

## **MEDINA CITY COUNCIL MEETING MINUTES OF SEPTEMBER 21, 2010**

The City Council of Medina, Minnesota met in special session on September 21, 2010 at 6:05 p.m. at the Medina City Hall, 2052 County Road 24, Medina, MN.

### **I. Call to Order**

**Members present:** Crosby, Siitari, Johnson

**Members absent:** Weir, Smith

**Also present:** City Administrator Chad M. Adams, City Planner Dusty Finke, Public Works Superintendent Steve Scherer, Police Chief Ed Belland, and Finance Director Jeanne Day.

### **II. 2011 Employee Compensation and Benefits**

Adams provided a brief summary of the information included in the special meeting packet. Adams stated Staff is seeking direction at this or the October 5<sup>th</sup> Council meeting on the benefit rates and proposed compensation for 2011 to allow employees sufficient time to make benefit decisions for them and their families. He also provided a background on the City's past philosophy on compensating employees, noting five to seven years ago the approach was to employ a very small staff with high wages and benefits. Adams added the recent philosophy over the past five years has been to add some more staff, while still being a bit smaller than comparable cities, and to compensate employees a little higher than the average for overall compensation (wages and benefits combined). He requested discussion and direction on the City's philosophy moving forward.

Discussion was held on the data provided in the Council packet, primarily relating to the number of comparable employees, comparable and options of benefits paid by the employer, comparable wages to the other communities, as well as Medina philosophy for employing, compensating, and retaining quality staff.

The Council requested additional information on the average employer benefits paid in comparison to the selected cities, including an analysis comparing the program of Medina to cafeteria programs; and, a complete packet of all the macro and micro statistics provided to Council to date that includes both salary and benefit options information.

*The Council agreed to review a possible additional 1% COLA in mid-year 2011 following review of the City's budget status and OPEB update in spring 2011 with the understanding that a furlough of employee work hours would also be a possibility if the 2011 budget is negatively meeting projections.*

### **III. 2011 Budget Flyer**

This item was tabled to the regular Council meeting of September 21, 2010.

**IV. Adjournment**

The meeting was adjourned at 6:55 p.m.

Attest:

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T.M. Crosby, Jr., Mayor

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Chad M. Adams, City Administrator-Clerk