

Councilmember        introduced the following resolution and moved for its adoption:

**RESOLUTION #**

**Consider a Resolution to Authorize Staff Position/Wage  
Modifications Due to Organizational Changes**

**WHEREAS**, the city maintains a position, classification, and wage plan for all positions in accordance with federal and state laws; and

**WHEREAS**, the plan is reviewed periodically to ensure that responsibility levels and wages are commensurate with the work performed; and

**WHEREAS**, from time to time it becomes necessary to update the city's positions and wages based on organizational changes and the City Council's staffing strategy; and

**WHEREAS**, in an effort to realize savings through staffing reductions/attrition, five employees listed below have taken on greater responsibilities which were previously handled by higher level employees; and

**WHEREAS**, in the interest maintaining equity and promoting retention, the City Administrator recommends the five positions listed below for modifications based on the established pay scales.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF  
RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA, as follows:**

- Change the Senior Planner position, occupied by Tim Gladhill, to that of the Development Services Manager, effective July 1, 2012.
- Change the Human Resources Representative position, occupied by Colleen Lasher, to that of the Human Resources Manager, effective July 1, 2012.
- Change the Senior Accountant position, occupied by Denelle McAlpine, to that of the Assistant Finance Director, effective July 1, 2012.
- Change the Lieutenant position, occupied by Jeff Katers, to that of the Captain, effective July 1, 2012.
- Change the Associate Planner/Environmental Coordinator's pay scale to that of the Associate Planner.

The motion for the adoption of the foregoing resolution was duly seconded by Councilmember        , and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 24<sup>th</sup> day of July, 2012.