

**Capitol Region Council of Governments**  
**Finance and Personnel Sub-Committee Agenda**  
**December 14, 2022**  
**4:00 PM**

This meeting was held remotely, consistent with provisions specified in Executive Order No. 7B.

**Members and Alternates**

Toni Moran  
Raul de Jesus  
Shari Cantor  
Jon Colman

**Town/Organization**

Mansfield  
Hartford  
West Hartford  
Bloomfield

**Staff**

Matt Hart  
Pauline Yoder  
Laura Rosenbluth

CRCOG  
CRCOG  
CRCOG

**Consultant**

Joellen Cademartori

GovHR

**1. Call to Order**

Mayor Moran called the meeting to order at 4:02 at PM

**2. Approval of [November 3, 2022 Minutes](#)**

Jon Colman made a motion to approve the Minutes of the February 23, 2022. Shari Cantor seconded the motion, and it carried unanimously.

**3. [Presentation](#) and Review of the [Class and Compensation Study](#)**

Matthew Hart and Pauline Yoder introduced the conversation with the overview that CRCOG commissioned GovHR to conduct a Class and Compensation Study. Joellen Cademartori would present the study findings and ask the committee for an endorsement to bring to the Policy Board. Matt Hart added that public organizations periodically have a Class and Compensation Study completed to stay competitive in the job market as well as evaluating internal and external equity.

Mayor asked when the last time the study was completed. Pauline Yoder replied that the last time was over 10 years ago.

Ms. Cademartori outlined GovHR's task:

Scope of Work, Job Evaluation, Proposed Classification Plan, Salary Survey, Proposed Compensation Plan, Implementation of Classification and Compensation Plan, Future

Administration of the System. Ms. Cademartori noted that this plan can last 10 plus years.

Mr. Coleman said the study was thorough; Shari Cantor commented that this is a good system, long lasting, and a great reference.

**Jon Coleman made a motion to recommend Class and Compensation Study be moved to the full Policy Board, Shari Cantor seconded, and the motion carried unanimously.**

#### **4. Other Business**

No other business discussed.

#### **5. Adjournment**

Jon Colman made a motion to adjourn and Raul de Jesus seconded. The meeting was adjourned at 4:40 PM.

#### **CRCOG DOES NOT DISCRIMINATE ON THE BASIS OF DISABILITY OR LANGUAGE.**

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Un interprete estará disponible para esta reunión si usted lo solicita al 860-522-2217, x4283, lo más pronto posible. Jeśli potrzebujesz tłumacza na język polski, zadzwoń (860) 522-2217, x4283 jak najszybciej.

Esta es una reunión virtual. Para mayor información sobre la conexión, por favor contactar a Laura Rosenbluth al correo electrónico: [rosenbluth@crcog.org](mailto:rosenbluth@crcog.org)

To będzie zebranie zdalne. O informacji o odpowiednim linku internetowym poprosimy kontaktować Karen Stewartson na adres e-mail [rosenbluth@crcog.org](mailto:rosenbluth@crcog.org) lub pod numerem telefonu 860-724-4283