

Compensation Policy Committee

February 22, 2022

3:45 – 4:45 p.m.

Meeting Minutes

Members in attendance: Councilmember Julie Pignataro, chair; Councilmember Susan Gutowsky; Councilmember Shirley Peel; Teresa Roche, Human Resources Executive; Carrie Daggett, City Attorney; Jenny Lopez-Filkins, Senior Assistant City Attorney Kelley Vodden, Director of Compensation, Benefits, and Wellbeing; Melanie Clark, Executive Administrative Assistant

Staff in attendance: Interim City Manager Kelly DiMartino, Kyle Stannert, Deputy City Manager

Public in attendance: Kevin Jones

The Compensation Policy Committee (Committee) meeting was virtually held on February 22, 2022, through a Zoom webinar.

Agenda

- **Call Meeting to Order**
 - Approve minutes from January 18, 2022, meeting
 - Review purpose and expectations of today's meeting
- **Discussion Items:**
 - Discussion with Brian Wilkerson, Corporate Vice President, hrQ, regarding the plan to update the market analysis on Council pay and benefits - 25 Minutes
 - Discuss the performance management process and timeline of Council appointed employees - 30 Minutes
- **Adjournment**

Next Meeting in 2022: March 21, 2022, 3:45pm

The meeting began at 3:53 p.m.

Councilmember Gutowsky made a motion to approve the minutes from January 18, 2022. Councilmember Pignataro seconded the motion.

Teresa Roche shared that Brian Wilkerson provided preliminary findings on the Market Analysis on Council pay and benefits and wanted to listen to what would other information the committee would find valuable.

Councilmember Pignataro would like to see what other Colorado communities Council are making and any benefits packages offered.

Councilmember Gutowsky agreed with Councilmember Pignataro and questioned whether the cost of living would be looked at and how it would affect pay.

Brian shared that several cities offer benefits.

Councilmember Peel questioned if benefits would be a big draw to encourage more people to run than would not ordinarily.

Councilmember Pignataro questioned if the number of constituents each councilmember represents could be included.

Brian shared that not every City or agency responds to the survey. Some will answer some questions, but not all. An incentive for them to share is by offering to communicate results back to them. The Committee did not have any issues with this.

Councilmember Gutowsky would like to know when and how the amount the Council currently earns was determined. She asked what they should be looking for and if an increase changes expectations of the Council. Jenny Lopez Filkins stated they could do some research looking at legislative history.

Councilmember Pignataro shared her perspective, stating that the voters decide what Council does. She does not anticipate expectations changing.

Teresa questioned if there are descriptions for what a Councilmember or Mayor does. Carrie Daggett explained that the focus of the charter is about giving the Council powers and is the foundation of everything that gets done but does not outline what the Council does day to day. The volume, complexity, and breadth of work have most likely grown substantially and a comparison of current and past agendas.

Councilmember Peel wondered what the philosophy is behind the Council/Manager and whether the Council will always be volunteers. She believes it is hard to get a truly representative voice when folks cannot afford to serve on Council, which is why the benefits package appeals to her.

Carrie shared that the counterpoint for the Council/Manager form of government is a strong Mayor. The things that the Manager does is typically hard for the Council to do as a group, and the Mayor would have this responsibility.

Councilmember Pignataro believes that discussing the expectations could be valuable, and if they move forward, it would be beneficial to explain why they are doing so.

Councilmember Peel believes they want to be representative and that there needs to be a balance as there is a servant aspect.

Brian wanted to know how deep into the mechanics of the program the committee wanted to receive. Councilmember Pignataro's preference would be to keep it high level.

If they include benefits for Council, the Committee would like for it to be comparable to what City staff receives.

Kelly wants to ensure the specific timeline needed if the Committee recommends further action to consider putting any change on the ballot in 2022. She believes that sharing why the Council is doing this will be critical.

Carrie offered that Council would need to have finalized action by September. Submitting in July or August would be ideal.

Brian thought we should target mid-April for a preliminary report. Councilmember Pignataro would like the materials to be brought to the committee on April 18 before going to the full Council. March 22 is scheduled for Election Code Committee, and they may want to mention this during this time.

Councilmember Pignataro asked if we could have the timeline ready by the next meeting on April 18, 2022. Brian replied that he could meet this deadline.

As the first agenda item resulted in a rich dialogue, the decision was made to move the second agenda item to March 21.

Meeting Adjourned at 4:47 p.m.