

CITY COUNCIL PROCEEDINGS
BEMIDJI, MINNESOTA
Special Meeting/Work Session – August 17, 2010

Pursuant to due call and notice, a special meeting/work session of the City Council of the City of Bemidji, Beltrami County, Minnesota, was held on Tuesday, August 17, 2010, at 5:30 p.m. in the Conference Room of City Hall, Mayor Lehmann presiding.

Upon roll call, the following Councilmembers were declared present: Lehmann, Waldhausen, Johnson, Downs. Meuers arrived at 5:35 p.m. and Hellquist arrived at 6:10 p.m. Absent: Negard.

Staff Present: City Manager John Chattin, City Attorney Alan Felix, Public Works Director Craig Gray, Engineering Tech Todd Djonne, City Clerk Kay Murphy

Other: Ann Antonsen, Springsted

Mayor Lehmann stated that the purpose of the special work session was to discuss the results of the classification and compensation study completed by Springsted.

Ann Antonsen, Vice President-Springsted, presented the Council with a review and evaluation of the City's current job classifications and compensation program. She stated that the majority of the City employees' salary ranges are below the market rate and internal pay relationship inequities exist. She stated that some city departments are experiencing difficulty in recruiting and retaining employees and there is a concern for future recruitment of key staff positions. She explained that the pay philosophy is to provide fair and equitable compensation to employees, balance external market and internal equity, maintain competitive pay structure with consideration of City's fiscal resources and to develop an understandable compensation program. Ms. Antonsen recommended that the Council consider implementation of the pay study at 95% of market thereby increasing market comparability and addressing internal equity.

Downs stated that he uses the job service for wages for his business and asked why this was not used in comparing city jobs. Antonsen replied that this data was not always reliable as private sector pay is not public data.

Hellquist expressed concerns about raising employees' pay during a tough budget year.

Chattin stated that by implementing the program it not only could help the City in negotiating with the unions but would insure that internal equity is maintained as required by the State.

Eischens stated that it would take approximately .9 percent levy increase to implement the program.

Gray stated that job responsibilities and requirements for public works department have changed in the last five years. He stated that having pay reflect the positions was important for retaining and recruiting employees.

Motion by Hellquist, seconded by Meuers, to implement the attached pay scale which is at 95% of market rate commencing in 2011 on employees' anniversary date for current position. Motion passed with the following vote: Ayes: Lehmann, Meuers, Johnson, Waldhausen, Hellquist. Nays: Downs.

ADJOURN

There being no further business, motion by Meuers, seconded by Waldhausen, to adjourn the meeting. Motion carried. Meeting adjourned at 6:50 p.m.

