



COUNCIL PROCEEDINGS THE CITY OF NEW BRIGHTON

Pursuant to notice thereof, a regular meeting of the New Brighton City Council was held Tuesday, April 25, 2023 at 6:30 pm in the New Brighton Council Chambers.

Present: Mayor Niedfeldt-Thomas, Councilmembers Abdulle, Allen, Axberg and Dunsworth
Absent: Councilmember Axberg

Also Present: Devin Massopust-City Manager, Sarah Sonsalla-City Attorney (attending remotely), Jen Lehmann-Assistant City Manager (attending remotely), Gina Foschi-Finance Director, Craig Schlichting- Director of Community Assets and Development; Ben Gozola-Assistant Director of Community Assets and Development, Laura Linehan-Baker Tilly

Call to Order

Mayor Niedfeldt-Thomas called the meeting to order at 6:30 pm.

Pledge of Allegiance

Mayor Niedfeldt-Thomas led the Council in the Pledge of Allegiance.

Public Comment Forum

Mayor Niedfeldt-Thomas opened the Public Forum for comments from the public.

Ken Bresky, 929 Second Street NE in Minneapolis, spoke on behalf of the VFW #724. He stated his mission was to ask support and participation from the Council for the upcoming, long-time tradition of the Memorial Day parade and commemorative ceremony at the St. John's cemetery. He requested the Council make announcements at meetings, send information to the public in an upcoming newsletter and to post information on the City's website. He provided the Council with a brochure and encouraged the Council to participate in the Memorial Day parade as well. He stated he would like the public to better understand the meaning of Memorial Day and to truly honor those who lost their lives while serving their country.

Mayor Niedfeldt-Thomas reported information on this event has been posted on the City's website.

Approval of Agenda

Approval of the April 25, 2023 Council Agenda.

Motion by Councilmember Dunsworth, seconded by Councilmember Abdulle to approve the agenda as submitted.

4 Ayes, 0 Nays-Motion Carried

Special Order of Business

1. Presentation from Ramsey County Commissioner Mary Jo McGuire.

Call to Order

Pledge of Allegiance

Public Comment Forum

Approval of Agenda

Approval of the
April 25, 2023
Agenda.

Special Order of Business

1. Presentation from

U

U

U

Ramsey County Commissioner Mary Jo McGuire thanked the Council for their time. She provided the Council with an update from the County stating she was looking forward to meeting with each Councilmember individually on how she can better serve the City of New Brighton. She reported April was National County Government month and last week was public health week. She was of the opinion Ramsey County was the best county in the country because the County continued to work to be better. She stated she appreciated all of the great work being done by her cities on behalf of the residents. She thanked Angela Fredrickson for her tremendous efforts on the farmers market and Stockyard Days. She reviewed the vision for Ramsey County which was to be a vibrant community where all are valued and thrive and noted the mission was to be a County of excellence working with you to enhance our quality of life. She reported Ramsey County's five core focus areas were people, integrity, community, equity and leadership. The County's strategic priorities were health and wellness, safety and justice, economic growth and community investment, and information and public records. She discussed how the County invested its CARES and ARPA dollars. She commented on legislative areas that were of mutual interest between Ramsey County and the City of New Brighton which were to increase County program aid/LGA, public safety resources, transportation funds and housing support. The transportation projects in the community were reviewed. She provided further information on the new Ramsey County HRA levy. She commended New Brighton for taking advantage of the great funding sources that were available through the County. She noted a new Ramsey County Environmental Services Center would be going in at 1700 Kent Street and noted the County would begin collecting food waste. She commented on the County's efforts on their climate action plan. Other areas of interest and future conversations were discussed. She thanked the New Brighton City Council for all of their great work on really important issues.

Councilmember Dunsworth asked if the County would be educating the public regarding food waste collection. Ramsey County Commissioner McGuire reported the County would be doing massive education regarding this program.

Councilmember Allen stated many of the items the City was working on, such as the climate action plan, coincided with the work being done by the County. He stated he appreciated the relationship that has been built with the County over the past seven years he has served on the City Council. He requested the County begin having conversations on how to improve transportation to New Brighton, Arden Hills and Mounds View. Ramsey County Commissioner McGuire stated she was deliberate to draw Met Council's attention to this situation.

