



MONROE CITY COUNCIL
Finance & Human Resources
Committee Meeting
Tuesday, November 19, 2019, 5:30 P.M.
Monroe City Hall, Passport Table

2019 Committee
Councilmembers
Patsy Cudaback
Jason Gamble
Kirk Scarboro

MINUTES

I. Call to Order

A regular meeting of the Monroe City Council Finance & Human Resource Committee was held on November 19, 2019, at the Monroe City Hall Passport Table. The Meeting was called to order by Councilmember Gamble at 5:33 p.m.

Committee Present: Councilmembers Gamble, Scarboro, Cudaback¹
Mayor Present: Geoffrey Thomas
Staff Present: Becky Hasart, Finance Director; Ben Warthan, Human Resources Director, Gina Pfister, Clerical Specialist

II. Approval Minutes (Meeting of Tuesday, October 15, 2019)

Councilmember Scarboro moved to approve the Monroe City Council Finance & Human Resource Committee Meeting Minutes of Tuesday, October 15, 2019; the motion was seconded by Councilmember Gamble. Motion carried 2-0.

III. New Business

A. Non-Rep Benefits (Human Resources)

Mr. Warthan provided background on the performance-based pay policy for non-represented employees and highlighted the following: performance review schedule, salary range adjustments, limitations, and top of range exceptions. Mr. Warthan answered questions from Councilmember Scarboro.

IV. Unfinished Business

A. Republic Services - Recycling/Organics Rate Presentation (Finance)

Guest Presenters:

- Russell Joe, Municipal Relationship Manager, Republic Services
- Bob Bennett, Director of Operations, Republic Services
- Clue Westmoreland, Executive Vice President, Cedar Grove Compost

Mr. Joe read through a PowerPoint presentation and briefed the Committee on the world wide recycling market and its effects on the local economy.

Discussion ensued regarding a potential recycling and organics surcharge to cover regulation change related cost increases. The committee discussed service concerns,

¹ Councilmember Cudaback arrived at 5:43 p.m.

reduced recycle service, and alternative methods including education and outreach efforts.

Ms. Hasart will continue working with Republic Services on possible surcharge distributions. This item will be presented to Council in early 2020.

V. Other

There was no other business discussed.

VI. Next Committee Meeting (December 17, 2019, 4 p.m.)

Agenda Items: FCS Group – Direct Billing Study (Finance/Community Development)

Consensus of the Committee was to meet in January after Council confirms the 2020 Committee appointments.

VII. Adjournment

There being no further business, Councilmember Scarboro moved to adjourn the Tuesday, November 19, 2019, Monroe City Council Finance & Human Resource Committee meeting; the motion was seconded by Councilmember Gamble. Motion carried 3-0.

The meeting adjourned at 6:47 p.m.

Minutes were approved at the December 17, 2019 Committee meeting.