

CITY OF SHREWSBURY
BOARD OF ALDERMEN
WORK SESSION OF THE BOARD OF ALDERMEN
June 23, 2015

A Work Session of the Board of Aldermen of the City of Shrewsbury, Missouri was held at 6:00 p.m. this 23rd day of June, 2015 in the Aldermanic Conference Room of City Hall for the transaction of such business that may come before the Board.

There were present:

Mayor.....	Felicity Buckley
Alderman.....	Elmer Kauffmann
Alderman.....	Mike Travaglini
Alderswoman.....	Chris Gorman
Alderman.....	Sam Scherer
Alderman.....	Ed Kopff
Alderman.....	Rick Steingrubby

There were also present:

City Attorney	Michael Daming
Director of Administration	Jonathan D. Greever
Director of Finance	Danielle Oettle
Street Superintendent.....	Tony Wagner
Fire Chief.....	Bill Fox
Police Chief.....	Jeff Keller
City Clerk.....	Mónica Llorián

Roll Call

Mayor Buckley opened the meeting and City Clerk Llorián commenced with the roll call. The entire Board was present.

Approval of Minutes

Mayor Buckley introduced the minutes for the June 9, 2015 regular meeting and opened the floor for discussion. There being no discussion, Alderman Travaglini made a motion to approve the minutes. Alderswoman Gorman seconded the motion, and it passed unanimously.

Hear Citizens

None

Presentation/Update on the Progress of the Compensation Study (CBIZ)

Director Finance Oettle introduced Priya Kapila with CBIZ, Human Capital Service. Ms. Kapila presented to the Board the update on the compensation study. Ms. Kapila went through the methodology of the study, highlighting the key points of job classification, proposed salary range, compensation analysis and proposed new pay levels & make adjustments.

Ms. Kapila explained the fifty percentile of the market benchmarks that is the most common middle of the road analysis with the other similar municipalities. She presented the low, medium and high salary range example to show how they get a market medium. In her presentation, Ms. Kapila presented a graph demonstrating the salary range of current Shrewsbury employees.

Ms. Kapila discussed benefits assessments stating the City of Shrewsbury provides slightly better benefits with the below market salary employees.

Ms. Kapila concluded her presentation with CBIZ recommendations of determining market benchmarks, approve new salary structure, approve a salary implementation, freeze pay for employees that are above the maximum salary range, update structures annually, periodically assess benefits offering & extra pay and to perform comprehensive reviews every 3-5 years.

Mayor Buckley stated that this is not an average but a real comparison on salaries with different variable. Ms. Kapila added that they did a lot of variables such as range minimum and maximum as actually paid data. Mayor Buckley added that is why there is an advisor and consultant who moves a lot more data in the analysis.

Alderman Kopff asked if there were any jobs that were tough to find right description. Ms. Kapila stated that blended jobs are the most difficult to pinpoint the analysis.

Alderman Kopff asked if the salary range was based on their base salary and not on overtime. Ms. Kapila stated that was correct.

Mayor Buckley stated that longevity is included in an employee's pay.

Alderman Kauffmann asked which city's paid longevity. Ms. Kapila states that about 25% of cities in the study provide longevity pay.

Mayor concluded that the city did not select every city for the study. She stated there was a real range of getting information for the study. She added the study was not to get raises but to see where the City was in comparison to surrounding municipalities and for budget time.

Ordinances

(Bill No. 2834)

Mayor Buckley introduced Bill No. 2834, a bill amending Title II Public Health, Safety and Welfare; Chapter 220 Public Health of the City of Shrewsbury, Missouri Code by deleting current section 220.030 and replacing it with a new section 220.030, and asked if there was any discussion. There being no discussion, a motion was made by Alderman Kopff, seconded by Alderman Steingrubby, and unanimously passed in accordance with Section 79.130 as approved by the General Assembly of the State of Missouri, to read the Bill by Title only for the second time. Mayor Buckley opened the floor for discussion. Mayor Buckley opened the floor for final discussion. There being no discussion, Alderman Kopff made a motion that Bill No. 2834 be adopted to become Ordinance No. 2822. Alderman Steingrubby seconded the motion and upon roll call, the following vote was recorded: Alderman Kauffmann, "Aye"; Alderman Travaglini, "Aye"; Alderwoman Gorman, "Aye"; Alderman Scherer, "Aye"; Alderman Kopff, "Aye"; and Alderman Steingrubby, "Aye".

