



MONROE CITY COUNCIL
Finance & Human Resources Committee Meeting
Tuesday, March 3, 6 P.M.
Permit Center, City Hall

MINUTES

I. Call to Order

A regular meeting of the City of Monroe Finance & Human Resource Committee was held on March 3, 2015, in the Permit Center of City Hall. The Meeting was called to order by Councilmember Rasmussen at 6:05 p.m.

Committee Present: Councilmembers Jason Gamble, Kurt Goering¹, and Jeff Rasmussen

Staff Present: Gene Brazel, City Administrator; Mike Farrell, Parks and Recreation Director; Dianne Nelson, Finance Director; Tim Quenzer, Police Chief; Elizabeth M. Smoot, City Clerk; Ben Warthan, Human Resources Manager

Citizens Present: None

II. Approval Minutes (Meeting of Tuesday, February 3, 2015)

The Tuesday, February 3, 2015, Finance & Human Resources Committee minutes were reviewed and approved (2-0).

III. Unfinished Business

A. 2015 Work Plan

Mr. Gene Brazel, City Administrator, reviewed the draft work plan, and asked for any additions. None were noted. The final 2015 Work Plan will come back to the Committee for approval.

IV. New Business

A. Annual Performance Reviews Update

Mr. Ben Warthan, Human Resources Manager, provided an update on the Annual Performance Reviews; all have been completed.

B. State of HR/Employments Contracts Update

Mr. Warthan updated the Committee on the following topics: Non-Represented Employees; pay ranges; market values comparable to like and nearby cities; and proposed review of Monroe Non-Represented position pay ranges to come up to market values.

¹ CLERK'S NOTE: Councilmember Goering arrived at 6:06 p.m. during Unfinished Business #1.

General discussion ensued regarding comparable cities/data; positions out of market values; budgetary considerations, funding, merit pay and base salaries.

Mr. Warthan also updated the Committee on leave benefits comparable to like and nearby cities. General discussion ensued on this topic.

Per the Committee's direction, staff will look into increasing certain Non-Represented Employee pay ranges to come up to market values, and look into leave benefits; these items will be brought back to the Committee for their review and consideration of next steps.

V. Other -- NONE

VI. Next Committee Meeting (April 7, 2015)

Councilmembers requested the following items for the April 7th Agenda: Non-Represented Employees Salary Ranges and Leave Benefits.

VII. Adjournment

The Committee Meeting adjourned at 6:59 P.M.