Mayor Niedfeldt-Thomas requested City Manager Massopust pass along the housing study to Ramsey County Commissioner McGuire. She thanked Ramsey County Commissioner McGuire for her dedicated service to the City of New Brighton.

2. Proclamation Naming May 12 Arbor Day and the Month of May Arbor Month in the City of New Brighton.

Mayor Niedfeldt-Thomas read a proclamation in full for the record declaring May 12 Arbor Day and the Month of May Arbor Month in the City of New Brighton.

3. Proclamation Declaring May 7 through May 13, 2023 Drinking Water Week in the City of New Brighton.

Mayor Niedfeldt-Thomas read a proclamation in full for the record declaring May 7 through May 13, 2023 to be Drinking Water Week in the City of New Brighton.

4. Proclamation Declaring April 2023 as Fair Housing Month in the City of New Brighton.

Mayor Niedfeldt-Thomas read a proclamation in full for the record declaring April 2023 to be Fair Housing Month in the City of New Brighton.

2. Proclamation Naming
May 12 Arbor Day and the
Month of May Arbor
Month in the City of New
Brighton.

3. Proclamation Declaring
May 7 through May 13,
2023 Drinking Water
Week in the City of New
Brighton.

4. Proclamation Declaring
April 2023 as Fair Housing
Month in the City of New
Brighton.

U

U

U

Consent Agenda

1. Consider Approval of Payments.
2. Approve City Council Minutes:
 - a. March 28, 2023 Worksession Meeting Minutes.
 - b. March 28, 2023 City Council Meeting Minutes.
3. Accept Receipt of Commission Minutes:
 - a. February 13, 2023 Public Safety Commission Meeting Minutes.
 - b. February 16, 2023 Equity Commission Meeting Minutes.
 - c. March 16, 2023 Equity Commission Minutes.
4. Consider Request to Authorize Staff to Enter In To a Sub-Grant Agreement with the Metropolitan Emergency Services Board for Opiate Antagonist Reimbursement.
5. Consider Approval of Amendment to agreement with WSB for Professional Services for Sunny Square Reconstruction.
6. Consider Resolution Accepting 2023 Intern Program Grant from Minnesota City/County Management Association.
7. Consider Approval of Agreement with Minnesota Metro North Tourism.
8. Consider a resolution approving a site plan for rehabilitation work in Totem Pole Park.
9. Consider a resolution denying the appeal of Dale Zoerb of city staff's decision to deny a right-of-way permit to authorize the placement of private security cameras on city property and within the city right-of-way.
10. Consider Approval of Plans and Specifications and Authorization to Advertise for Bids for Public Improvement Project 23-1, 2023 Street Rehabilitation.
11. Consider Application for a Transient Merchant License for New Brighton Farmers Market.
12. Consideration of a resolution authorizing a transfer from the General Fund to the Community Reinvestment Fund and Amending the 2023 General Fund Budget.
13. Consider Approval of a Tobacco and Gasoline License for New Brighton Gas, Inc.
14. Consider Approval of Plans and Specifications and Authorization to Advertise for Bids for Public Improvement Project 23-3, 2023 Concrete Street Maintenance.
15. Consider a resolution authorizing Mow Less May.

Consent Agenda

1. Consider Approval of Payments.
2. Approve City Council Minutes:
 - a. March 28, 2023 Worksession.
 - b. March 28, 2023 City Council.
3. Accept Receipt of Commission Minutes:
 - a. February 13, 2023 Public Safety Comm.
 - b. February 16, 2023 Equity Commission.
 - c. March 16, 2023 Equity Commission.
4. Consider Request to Authorize Staff to Enter In To a Sub-Grant Agr. with the Metropolitan Emergency Services Board for Opiate Antagonist Reimbursement.
5. Consider Approval of Amendment to agr. with WSB for Prof. Serv. - Sunny Square Reconstruction.
6. Resolution Accepting 2023 Intern Program Grant from MN City/County Management Assoc.
7. Consider Approval of Agr. with Minnesota Metro North Tourism.
8. Resolution approving a site plan for rehabilitation work in Totem Pole Park.
9. Resolution denying the appeal of Dale Zoerb of city staff's decision to deny a right-of-way permit to authorize the placement of private security cameras on city property and within the city right-of-way.
10. Consider Approval of Plans and Specs and Authorization to Advertise for Bids for Public Improvement Project 23-1.
11. Consider App. for a Transient Merchant Lic. for NB Farmers Market.
12. Resolution authorizing a transfer from the General Fund to the Community Reinvestment Fund

U

U

U

16. Consider Resolution Appointing Council Liaisons to Advisory Commissions.

Motion by Councilmember Allen, seconded by Councilmember Abdulle to approve the Consent Agenda as presented.

