



CITY OF CLARKFIELD AGENDA
5:30 PM Special Meeting
Monday, November 5, 2018
City Hall Meeting Room
904 10th Ave
Clarkfield, MN 56223

A special meeting of the Clarkfield City Council was called to order by Mayor Stringer III at 5:30 PM, Monday, November 5, 2018, in the City Hall Garage. Councilmember present: Mayor Stringer III, Councilmember Fritz, Councilmember Kaupang, Councilmember Bruflat, and Councilmember Stringer Jr. Staff present: Amanda Luepke – City Administrator. Also, in attendance was Craig Giles.

1) Pledge of Allegiance

2) Public Comments

3) Committee/Staff Reports

4) Discussion Items

- i) **Council Wages:** There was discuss on increasing the council wages in order to be more in line with the Mayor’s wages as the City is considered a weak mayor-council structure. It has been many years since the Council received increases to pay. It was discussed to keep the Mayor’s position wage the same at \$85.00 per meeting and increasing the council seat’s wage to \$75.00. There was discussion to increase the amount of pay all for committee meetings to \$50.00 per meeting.
- ii) **Employee Wages:** There was discussion regarding the employee’s wage scale. The City Council invested \$7,000 into an employee wage scale in 2015 and there has been no cost of living adjustments to the wage scale. There was discussion regarding the structure of cost of living adjustments, longevity increases, and performance increases, and increases for licenses. Discussion occurred that cost of living adjustments should be given each year to align with the state regulated adjustments, but with perimeters regarding the amount of adjustment. Discussion from the council indicated setting a minimum increase of 1.5% and a maximum increase at 3.5%. The council discussed implemented a longevity increase to retain staff and increases would be given on 3-year, 5-year, 7-year, 10-year anniversaries. The council discussed continuing performance increases at their discretion. There was also discussion regarding investing in a wage study every tenth year to ensure fair wages for the staff. Discussion occurred regarding how to get the wage scale current with 2019 wages. With the structure discussed and in researching past cost of living adjustments at the state level, the council proposed a 7.8% effective January 1, 2019 for all staff.

5) Action Items

- a) **Consideration to Approve Council Wages:** Motion to table a decision until the regular council meeting by Councilmember Fritz; 2nd by Councilmember Stringer Jr. Motion carried with all in favor.
- b) **Consideration to Approve Employee Wages:** Motion to table a decision until the regular council meeting by Councilmember Fritz; 2nd by Councilmember Stringer Jr. Motion carried with all in favor.

6) Adjournment: Motion to adjourn at 6:42 PM by Mayor Stringer III; 2nd by Councilmember Stringer Jr. Motion carried with all in favor.