



CITY COUNCIL MEETING MINUTES

Richfield, Minnesota

City Council Work Session

June 27, 2023

CALL TO ORDER

Council Member Whalen called the work session to order at 5:30 p.m. in the Bartholomew Room.

Council Members Present: Sean Hayford Oleary; Sharon Christensen; and Ben Whalen

Council Members Absent: Mary Supple, Mayor; Simon Trautmann

Staff Present: Katie Rodriguez, City Manager; Dustin Leslie, City Clerk; Sack Thongvanh, Assistant City Manager; Chris Swanson, Management Analyst; Jay Henthorne, Police Chief; Mike Flaherty, Deputy Chief; Jamie Haefner, Human Resources Manager

Guests: Laura Linehan, Baker Tilly; Lexi Scholten, Baker Tilly

ITEM #1	COMPENSATION AND CLASSIFICATION STUDY PRESENTATION
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Assistant City Manager Thongvanh introduced the consultants from Baker Tilly. Human Resources Manager Haefner spoke about the consultant vetting process and the process going forward.

Ms. Linehan gave a presentation about the Compensation and Classification Study. The presentation included: consulting team overview and qualifications, project overview, project timeline, and how city staff would be involved in the process.

Council Member Hayford Oleary spoke about how some employees may be worried about participating and asked if there was any risk to them in reclassification. Ms. Linehan stated that Baker Tilly never recommends pay decreases. She further stated that in some cases they would recommend a freeze so the market could catch up but never a decrease.

Council Member Whalen asked if the study would look at equity and report disparities within the organization. Ms. Linehan stated that could be part of the study. Council Member Whalen also asked if this study would analyze whether or not employees across the enterprise were making a livable wage. Human Resources Manager Haefner stated the study looked at the market and how it compared to wages being paid by the city. She further stated that the city could study livable wages internally.

Council Member Whalen asked how increases resulting from the study would fit into the budget and if the city would need a multi-year plan to implement. Ms. Linehan stated they would not recommend a multi-year plan since the market is constantly changing and waiting could leave the city behind.

Council Member Christensen asked how the results would figure in with union negotiations. Ms. Linehan stated staff could use the results to make recommendations to the unions.

Council Member Hayford Oleary and City Manager Rodriguez discussed current policies in adjusting employee wages.

Council Member Whalen asked if the results of this study would be included in the next budget. City Manager Rodriguez stated the 2024 budget was being formulated with possible increases from the results of the study.

ADJOURNMENT

Ben Whalen adjourned the work session at 5:57 pm

Date Approved: July 11, 2023



Dustin Leslie
City Clerk



Ben Whalen
Council Member



Katie Rodriguez
City Manager