4 Ayes, 0 Nays - Motion Carried

Public Hearing

None.

Council Business

1. Consider Resolution Adopting Compensation Plan and Classification System.

City Manager Massopust stated the City of New Brighton's current pay plan and classification system has been around for decades and any institutional knowledge as to how it was crafted is no longer present. The company that was used to create the classification system went out of business in 2008. As such, it has been a priority to provide a much needed update. The pay plan update is important to reflect the current labor market conditions, but the system update is important as well to ensure legal compliance in future years. Market analyses have been completed over the years, with the most recent occurring in 2019. However, there has been no whole sale changes to the pay structure of the City based on said analyses. In 2022, the Council approved having Baker Tilly create a new compensation and classification system. As mentioned, the new classification system is an imperative update for the City of New Brighton to complete as the current system is outdated and has resulted in a pay plan that is inconsistent as well as outdated. Baker Tilly also has provided a comparison document on benefits that is included in the packet item. Additionally, a market comparison was completed regarding temporary and seasonal positions, though at this time there is no implementation recommendations as relates to that analysis. The purpose and context of the compensation study, which was to assist with retaining and recruiting employees was discussed. Staff commented further on the proposed compensation plan and classification system and recommended approval. It was noted the new pay plan would be implemented on July 8, 2023. Councilmember Allen commented he appreciated how the City was modernizing his compensation and pay in order to better reflect the market. He stated the City was fortunate that it has managed to retain its employees and it was his hope the new pay plan would assist with retaining and recruiting employees. He commented further on how the employees on the lower end of the pay scale would benefit from the new pay plan. He stated he was happy that the City was moving forward with the new compensation plan and classification system. He understood that this new plan would come with a cost, but he believed this was the best path forward for the City.

Mayor Niedfeldt-Thomas stated a compensation study has not been completed since 2019. She explained she saw the new pay plan as deferred maintenance, given how the job market and pay scales have changed since the pandemic. She asked how often a pay study should be completed going forward. Laura Linehan explained generally a pay study should be completed every three to five years.

Mayor Niedfeldt-Thomas requested further information on how the paid time off (PTO) and benefits offered was reviewed. Laura Linehan discussed how staff reviewed PTO and benefit plans for other cities in order to create an updated structure for New Brighton.

Mayor Niedfeldt-Thomas requested staff speak further to the option that was brought forward for approval. City Manager Massopust reported staff brought four options to the Council at a recent worksession. He noted several of the options were not cost effective. He reported the option moving forward was people centric and the most reasonable for the City to pursue.

and Amending the 2023 General Fund Budget.

13. Consider Approval of a Tobacco and Gasoline Lic. for New Brighton Gas, Inc.

14. Consider Approval of Plans and Specs and Authorization to Advertise for Bids for Public Improvement Project 23-3.

15. Resolution authorizing Mow Less May.

16. Resolution Appointing Council Liaisons to Advisory Commissions.

Public Hearing

Council Business

1. Consider Resolution Adopting Compensation Plan and Classification System.

U

U

U

Mayor Niedfeldt-Thomas requested staff speak to the intentionality of the funds that have been set aside in preparation for the new pay plan. City Manager Massopust reported the fund being used for the one-time funding in July is the Community Reinvestment Fund. He commented further on how the City utilizes funding from the Community Reinvestment Fund to pay off utility funds.

Mayor Niedfeldt-Thomas thanked staff and Baker Tilly for their efforts on the pay study. She discussed how important it was for the City to retain its excellent employees. She noted she would be supporting the proposed compensation plan and classification system.

City Manager Massopust read a statement from Councilmember Axberg stating she wanted City employees to be paid fairly and market competitively for pay and benefits. She agreed there were opportunities for some improvements in the existing compensation structure. She noted the City's turnover rate was low and the existing structure allows for flexibilities to address market pressures. She believed there was opportunity and value in taking time and linking the changes to the upcoming budget. This additional time might enable the City to distinguish and reward top talent.

