



# City Council Work Meeting

September 20, 2023

City Council Chambers, 38 West Center

6 P.M. the meeting opened.

Dennis Marker gave a presentation to the Council about creating a job classification and grade system. He reviewed results from an on-line survey of the Council members about their priorities for characteristics related to knowledge, environment, liabilities, and equipment. He noted the benefits of a wage structure include compliance with personnel policy that requires the city to have one, provides clear guidelines for determining wages, uniformity in compensation policy by position not person, mechanisms for budget forecasting, and provides employees with defined career ladders. He recommended a sub-committee of the Mayor and a couple councilors consider this policy in more depth.

6:56pm Adjourn

A handwritten signature in blue ink that reads "Lori Nay".

Lori Nay, Mayor

Approval Date: October 4, 2023

Attest:

A handwritten signature in blue ink that reads "Valerie Andersen".

Valerie Andersen, City Recorder