

Management Committee

Meeting date: 5/26/2021

Subject: 2021 Salary Adjustment for 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 Zelle's 2021 salary adjustment recommendation for Ann Bloodhart, General Counsel, and authorize staff to implement a salary increase effective December 26, 2020.

Background

Unclassified positions are designated, appointed and compensated under the authority of the Regional Administrator. Salary increases for unclassified and classified executive positions have been determined for 2021. This salary adjustment represents both an annual increase and market-based salary adjustment.

Rationale

With respect to annual salary increases for General Counsel, 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 increase is funded through the OGC 2021 budget.

Known Support / Opposition

None Known.