



Finance Agenda Item

Meeting Date: July 23, 2024

Agenda Item: Chapter 2.70 – Human Resources and Compensation

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BACKGROUND

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

1. For several years, the role of Ordinance 2.70, the Employee Manual, and City Policies have been challenging topics. In early 2023, multiple Council meetings were held to discuss discrepancies in the manual and policies and to clarify the ordinance's role in determining a governing document.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. At the January 27, 2023, Common Council Meeting, there was an extensive discussion about the implications of repealing the ordinance, as well as the differences between enforcement, policies, and the employee manual.
2. At the February 23, 2023, Council Meeting, the Council instructed staff to seek insight from CVMIC on whether mentioning the employee handbook in the ordinance creates a liability for the City.
3. At the May 28, 2024, Finance Meeting, Whitewater Ordinance Chapter 2.70 – Human Resources and Compensation was cited as one of the reasons the City decided to implement an Employee Manual. There was also a discussion about whether it was necessary to codify this matter in the ordinances.

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff is seeking direction from the Committee.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Ordinance 2.70
2. Common Council Minutes from January 17, 2023, February 7, 2023 and February 23, 2023