

City of Monroe
Finance & Human Resource Committee
Minutes
July 9, 2013

I. Call to Order

A regular meeting of the City of Monroe Finance & Human Resource Committee was held on July 9, 2013 in the council chambers of City Hall. Committee called the meeting to order at 5:55 p.m.

Present: Committee members Jason Gamble, Tom Williams and Jim Kamp

Staff Present: Ben Warthan and Gene R. Brazel

Citizens Present: 1

II. Approve Minutes

July 2, 2013 Minutes were approved.

III. Unfinished Business:

- Review Non-Represented Salary.
- Staff is to create an interim performance based pay policy to be implemented in 2013 and sunset January 7, 2014, to be presented at the July 16, 2013 Council meeting for consideration.
- Council will set the amount of funding for the 2013 performance pay account.
- Staff is to create a performance based pay policy to be fully implemented in 2014. Policy will have control measures such as a 10% max cap per year, per employee and Council Finance/HR committee will review how the performance funds were allocated annually. Hiring range points in the pay bands will also be outlined for clarity.
- Council will set the amount of funding for the 2014 performance pay account.
- Staff will review all non-represented positions annually to ensure they are in alignment with comparable cities and present this information to council for consideration.
- Council will review the salary ranges for each non-represented position annually to ensure they are in alignment with other comparable cities.

IV. New Business:

V. Other:

VI. Next Committee Meeting:

September 3, 2013, 2013 at 5:45pm, City Hall, Permit Center

VII. Adjournment

Meeting adjourned at 8:07 P.M.