



# City of Blaine Anoka County, Minnesota

Blaine City Hall  
10801 Town Sq Dr NE  
Blaine MN 55449

## Legislation Text

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File #: RES 17-061, Version: 1

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**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 20<sup>th</sup> day of April 2017.