



Request for City Council Committee Action from the Department of Human Resources

Date: July 11, 2007
To: Executive Committee
Referral to: Ways & Means/Budget Committee

Subject: Establishing a City of Minneapolis Compensation Philosophy

Recommendation: The Executive Committee adopt the attached Compensation Philosophy; rescind the 2003R-013 Resolution establishing a position on future wage increases for city employees; and replace the current wage policy for fiscal year 2008 and beyond with the guiding principles of the Compensation Philosophy.

Previous Directives/Background Information

In 2006, the Executive Committee directed the department of Human Resources through the City Coordinator to facilitate a process through which elected officials would craft a total compensation philosophy for the City of Minneapolis. The philosophy would be used to guide organizational expectations and decision-making and to assist in recruiting, retaining and motivating employees.

The Human Resources Department contracted with the Employer's Association to conduct multiple focus groups with stakeholders throughout the organization in order to gather information that would be used to develop a compensation philosophy. The attached document "City of Minneapolis Compensation Philosophy – Attracting, Retaining and Motivating Employees" is the result of that process.

Prepared or Submitted by Pam French, Director of Human Resources

Approved by _____

Pam French, HR Director

Steven Bosacker, City Coordinator

Permanent Review Committee (PRC) Approval _____ Not Applicable __X__

Policy Review Group (PRG) Approval __X__ Date of Approval _____ Not Applicable _____

Note: The Policy Review Group is a committee co-chaired by the City Clerk and the City Coordinator that must review all requests related to establishing or changing enterprise policies.

Presenters in Committee: Pam French, Director of Human Resources, Tim Giles, Director of Employee Services, and Heather Johnston, Director of Management & Budget

Financial Impact (Check those that apply)

- No financial impact (If checked, go directly to Background/Supporting Information).
- Action requires an appropriation increase to the _____ Capital Budget or _____ Operating Budget.
- Action provides increased revenue for appropriation increase.
- Action requires use of contingency or reserves.
- Business Plan: _____ Action is within the plan. _____ Action requires a change to plan.
- Other financial impact (Explain):
- Request provided to department's finance contact when provided to the Committee Coordinator.

Community Impact (use any categories that apply)

- Neighborhood Notification
- City Goals
- Comprehensive Plan
- Zoning Code
- Other

Background/Supporting Information Attached