

Business Item

Management Committee



Committee Meeting Date: March 27, 2024

For the Metropolitan Council: Management Committee only

Business Item: 2024-86

2024 Salary Adjustment for the General Counsel

District(s), Member(s):	All
Policy/Legal Reference:	Minn. Stat. § 473.129, subd. 2 (Powers of Metropolitan Council); Non-Represented Plan, § 10.10
Staff Prepared/Presented:	Cassandra Tabor, Chief Human Resources Officer, 651-602-1417
Division/Department:	Regional Administration/Human Resources

Proposed Action

That the Metropolitan Council accept Chair Zelle's 2024 salary adjustment recommendation for Ann Bloodhart, General Counsel, and authorize staff to implement the salary increase effective December 23, 2023.

Background

Unclassified positions are designated, appointed, and compensated under the authority of the Regional Administrator. Salary increases pools for unclassified and classified executive positions have been determined for 2024.

Rationale

With respect to annual salary increases for the 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 adjustments."

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 within the 2024 adopted operating budget and is consistent with the parameters established by the Management Committee for represented bargaining units.