



Legislation Text

File #: Res. 2018-020, **Version:** 1

City Council Meeting Date: March 6, 2018

To: Mayor and City Council
City Administrator

From: Communications & Human Resources Director Michelle Mahowald

Consider Resolution Approving Title Change and Role of the Council City Employment Committee

Action Requested:

The Northfield City Council approves the attached Resolution approving title change and role of the Council City Employment Committee.

Summary Report:

Staff is recommending a title change and clarification of the roles and responsibilities of the City Council Employment Committee as was discussed at the last committee meeting. Attached is the resolution previously passed by the City Council establishing the City Council Employment Committee with edits clarifying the role of the committee and the proposed change in committee title to Council Employment Policy Committee. The City council Employment Committee met on January 17th and February 21st and agreed recommending bringing the final version included in this recommendation forward to the full City Council for consideration of approval.

For this committee, the intent was to establish a committee to review, discuss, and advise on certain City employment-related items impacting employees city-wide that require City Council approval. The committee format would allow designated councilors to have additional time outside of regular full Council meetings to delve further into review of specific City employment-related items that would be required for council approval and action. Examples of the types of City employment-related items that the committee would have a role and responsibility to review include the following: Personnel Policy amendments; employee benefit changes or renewals; compensation wage schedule amendments; or Administrative Policies related to City employment-related items (specific example: City Administrator Annual Performance Review Policy).

The format as proposed is similar to the Finance Policy Subcommittee example. The process worked well with the Council Finance Policy Subcommittee process where the committee suggested roles and responsibilities developed cooperatively with staff and the City Attorney and brought forward recommended language for the Council of which they ultimately discussed and approved.

Financial Impacts: None