



Agenda Item Report

Meeting Type: Committee of the Whole & Council

Meeting Date: January 20, 2026

Item Title: Discussion of Merit Pay Policy.

Submitted By: Kendra Riddle, Finance Director & Karina Schlagel, HR Generalist

Detailed Description of Subject Matter:

Review Merit Pay Policy for staff moving forward.

List all Supporting Documentation Attached:

Merit Pay Policy Draft

Action Requested of Council:

Consider and take action on Merit Pay Policy.

Strategic Plan Objective(s):

Objective 7: Provide resources to develop an employee recruitment and retention program that includes training and professional development activities.