



**City of El Segundo
City Council Finance Committee Meeting
January 20, 2022
Police Department Emergency Operations Center Conference Room
348 Main Street, El Segundo, California 90245
Minutes**

A. CALL TO ORDER – Councilmember Carol Pirsztuk @ 2:40 PM

B. ROLL CALL

Present: Councilmember Carol Pirsztuk and Councilmember Lance Giroux

Also Present: City Manager Scott Mitnick, Chief Financial Officer Joe Lillio, and Human Resources Director Rebecca Redyk

C. PUBLIC COMMUNICATIONS (5 Minute Limit) – No speakers

D. APPROVAL OF MINUTES – N/A

E. REPORTS

1. Meeting Topics and Schedule

City Manager Mitnick explained purpose of the newly established City Council Finance Committee. He shared that the initial discussion topics will include: Executive Compensation, Citywide Budget preparation process, Strategic Plan, Capital Improvements Program Budget, and related topics.

2. FY 2022-2023 & FY 2023-2024 Biennial Budget Calendar and Preparation Process

City Manager Mitnick clarified what a “Biennial Budget” is (two one-year budgets prepared at the same time to cover a two-year time frame) and why it is advantageous to the organization (in terms of more efficient use of staff time and cost savings). Chief Financial Officer Lillio went over the Biennial Budget Calendar, discussed the budget preparation process, and answered questions.

3. Strategic Plan & Related Items

City Manager Mitnick explained how the upcoming Strategic Plan will be for a four-year period and cover two Biennial Budget cycles. He further explained that Management Partners will lead the process and will interview each Councilmember to obtain each member’s top policy goals and objectives. Management Partners will also work with the E-Team throughout the process. Chief Financial Officer Lillio discussed the Strategic Plan calendar.

Both Councilmembers provided feedback what they would like to see during this process. There was consensus that input from the nine standing citizen committees, commission, and boards during the development of the Strategic Plan is important. Staff committed to ensure this would be done.

City Manager Mitnick explained that Amistad Associates will work with the E-Team to assist with team building. As part of this process, Amistad Associates will do DiSC assessments of each Councilmember and E-Team member. Each Councilmember will be interviewed. It was shared that one of the goals of this process is to improve the working relationship between City Council and E-Team to ensure that staff effectively implements City Council direction.

City Manager Mitnick also shared that CPS HR Consulting will perform a Citywide "Employee Engagement Survey" of every City employee. The purpose of this survey will be to obtain a better understanding of how City employees feel about the organization, its leadership, and future direction.

4. Capital Improvement Program Process

Chief Financial Officer Lillio provided an overview of the Capital Improvement Program process, role of the Capital Improvement Program Advisory Committee (CIPAC), and answered questions.

5. Executive Compensation

Human Resources Director Rebecca Redyk provided an overview of the City's current executive total compensation (salaries and benefits), how it compares to what is provided to other El Segundo employee groups, how it compares to other local government agencies, and potential salary and benefit revisions that may be needed to bring executive positions closer to the median of the market. Councilmembers asked questions and provided feedback as to potential revisions which need further review and research by City staff.

6. Other Topics

There were questions about other items, such as status of the City's Community Calendar on the City Webpage and current progress on the new Planning and Public Works Permit System. City Manager Mitnick stated that City staff will provide an update at the next committee meeting.

F. ADJOURNMENT

Meeting adjourned at 4:20 PM

Next Meeting Date: To Be Determined.