

ROBBINSDALE CITY COUNCIL
WORK SESSION MINUTES
TUESDAY, November 7, 2017
COMMUNITY MEETING ROOM
6:15 P.M. CITY HALL

1. The work session was called to order by Mayor Pro Tem Blonigan 6:15 p.m.
2. Councilmembers Present: Selman, Backen, Mayor Murphy (6:17 p.m.), Rogan, Mayor Pro Tem Blonigan

Staff Present: Marcia Glick, City Manager; Tom Marshall, Director of Administrative Services; Larry Jacobson, Finance Director; John Tingley, Assistant to City Manager

PRESENTATION: Staff Market Salary Study

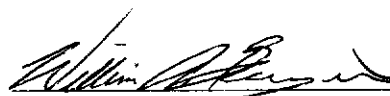
3. Anne Antonson, Vice President of Springsted Inc., gave an overview of the process taken for the comprehensive staff salary review including meetings with staff, collection of data, obtaining of comparative market information, development of a compensation plan and recommendations. Twelve communities of similar size were used to compare 35 positions. The study found that some current salary ranges are below the benchmark communities used. Minimum salaries of pays scales used are 13.9% below average. Midpoints salaries and maximum salaries are 8.01% and 4.98% respectively.
4. Member Selman asked if this takes into account of benefits as well.
5. Antonson stated it does not take into account benefits.
6. Council discussed the recommendations made including the proposed new proposed pay plan and budget impacts.
7. Mayor Murphy inquired about what are some of the biggest challenges recruiting talent.
8. Antonson acknowledged that the local government market is getting very competitive in certain fields and that less potential employees are pursuing careers in public service with the problem being felt across the state and nation.

ADJOURNMENT

9. Mayor Pro Tem Blonigan adjourned the work session at 6:55 p.m.



John Tingley, Recorder



William A. Blonigan, Mayor Pro Tem