Respectfully submitted,


Kay M. Murphy
City Clerk

**CITY OF BEMIDJI
2011 PAY SCALE**

Grade	Step						
	1	2	3	4	5	6	7
1	23,930.53	24,827.92	25,758.97	26,724.93	27,727.12	28,766.89	29,845.64
2	25,486.01	26,441.74	27,433.31	28,462.05	29,529.38	30,636.73	31,785.61
3	27,142.61	28,160.45	29,216.47	30,312.09	31,448.79	32,628.12	33,851.68
4	28,906.87	29,990.88	31,115.54	32,282.37	33,492.96	34,748.95	36,052.03
5	30,785.82	31,940.29	33,138.05	34,380.73	35,670.00	37,007.63	38,395.42
6	32,786.90	34,016.41	35,292.02	36,615.47	37,988.56	39,413.13	40,891.12
7	34,918.05	36,227.48	37,586.01	38,995.48	40,457.81	41,974.98	43,549.04
8	37,187.72	38,582.26	40,029.10	41,530.19	43,087.57	44,703.35	46,379.73
9	39,604.92	41,090.11	42,630.99	44,229.65	45,888.26	47,609.07	49,394.41
10	42,179.24	43,760.97	45,402.00	47,104.58	48,871.00	50,703.66	52,605.05
11	44,920.89	46,605.43	48,353.13	50,166.37	52,047.61	53,999.40	56,024.38
12	47,840.75	49,634.78	51,496.09	53,427.19	55,430.71	57,509.36	59,665.96
13	50,950.40	52,861.04	54,843.33	56,899.96	59,033.70	61,247.47	63,544.25
14	54,262.18	56,297.01	58,408.15	60,598.45	62,870.89	65,228.55	67,674.62
15	57,789.22	59,956.31	62,204.68	64,537.35	66,957.50	69,468.41	72,073.47
16	61,545.52	63,853.48	66,247.98	68,732.28	71,309.74	73,983.86	76,758.25
17	65,545.98	68,003.95	70,554.10	73,199.88	75,944.87	78,792.81	81,747.54
18	69,806.47	72,424.21	75,140.12	77,957.87	80,881.29	83,914.34	87,061.13
19	74,343.89	77,131.78	80,024.22	83,025.13	86,138.57	89,368.77	92,720.10
20	79,176.24	82,145.35	85,225.80	88,421.77	91,737.58	95,177.74	98,746.91
21	84,322.69	87,484.79	90,765.47	94,169.18	97,700.52	101,364.29	105,165.45
22	89,803.67	93,171.31	96,665.23	100,290.18	104,051.06	107,952.97	112,001.21
23	95,640.91	99,227.44	102,948.47	106,809.04	110,814.38	114,969.92	119,281.29
24	101,857.57	105,677.23	109,640.12	113,751.63	118,017.31	122,442.96	127,034.57
25	108,478.31	112,546.24	116,766.73	121,145.48	125,688.44	130,401.75	135,291.82
26	115,529.40	119,861.75	124,356.57	129,019.94	133,858.19	138,877.87	144,085.79

Grade	HOURLY CONVERSION						
	1	2	3	4	5	6	7
1	11.51	11.94	12.38	12.85	13.33	13.83	14.35
2	12.25	12.71	13.19	13.68	14.20	14.73	15.28
3	13.05	13.54	14.05	14.57	15.12	15.69	16.27
4	13.90	14.42	14.96	15.52	16.10	16.71	17.33
5	14.80	15.36	15.93	16.53	17.15	17.79	18.46
6	15.76	16.35	16.97	17.60	18.26	18.95	19.66
7	16.79	17.42	18.07	18.75	19.45	20.18	20.94
8	17.88	18.55	19.24	19.97	20.72	21.49	22.30
9	19.04	19.75	20.50	21.26	22.06	22.89	23.75
10	20.28	21.04	21.83	22.65	23.50	24.38	25.29
11	21.60	22.41	23.25	24.12	25.02	25.96	26.93
12	23.00	23.86	24.76	25.69	26.65	27.65	28.69
13	24.50	25.41	26.37	27.36	28.38	29.45	30.55
14	26.09	27.07	28.08	29.13	30.23	31.36	32.54
15	27.78	28.83	29.91	31.03	32.19	33.40	34.65
16	29.59	30.70	31.85	33.04	34.28	35.57	36.90
17	31.51	32.69	33.92	35.19	36.51	37.88	39.30
18	33.56	34.82	36.13	37.48	38.89	40.34	41.86
19	35.74	37.08	38.47	39.92	41.41	42.97	44.58
20	38.07	39.49	40.97	42.51	44.10	45.76	47.47
21	40.54	42.06	43.64	45.27	46.97	48.73	50.56
22	43.17	44.79	46.47	48.22	50.02	51.90	53.85
23	45.98	47.71	49.49	51.35	53.28	55.27	57.35
24	48.97	50.81	52.71	54.69	56.74	58.87	61.07
25	52.15	54.11	56.14	58.24	60.43	62.69	65.04
26	55.54	57.63	59.79	62.03	64.35	66.77	69.27