



Finance Committee Agenda Item

Meeting Date: July 22, 2025

Agenda Item: Review and discussion of the Compensation Policy Draft

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BACKGROUND

(Enter the who, what when, where, why)

The Compensation Policy was originally presented to the Finance Committee in December 2024. At that time, there was a request to revise and clarify the respective roles and authority of the City Manager and the Common Council concerning the creation of minor administrative positions.

The updated policy now specifically outlines the City Manager's authority to establish minor, non-budgeted administrative positions as necessary to support operational needs, provided such actions remain within existing budgetary constraints and are properly reported. Additionally, the policy reaffirms the Common Council's oversight and approval responsibilities for more substantial staffing changes.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

No action is being requested from the Committee at this time. Staff will bring the policy back for further consideration, including a detailed financial impact analysis, no later than the October meeting at which time we will be requesting approval.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Updated Compensation Policy