

**Compensation Policy Committee**  
**October 16, 20223, 3:30 – 4:30 p.m.**  
**Meeting Minutes**

Members in attendance: Councilmember Julie Pignataro, Councilmember Shirley Peel

Excused Absence: Councilmember Susan Gutowsky

Staff in attendance: Kelly DiMartino, City Manager; Teresa Roche, Human Resources Executive; Jenny Lopez-Filkins, Senior Assistant City Attorney; Kelley Vodden, Director of Compensation, Benefits and Wellbeing; Amber Fluke, Benefits Manager; Gretchen Schiager, Executive Administrative Assistant

The Compensation Policy Committee meeting was held virtually through a Zoom webinar on October 16, 2023.

**Agenda**

- **Call Meeting to Order**
- **Approve Minutes from August 21, 2023**
- **Discussion Items:**
  - **Hourly Leave Benefits**
- **Closeout 2023**
- **Adjournment**

Councilmember Pignataro called the meeting to order at 3:34 p.m.

Councilmember Peel motioned to approve the August 21, 2023 minutes. Councilmember Pignataro seconded the motion. The minutes were approved unanimously.

Hourly Leave Benefits

Ms. Vodden presented the slides that were included in the agenda packet.

She reminded the Committee of the previous discussion about the state FAMLI program. She explained that she would be referring to hourly employees as non-benefitted employees. She noted that the State had funded the program in 2023 and reviewed the various purposes for which FAMLI leave could be used.

The City declined to participate in the FAMLI program. Municipalities are not required to provide an alternative; however, because all private employers must participate or provide an equivalent or better program, the City needs to consider being competitive in this arena.

The State offers an option for an employer to contribute to the program on behalf of an employee who elects to participate in FAMLI, which provides the City with an effective way to serve its non-benefit-eligible employees.

Councilmember Pignataro asked if there is an option for an employee to pay into the program directly. Ms. Vodden clarified that any employee can voluntarily elect to participate, and the City will only have

to cover the cost for those employees rather than all employees, which is a big savings. Employees must have been employed by the City for a year to qualify to participate, as is the requirement for FAMLI.

The City still has the option to do nothing; however, staff recommends allowing non-benefit-eligible employees to participate in FAMLI at no cost to the employee voluntarily. In this scenario, the City would cover the .45% cost out of the benefits fund and file the necessary quarterly reports. It would be a competitive disadvantage if the City does not provide something.

Councilmember Peel asked Ms. Roche if we were still having trouble hiring. Ms. Roche responded that we still have some hot spots, such as bus operators, while other areas, such as Recreation, have seen improvement. In 2022, we were significantly under-hired in the hourly population. Despite the improvement this year, Ms. Roche was not confident it would not become a problem again in the future. This would be a competitive benefit.

Ms. Vodden provided projections showing an overall cost of around \$44K if 100% of the hourly employees using historical data would apply. Staff would like to implement this benefit on January 1, 2024, when FAMLI goes into effect.

Councilmember Peel wondered why an employee would choose not to participate. Ms. Vodden did not know of any reason. Enrollment is a three-year commitment, and demographics may play a part. She expressed her hope they will have a robust communications campaign and achieve 100% participation among the eligible population.

Councilmember Peel requested a breakdown of the positions that fall into the eligible population for this benefit. Ms. Roche stated that roughly 92% of our hourly employees are in Community Services, mostly in Parks and Recreation, with a few positions in Cultural Services. The other 8% are scattered among the other Service Areas. They can range from two hours a week to 29 hours a week. Councilmember Peel would like a detailed breakdown by position.

Councilmember Pignataro asked whether seasonal employees would be disqualified because of the three-year commitment. Ms. Vodden said, theoretically, that would be true.

Ms. Roche asked City Manager DiMartino for guidance on the next steps. She stated that a memo to the Council would be appropriate because the financial impact is minimal, and funding comes from an existing appropriation, having secured the Committee's approval. Presenting to the full Council would not be necessary. Ms. Roche added that Staff would be willing to talk to individual Councilmembers if they want more information.

### Closeout 2023

Ms. Roche pointed out that the Committee took on several very large projects last year, such as completely changing the annual evaluation process, guiding the Council pay and benefits initiative, and reviewing numerous other items. This year, there were significantly fewer large projects. The new Committee will need to consider what to take on next.

The next meeting with the new committee is tentatively scheduled for February 20, 2024.

The meeting was adjourned at 4:02 p.m.

**AS THERE WAS NO UPCOMING MEETING AT WHICH THE MINUTES COULD BE APPROVED, THE COMMITTEE MEMBERS REVIEWED AND APPROVED THE MINUTES VIA EMAIL ON OCTOBER 31, 2023.**