



**MINUTES  
WORK SESSION OF THE CITY COUNCIL  
OF THE CITY OF WHITE BEAR LAKE, MINNESOTA  
TUESDAY, JULY 19, 2022  
6:00 PM IN THE 2<sup>ND</sup> FLOOR BOARD ROOM  
CITY HALL**

**Work Session Opened: 6:05 PM**

**In Attendance:** Mayor Louismet, Councilmembers Walsh, Hughes, Jones, Edberg (arrived at 6:13 PM), and Engstran. City Manager Crawford, Assistant City Manager Juba, Community Development Director Lindahl, and Housing and Economic Development Coordinator Shimek

Victoria McGrath of McGrath Human Resources presented the draft findings and recommendations of the Classification and Compensation Study that her firm prepared for the City. McGrath stated that the ranges in the City's current plan have fallen very behind today's market, with the previous system originally implemented in 1988. The City Council discussed the recommendations, potential ramifications if the system is not updated, implementation strategies and costs, and requested that some aspect of merit pay be included in the proposed annual step system. Staff will work with McGrath to institute the proposed changes and return with a revised draft for discussion at the August work session.

Lindahl and Shimek recapped the discussion from the June 21, 2022 work session regarding the Housing Task Force recommendations and the role of the Housing and Redevelopment Authority. At that meeting, it was determined that additional discussion was needed to prioritize the City's housing goals and policies. Staff went on to present housing terminology and data for White Bear Lake. The City Council provided discussion and feedback to help staff prioritize goals and policies, but ultimately decided to table the discussion until later in the calendar year. Staff will be sending out additional survey requests to obtain more general feedback from the City Council.

**Work Session Adjourned: 9:44 PM**