

## AGENDA

### Compensation Policy Committee

June 20, 2023, 3:30 p.m. MDT

*The Councilmembers on the Committee will be meeting in person in a small conference room at City Hall so they may attend a Council function immediately following the Committee meeting. The staff liaison to the Committee, Teresa Roche, will join them in the conference room. Due to the size limitations of the room, all other staff members, consultants and members of the public are asked to join via Zoom. The conference room A/V system and Zoom session will be launched 15 minutes prior to the start of the meeting as the Councilmembers are arriving.*

#### Committee Members:

Councilmember Susan Gutowsky, District 1  
Councilmember Julie Pignataro, District 2, Chair  
Councilmember Shirley Peel, District 4

#### City Staff Members:

Teresa Roche, Human Resources Executive  
Carrie Daggett, City Attorney  
Kelley Vodden, Director, Compensation, Benefits and Wellbeing  
Gretchen Schiager, Executive Administrative Assistant

- **Call Meeting to Order**
- **Approve Minutes from December 19, 2022**
- **Discussion Items:**
  - **Innovest Market Analysis for Council Appointed Employee Retirement**
- **Adjournment**

#### Next Scheduled Meeting: August 21

There are three or more members of the City Council that will likely attend this meeting. Formal action may be taken by the Committee at this meeting, and the discussion of public business will occur. Therefore, the meeting is open to the public.

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## Hybrid Zoom Meeting

+1 720 928 9299 Call In

Meeting ID: 924 6972 2781

<https://fcgov.zoom.us/j/92469722781>

## Past Meeting Topics

- **December 2021:** Committee Identifies 2022 Schedule of Topics and Meeting Cadence
- **January 2022:** Highlights from Child Care Benefits Exploration Study
- **February 2022:** Discuss updated analysis on Council Pay and Benefits
- **March 2022:** Review of the performance management process for Council appointed employees
- **April 2022:** Review updated Council pay and benefits analysis
- **May 2022:** Cost of Living Analysis
- **July 2022:** Performance Management Process
- **August 2022:** Performance Management Process Continued
- **October 2022:** Final Plan for Annual Evaluation and Market Analysis
- **December 2022:** Debrief Annual Evaluation Process, Plan for 2023

## 2023 Meeting Topics

- Retirement analysis for Council-Appointed Employees
- Equitable compensation practices
- Hourly employee leave benefits
- Impact of Council pay increase on interested candidates
- High-performing cities selection process

## Bike Rack Issues

- Council onboarding 2023