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In compliance with the Brown Act, the following materials have been posted at the location indicated below.

**Legislative Body** Compensation Commission

**Posting Type** Special Meeting Agenda

**Posting Location** 915 I Street Sacramento, CA 95814

**Meeting Date & Time** 02/13/2019 @ 6:30 PM

The document noted above was posted at the time and date displayed in the signature box below.

Signature **Tiffany Fabiani**  
Digitally signed by Tiffany Fabiani  
Date: 2019.02.11 13:13:12 -08'00'

## COMPENSATION COMMISSION

Arthur Scotland, Chair  
Nicole LaFlamme  
Debra Finch  
David Kawada  
Tiffani Fink

## COMMITTEE STAFF

Howard Chan, City Manager  
Wendy Klock-Johnson, Assistant City Clerk  
Gustavo Martinez, Supervising Deputy City Attorney



# Special Meeting

## Agenda

### Compensation Commission

City Hall-Council Chamber  
915 I Street, 1<sup>st</sup> Floor  
Published by the Office of the City Clerk  
(916) 808-7200

**Wednesday February 13, 2019  
6:30 p.m.**

#### NOTICE TO THE PUBLIC

You are welcomed and encouraged to participate in this meeting. Public comment is taken on items listed on the agenda when they are called. Public Comment on items not listed on the agenda will be heard as noted on the agenda. Comments on controversial items may be limited and large groups are encouraged to select 3-5 speakers to represent the opinion of the group.

**Notice to Lobbyists:** When addressing the legislative bodies you must identify yourself as a lobbyist and announce the client/business/organization you are representing (*City Code 2.15.160*).

**Speaker slips are available on the City's Website and located in racks inside the chamber and should be completed and submitted to the Assistant City Clerk.**

*Government Code 54950 (The Brown Act)* requires that a brief description of each item to be transacted or discussed be posted at least 72 hours prior to a regular meeting. The City posts Agendas at City Hall as well as offsite meeting locations.

The order and estimated time for Agenda items are listed for reference and may be taken in any order deemed appropriate by the legislative body.

The Agenda provides a general description and staff Recommendation; however, the legislative bodies may take action other than what is recommended. Full staff reports are available for public review on the City's website and include all attachments and exhibits. "To Be Delivered" and "Supplemental" reports will be published as they are received. Hard copies are available at the Office of the City Clerk and all written material received is available at the meeting for public review.

Meetings are broadcast live on Metrocable, Channel 14, AT&T Broadband Cable System and rebroadcast on the Saturday following the date of the meeting. (Check Listings)

Live videostreams and indexed archives of meetings are available via the internet. Visit the City's official website at [http://sacramento.granicus.com/ViewPublisher.php?view\\_id=21](http://sacramento.granicus.com/ViewPublisher.php?view_id=21).

Meeting facilities are accessible to persons with disabilities. If you require special assistance to participate in the meeting, notify the Office of the City Clerk at (916) 808-7200 at least 48 hours prior to the meeting.

### **General Conduct for the Public Attending Commission Meetings**

- Members of the public attending the Compensation Commission meetings shall observe the same rules and decorum applicable to the Members and staff as noted in Chapters 3 and 4 of Council Rules of Procedure.
- Stamping of feet, whistles, yells or shouting, physically threatening conduct, and/or similar demonstrations are unacceptable public behavior and will be prohibited by the Sergeant-at-Arms.
- Lobbyists must identify themselves and the client(s), business or organization they represent before speaking to the Committee.
- Members of the public wishing to provide documents to the Committee shall comply with Rule 7 D of the Council Rules of Procedure.

### **Members of the Public Addressing the Compensation Commission**

Purpose of Public Comment. The City provides opportunities for the public to address the Committee as a whole in order to listen to the public's opinions regarding non-agendized matters within the subject matter jurisdiction of the City during Regular meetings and regarding items on the Agenda at all other meetings.