There being a majority of votes in favor, the Mayor declared the motion passed and that Bill No. 2834 was adopted as Ordinance No. 2822.

Resolution

Mayor Buckley introduced Resolution 15-02, a resolution adopting a purchasing card policy for the City of Shrewsbury, Missouri. There being no discussion, a motion was made to adopt the Resolution by Alderman Steingrubby, seconded by Alderman Kopff, and passed unanimously.

Discussion

Mayor Buckley introduced the discussion on the draft ordinance regarding of electronic signage. Mayor Buckley stated that the ordinance would redefine the current sign ordinance and safety issues along the Watson Road corridor. Mayor Buckley added that ordinance would limit the number of signage in a certain area and create flexibility for the City.

Mayor Buckley introduced the discussion on health insurance renewal. She stated the marketplace presentation and that to avoid a higher increase, the City could renew in October. She stated the City might have to move in the direction of the marketplace proposal. She stated the City pays heavier on benefits than most other cities.

Finance Director Oettle stated that she received preliminary numbers on the insurance rate increase of 6.7%. She stated that the rate is not firm and that the City could ask United Health Care for a better rate.

Mayor asked by when the City needs to make a decision. Director Oettle stated that open enrollment is September.

Mayor Buckley asked the Board for direction for the July board meeting.

Alderman Steingrubby asked what the increase was last year. Director Oettle stated 12.5%.

Alderman Kauffmann asked if the increase would be for fifteen (15) months. Director Oettle stated it would be for twelve (12) months.

Director Oettle stated that the City is now in the larger group of 50-100 employees that falls under Obamacare. Director of Administration Greever stated that puts the City in a 19% increase.

Mayor Buckley stated that the City could go one more year in the current health plan.

Alderman Kopff asked if the City could go back to negotiate a better rate. Director Oettle stated she thought we could negotiate.

Mayor Buckley asked Director Oettle to negotiate with the insurance carrier that the City will not go beyond a 5% increase. Director Oettle stated that the City could go for a different plan that would only be a 2.1% increase but with more out of pocket from the employee.

Mayor Buckley stated the City should go back and negotiate a better rate increase for the City.

Mayor Buckley introduced the discussion of the Fourth of July parade. It was concluded that a Alderman Travaglini, Alderman Scherer, Alderman Kauffmann, Alderwoman Gorman and Director Oettle confirmed they will participate.

Old & New Business

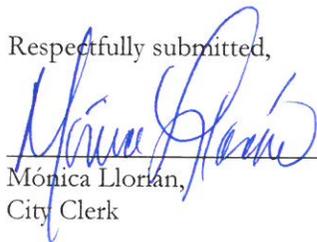
Police Chief Keller stated the Police department hired a new police officer, Ryan Lukasek. Chief Keller state Officer Lukasek is a recent graduate of the police academy and will start July 1st.

Mayor Buckley stated that lower Kenrick Plaza was sold. She stated it will be called "The Centre at Kenrick Plaza". She stated that the new owner will be working closely with the City in creating a timeline to address code violations at the property.

Closed Session

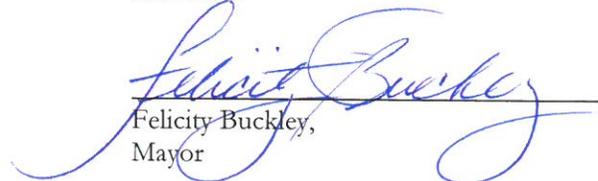
Alderman Travaglini made a motion to enter into a closed session pursuant to RSMo 610.021 (9). Alderman Kauffmann seconded the motion and upon roll call, the following vote was recorded: Alderman Kauffmann, "Aye"; Alderman Travaglini, "Aye"; Alderwoman Gorman "Aye"; Alderman Scherer. "Aye"; Alderman Kopff, "Aye"; Alderman Steingrubby, "Aye".

Respectfully submitted,



Mónica Llorian,
City Clerk

ATTEST:



Felicity Buckley,
Mayor

