

CITY OF PIERZ
Official Minutes of the Pierz City Council
January 30, 2018 Special Meeting

Members Present: Toby Egan, Mike Menden, Kyle Bednar and Linda Sczublewski.

Members Absent: Dave Fischer and Stephanie Fyten.

The City Council meeting was called to order at 6:30 p.m. at Pierz City Hall by Mayor Toby Egan.

DAVID DROWNS AND ASSOCIATES PAY EQUITY UPDATE:

A motion was made by Council Member Kyle Bednar and seconded by Council Member Mike Menden to approve the adoption of the proposed salary ranges and point structure for full-time employees:

Job Titles	Proposed System <i>Using JET System</i>	Proposed Salary Range
City Administrator	544	\$23.50 - \$31.26
Chief of Police	501	\$22.75 - \$30.26
Public Works Superintendent	460	\$22.00 – \$29.26
Police Officer (FT)	354	\$19.00 - \$26.03
Parks Superintendent	327	\$18.50 - \$25.72
Parks Assistant	234	\$16.50 - \$22.94
Deputy Clerk	207	\$15.50 - \$22.63

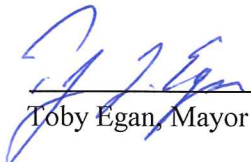
Motion carried unanimously.

Liza Donabauer, David Drowns and Associates presented to the City Council Members the proposed point system and proposed salary range. Donabauer answered any and all questions regarding the system and salary ranges. Donabauer stated she utilized the League of MN Cities volunteer salary survey for the proposed salary ranges, but she encouraged the City Council to conduct a compensation and classification study to ensure external pay equity is met. Donabauer also stated that the external pay equity report could be partially funded in collaboration with NJPA. Donabauer also recommended that the City Council adopt a formal pay philosophy to demonstrate justification on how it awards salary increases to its employees. City Council Members agreed that a compensation and classification study would be beneficial and asked Donabauer to bring a proposal to the February 12, 2018 City Council Meeting.

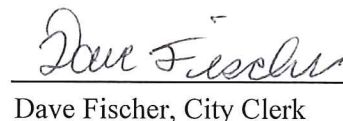
UPDATES: None.

ADJOURNMENT:

Meeting was motioned to adjourn at 6:54 p.m. by Council Member Mike Menden and seconded by Council Member Kyle Bednar. Motion carried unanimously.



Toby Egan, Mayor



Dave Fischer, City Clerk