



CITY OF CORCORAN
Council Work Session Agenda
May 13, 2021 - 5:30 pm

1. Call to Order / Roll Call
2. Comparable City Discussion for Compensation Philosophy*
3. Unscheduled Items
4. Adjournment

Meeting Held Via Telephone/Other Electronic Means Call-in Instructions

Call: +1 312 626 6799 US
Enter Meeting ID: 851 8338 4704
Press *9 to speak during the Public Comment Sections in the meeting.

Video Link and Instructions:

<https://us02web.zoom.us/j/85183384704>
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Participants can utilize the Raise Hand function to be recognized to speak during the Public Comment sections in the meeting. Participant video feeds will be muted.

For more information on options to provide public comment visit:
www.corcoranmn.gov

Due to the COVID-19 health pandemic, the City Council's regular meeting place is not available and is not open to the public. Pursuant to Minnesota Statute 13D.021 the one or more members of the City Council may participate by telephone or other electronic means.

***Includes Materials** - Materials relating to these agenda items can be found in the house agenda packet book located by the Council Chambers entrance, or online at the City's website at www.corcoranmn.gov.



CITY OF CORCORAN

8200 County Road 116 • Corcoran, MN 55340
763-420-2288 • www.ci.corcoran.mn.us

MEMO

Meeting Date: May 13, 2021
To: City Council
From: Brad Martens, City Administrator
Re: Comparable City Discussion for Compensation Philosophy Discussion

In April, the Council held a work session to discuss staff planning as well as the need for a compensation philosophy. Staff was directed to begin the process of developing data necessary for a compensation philosophy to be implemented.

Staff believes the first step in establishing a philosophy is to establish a peer group and a general sense of where Corcoran should rank within that peer group. Staff established the attached table of potential cities for comparison and recommends selecting a peer group of the following eight cities for comparison:

- Carver
- Dayton
- Medina
- Minnetrista
- Orono
- Rogers
- Victoria
- Wayzata

The reason for the selection of these cities is due to one or more of the following:

- Range of population is similar in nature
- Geographic location makes them a likely competitor
- Growing community
- Complexity of the organization is similar

It should be noted that staff began looking into additional information for each city such as annual budget, tax capacity, etc. and found that information not to be helpful. As one example, the City of Medina's tax capacity is twice that of Corcoran due to their non-residential development however the jobs are very similar. Additionally, the 2021 budget for Medina has a significant capital project included which makes it appear significantly larger than Corcoran. Staff found that cities include different items in their budgets, so it is difficult to compare apples to apples. Staff believes that the above four factors are more important for consideration.

If the City Council supports the recommended comparable city group, staff will begin obtaining information from the cities for their pay structures and pay for similar positions, as well as benefit information (PTO, insurance, etc.). It is noted that two of the recommended cities do not have police departments for comparison.

In addition to the discussion on comparable cities, staff requests the Council begin discussing a compensation philosophy once this information is obtained. As City Administrator, having a firsthand view of how hard it is to attract talent, I feel strongly that Corcoran should be in the upper tier of this peer group. City Council feedback on that opinion is requested.

Next steps:

- May 13th City Council selects comparable cities; directs staff to obtain data
- July Staff presents data to Council with recommendations for changes

Attachments:

1. Comparable cities

	2019 Pop.	7 County Metro	Police	Geographic Size	Fast Growing	Distance from Mpls. Or St. Paul	Notes
Corcoran	5,986	Yes	City	36.1	Yes	21.2	
Medina	6,788	Yes	City	27.1	Yes	26.4	Access to Hwy. 55
Dayton	6,374	Yes	City	25	Yes	29.3	Access to I-94
Rogers	13,232	Yes	City	26.2	Yes	24.3	Access to I-94
Albertville	7,519	No	County	4.7	Yes	30.9	Access to I-94
Minnetrissa	8,108	Yes	City	30.9	Yes	24.7	Lake Minnetonka
St. Michael	18,157	No	County	36.4	Yes	30.5	Access to I-94, Wright County
Otsego	18,130	No	County	30.5	Yes	33.2	Access to I-94
Lake Elmo	11,105	Yes	County	24.2	Yes	14.1	Access to I-494
Hugo	15,388	Yes	County	36	Yes	18.7	Access to I-35E
Oak Park Heights	4,897	Yes	City	3.3	No	20.7	Lost an officer to them
Greenfield	2,956	Yes	County	21.5	No	29.7	Borders Wright County
Independence	3,778	Yes	West Hennepin	34.5	No	23.6	Access to Hwy. 12
Hanover	3,489	Yes - partial	County	5.6	No	27.9	Crow River, two counties
Delano	6,282	No - Wright	County	4.4	Yes	28.3	Historic, Crow River
Elko New Market	4,920	Yes	City	3.4	Yes	31.6	on I-35
Jordan	6,497	Yes	City	3.2	No	35.7	Hwy 169
Rockford	4,419	Yes - partial	County	2.6	No	29.2	Crow River, Hwy 55
Victoria	10,585	Yes	County	10.7	Yes	26	Lake Minnetonka
Carver	4,990	Yes	County	4.3	Yes	30.6	On MN River, Hwy 212
Maple Plain	1,823	Yes	West Hennepin	1	No	20.4	Hwy. 12
Waconia	13,277	Yes	County	4.6	Yes	35.8	Historic, on lake
Belle Plaine	7,250	Yes	City	6.1	Yes	42.4	Access to Hwy. 169
Nowthen	4,771	Yes	County	35.2	No	35.2	Anoka County
Oak Grove	8,868	Yes	County	35.2	No	30.3	Anoka County
Scandia	4,054	Yes	County	39.7	No	34	Borders WI
Wayzata	4,672	Yes	City	4.7	No	13	Lake Minnetonka
Orono	8,284	Yes	City	24	Yes	18	Lake Minnetonka
Mound	9,447	Yes	Orono	5.1	No	24.1	Lake Minnetonka
Deephaven	3,790	Yes	City	3.9	No	16.2	Lake Minnetonka
Maple Grove	68,101	Yes	City	35	Yes	16	I-94/I-494
Plymouth	79,475	Yes	City	35.3	Yes	11.2	I-494