

Business Item

Management Committee



Committee meeting date: December 17, 2025

For the Metropolitan Council: Management Committee only

Business Item: 2025-321

2026 Salary adjustments for the Regional Administrator and General Counsel

District(s), member(s):	ALL
Policy/legal reference:	Minn. Stat. §473.129 subd. (Powers of Metropolitan Council) Non-Represented Plan §10.9
Staff prepared/presented:	Cassandra Tabor, Chief Human Resources Officer (651-602-1417)
Division/department:	Regional Administration/Human Resources

Proposed action

That the Metropolitan Council accept Chair Hutcheson's 2026 salary adjustment recommendation for Ryan O'Connor, Regional Administrator and Ann Bloodhart, General Counsel and authorize staff to implement salary increases in alignment with the non-represented adjustment (3.0%), including performance compensation for performance scores "Meets Expectations" or higher (2.5%) effective December 20, 2025.

Background

Unclassified positions are designated, appointed, and compensated under the authority of the Regional Administrator. Salary increase pools for unclassified and classified executive positions have been determined for 2026.

Rationale

With respect to annual salary increases for the Regional Administrator and General Counsel, both appointed by the Metropolitan Council, section 10.9 of the Non-Represented Plan states:

"The Chair may propose starting salary and salary adjustments for the Regional Administrator and General Counsel. The Chair will advise the Management Committee and obtain its consent before implementing any salaries or adjustments."

Thrive lens analysis

On Feb. 12, 2025, the Council adopted Imagine 2050, which builds on policy direction in Thrive MSP 2040. Under the Thrive lens this action falls under stewardship and within the financial parameters established by the Council for managing labor costs and demonstrates efficient and effective management of public financial resources.

The action also represents a fair and reasonable wage increase and demonstrates the Council's prosperity commitment to investment in its employees.

Funding

The recommended salary increases are within the 2026 adopted operating budget and are

consistent with the parameters established by the Management Committee for represented bargaining units.

Small business inclusion

There are no direct impacts to small business with this action.

