

CITY COUNCIL PROCEEDINGS
BEMIDJI, MINNESOTA
Special Work Session – Tuesday, August 7, 2018

Pursuant to due call and notice, a special work session of the City Council of the City of Bemidji, Beltrami County, Minnesota, was held on Tuesday, August 7, 2018, at 5:30 p.m. in the Council Chambers of City Hall, Mayor Albrecht presiding.

Upon roll call, the following Councilmembers were declared present: Albrecht, Meehlhause, Hellquist, Johnson, Erickson, Larson. Absent: Lehmann

Staff Present: City Manager Nate Mathews, City Engineer/Public Works Director Craig Gray, City Attorney Al Felix, Finance Director Ron Eischens, Parks & Recreation Director Marcia Larson, Police Chief Mike Mastin, Building Official Bryan Kerby, City Clerk Michelle Miller

Others Present: Ann Antonsen, Springsted

Mayor Albrecht 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 City's salary ranges are below market rate. She further stated that the market has changed dramatically in the last few years and there are fewer employees in the job market and public sector jobs are less desirable for the younger generation. The State of Minnesota requires under the Pay Equity Act that the public sector employer establish and maintain a valid job evaluation system. Springsted uses the "SAFE" job evaluation system which was adopted by the City in 2009. It is a very comprehensive evaluation system that looks at nine factors to evaluate internal pay equity within the city. The new scale includes 25 pay grades with a 6.5% spread between the pay grades with nine steps in each grade and a lower percentage between steps.

Cost implementation options are being prepared, analyzed and reviewed for budget implications and will be presented at a future meeting for council consideration.

ADJOURN

There being no further business, motion by Hellquist, seconded by Erickson, to adjourn the meeting. Motion carried. Meeting adjourned at 7:05 p.m.

Respectfully submitted,



Michelle R. Miller
City Clerk