



Human Resources
215 N. Mason Street
Fort Collins, CO 80522
970.221.6535

AGENDA

Compensation Policy Committee
October 16, 2023, 3:30 p.m. MDT

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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 August 21, 2023**
- **Discussion Items:**
 - **Hourly Leave Benefits**
- **Close out 2023**
- **Adjournment**

Next Scheduled Meeting: TBD for 2024

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.

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
- **June 2023:** Innovest Retirement Market Analysis for Council Appointed Employee Retirement
- **August 2023:** Review New Format for Retirement Information and Annual Performance Evaluation Process and Timeline

2023 Meeting Topics

- Equitable compensation practices
- Hourly employee leave benefits
- Impact of Council pay increase on interested candidates

Bike Rack Issues

- Council onboarding 2023
- High-performing cities selection process