



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

## AGENDA

**Compensation Policy Committee**  
**December 19, 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, Compensation, Benefits and Wellness  
Gretchen Schiager, Executive Administrative Assistant

- **Call Meeting to Order**
- **Approve Minutes from October 17, 2022**
- **Discussion Items:**
  - **Debrief the annual evaluation process**
  - **Overview of December 20 Consent Item**
  - **A Year in Review and 2023 Plan for Committee**
- **Adjournment**

### Next Meeting: TBD

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
- **October 2022:** Final Plan for Annual Evaluation and Market Analysis

## 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

