

## Management Committee

Meeting date: November 15, 2018

For the Metropolitan Council meeting of November 28, 2018

**Subject:** 2019 Salary Adjustments for the Regional Administrator and General Counsel

**District(s), Member(s):** All

**Policy/Legal Reference:** Minn. Stat. § 473.129, subd. 2 (Powers of Metropolitan Council): Non-Represented Plan, § 10.9

**Staff Prepared/Presented:** Marcy Syman, Director of Human Resources, 651-602-1417

**Division/Department:** Human Resources

### Proposed Action

That the Metropolitan Council accept Chair Tchourumoff's 2019 salary adjustment recommendation for Wes Kooistra, Regional Administrator, and Ann Bloodhart, General Counsel, and authorize staff to implement salary increases effective December 29, 2018.

### Background

Unclassified positions are designated, appointed and compensated under the authority of the Regional Administrator. Salary increase pools for unclassified and classified executive positions have been determined for 2019.

### Rationale

With respect to annual salary increases for the Regional Administrator and General Counsel, both appointed by the Metropolitan Council, section 10.9 of the Non-Represented Plan states:

*"The Council Chair may propose starting salary and salary adjustments for the Regional Administrator and General Counsel. The Chair will advise the Management Committee and obtain its consent before implementing any salaries or adjustment".*

### Thrive Lens Analysis

**Stewardship** – This action falls within the financial parameters established by the Council for managing labor costs and demonstrates efficient and effective management of public financial resources.

**Prosperity** – This action also represents a fair and reasonable wage increase and demonstrates the Council's commitment to investment in its employees.

### Funding

The recommended salary increases are within the 2019 preliminary operating budget and are consistent with the parameters established by the Management Committee for represented bargaining units.

### Known Support / Opposition

None Known.