



**AGENDA**  
**St. Paul Minimum Wage Study Committee**  
Thursday, June 21, 2018, 8:30 a.m. – 10:30 a.m.  
(light breakfast provided)  
University of St. Thomas – McNeely Hall, Room 100  
2060 Summit Ave, St Paul, MN 55105

**Proposed outcomes for this meeting**

- Review study committee charge and proposed goals
- Receive follow up on research questions
- Hear perspectives from food/restaurant industry favoring a tip credit
- Discuss information received and confirm additional information needed
- Agree on next steps

**8:30 a.m. – 8:45 a.m.**

*Light breakfast served*

1. Welcome B Kyle and Rick Varco, Co-Chairs
  - a. Review committee charge and proposed goals for committee work
    - *Understand current minimum wage policies*
    - *Evaluate and provide feedback on options for the following four ordinance components:*
      - a. *Minimum Wage Rate and Indexing to Inflation*
      - b. *Exemptions*
      - c. *Tip penalty/credit*
      - d. *Phase-in time*
    - *Make recommendations based on these findings and conclusions.*
  - b. Approval of minutes
  - c. Debrief of previous meeting

**8:45 a.m. – 9:00 a.m.**

2. Research update Thomas Durfee, U of MN

**9:00 a.m. – 9:45 a.m.**

3. Tip Credit Panel
  - Jeff Crandall, Bartender, Eagle Street Grille*
  - Robert Crew, Director of Food & Beverage Operations, Commonwealth Properties*
  - Torrence Beavers, Executive Chef, Brunson's*
  - Jamie Robinson, Majority Owner/President, Northbound Smokehouse & Pub*
  - Jennifer Schellenberg, Server, Northbound Smokehouse & Pub*

**9:45 a.m. – 10:15 a.m.**

4. Discussion/Q&A B Kyle, Co-Chair

**10:15 a.m. – 10:25 a.m.**

5. Community Report B Kyle, Co-Chair

**10:25 a.m. – 10:30 a.m.**

6. Next steps B Kyle, Co-Chair
7. Evaluate meeting
8. Adjourn

## Upcoming Meetings

June 28 at 100 McNeely Hall, University of St. Thomas, St. Paul

### PRESENTER BIOS

#### **Jeff Crandall, Bartender, Eagle Street Grille**

Jeff is a resident of downtown St. Paul. He studied general studies at University of Wisconsin and music theory, voice, and recording arts at Music Tech/McNally Smith College of Music with associates degrees in music production and audio engineering. Jeff has worked over 20 years in the restaurant industry as a busser, host, server, food runner, wait assistant, bartender, and manager. He has experienced working in everything from corporate chain restaurants to locally owned family restaurants, sports bars to fine dining. Jeff has been a bartender at Eagle Street Grille in downtown St. Paul since 2013.

#### **Robert Crew, Director of Food & Beverage Operations, Commonwealth Properties**

Robert has been in his position since 2009 and was the General Manager of W.A. Frost from 1987-2009.

#### **Torrance Beavers, Executive Chef, Brunson's Pub**

Torrance is a homeowner in St. Paul and has worked back-of-house in the restaurant industry for 26 years. He has an associates in culinary arts from Le Cordon Blue with a 4.0 and high honors and he has been the Executive Chef at Brunson's since its opening in March 2017.

#### **Jamie Robinson, Majority Owner/President, Northbound Smokehouse & Brewpub**

Jamie has a 2 year associates degree from Brainerd Community College and a certificate in brewing sciences from Siebel Institute. He owned and operated Archer Limousine service from 1998 to 2006. Jamie has worked in the full-service restaurant industry since 2006, working in all capacities from server and dishwasher, to cook and front-of-house manager. Jamie has been the majority owner/President of Northbound Smokehouse & Brewpub since 2012.

#### **Jennifer Schellenberg, Server, Northbound Smokehouse & Brewpub**

Jennifer has been a server/bartender for 17 years in various concept styles and cities throughout the Twin Cities/metro area. She is currently an employee at Northbound Smokehouse & Brewpub and was instrumental in organizing 7,000 servers and bartenders in the fight for a tip credit in Minneapolis. Jennifer is currently mobilizing the community in St. Paul for the same cause.

### **Citizens League's Governing Document**

*An internal document for Citizens League Board, staff, members and key partners that describes who we are, how we do our work, and how we measure success.*

**Mission.** The Citizens League is a member-supported nonpartisan nonprofit organization that champions the role of all Minnesotans to govern for the common good and promote democracy.

**Vision Statement.** Through our work:

- Minnesotans of all backgrounds, parties and ideologies are engaged, inspired and empowered to see the role they play in public policy and act on it, reigniting Minnesota's ability to implement innovative and effective policy solutions for the 21<sup>st</sup> Century; and
- The Citizens League is a relevant and respected policy resource, leveraging the strength of our 60-year legacy with a focus on solving tomorrow's problems, and earning the ongoing support of our members, board, leadership and staff.

**Operating Guidelines.** We are unique in our ability to address *how* policy happens. We do this by:

- **Bringing diverse perspectives and people together.** We serve as a rare neutral convener – true “common ground for the common good” – in a fractured political and policy landscape.
  - **Standard:** People impacted by a problem should help to define it in light of their own self-interest and the common interest of all Minnesotans. Bringing people together across boundaries of ideology, backgrounds, race/ethnicity, geography, sectors and parties produces a better definition

of the problem. Ideally, this process should help clarify the role that individuals and organizations can and should play in policy questions.

- **Advancing policy solutions in collaboration with a broad base of support.** Engaging diverse stakeholders creates the breadth of resources necessary to impact policy.
  - Standard: Transparency and good governance are critical to building trust between all parties involved in the process, and evaluation is critical at every stage. If people trust the process, they are more likely to trust the outcome.
- **Reframing the conversation.** People look to the Citizens League for objectivity: weighing short-term self-interests of all parties involved and long-term needs of Minnesota. We work with all types of Minnesotans to understand important public policy issues and the role citizens can play in contributing to solutions.
  - Standard: *Data and evidence-based research should be the foundation for decision-making, and policy statements of all types must be accessible and connect the larger systemic policy issues to the real stories of Minnesotans impacted by these policies.*
- **Considering political pragmatism along with policy idealism.** The goal is not just to promote a set of ideas or proposals, but to have a real and sustained impact on the policies and systems that impact the quality of life and economic health of Minnesotans.
  - Standard: *Our proposals should be politically achievable and plausible inside a variety of organizations and sectors, including but not limited to government, without sacrificing the long-term interests of Minnesotans.*