

ask more pointed questions and have more comfort in talking with someone that is not the final decision maker.

Councilmember Riley stated he would agree that increasing the wage scale will make recruitment easier and since experts were hired, he would ask why the City Council would not want to follow their recommendation. He asked Human Resources Manager Lasher about her position.

Human Resources Manager Lasher stated she is reluctant to increase the pay grade but since the City has recruited twice unsuccessfully, she welcomes professional advice. However, she would recommend being conservative in the wage offered.

Councilmember Kuzma stated the City has a large project and to move it, someone with contacts and skill sets is needed, which would be a senior level employee rather than an employee at the bottom of the pay scale. He stated support for the recommendation to attract that senior level applicant.

Councilmember Kuzma stated this recommendation moves up the scale, but keeps the bottom about the same so he is not sure whether it will attract a higher-level candidate.

Councilmember Johns stated support for Springsted's recommendation. She stated if this position is an integral part of the plan going forward and the City has not been successful in several recruitment events, this may be the "magic bullet" to get it done so she supports moving forward.

Mayor Pro tem Backous stated he is torn with this decision and would rather post "For Sale" signs on the property. He stated the only reason he would support hiring for this position is to address the rest of Ramsey. Mayor Pro tem Backous stated it bothers him that Springsted was hired and paid \$6,500 and their recommendation is to pay a higher wage scale but he would support it as long as the position is paid at the lower range of the scale. He stated if recruitment is not successful this time, he would no longer support filling this position.

Human Resources Manager Lasher stated Springsted referenced the City of Moorhead who had just recruited so she contacted them. The City of Moorhead offered a salary range of \$70,093 to \$75,768 and found and hired an excellent candidate from the private sector at \$73,000.

Mayor Pro tem Backous polled the City Council, noting six were in support and one opposed.

The majority consensus of the City Council was to support Option 1 to increase the wage scale by eight percent to bring the range up to \$73,173 to \$91,465.

2.02: Review Environmental Policy Board's 2013-2014 Proposed Work Plan

Associate Planner/Environmental Coordinator Anderson described the activity of the Environmental Policy Board (EPB) during 2013 and presented its 2013-2014 proposed Work Plan as detailed in the staff report.

Councilmember LeTourneau stated he is the City Council liaison to the EPB, found it a pleasure, and supported that the group has become self directed. He stated this is valuable work, he supports the Work Plan, and thinks it will mean a lot to the community.

Mayor Pro tem Backous concurred and stated he had also served as EPB liaison. He stated he knows they are devoted members and provide an excellent service. He stated the Environmental Expo will be a good platform to present this information.

Councilmember Kuzma stated he is also in support of the Work Plan and had enjoyed sitting in at an EPB meeting.

Associate Planner/Environmental Coordinator Anderson requested feedback on the draft Work Plan and if there was support to direct staff to schedule the Work Plan for formal action at a future City Council meeting.

EPB Member Larry Lewis asked if this format works well, noting it is also to address future actions going forward. He asked if this framework is satisfactory to the City Council.

Mayor Pro tem Backous stated if it is efficient for the EPB, he would support it.

Councilmember Johns thanked the EPB for their work and stated she likes how the categories are sorted, making it easy to read and work with. She stated she supports this Work Plan and moving it forward.

Associate Planner/Environmental Coordinator Anderson stated the EPB will be discussing whether there is merit to continue the tree sale program. This year it was incorporated into the spring recycling day event, which was more efficient for staffing but resulted in longer waits for residents to pick up trees. He stated the EPB will be discussing whether it makes sense to continue with that program.

Councilmember LeTourneau agreed that the Work Plan's organization with bulleted points is easy to follow and efficient to keep updated.

The consensus of the City Council was to direct staff to add the EPB's 2013-2014 draft Work Plan to a future City Council agenda for formal action.

2.03: Receive Update on Minnesota Department of Natural Resources (DNR) Rulemaking for Mississippi River Corridor Critical Area (MRCCA)

Development Services Manager Gladhill provided an update on the Minnesota Department of Natural Resources (DNR) rulemaking activities related to the Mississippi River Corridor Critical Area (MRCCA). The intent is to update existing regulations found in Minnesota Statute Chapter 116G. It was noted the Critical Area extends from Ramsey's western border south down to Hastings, nearly 72 miles and encompasses approximately 30 governmental subdivisions across the metro area. Development Services Manager Gladhill presented the development standards and described the anticipated impact. He also addressed how these standards compare and