

Compensation Policy Committee
January 18, 2022, 3:30 – 5:00 p.m.
Meeting Minutes

Members in attendance: Councilmember Susan Gutowsky; Councilmember Julie Pignataro; Councilmember Shirley Peel

Staff in attendance: Kelly DiMartino, Interim City Manager; Teresa Roche, Human Resources; Carrie Daggett, City Attorney; Kelley Vodden, Director of Compensation, Benefits and Wellbeing; Melanie Clark, Executive Administrative Assistant. There were several other staff members present to listen to the presentation by EPIC.

A meeting of the Compensation Policy Committee was held on January 18, 2022, virtually through a Zoom webinar and in person at City Hall; 300 Laporte Ave, CIC Room

Agenda

- **Call Meeting to Order**
 - Approve minutes from December 20, 2021 meeting
 - Review purpose and expectations of today's meeting
- **Discussion Items:**
 - Overview of Council Priority on Child Care Benefit Exploration presented by Kate Kalstein and Leah Weatherman, Executives Partnering to Invest in Children (EPIC) 60 Minutes
 - Review 2022 preliminary schedule of topics 30 Minutes
- **Adjournment**

The meeting began at 3:36 p.m.

Teresa opened the meeting with introductions.

Councilmember Gutowsky motioned to approve the meeting minutes from December 20, 2021, and Councilmember Peel seconded. The minutes were approved.

Kate Kalstein and Leah Weatherman provided an overview and project update of the Child Care Benefit Exploration study.

Teresa stated that the approach taken was to consider what employees need and the community.

Committee members had questions regarding the costs associated with implementing childcare options.

Committee members discussed the need for support at the state level, and Teresa committed to talking to City colleagues about the Council's legislative agenda on childcare. They also discussed the County's progress with their planned strategy for an onsite childcare center for their employees.

Councilmember Pignataro asked about the request to secure full-time support for Council. Kelly DiMartino explained internal adjustments would be the first approach and Councilmember Pignataro Julie asked if Councilmembers could be updated as the discussion progresses. Kelly stated updates would be included in her 1x1s with Council.

A discussion occurred about Council pay and benefits; if Council decides to pursue any action, Councilmember Pignataro said it most likely would need to be on the November ballot.

Carrie Daggett explained that Council would need an ordinance to change the charter on this topic.

Teresa committed to sharing if an updated market analysis on Council pay and benefits could be done this spring at the February meeting.

The Committee also discussed the process and timeline for their Council-appointed employees and decided this topic should be considered at the February committee meeting.

It was also shared that standing committee meetings did not require agenda time for public comments.

Committee members agreed to meet virtually unless they were already in person for Council meetings.

Meeting adjourned at 5:09 p.m.

MINUTES APPROVED BY THE COMMITTEE AT THE FEBRUARY 22, 2022 MEETING.