Motion by Councilmember Allen, seconded by Councilmember Abdulle to approve a Resolution adopting the compensation plan and classification system.

3 Ayes, 1 Nay (Councilmember Dunsworth opposed)-Motion Carried

2. Consider Acceptance of the First Quarter 2023 Financial Reports.

City Manager Massopust indicated Finance Director Foschi would be presenting this item to the Council. Finance Director Foschi stated Quarterly Interim Financial Reports are provided to keep the Council informed of the City's fiscal condition. She reviewed the budget to actual financials for the General Fund and City Utility Funds from the first quarter of 2023 in further detail with the Council and recommended approval.

Mayor Niedfeldt-Thomas thanked staff for the detailed presentation. She commented on the City's investments and discussed how the market was rebounding. She questioned if the City's portfolio would be evolving. Finance Director Foschi reported the City invests when they receive settlements and based on yield rates offered at the time, funding will be invested. She understood CD's and municipal bonds were looking better than in the past, which meant this chunk of the pie would grow.

Mayor Niedfeldt-Thomas asked if there were any alarming financials that came up in April. Finance Director Foschi stated she was not aware of anything alarming in the April financials. Councilmember Abdulle stated he was pleased the City had not invested in cryptocurrencies.

Motion by Councilmember Allen, seconded by Councilmember Dunsworth to accept the First Quarter 2023 Interim Financial Report.

4 Ayes, 0 Nays-Motion Carried

Commission Liaison Reports, Announcements and Updates

Devin Massopust

City Manager Massopust reported the Council would be holding a worksession meeting on May 2 and the chairs of each commission would be reviewing their work plans for 2023. He noted the City was accepting artwork for the banner contest through May 15. He stated construction began on Old Highway 8 and the first phase of this project should wrap up in July.

2. Consider Acceptance of the First Quarter 2023 Financial Reports.

Commission Liaison Reports, Announcements and Updates

U

U

U

Graeme Allen

Councilmember Allen reported the Planning Commission met on Tuesday, April 18. He reported the group discussed the site plan for Totem Pole Park. He reviewed the amenities that would be included within the park and noted the Planning Commission recommended approval of the plan. He reported he attended the Rotary Club Golden Plate Gala which served as a fundraiser for NYFS at the Mounds View Community Center. He explained he had a wonderful time attending the community Iftar dinner and stated he received a great deal of positive feedback on this event. He encouraged residents to participate in No Mow May in order to protect pollinators, bumble bees and butterflies.

Abdullahi Abdulle

Councilmember Abdulle reported he also attended the community Iftar dinner. He noted Ramadan concluded last Friday. He stated he was grateful for everyone that was making the City of New Brighton a welcoming place for everyone.

Mayor Niedfeldt-Thomas

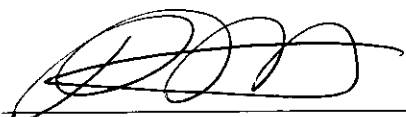
Mayor Niedfeldt-Thomas thanked staff for their assistance with the Iftar dinner. She explained she received a great deal of positive feedback on the event and she appreciated how this event connected with residents who feel they have not been reached out to before by the City. She thanked the Mounds View School Foundation for putting on a great luncheon. She thanked Commissioner McGuire for attending this meeting. She noted she attended a regional mayors meeting earlier this month. She thanked the public safety team for their efforts to support the presidential visit in Fridley. She explained she attended the Public Safety meeting, along with the Fire Relief Association meeting where they had an audit review. She invited the public to attend the League of Women Voters presentation from the Peacemakers on Thursday, April 27. She noted the New Brighton Historical Society would be holding their annual meeting on Thursday, April 27 and all are welcome to attend. She congratulated Councilmember Pam Axberg for receiving the Kate Berman Award from the YWCA. She noted the first outdoor farmers market would be held in June. She explained the Sunny Square ribbon cutting ceremony would be held on Tuesday, May 30. She stated the City sponsored concert series would begin on Thursday, May 11. She congratulated the Irondale drum line for placing first at WGI in Dayton, Ohio.

Adjournment

Mayor Niedfeldt-Thomas adjourned the meeting at 8:22 p.m.

Adjournment

The meeting adjourned at 8:22 p.m.



Kari Niedfeldt-Thomas, Mayor

ATTEST:



Terri Spangrud, City Clerk

U

U

U