

was discussed and it was determined that incumbent candidates that are seeking a second term will submit a letter of interest and if there is recommendation from the Chair of the Board, they will not need be asked to appear before the City Council. She asked would be Council still like her to get Chair recommendation for incumbents seeking a third term.

Mayor Kuzma confirmed this.

Administrative Services Director Lasher stated Staff is asking for incumbents who are seeking a second term and is recommended for reappointment by the Chair that the Council would still like to have discussion, it would not be an automatic reappointment.

Mayor Kuzma replied he thought if the Chair is comfortable with the candidate it would not need Council review unless there were issues.

Councilmember Woestehoff asked if Staff reviews the recommendation from the Chair. Administrative Services Director Lasher confirmed this. Councilmember Woestehoff stated he agreed that if there area any concerns that it would be discussed by Council.

Councilmember Howell asked if the Chair doesn't recommend reappointment if the candidate would have to go through the application process and interview again.

Administrative Services Director Lasher replied this situation happened one time previously and it was awkward to deal with. In that situation the Chair didn't support reappointment, the Council considered the reappointment and declined it.

Mayor Kuzma stated if the Chair doesn't give an endorsement, then it comes back to the Council.

Administrative Services Director Lasher asked for Council direction for someone seeking a fourth or fifth term and if they wanted it to be an odd year term process.

Councilmember Specht replied that his big picture concern is there have been more applicants than positions and wanted to ensure that everyone has a chance. He questioned if term limits were discussed.

Councilmember Heineman replied that he liked the odd term because it gives the Chair the opportunity to reappoint effective candidates but also allows for new candidates.

Councilmember Woestehoff asked if all boards and commissions were four years with the exception of the EDA.

Administrative Services Director Lasher confirmed this, adding if it is a full term. The EDA is six years. She stated if a person serves a partial term, that is still considered their first term if Council agrees.

Mayor Kuzma asked if they were looking at a four year term, if they were reappointed they would go to a second four-year term, and if there was a third term that would be an odd. Administrative Services Director Lasher confirmed this.

Councilmember Howell asked if a half-term would be considered one full term.

Administrative Services Director Lasher replied if Council was agreeable, that would help her. A first partial would still be the first appointment.

Councilmember Musgrove commented that part of the discussion included an exit questionnaire and asked if there were questions on that.

Administrative Services Director Lasher stated that she could do that with the assistance of the City Attorney because exit interview data is considered confidential. If it is presented in a public meeting it has to be presented in such a way that it is considered aggregate data and not identifiable to a certain person. She stated it could be done carefully if it is helpful but is it going to be a bit of a process.

Councilmember Riley asked how known life changes are the reason for declining reappointment and how that could be handled.

Administrative Services Director Lasher replied, from an HR perspective, when they reach out to board and commission members if they are interested in reappointment that is often the reason. She stated if the reason is dissatisfaction, she could do the exit evaluation or suggest they speak to their Councilmember.

Councilmember Musgrove commented that she didn't know that getting feedback is already part of the process. She stated that she wasn't sure how the Council could address issues or concerns unless they are directed to their Councilmember or the Mayor to provide additional feedback and still maintain confidentiality. She stated that she was ok with not having an exit interview and having an additional process for them to reach out to communicate concerns.

Councilmember Howell echoed Councilmember Musgrove's comments but questioned the amount of time that will be required of Staff to be able to present the information to the Council and what value is gained. She stated that directing members to contact the Council if they are unhappy instead of having a set process that will take Staff time.

Administrative Services Director Lasher replied that is the most practical and the best way to learn what is on their mind. She pointed out that when a third, fifth, or seventh term incumbent is reappointed they will be given a different set of interview questions that are more conversational. She asked if she understood that correctly the answers would be sent to Council for feedback. Mayor Kuzma confirmed this.

The consensus of the Council was to accept recommendations from the Chair for incumbents seeking reappointment with an odd year term to allow opportunities for new candidates. An informational interview will be conducted with the results sent to Council for feedback. If the

member has concerns and doesn't seek reappointment as a result, Staff is to direct them to contact their Councilmembers.

2.05: Discuss Council Member Compensation

Administrative Services Director Lasher reviewed the Staff report highlighting that the last time Council compensation was adjusted was in 2005. She also stated that the Ramsey City Council ranks 29 out of 31 in terms of being the lowest paid. She stated that an increase is recommended.

Councilmember Woestehoff asked if math was done in the COLAs between 2005 and now and what that would equate to if Councilmembers were compensated with the same level of COLA increases as Staff.

Administrative Services Director Lasher replied she did not.

Councilmember Woestehoff stated that it would be good to keep up with the times. He stated that the Mayor was paid a certain percentage of the current governor's salary, Council was also set on a percentage. He stated then it wouldn't be a set number. He also agreed with COLA increases as well.

Councilmember Howell stated she will not support an increase. She stated that the Council has to find ways to cut little amounts here and there.

Administrative Services Director Lasher commented that Columbia Heights, Fridley and Stillwater offer their Councilmembers benefits, primarily health insurance benefits, and they offer that at the same contribution rate the employees receive. She also found that Fridley offers a waiving benefit of almost \$5,000 a year, there are three cities that are considering that instead of a monthly wage.

Councilmember Musgrove commented that she thought the consensus was not to increase the Council's salary. She asked if this is a new budget year and if that is why it is coming up. She stated that she is concerned that Staff time was spent on this because the consensus was not to increase it. She stated she will not be supporting this either. She stated that as a public representative and elected official they should not be making a lot of money from it and she was happy with the current salary even though it is low.

City Administrator Ulrich stated that the reason it came up is because there is an election coming up, that Council has an opportunity every two years to consider an increase.

Councilmember Specht agreed, adding that even though it hasn't been adjusted since 2005, they are only \$1,000 below average. He stated he wanted to make sure the resident's money was used for the City.

Councilmember Heineman agreed that he isn't interested in an increase either.

The consensus of the Council was to not increase Councilmember wages.