

**AGENDA**  
**City Council Compensation Committee**  
**December 20, 2021, 3:30 pm to 4:30 pm MST**

**Zoom Meeting**  
**+1 720 928 9299 Call In**  
**Meeting ID 988 0815 1768**  
<https://fcgov.zoom.us/j/98808151768>

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**Committee Members:**

Councilmember Susan Gutowsky, District 1  
Councilmember Julie Pignataro, District 2  
Councilmember Shirley Peel, District 4

**City Staff Members:**

Teresa Roche, Chief Human Resources Officer  
Kelley Vodden, Director of Compensation, Benefits and Wellbeing  
Jenny Lopez Filkins, Senior Assistant City Attorney  
Melanie Clark, Executive Administrative Assistant

- **Call Meeting to Order**
  - Review purpose and expectations of today's meeting
- **Selection of Compensation Committee Chair**
- **Public Comments (limited to approximately 2 minutes per speaker)**
- **Discussion Items:**
  - Review of committee's purpose
  - Provide context and results from the two-year ad hoc council committee on direct reports compensation
  - Review projects outlined on October 5 and share additional ideas that should be considered
  - Determine the priority, pacing and timeline for the 2022 projects
  - If time, solicit feedback about the performance management process for Council appointed employees
- **Adjournment**

**Next Meeting in 2022: TBD**

There are three or more members of 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.



December 20, 2021

# Council Compensation Policy Committee

Presented by:

Teresa Roche

Chief Human Resources Officer



- **Selection of Compensation Committee Chair**
- **Discussion Items:**
  - Review of committee's purpose
  - Provide context and results from the two-year ad hoc council committee on direct reports compensation
  - Review projects outlined on October 5 and share additional ideas that should be considered
  - Determine the priority, pacing and timeline for the 2022 projects
  - If time, solicit feedback about the performance management process for Council appointed employees

- On March 19, 2019, Council adopted Resolution 2019-034 establishing an ad hoc committee known as the Direct Reports Compensation Committee.
- The last meeting was March 29, 2021, to review the external market analysis on benefits and a discussion was held to consider a standing Council Committee.
- Councilmembers have expressed interest in expanding the role of a new Council Committee to include additional subject matter.

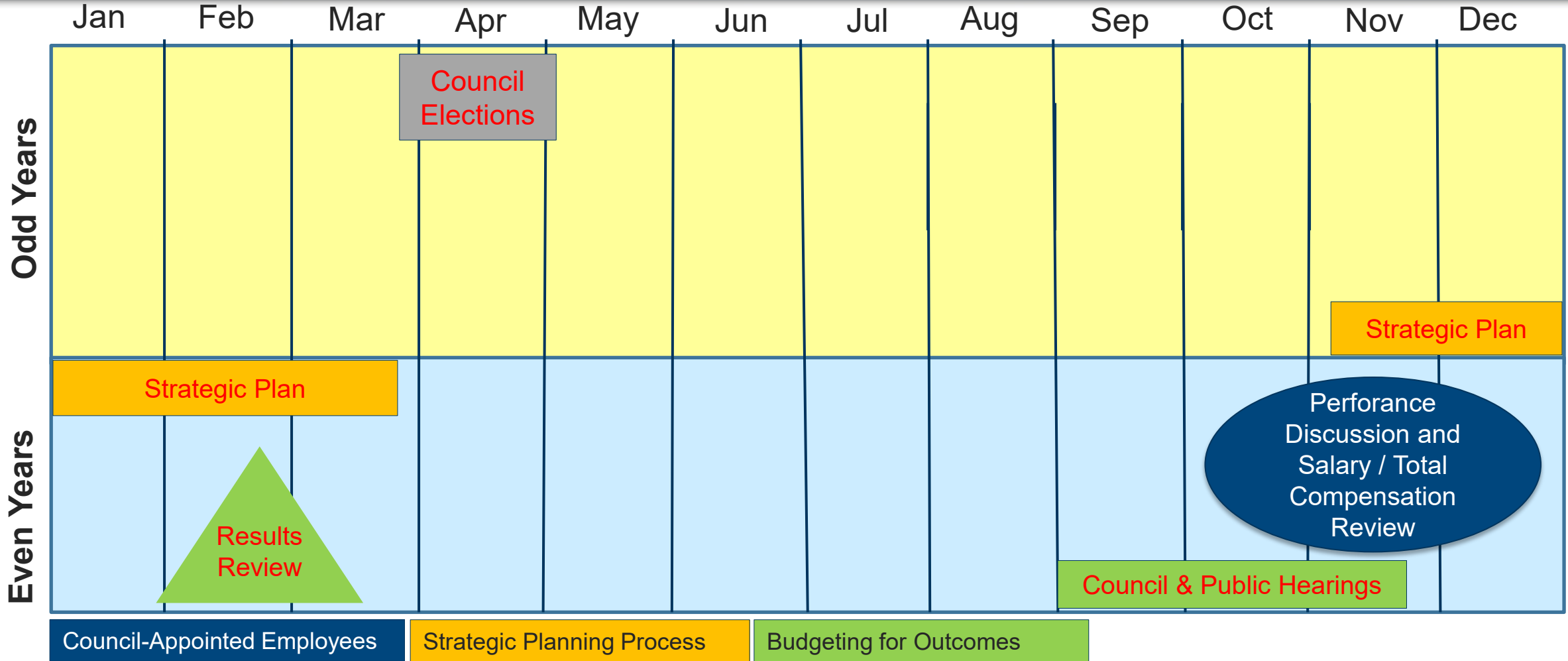
## **Purpose of Committee:**

Review, discuss and recommend a compensation strategy or policy for Council direct reports.

