

**ELYSIAN CITY COUNCIL
SPECIAL WORKSHOP MEETING
APRIL 26, 2023**

The Elysian City Council held a special workshop meeting on Monday, April 26, 2023 at City Hall at 6:00 pm.

Roll Call: Mayor Tom McBroom, Sr.; Councilmembers Bobby Houlihan, Dennis Schnoor, and Bryan Suemnick; City Administrator Lorri Kopischke, City Attorney Jason Moran; Absent: Councilmember Derek Westby.

Sheila Huber, Director of Human Services, City of Mankato and Executive Director, Minnesota Valley Council of Governments (MVCOG), presented the City of Elysian Compensation Study. The three components to the Study are: Market Analysis, Classification of Positions, and Salary Structure. The Study includes data of fifteen nearby cities of similar size that offer similar services. The Market Comparison shows that the total average hourly compensation rate for the four full-time Elysian positions is 8.84% lower than the average of market comparable. The Classification of Positions using the State Job Match Points for City Positions is in line and correct. The Current Pay Salary Structure Policy is easily understandable and budget manageable but does not appear to have kept up with the market and recruitment using this system could become difficult.

Recommendations of the Compensation Study include:

- Determine where the City would like to be from the Market Analysis presented:
 - Stay where you're at
 - Incrementally increase salaries to be at average of benchmarks
 - Strategically evaluate if need to be above average
- Determine if the current compensation salary structure policy is sufficient or if a new one/adjusted should be considered.

Councilmembers discussed lighting options for Main Street. Some preferences were noted, and staff will work with Xcel Energy to narrow the options down and obtain estimates.

On motion by McBroom, seconded by Houlihan, all voting in favor, to enter into closed session at 6:57 pm pursuant to MSA 13D.05 Subd. 3(3) to discuss possible purchase of real estate interest and negotiation strategy for same.

On motion by McBroom, seconded by Suemnick, all voting in favor, to reopen the regular meeting at 7:30 pm.

McBroom reported that Council had discussed the possible purchase of real estate interest and negotiation strategy for same.

On motion by McBroom, seconded by Houlihan, all voting in favor, to adjourn the meeting at 7:35 pm.

Approved:

Tom McBroom, Sr., Mayor

Attested:

Lorri Kopischke, City Administrator