- Public comments should not be addressed to individual Members nor to City officials, but rather to the Personnel and Public Employees Committee as a whole regarding City business.
- While the public may speak their opinions on City business, personal attacks on Members and City officials, use of swear words, and signs or displays of disrespect for individuals are discouraged as they impede good communication with the **Commission**.
- Consistent with the Brown Act, the public comment periods on the Agenda are not intended to be "Question and Answer" periods or conversations with the **Commission** and City officials. The limited circumstances under which Members may respond to public comments are set out in Rule 8 D 2 of the Council Rules of Procedure.
- Members of the public with questions concerning Consent Calendar items may contact the staff person or the **Committee** Member whose district is identified on the report prior to the meeting to reduce the need for discussion of Consent Calendar items and to better respond to the public's questions.

**Speaker Time Limits.** In the interest of facilitating the Committee's conduct of the business of the City, the following time limits apply to members of the public (speakers) who wish to address the Committee during the meeting.

- **Matters not on the Agenda.** Two (2) minutes per speaker.
- **Consent Calendar Items.** The Consent Calendar is considered a single item, and speakers are therefore subject to the two (2) minute time limit for the entire Consent Calendar. Consent Calendar items can be pulled at a Committee member's request. Such pulled Consent Calendar items will be considered individually and up to two (2) minutes of public comment per speaker on those items will be permitted.
- **Discussion Calendar Items.** Two (2) minutes per speaker.

Time Limits per Meeting In addition to the above time limits per item, the total amount of time any one individual may address the **Committee** at any meeting is eight (8) minutes.

- Each speaker shall limit his/her remarks to the specified time allotment.
- The Presiding Officer shall consistently utilize the timing system which provides speakers with notice of their remaining time to complete their comments. A countdown display of the allotted time will appear and will flash red at the end of the allotted time.
- In the further interest of time, speakers may be asked to limit their comments to new materials and not repeat what a prior speaker said. Organized groups may choose a single spokesperson who may speak for the group but with no increase in time.
- Speakers shall not concede any part of their allotted time to another speaker.
- The Presiding Officer may further limit the time allotted for public comments per speaker or in total for the orderly conduct of the meeting and such limits shall be fairly applied.

# SPECIAL MEETING AGENDA

Wednesday February 13, 2019

6:30 p.m.

*City Hall – 915 I Street- First Floor Council Chamber*

All items listed are heard and acted upon by the Compensation Commission unless otherwise noted.

## Open Session – 6:30 p.m.

### Roll Call

### Consent Calendar

All items listed under the Consent Calendar are considered and acted upon by one Motion. Anyone may request an item be removed for separate consideration.

#### 1. **Approval of Compensation Commission Minutes**

**Location:** Citywide

**Recommendation:** Pass a motion approving the Compensation Commission Minutes dated September 18, 2017.

**Contact:** Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk

### Discussion Calendar

Discussion calendar items include an oral presentation including those recommending “receive and file”.

#### 2. **Selection of Commission Vice-Chair for 2019**

**Location:** Citywide

**Recommendation:** Adopt a motion selecting a Vice-Chair for the calendar year 2019.

**Contact:** Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk.

#### 3. **History and Scope of the Compensation Commission**

**Location:** Citywide

**Recommendation:** Receive and File

**Contact:** Gustavo Martinez, Supervising Deputy City Attorney, (916) 808-5346

#### 4. **Review of the Comparable Cities Report**

**Location:** Citywide

**Recommendation:** Adopt a resolution approving the list of comparable cities and repeal Resolution 2017-0001.

**Contact:** Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk.

**5. Annual Review of the Compensation of the City Boards and Commissions**

**Location:** Citywide

**Recommendation:** Review and consider adopting a Resolution establishing compensation of the City Boards and Commissions.

**Contact:** Sally Ly, Human Resources Manager, (916) 808-8907, Human Resources; Shelley Banks-Robertson, (916) 808-5541, Human Resources Director

**6. Annual Review of the Compensation of the Mayor and City Councilmembers**

**Location:** Citywide

**Recommendation:** Review and consider adopting a Resolution establishing compensation and benefits of the Mayor and City Councilmembers.

**Contact:** Sally Ly, Human Resources Manager, (916) 808-8907, Human Resources; Shelley Banks-Robertson, (916) 808-5541, Human Resources Director

**Public Comments-Matters Not on the Agenda** (2 minutes per speaker)

**Committee Comments-Ideas, Questions and Meeting/Conference Reports**

**Adjournment**