

CALL TO ORDER

Pursuant to due call and notice thereof a work session of the Rosemount City Council was held on Tuesday, December 7, 2021, at 5:01 pm at Rosemount City Hall, Council Chambers, 2875 145th Street West.

Mayor Droste called the meeting to order with Councilmember Weisensel, Block, Essler and Freske.

Staff present included City Administrator Martin, Assistant City Administrator Foster, Finance Director Malecha, Chief of Police Dahlstrom, Human Resources Coordinator Kaderlik, Community Development Director Kienberger, Public Works Director Egger and City Engineer Erickson.

Guests present included: Dakota County Commissioner Mary Hamann-Roland, Dakota County Commissioner Joe Atkins, Ann Antonsen of Baker Tilly, Dakota County Engineers Mark Krebsbach and Erin Laberee.

DISCUSSION

2.a. a. Final Report on 2021 Compensation & Benefits Study Overview

City Administrator Martin highlighted the Compensation & Benefits Study Overview and introduced Ann Antonsen of Baker Tilly to present the final presentation of the study.

Ms. Antonsen provided an overview of the process, reasoning organizations do the study, discussed job equity, reviewed the salary data for the study and proposed the options available for the next steps in the process. The overall goal is to have fair and equitable compensation to all employees in a competitive and changing labor market.

Councilmember Essler questioned the city's benefits in comparison to other city's health plans and requested staff further review the benefits.

Councilmembers were in favor with moving forward with the proposed salary and pay plan recommendation, i.e. adjust salary schedule with a base cost of living increase and then move employees to closest step for employees within range. Councilmember Freske also suggested staff establish ongoing guidelines to review the salary scales regularly in the future.

Staff will review the benefits with the City's new insurance broker Gallagher to review where the city stands in terms of our health benefits.

Due to the timing, Councilmembers agreed to move onto the next item on the agenda and go back to item 2.a. following the regular meeting to further discuss Councilmembers questions regarding the study.

2.b. Dakota County Transportation

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Dakota County Engineers Mark Krebsbach and Erin Laberee attended the meeting to present the latest county project updates in the Rosemount area.

The following project updates were discussed; signal evaluation at county road 42 and the studies thus far have indicated the need to develop the southside of county road 42 further in order to warrant additional signal lights.

The county will continue to evaluate the intersection at Biscayne Avenue and determine the best solution with the site distance challenge in consideration; i.e. potential signal light. Councilmembers were in agreeance that realigning the curve is not the best solution for this area.

The intersection at state highway 3 and county road 42 continue to be evaluated. High level concept plans have been brought forth to city council; i.e. bridge over the railroad. The county noted it will be several years until this project is fully being studied and considered for improvement.

The interchange at county road 42 and highway 52 is being revisited as MnDOT received funds to do a study on highway 55 with the possibility of abandoning highway 55 and route traffic to county road 42. The state's decision will have a big say on the interchange at this area and the county will continue to have conversations regarding the importance of this improvement at county road 42 and highway 52.

The county has requested additional funds for county road 46 expansion. Currently the expansion project is under initial engineering review and should be completed summer of 2022 and could be a project in 3 years. The expansion project would be a joint project and the city would be expected to pay the city share of 25%.

The county will do a traffic study to evaluate the traffic patterns of the northern part of Akron Avenue where the pavement turns to gravel in Inver Grove Heights. Staff members commented that several people divert that area because it is gravel. The county staff and commissioners will have conversations with Inver Grove Heights to discuss the issue and see if there is a possibility to work out a plan to pave the entirety of Akron Avenue.

Dakota County noted the Diamond Path & Connemara Trail round-a-bout has been pushed off to 2023 in order to balance the budget.

The county will report back at a later date with follows up to these projects discussed this evening.

ADJOURNMENT TO REGULAR COUNCIL MEETING

Upon a motion to Droste second by Essler the meeting was unanimously adjourned at 6:53 p.m. to the regular council meeting in the Council Chambers.

CALL BACK TO ORDER

Mayor Droste called the meeting back to order at 8:40 p.m. in the Conference Rooms.

2.a. Final Report on 2021 Compensation & Benefits Study Overview

Councilmember Block supports the proposed salary plan but suggests the reviewal of benefits

Councilmember Essler requests Gallagher provide benchmarking of the current health benefits.

Councilmember Weisensel suggests doing an employee survey to gauge employee feedback regarding this compensation study.

Councilmember Freske supports the proposed salary plan and suggest staff create a policy on how to revisit compensation going forward as the work that has been complete thus far for the study allows the opportunity to revisit in the future without too much additional work and time.

UPDATES

3.a. Project Updates

Community Development Kienberger followed up on the latest project updates at staff and Planning Commission level; i.e. Chinchilla Avenue possible residential business has been discussed at staff level and a letter has been issued to the property owner who has indicated the possibility of relocating.

The Watermark Development may be on the agenda at a future meeting. Staff is currently working with the developer to discuss potential options.

Councilmembers questioned the status of the house next to the Steeple Center that was proposed to be redeveloped. Staff will report back on the status of the project.

3.b. Staff Reports

i. Upcoming Council Events

Mayor Droste updated councilmembers and staff on upcoming local and surrounding events.

ADJOURNMENT

There being no further business to come before the City Council and upon a motion by Droste, second by Essler the meeting was unanimously adjourned at 10:07pm.

Respectfully Submitted,



Erin Fasbender
City Clerk

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