



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

AGENDA

Compensation Policy Committee
May 24, 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
Melanie Clark, Executive Administrative Assistant

- **Call Meeting to Order**
- **Approve Minutes from April 18, 2022**
- **Discussion Items:**
 - **401(a) Third Cycle Restated Adoption Agreement at CFC on 6/2 and Council Resolution on 6/21**
 - **Review hrQ Presentation on Cost-of-Living Analysis –Findings**
 - **May 24 Work Session on council pay**
- **Adjournment**

Next Meeting: June 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

Upcoming Meeting Topics

- **June 2022:** Possible Budget assumptions on Compensation and Benefits; discussion on any next steps for Council pay and benefits
- **TBD:** Internal compensation analysis, pay equity study, total compensation market analysis for Council appointed employees, annual evaluation process and timeline, childcare benefit exploration follow up

Bike Rack Issues

- Council onboarding 2023
- Annual performance evaluation process 2022—consider development session on providing feedback and development coaching.