



**WORK SESSION  
VIRTUAL MEETING HELD VIA WEBEX  
JUNE 23, 2020  
5:45 PM**

Call to order

1. Discussion of City Council Salaries.
2. Legislative update by Ann Lenczewski.

Adjournment

**Auxiliary aids for individuals with disabilities are available upon request. Requests must be made at least 96 hours in advance to the City Clerk at 612-861-9738.**



## WORK SESSION 6/23/2020

REPORT PREPARED BY: Blanca Martinez Gavina, Executive Aide/Analyst

DEPARTMENT DIRECTOR REVIEW:

OTHER DEPARTMENT REVIEW:

CITY MANAGER REVIEW: Katie Rodriguez, City Manager  
6/19/2020

### **ITEM FOR WORK SESSION:** **Discussion of City Council Salaries.**

#### **EXECUTIVE SUMMARY:**

Chapter II, Section 210 of the City Code establishes the salaries of the City Council. Subsection 210.01, Subd. 5 provides that salaries of Council Members shall be reviewed by the City Council by May 1 in each year in which an election is held pursuant to Section 200 of the Code. An ordinance amending the salaries established by this section must not take effect until after the next succeeding municipal election.

The 2018 ordinance change was consistent with past practice that a City Council salary increase be based on the increase granted to employees in the Management and General Services pay plan in the previous year. In 2018, City Council approved an ordinance for a salary adjustments that were the lesser of 3.5% or the percentage increase in the annual pay structure granted on January 1, 2018 and January 1, 2019 to the Management and General Services pay plans. The annual salary increases for the Mayor and City Council were 3% each year, based on the Management and General Services pay plans, and effective January 1, 2019 and January 1, 2020 respectively.

The City has over a 30 year history of providing the same cost of living increase to all of its employee groups. With 4 of the 5 union contracts having settled for 2021 at a 3% increase, staff anticipate a 3% adjustment to be recommended for non-represented employees for 2021.

In the past City council has also reviewed their salaries compared to other metropolitan cities. We have attached information on other metropolitan cities' salaries.

#### **DIRECTION NEEDED:**

**City Council guidance and recommendation to move forward with any adjustments to their salaries, amending to Chapter II, Section 210 of the City Code establishes the salaries of the City Council. Subsection 210.01, Subd. 5., to :**

**1. match employee salary increases set by Management and General Services pay plan of the previous year(s). 2. Set salaries according to other metropolitan cities, or, 3. remain at existing salary.**

#### **BACKGROUND INFORMATION:**

**A. HISTORICAL CONTEXT**

Please see executive summary.

**B. POLICIES (resolutions, ordinances, regulations, statutes, etc):**

Chapter II, Section 210 of the City Code establishes the salaries of the City Council. Subsection 210.01, Subd. 5

**C. CRITICAL TIMING ISSUES:**

City Council direction is needed to adjust the 2021 and 2022 budgets and to establish before the next council election.

**D. FINANCIAL IMPACT:**

**E. LEGAL CONSIDERATION:**

Staff did consult with City Attorney Tietjen since we are seeking guidance later than the May 1 date referenced in the ordinance (due to staff turnover this was missed and we have added it to our calendar of regular council agenda items to accomplish earlier in 2022). The May 1 deadline is directive and not mandatory. It is critical to amend the ordinances before the election.

**ALTERNATIVE(S):**

**PRINCIPAL PARTIES EXPECTED AT MEETING:**

**ATTACHMENTS:**

Description	Type
☐ Salary	Backup Material

## METROPOLITAN AREA CITY COUNCIL 2020 SALARY SURVEY

City	Population (2010 Census)	Mayor	Council
Apple Valley	49,084	\$13,140	\$9,400
Blaine	57,186	\$14,310	\$10,500
Burnsville	60,306	\$12,000	\$8,400
Eagan	64,206	\$13,625	\$10,000
Eden Prairie	60,797	\$14,635.00	\$11,330.00
Edina	47,941	\$13,750.00	\$10,950.00
Fridley	27,208	\$10,689.00	\$8,779.00
Golden Valley	20,355	\$12,825.00	\$9,598.00
Maple Grove	37,755	\$13,840.00	\$12,180.00
Minnetonka	49,734	\$12,180.00	\$9,000.00
Richfield	35,228	\$12,380.00	\$9,890.00
Roseville	33,660	\$9,300.00	\$7,020.00
St. Louis Park	42,250	\$12,090.00	\$6,980.00
<b>Average</b>		<b>\$12,674</b>	<b>\$9,541</b>



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6/19/2020

**ITEM FOR WORK SESSION:**

Legislative update by Ann Lenczewski.

**EXECUTIVE SUMMARY:**

One of City of Richfield's lobbyists, Ann Lenczewski, Lockridge, Grindal, Nauen, will provide an overview and update on the legislative session.

**BACKGROUND INFORMATION:**

- A. **HISTORICAL CONTEXT**
- B. **POLICIES (resolutions, ordinances, regulations, statutes, etc):**
- C. **CRITICAL TIMING ISSUES:**
- D. **FINANCIAL IMPACT:**
- E. **LEGAL CONSIDERATION:**

**ALTERNATIVE(S):**

**PRINCIPAL PARTIES EXPECTED AT MEETING:**

Ann Lenczewski