

Blue Ribbon Commission II Meeting Summary
02/26/09

Members Present: Susan Graf, Tom Hagerty, Dan King, Michelle Krezek, Beth Pommer, Dorothy Rupert, Jeff Wingert

Members Absent: Suzanne Jones, Michael Leccese, Rich Wobbekind

Staff Present Jane Brautigam, Paul Fetherston, Eileen Gomez, Stephanie Grainger, Kathy McGuire, Maureen Rait, Jim Reasor, Mike Sweeney

Public Participation

- None

Welcome by Deputy City Manager, Paul Fetherston

- Paul introduced the agenda, explaining that the evening's presentations, compensation philosophy and transportation, would be followed by a quick discussion of presentation schedule changes and a quick check-in on process.

Compensation Philosophy presentation by HR Director, Eileen Gomez

- Specific questions arising from the presentation included:
 - How Boulder ranks against peer cities for compensation percentiles for its different contract groups (police, fire, municipal employees and management/non-union)
 - Status of current recruiting and whether the city had seen an increase in talented candidates due to economic factors (e.g., higher unemployment)
 - Statistics on number of days to fill positions (from posting to filling)
 - Exit survey information; the reasons employees give when they leave
 - Differences in turnover level by department, employee group and/or level of position
 - How much is the total city training budget?
 - Explain paid-time-off policies by group and corresponding termination payouts
 - What comprises the city's total compensation package? (Salary, health insurance, LT disability, AD&D, EcoPasses, paid time off, subsidized parking, et al.)
- The group also discussed the following topics:
 - The interrelationship of performance measurement and compensation targets
 - Employee contribution percentages to retirement plans, by contract group
 - Health insurance provider, broker and periodic bid process
 - Eligible retirees over the next 5 years and the importance of maintaining training budgets to attract/retain younger employees
 - How to affect continued management culture evolution to better performance measurement and management

Transportation Department presentation from acting Director, Michael Sweeney

- Specific questions arising from the presentation included:
 - How Boulder ranks against peer cities or other standards for transportation per resident or per mile cost. What are relevant benchmarks?

- The group also discussed the following topics:
 - Relationship of airport master plans to rest of transportation master plans and whether the airport is revenue neutral
 - How the city interfaces with RTD via eco-passes and neighborhood groups
 - The adopt-a-median program
 - Federal and State funding of projects and the possibility of federal stimulus money
 - Operating reserves
 - Boulder has moved from net traffic exporter to importer over the last 20 years
 - Snow removal is not contracted out
 - The Transportation Advisory Board directly reviews capital spending/plans and environmental projects/impacts, but influences operations indirectly through the department's master plan

Paul reminded all that the schedule of presentations has been altered so that the March 12th meeting will feature the Housing and Human Services department presentation and will also have time for a mid-project check-in to discuss processing of departmental information and the framework for the BRC2's report. He also indicated that the BRC2 may be asked in April for feedback on a potential ballot issue for a sales tax renewal.

The meeting adjourned at approximately 8:25 PM. Next meeting is scheduled for March 12, 2009, at 6pm, in the Twenty Ninth Street Mall's Community Meeting Room.