



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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RECORDS OF MEETING

PERSONNEL COMMITTEE – JANUARY 28, 2025

Members Present

Mr. William Hughes. – Chair
Mr. Thomas DePaulo
Ms. Nicole Martorana
Mr. John Olivieri, Jr
Mr. Christopher Taylor
Ms. Meredith Woodcock

Arbella Insurance Group
Cabot Risk Strategies, LLC
FBInsure, LLC
J.K. Olivieri Insurance Agency, Inc.
The Hanover Insurance Company
Liberty Mutual Insurance Companies.

Substituted for:
N/A

Not in Attendance:
Ms. Sarah Clemens, MAPFRE U.S.A. Corporation

24.01 Records of Previous Meeting

The Committee unanimously voted to approve the Records of the Personnel Committee meeting of October 22, 2024. The Records have been distributed and are on file.

25.04 2025 Annual Merit Adjustment

Mr. Steven Gautieri reviewed an annual merit adjustment survey of industry-funded peer organizations and discussed management's 2025 recommendation. He emphasized management's strategic staffing decisions that have ensured that CAR's overall salary budget increase has remained small over the past ten years.

Ms. Natalie Hubley provided a review of the performance of CAR staff during 2024, highlighting the accomplishments of CAR's business operations seen through CAR's advisory committee activity along with exceptional technical support, customer service and industry partner relations provided by CAR's technical operations.

Ms. Hubley then presented a proposal for the President's discretionary allowance to award individuals whose performance deserves meaningful additional compensation. She noted the practice has been highly successful over the past five years in motivating middle and lower-level staff who are now more directly involved in committee activity, problem solving and the implementation of impactful solutions throughout the company. She stressed that the recommendation is fiscally responsible, noting that the discretionary compensation is awarded as one-time payments and does not represent an increase to base salary.

After discussion, the Committee unanimously voted to recommend to the Governing Committee approval of the proposed merit adjustment for calendar year 2025 and the additional discretionary allowance.

25.05 2025 Annual Range Movement

Mr. Gautieri provided a review of salary range survey information reflecting industry-funded peer organizations planned salary range increases for 2025. Based on the survey information and in keeping with past practice, a salary range increase percentage was proposed to align CAR with those organizations for 2025.

Following brief consideration, the Committee unanimously voted to recommend to the Governing Committee a salary range adjustment percentage as recommended for calendar year 2025.

25.06 Officer Salary Recommendations

Ms. Hubley provided 2024 job performance assessments of Ms. Wendy Browne, Vice President of Business Operations and Mr. Peter McCabe, Vice President of Technical Operations. She indicated that both individuals performed beyond expectations in 2024. Ms. Hubley detailed numerous accomplishments of both officers during the past year and articulated their importance to CAR's continued success.

Ms. Hubley proposed a salary increase for Ms. Browne and for Mr. McCabe consistent with the merit increase percentage approved for CAR staff for 2025.

The Committee unanimously voted to recommend to the Governing Committee a 2025 salary adjustment for Wendy Browne, Vice President of Business Operations, as proposed by Ms. Hubley.

The Committee also unanimously voted to recommend to the Governing Committee a 2025 salary adjustment for Peter McCabe, Vice President of Technical Operations, as proposed by Ms. Hubley.

25.07 President's Salary Recommendation

The Committee provided an assessment of CAR president, Natalie Hubley's 2024 job performance, including comments from members of the committee. In recognition of Ms. Hubley's leadership and continued success as president, the Committee reached a consensus on an appropriate merit adjustment percentage.

Following discussion, the Committee unanimously voted to recommend to the Governing Committee a 2025 merit adjustment for Ms. Hubley.

KATY PROCTOR
Financial Services Specialist

Boston, Massachusetts
January 30, 2025

ATTACHMENT LISTING

Docket #PC25.02, Exhibit #1

Attendance Listing

**PERSONNEL COMMITTEE MEETING
MEETING ATTENDEES
JANUARY 28, 2025**

Individual's Name

Company / Agency

PLEASE PRINT

William Hughes	Arbella Insurance Group
Thomas DePaulo	Cabot Risk Strategies, LLC
Nicole Martorana	FBInsure
John Olivieri, Jr.	J.K. Olivieri Insurance Agency, Inc.
Christopher Taylor	The Hanover Insurance Company
Meredith Woodcock	Liberty Mutual Insurance Companies
Steven Gautieri	CAR Staff
Natalie Hubley	CAR Staff
Katy Proctor	CAR Staff