



Regular City Council Meeting Minutes
City Hall Council Chambers, 2660 Civic Center Drive
Monday, May 15, 2023

1. Roll Call

Mayor Roe called the meeting to order at approximately 6:39 p.m. Voting and Seating Order: Strahan, Etten, Groff, and Roe. City Manager Patrick Trudgeon, Assistant City Manager Rebecca Olson, and City Attorney Rachel Tierney were also present. Councilmember Schroeder was absent.

2. Pledge of Allegiance

3. Approve Agenda

Strahan moved, Etten seconded, approval of the agenda as presented.

Roll Call

Ayes: Strahan, Etten, Groff, and Roe.

Nays: None.

4. Public Comment

Mayor Roe called for public comment by members of the audience on any non-agenda items. No one appeared to speak.

5. Recognitions, Donations, and Communications

6. Items Removed from Consent Agenda

7. Business Items

a. Discussion on Classification and Compensation Study and Comparable Cities

Assistant City Manager Rebecca Olson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated May 15, 2023.

Ms. Leah Davis from Abdo Consulting was at the meeting remotely to answer any questions.

Councilmember Etten explained he was thinking about Minnetonka staying on the list and in looking at the map of Minnetonka, the city actually just touches on the edge of Lake Minnetonka. He noted that even though both share the same name, Minnetonka is not actually very much on the lake and it does have a higher income per household. He indicated that reasons for him for Minnetonka to stay on the list are that it is a second ring suburb instead of suburbs that are farther out such as Coon Rapids. Minnetonka also has Ridgedale, a major retail area and major highways all over like Roseville has. He stated there are a lot of things that make

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Minnetonka more similar to Roseville. He noted there was discussion about Minnetonka's expenditures, but those expenditures were well within the range. He indicated if this list were to stick to ten cities, he would pull off Coon Rapids because of how far out the city is, Coon Rapids has ten thousand more people than Roseville, and the expenditures per capita is at the very bottom of the range. The other piece that he liked about Minnetonka is that their senior population lined up and because of the major retail fell into that window for the commercial retail volume piece. He noted a lot of the cities listed in green actually do not fall within that window so once dialed in, Minnetonka is one that does meet some of those other criteria.

Councilmember Strahan explained as someone who has worked as an HR Director, recruiting for Minnetonka, she felt that the wages were not comparable. She explained that at the time she had direct care homes that she was staffing in St. Paul and Minneapolis and Golden Valley and Minnetonka, there was nothing about it that was the same when it came to stock of people seeking jobs. She did not see that it would fall in a compensation study to be a comparable piece to Roseville because she would have to look for people in a whole different way. Also, for the people who were seeking jobs, it was just a very different expectation financially, and benefit wise and she did not see that as being comparable. She did note that in Coon Rapids there is actually quite a retail center that serves a lot of northern suburbs, like Blaine and Andover. Maybe not in numbers as much and Coon Rapids tends to be closer to the diversity piece and to what Roseville would compare to. Coon Rapids is also a community that has changed a lot and she did not see that in Minnetonka.

Mayor Roe noted Roseville is looking to compare the city employees in Minnetonka with Roseville's in terms of the compensation comparison so he would tend to agree that the per capita, actual resident income will be out of whack perhaps with that. But, he noted it is quite a large community and there may be some perception there as well in terms of Minnetonka because it does cover a lot of ground. He thought there was a range of types of housing and demographics in that community. He would not be opposed to either one of the cities (Minnetonka or Coon Rapids) staying or being added to the list. He was not sure that ten cities has to be the number and at the previous meeting he was an advocate for more being better rather than fewer. He would tend to think that Minnetonka made sense to keep on the list, especially when Edina is on the list and anything that might be said about Minnetonka could be said about Edina in terms of any category that may come up.

Councilmember Groff indicated he could see the pros and cons on both of those arguments. He looks at it more from the side of real estate and he knew that is not exactly what the City is doing but he goes to that naturally. When he thinks of people looking for housing, they do not usually look in Coon Rapids as a comparable city but looks at Richfield as a comparable city. The person looking

for a house would look at Minnetonka as a comparable city for housing or St. Louis Park and if the person could afford Edina, they would look at that. He was not opposed to having an extra city included if people feel strongly about that. He sometimes thinks that more data is better.

Mayor Roe asked if there was an objection to adding Minnetonka to the list.

The Council was fine with adding Minnetonka to the list and keeping Coon Rapids.

