-time staff receive is very minimal and SoBay matches up to 6% in a 457B account.

After much deliberation, the following pay scale was decided by the Board (each step includes a 2.5% increase):

- Step A, \$195,004.88
- Step B, \$199,880.00
- Step C, \$204,877.00
- Step D, \$209,998.93
- Step E, \$215,248.90

The posted initial salary placement will go up to Step C with a max of Step E, \$215,248.90.

Motion: Mr. Paul Harvell

2nd: Ms. Wrenna Finche

Motion Passes unanimously

C. Review and Approve Recommended Changes to the Job Description for President/C.E.O.

Mr. Brown reviewed the current President/CEO job description, besides a few minor edits, there were no major recommended edits presented to the Board. Selection Committee to do a final review of the job description and Mr. Brown and Mr. Barton will take a lead in the committee to move forward with the process. Release date of the job announcement is scheduled to be announced on October 15, 2025 with a close date of November 15, 2025 with an option to review and extend as needed.

Selection Committee to update the Board at the next meeting of the status of the process.

IV. Adjournment

Meeting adjourned at 11:04 a.m.

Next regular meeting scheduled November 20, 2025