



City of Blaine Anoka County, Minnesota

Blaine City Hall
10801 Town Sq Dr NE
Blaine MN 55449

Legislation Details (With Text)

File #:	RES 17-061	Version:	1	Name:	Compensation Plan Amendments -Police Chief Recruitment
Type:	Resolution	Status:		Status:	Passed
File created:	4/20/2017	In control:		In control:	City Council
On agenda:	4/20/2017	Final action:		Final action:	4/20/2017
Title:	AMENDING THE 2017 COMPENSATION PLAN FOR THE SAFETY SERVICES MANAGER/POLICE CHIEF AND PUBLIC WORKS DIRECTOR POSITIONS AND AUTHORIZING THE CITY MANAGER TO RETAIN A RECRUITING FIRM AT A COST NOT TO EXCEED \$27,500 FOR THE SAFETY SERVICES MANAGER/POLICE CHIEF POSITION				
Sponsors:	Clark Arneson				
Indexes:					
Code sections:					
Attachments:	1. Amended 2017 Compensation Plan, 2. RFP, 3. PW Director Position Description, 4. Police Chief Position Description				

Date	Ver.	Action By	Action	Result
4/20/2017	1	City Council	Adopted	

ADMINISTRATION- *Clark Arneson, City Manager*

AMENDING THE 2017 COMPENSATION PLAN FOR THE SAFETY SERVICES MANAGER/POLICE CHIEF AND PUBLIC WORKS DIRECTOR POSITIONS AND AUTHORIZING THE CITY MANAGER TO RETAIN A RECRUITING FIRM AT A COST NOT TO EXCEED \$27,500 FOR THE SAFETY SERVICES MANAGER/POLICE CHIEF POSITION

Staff is proposing to increase the grade of the Public Works Director position from a Grade 16 to a Grade 17. Also, staff is recommending creating a new class for the Safety Services/Police Chief position of Grade 18. The City Manager would be graded at Grade 19 but no other changes are proposed for that position. The Public Works Director and Police Chief positions have been reviewed for their competitiveness in the market place and staff is recommending an increase of one grade in order to attract the most qualified candidates. The only other change to the plan is a title adjustment of the Public Services Manager position to Public Services Manager/Assistant City Manager. This is to reflect new assignments and position the City for the future. The hiring of two department head level positions is a significant undertaking and staff is recommending the Public Works Director position be conducted internally but hiring a search firm for the Police Chief position. We are currently out with Requests for Proposals.

By motion, approve the Resolution amending the 2017 Compensation Plan for the Safety Services Manager/Police Chief and Public Works Director positions and authorizing the City Manager to retain a recruiting firm at a cost not to exceed \$27,500 for the Safety Services

Manager/Police Chief position.

WHEREAS, Section 58-12 of the City Code requires the City Manager to present a Compensation Plan for City employees covered by Blaine City Code, Chapter 58, not to include employees covered by collective bargaining agreements; and

WHEREAS, the City Manager is required to bring forward any amendments to the Compensation Plan for Council approval; and

WHEREAS, in an effort to attract qualified and experienced applicants, pay grade changes are being recommended.

WHEREAS, sufficient funds are available in the adopted 2017 Annual Budget to implement the recommended Compensation Plan Amendment and such other matters of compensation as herein specified.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Blaine as follows:

1. Director of Public Works position will change from Grade 16 to Grade 17 of the 2017 Compensation Plan.
2. Safety Services Manager/Police Chief will change from a Grade 17 to Grade 18 of the 2017 Compensation Plan.
3. Public Services Manager position title will change to Public Services Manager/Assistant City Manager.

PASSED by the City Council of the City of Blaine this 20th day of April 2017.