Mr. Trudgeon indicated from a staff perspective there is no objection. He indicated he was not sure if having eleven cities in the mix would make things more difficult or not. He asked Ms. Davis for her input.

Ms. Davis explained there is no need to stick to a round number. If there is a general consensus of adding Minnetonka and going with eleven cities on the list made sense and everyone feels good about that list, then that is what Abdo will do.

Mayor Roe did not think the Council would want to add any other cities to the list.

Mr. Trudgeon stated the next step is to go out into the market and get comparisons, reviewing the job descriptions and finish getting the data.

b. Accelerated Emerald Ash Borer Program Update

Parks and Recreation Director Matthew Johnson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated May 15, 2023.

Mr. Johnson presented an update on the Emerald Ash Borer program.

Councilmember Etten noted that one of the big changes now is that Stantec is no longer being paid to oversee and plan the City's natural resources efforts. He wanted to make sure that the City has something in place, noting it will be very important. He indicated there are a lot of volunteers to help with the different efforts, highly educated leaders that help lead events, staff that has gained tremendous knowledge and has excellent skills, and sometimes the City will need to pay professionals to come in and help. But they need to think through how to use all of the different resources, about all of those natural resource pieces holistically and long term, and what the City can affect. He thought sometimes there would be dollars needed to complete the work so he would like City staff to start to think about that and think ahead.

Councilmember Groff explained when this first started he was getting many calls and since this program has been going, the calls have been tapering off and people are happy and are learning more about the program and how the City is doing.

Councilmember Strahan explained she met a man who lives in the northeast corner who indicated he did not want a tree, but his wife did. She really appreciates all of the work being done and hears good things about the program. She thought it all worked together when people see the effects. She was thankful for all Mr. Johnson and his team are doing.

Mayor Roe noted that historically as the City integrated park planning into the Capital Improvement Program, the natural resources were a part of it. He knew early on it was a placeholder dollar amount but thought as the City gets more sophisticated in thinking about when things are going to need to be looked at again, the next time some major work needs to be done, those things can be programmed in to make sure there is a good sense of the costs associated with the work to be done. He was very impressed by all of the planning efforts. He thanked Mr. Johnson for the update.

c. Discussion on City Commission Scope, Duties, and Functions

Councilmember Etten briefly highlighted this item as detailed in the Request for Council Action and related attachments dated May 15, 2023.

Mayor Roe thanked Councilmember Etten as well as Councilmember Schroeder for the work done, which he thought was spot on and did not have much criticism. He noted while looking through this what was missing in the City's existing code language is the purpose statement. He thought the emphasis on that was one of the key things that the City wants feedback about. He hoped that some thought would go into the purpose statements for the Commissions as well as for the Council and staff and that the purpose part is able to be incorporated into the updates the City might do to the Code.

Councilmember Groff thought this was a really good start on where the City needed to be at and that giving this to the Commissions is going to be important. He liked the timeline, which made sense to him. He indicated it was good for him to reread the references as a refresher and interesting to see how different the Commissions are. He is looking forward to hearing from the Commissions and thought the Commissions would like this as well.

Councilmember Etten explained with the Police Civil Service Commission bringing up some things, four of the Commissions have now come to the Council with something on this list. He felt this was as much generated by several Commissions as by anyone sitting on the Council.

Councilmember Strahan thanked Councilmember Etten for the work and thought it was a great start. Two things that came to mind were some groups are going to be overachievers and some groups probably less so. She did not know if there was a suggested amount of changes desired from the Commissions because that might help guide how full or how sparse the response could be. She would love to see the

word 'responsibility' somewhere, not because she felt that the Commissions are lacking but if the Commissions see there is a greater purpose or something in what the Commission is doing and how it impacts what the Council does, it would help the Commissions to find their purpose.

Councilmember Etten asked if Councilmember Strahan could expand on 'responsibility'.

Councilmember Strahan explained the Council is asking the Commissioners to be ambassadors and for them to have some level of responsibility. She thought that had come up in a couple of Commissions where the Commissioners were seeking how to define responsibility, how to define commitment, because there have been struggles on the Commissions with having people. She did not think it had to be hard and fast where it was punitive or negative but maybe seeing more as kind of elevating it like the Council trusts and respects and need the Commissioners' opinion and expertise. She certainly, when she can, takes the Commission's recommendations very seriously. Also in seeing there is a responsibility to really know the topic and know what impact they can have. She thought it was nice to keep it positive.

