

**Meeting Date:** 04/23/2013

**By:** Colleen Lasher, Administrative Services

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### Information

**Title:**

Report from the Personnel Committee - April 23, 2013 / Resolution to Hire an Economic Development Manager

**Background:**

Earlier this evening the Personnel Committee motioned to recommend approval of this case. The case was presented as follows:

At the February 12, 2013 meeting, the City Council motioned to approve a resolution directing staff to conduct a recruitment for an Economic Development Manager.

Staff conducted a recruitment based on the newly updated job description, including the addition of the Housing and Redevelopment Authority (HRA) duties and other updates necessary to best meet the needs of the City. Staff received fourteen applications; conducted six interviews and three candidates were interviewed a second time.

The top candidate, Mr. Sean Sullivan, was selected to advance in the recruitment process and was provided with a contingent job offer on April 9, 2013. Following that, Mr. Sullivan successfully passed the City's background check, reference checks and drug screen, as well as the work-style assessment.

It may be of interest to note that Mr. Sullivan worked for the City of Ramsey as an Economic Development Coordinator from 2000 to 2010 and is therefore very familiar with many of the City's current businesses, the economic development function, many City staff members and other professional contacts in the area. Since then, Mr. Sullivan has continued in his role as an economic development professional and has gained additional skills and credentials.

**Notification:**

History: The City employed an Economic Development & Marketing Manager from November of 2010 through March 2012. This position was vacated in March 2012, following a resignation. In April 2012, the Assistant City Administrator/Community Development Director position was vacated. Both positions were significantly involved in Economic Development.

Since then, with the City Administrator's general oversight and support, the Assistant to the City Administrator (previously known as the Management Analyst) has been covering many of the City's economic development duties; the Finance Director has been covering the Tax Increment Financing district responsibilities; and the EDA consultant Mike Mulroney has assisted with various economic development projects, as needed.

A needs analysis was conducted for this position. Based on results of that analysis, staff recommended that a full-time Economic Development Manager be hired to perform the City's economic development function. This position would be responsible for the development and implementation of economic development, programs, and services for both commercial and industrial businesses. Without this position it would be very difficult to attain many of the City Council's strategic goals; many of which focus on economic development.

Staff proposed a slight restructure of the position from Economic Development & Marketing Manager to Economic Development Manager to allow this position to focus specifically on economic development. The restructure would place more emphasis on real estate and development transactions such as negotiating and securing property

purchases for the purposes of development and redevelopment; as well as transferring much of the marketing and communications component (via electronic and printed media) to the Assistant to the City Administrator. Lastly, staff proposed continuing the Assistant to the City Administrator's role of assisting in some economic development duties in order to ensure continuity with internal and external customers, and to provide proactive back-up staffing for this important function.

**Observations/Alternatives:**

Staff recommends this hiring as the best way to properly address the City's economic development priority.

The Council may deny or postpone action on this recommendation to allow further review. However, neither of these alternatives allow this position to be hired in a timely manor.

**Recommendation:**

The Personnel Committee recommended hiring Mr. Sean Sullivan as the City's new Economic Development Manager, effective on or near May 28, 2013, at \$37.45 per hour (step 4 of the 2013 wage scale) with a credit of 5 vacation days for a mid-career hire.

**Funding Source:**

The annual funding required for this position, based on salary (step 4) and benefits is approximately \$91,895 (TIF @ 20%, EDA 20%, HRA 60%). Funding for this position is included in the 2013 budget.

**Council Action:**

Motion to approve resolution #13-04-075, to hire Mr. Sean Sullivan as the City's new Economic Development Manager, effective on or near May 28, 2013, at \$37.45 per hour with a credit of five vacation days.

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**Attachments**

Resolution

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**Form Review**

**Inbox**  
Kurt Ulrich

**Reviewed By**  
Kurt Ulrich

**Date**  
04/18/2013 03:03 PM  
Started On: 04/15/2013 09:03 AM

Form Started By: Colleen Lasher

Final Approval Date: 04/18/2013