

MAYER CITY COUNCIL WORK SESSION MINUTES – JANUARY 28, 2019

Call Work Session to order at 6:55 p.m. by Mayor Dodge.

PRESENT: Mayor Dodge, Council Members Boder, McNeilly, and Stieve-McPadden

ABSENT: Council Member Butterfield

STAFF: City Administrator McCallum, Public Works Kuntz, and Deputy Clerk Gildemeister

ALSO PRESENT: Stephen Young, Don Wachholz, Jason Hilgers

1. **Discussion on Step Plan/Range Plan and Pay Philosophy:** In 2018, David Drowns Associates was hired by the City of Mayer to evaluate the City’s Classification and Compensation System. DDA presented a report of its findings for six positions to the City. City Administrator McCallum presented the 2018 Administrative Study’s Step Plan/Range Plan for consideration and asked Council for guidance on implementing a Pay Philosophy. Council discussed the factors of a step plan verses a range plan and agreed that the Step Plan would be the best Pay Philosophy option for the City of Mayer. Council agreed that they need to set a policy on how to promote employees obtaining licensures and transition them to a new job class. Council acknowledged that some on-going skills development is expected of personnel as they move through the Step Plan. Council directs City Administrator to bring a transition plan for Public Works to the next Personnel Meeting.

MEETING ADJOURNED

There being no further business, the work session was adjourned at 7:10 p.m.

Attest: \_\_\_\_\_  
Janell Gildemeister, Deputy City Clerk

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Mike Dodge, Mayor