Mayor Roe thought a part of that comes out of the fact that the Commissioners are going to be invested in these changes and updates and will hopefully create more engagement in that sense. He did like the bullet points and does talk about an aspirational way that might be added to the scope of these functions to better serve the community, which gets to some of that too.

Councilmember Etten explained he appreciated the point under responsibility. He thought that was somewhat part of the commissioner training program that is becoming more clarified and structured. He would defer to staff to speak, whether now or in the near future, if that is something to make sure responsibility is a part of the training.

Mr. Trudgeon explained the City staff does provide training to new Commissioners and has a booklet to give them that talks about a lot of different things. One of the things is responsibility, that the Commissioner is an ambassador, and this is a professional standing and looking for recommendations. It is not enumerated in the Code but is something that is talked about and tried to drive home to them that this is not a social club. The Commissions have some serious responsibilities and he thought that has been effective.

Councilmember Strahan was curious to know if City Attorney Tierney has had experience with looking at what kind of expectations other cities have.

City Attorney Tierney explained she cannot say that she has dug really deep into the job descriptions of Commissions. Her guess is that they are all over the board,

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but she would state that she thought this was pretty common for this to be an area that does not get a whole lot of legislative attention. She would not expect there to be a great model out there, but she would check with her colleagues.

Councilmember Etten indicated Mr. Trudgeon brought up some questions about the kind of support to make sure that they are communicating well to the Commissions. He asked if there is any thought to having Councilmember Schroeder and himself be at the Commission meetings or offer to the Commissions their help to come in and talk about this more from the Council's viewpoint.

Mayor Roe thought it made sense to be at the Commission meetings to introduce the topic to the Commission from the Council's perspective, noting that was one of the things the Council was always challenged with, to make sure the Council is providing good direction and background to the Commissions. He thought that would be helpful.

Mayor Roe explained he requested staff put the State Statutes relative to the Planning Commission and Police Civil Service Commission in the packet because he thought it would be helpful for the Council and Commissions to be able to look at the statutes related to their Commissions. He strongly suggested that anything in the current Ordinance for the Planning Commission that is very repetitive or duplicating what is in State Statute that the City think about whittling that down to the traditional scope, duties, and functions. He would strongly suggest pulling out the procedure for adoption of the Comp. Plan which is very specific about applicants, open houses, and some of the procedures the City does. He did not think it could be put into the Zoning Code because that code relates to zoning but maybe it is something that may go into Chapter One of the City Code, which addresses administrative processes.

The Council concurred.

Councilmember Strahan wondered if it would be worthwhile referencing the Department of Human Rights from the State of Minnesota, noting there is some language on their website regarding local human rights commissions and guidance around that. She thought, again, linking it back to the State, not to duplicate, but also to tie that to the Commission, noting it is a good reference and drives the Commission's purpose.

Mayor Roe thought that made sense.

Councilmember Etten indicated he will look at all of the Commission meeting opportunities and for some helpers to meet with the Commissions regarding this.

8. Council Direction on Councilmember Initiated Agenda Items

9. Approve Minutes

10. Approve Consent Agenda

11. Future Agenda Review, Communications, Reports, and Announcements – Council and City Manager

City Manager Patrick Trudgeon reviewed the May 22, 2023 City Council meeting, the June 5, 2023 City Council meeting, and the June 20, 2023 City Council meeting.

Mr. Trudgeon noted he heard from Senator John Marty that it does not look like the OVAL funding will be in the bonding proposal. They are doing a cash only and cannot fit as many dollars in, which is disappointing. Senator Marty pledged to get it into the bonding bill in 2024.

Councilmember Etten noted that May 16, 2023 is Mr. Trudgeon's ten-year anniversary as City Manager. He thanked Mr. Trudgeon for his time.

Mayor Roe, in accordance with the requirements of State Statutes, updated the public on the Closed Session evaluation of Mr. Trudgeon and indicated Mr. Trudgeon had a very positive review and continues to do a very good job for the city and community and the Council heard feedback from his staff and department heads who were surveyed in the process as well as people in the community.

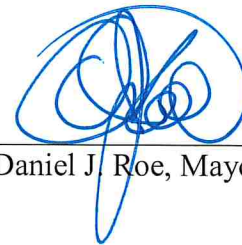
12. Adjourn

Strahan moved, Etten seconded, adjournment of the meeting at approximately 7:54 p.m.

Roll Call

Ayes: Strahan, Etten, Groff, and Roe.

Nays: None.



Daniel J. Roe, Mayor

ATTEST:



Patrick J. Trudgeon, City Manager