## **Background:**

- City Council is committed to compensating employees in a manner that is market-based, competitive, and understandable.
- The overarching goal is to attract, retain, engage, develop and reward diverse and highly-qualified employees to those positions that report directly to the City Council.

# 2-Year Process Design



# Share Council Resource Guide

## Section: Leading Your Talent



- Review, discuss and recommend the total compensation strategy for Council's direct reports annually.
- Review high-level total compensation policy matters for the City organization, particularly with respect to matters that bear directly on budgetary and financial decisions of the Council.
  - Integration with BFO Cycle and Council Finance Committee
  - Specific City initiatives, such as childcare strategy
- Learn more about the comparative market for and evaluate the compensation paid under the City Charter to members of Council.
  - Focused short-term project



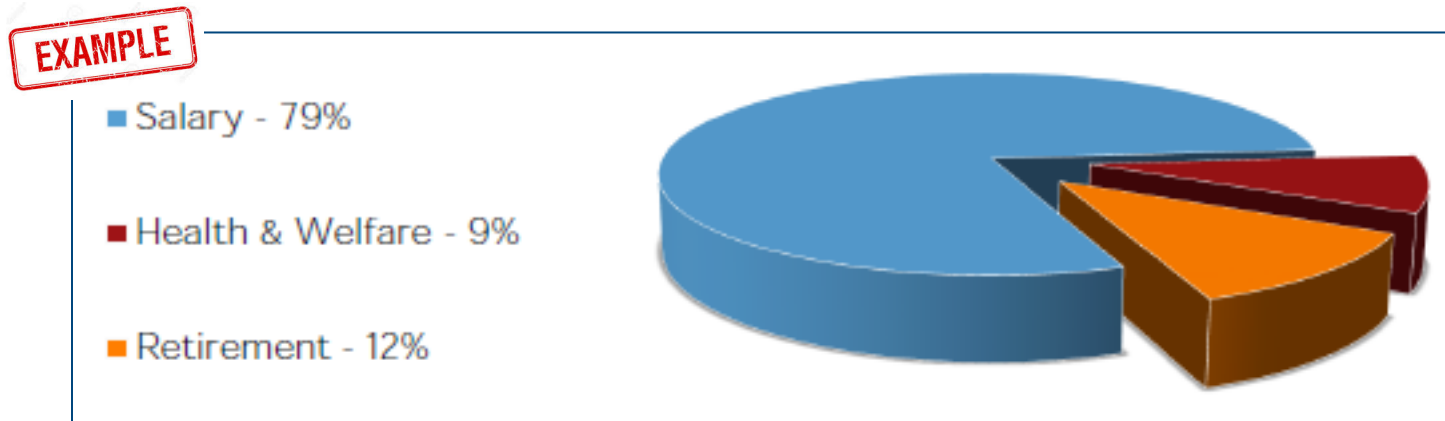
- Review, discuss and recommend the total compensation strategy for Council's direct reports annually.
  - Return to 2021 analysis for deeper review and consider opening contracts in fall
  - Process improvements: Quarterly Check Ins, Separate Market Analysis from Merit Consideration, Facilitator for Summary Documents and Dialogue
- Review high-level total compensation policy matters for the City organization, particularly with respect to matters that bear directly on budgetary and financial decisions of the Council.
  - Integration with BFO Cycle and Council Finance Committee
  - Specific City initiatives, such as childcare strategy
  - Cost of Living Analysis
  - Second Pay Equity Study
  - Other Compensation Analysis
- Learn more about the comparative market for and evaluate the compensation paid under the City Charter to members of Council.
  - Focused short-term project

**THANK YOU!**



## TOTAL COMPENSATION

*Total compensation includes both direct (salary) and indirect compensation (e.g., employer-paid portions of medical/dental/vision, retirement benefits)*



# Total Compensation Elements

Earnings	City Staff	Council Employees
Salary	X	X
Vacation	X	<i>Higher carry-over amount / cash buyout option</i>
Other Leaves	X	X

Benefits	City Staff	Council Employees
Medical / Dental / Vision Insurance	X	X
Life Insurance	X	X
Long Term Disability	X	X
FICA	X	X
Other Benefits	X	X
Retirement	X	<i>Higher City contribution (same as Executives)</i>
Car Allowance		<i>City Manager only</i>

# Total Compensation Market Analysis

- What elements of Total Compensation would the Committee like included in a competitive analysis?
  - *Paid Time Off, Retirement, Car Allowance*
  - *Recognition / Performance / Incentive components*
  - *Other Unique Rewards*
- Does the Committee agree that the competitive analysis should be conducted against the established national peer cities?
  - *YES*