



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

AGENDA

Compensation Policy Committee
October 17, 2022, 3:30 p.m. MDT

Zoom Meeting

+1 720 928 9299 Call In

Meeting ID: 924 6972 2781

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

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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, Total Compensation
Gretchen Schiager, Executive Administrative Assistant

- **Call Meeting to Order**
- **Approve Minutes from August 15, 2022**
- **Discussion Items:**
 - **Outline Process and Timeline for Market Analysis and Salary Planning for Council-Appointed Employees**
 - **Overview of Colorado Family Medical Leave and Insurance Program**
 - **Check-In re Committee:**
 - **What should we start, stop, and continue as a committee?**
 - **Schedule of Future Topics and Timing of Meetings**
- **Adjournment**

Next Meeting: November 21, 2022

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.

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

Upcoming Meeting Topics

- **2022:** Possible Budget assumptions on Compensation and Benefits; Internal compensation analysis, pay equity study, total compensation market analysis for Council appointed employees, childcare benefit BFO offer.

Bike Rack Issues

- Council onboarding 2023

