

**CITY OF NISSWA  
MINUTES – SPECIAL CITY COUNCIL MEETING  
THURSDAY, APRIL 15, 2021  
5:00 P.M. – CITY HALL**

A Special City Council Meeting was held on Thursday, April 15, 2021 at 5:00 p.m. at City Hall. This meeting was also available on YouTube Live.

Members present: John Ryan, Mark Froehle, Don Jacobson, Ross Krautkremer, Mark Utzinger.

Members absent: none.

Also, present: City staff – Jenny Max.

Present via Zoom: Ann Antonsen, from Baker Tilly.

Audience members: City Staff - 10.

A. **Call to Order** - John Ryan called the meeting to order at 5:00 p.m.

**2021 Compensation Study** –Results and summary information regarding the Market Survey Study were provided and presented by Ann Antonsen with Baker Tilly; this meeting was held only to provide the City Council with information, no Action is requested at this time. The last Comprehensive Study that was completed for the City of Nisswa was done in 2016. The market has changed rapidly over the last 5 years. The same Cities were used as benchmarks for comparison for this study and the study done in 2016. Sixteen (16) positions were evaluated. Evaluation of positions/wages per pay equity is a requirement of the State of Minnesota for Governmental entities. Conclusions of the Study suggested providing: fair and equitable compensation to employees in a competitive and changing labor market; compensation that addresses internal equity and external market competitiveness; establishing a market position that is fiscally responsible with public resources and consistent administration of pay policies and procedures among all City Departments.

Questions from Council were fielded and discussed. The market has changed very rapidly over the last five years; employee retention rates and competition in recruiting are issues most employers are struggling with, as well as the lack of qualified eligible staff/workers in the Public sector. Concerns were expressed by Council Members about how to ‘keep up with the market’. Antonsen suggested reaching out to similar entities/Cities yearly to find out what they are doing, as opposed to doing an annual Compensation Study. Job description differences were discussed; community and City differences were discussed. Antonsen also noted industry standard for competitive wages is plus or minus 5% of the results. Only wages were compared with this current study, benefits were not included in this comparison. Public Safety positions are especially difficult to retain in this current market. Adjustments with different rates for each position is not recommended. Council Members agree that being in compliance is not an issue for the City of Nisswa; but being competitive with other entities who are ‘out-spending’ and potentially recruiting our employees is a concern. Discussion continued, and employee questions were fielded.

Council Members agreed that the Personnel Committee should continue this discussion and begin scheduling workshops with City Departments and employees in order to determine what is necessary moving forward. Max noted that staff will begin to plan for potential impacts and can provide different budget scenarios relating to potential wage increases.

B. **Adjourn** - There being no further business, Motion by Jacobson, seconded by Krautkremer to adjourn the Special City Council Meeting at 6:02PM. Motion carried unanimously.

Respectfully Submitted,



John Ryan, Mayor



Jenny Max, City Administrator