

MONDAY, DECEMBER 3, 2018 – 7:30 P.M.
BOARD OF ALDERMEN
MINUTES

MAYOR RICHARD MAGEE
ALDERMAN PAUL ROETTGER ALDERMAN AARON NAUMAN
ALDERMAN TOM SCHOEMEHL ALDERMAN BERRY LANE
ALDERMAN MIKE BAUGUS ALDERMAN JOHN SCHUSTER

CITY ATTORNEY, BRIAN MALONE
ACTING CITY ADMINISTRATOR, CHIEF JEFF BEATON
DEPUTY CITY CLERK, JOANNE CARR

MEETING CALLED TO ORDER

The meeting was called to order at 7:30 PM by Mayor Magee

ROLL CALL

Present: Alderman Roettger, Alderman Schoemehl, Alderman Lane,
Alderman Schuster. Alderman Nauman, Alderman Baugus

Absent: None

Present: Ms. Collette Koscielski, Navigate
Mr. Paul Flotken, Caravus
Ms. Sandy Roeger, Caravus
Mr. Keith Slusser, Fick, Eggemeyer and Williamson, CPA, PC
Mr. Dan Lawrence, Finance Director

PLEDGE OF ALLEGIANCE

APPROVAL OF THE MINUTES FROM NOVEMBER 19, 2018

Mayor Magee asked if there were any changes or corrections to the Board minutes from November 19, 2018. There being none, he asked for a motion. Alderman Lane moved approval of the minutes as submitted. Alderman Schoemehl seconded the motion, which was unanimously approved.

CITIZEN COMMENTS

Brian Hoelscher, 1169 N. Berry Road

Mr. Hoelscher introduced himself, noting that he had been a resident of Glendale for 17.5 years, noted that he could not attend as many Board meetings as he would have liked in 2018, but thanked the city and Board for everything that they did in support of the residents of Glendale. Mr. Hoelscher added that the Public Works Department, Police Department and Fire Department did a good job keeping people off his property during the repair of the water main break near his

home. Mr. Hoelsher presented gifts to all the departments, and again thanked everyone for their service.

At this time, Alderman Roettger motioned to amend the agenda, moving the resolutions to the beginning of the agenda.

Alderman Baugus seconded the motion which was unanimously approved.

RESOLUTIONS

R34-18 A RESOLUTION AUTHORIZING A CONTRACT FOR EMPLOYEE
HEALTH INSURANCE WITH UNITED HEALTH CARE FOR
CALENDAR YEAR 2019

Alderman Roettger moved approval of Resolution R34-18, with reading by caption only.
Alderman Schuster seconded the motion.

Chief Beaton read the resolution by caption only.

Mayor Magee asked for a report.

Chief Beaton introduced Mr. Paul Flotken, with Caravus.

Mr. Flotken thanked the Board for the opportunity to manage the City's employee benefits. Mr. Flotken reported that the employee benefits program would renew January 1, 2019, and with the assistance of Mr. DeClue and Mr. Lawrence, Caravus received bids on behalf of the City.

Mr. Flotken stated that there was good news across the board, including changes to the employee benefit program, Caravus was able to negotiate aggressively and noted that the rates on medical plan would increase only 4%. Mr. Flotken noted that there was no increase in the dental premium, adding that Caravus was able to add a vision plan, and if at least 2 employees joined the vision plan, the premium would be reduced by 2%.

Mr. Flotken noted that the AD&D and Life Insurance premiums were reduced by 16% with a two year rate guarantee, and added that the Long Term Disability program had no increase for the two year program.

Mr. Magee thanked Mr. Flotken for all his hard work.

Mr. Flotken closed the discussion by noting that the benefits for the employees were outstanding with the current low rates, but cautioned that future rates could increase sizably. Mr. Flotken noted that the Board could consider strategic discussions about the current benefit plan adding that the spouse and family coverage at 90% was an extremely rich plan, which entitlements were not always offered by other entities.

Mr. Flotken noted that he was not offering any recommendations, but noted that things were moving quickly in the market and the City has done a good job staying the course.

Alderman Roettger noted that the current spousal coverage was unusual, and noted that other plans might charge a spouse a surcharge if coverage was offered by their employer.

Mr. Flotken noted that companies do not often cover employees' premium at 90%.

Alderman Roettger noted that the Board needed to discuss this issue, and asked Mr. Flotken if the plan could be changed at any point during the plan year.

Mr. Flotken stated that it could be changed.

Alderman Roettger stated that he would like to meet with Mr. Flotken to discuss details about the marketplace and long term strategies for the City.

Alderman Roettger thanked Mr. Flotken for all his work.

There being no additional discussion or questions, Mayor Magee called for a vote which was approved unanimously.

R35-18 A RESOLUTION AUTHORIZING A CONTRACT FOR EMPLOYEE LIFE AND AD&D INSURANCE WITH METLIFE INSURANCE FOR CALENDAR YEARS 2019 AND 2020.

Alderman Baugus moved approval of Resolution R35-18, with reading by caption only.
Alderman Lane seconded the motion.

Chief Beaton read the resolution by caption only.

Mayor Magee asked for a report.

Chief Beaton reported that the Life and AD&D Insurance was discussed previously.

There being no additional discussion or questions, Mayor Magee called for a vote which was approved unanimously.

R36-18 A RESOLUTION AUTHORIZING A CONTRACT FOR EMPLOYEE DENTAL INSURANCE WITH OPTIONAL VISION COVERAGE THROUGH DELTA DENTAL OF MISSOURI FOR CALENDAR YEAR 2019

Alderman Lane moved approval of Resolution R36-18, with first reading by caption only.
Alderman Roettger seconded the motion.

Chief Beaton read the resolution by caption only.

Mayor Magee asked for a report.

Chief Beaton reported that the dental plan renewal was discussed earlier.

There being no additional discussion or questions, Mayor Magee called for a vote which was approved unanimously.

R37-18 A RESOLUTION AUTHORIZING A CONTRACT FOR EMPLOYEE LONG-TERM DISABILITY INSURANCE WITH THE HARTFORD FINANCIAL SERVICES GROUP, INC FOR CALENDAR YEARS 2019 AND 2020.

Alderman Lane moved approval of Resolution R37-18, with first reading by caption only.
Alderman Baugus seconded the motion.

Chief Beaton read the resolution by caption only.

Mayor Magee asked for a report.

Chief Beaton reported that the Long Term Disability plan renewal was discussed earlier.

There being no additional discussion or questions, Mayor Magee called for a vote which was approved unanimously.

Mr. Flotken thanked the City of Glendale, the Board, and Mr. Lawrence for their trust in Caravus.

PRESENTATION: CONSTRUCTION PROJECT UPDATES-NAVIGATE

Ms. Koscielski addressed the Board as follows, noting that much had happened the last month.

Ms. Koscielski reported that the project was substantially complete and noted that it was a pleasure to let you all know. Ms. Koscielski noted that the General Contractor had fulfilled their basic scope of work, noting that they had 30 days to make all the repairs and touch-ups, adding that the contractor was halfway through that process. Ms. Koscielski stated that the county inspector had approved all phases, the furniture would be moved into the lower level police department this week and next Monday, furniture would be moved into city hall. Ms. Koscielski noted that the administration would be moving into their space the following Thursday and Friday, added that as tweaks were needed, Navigate would review all change orders accordingly.

Ms. Koscielski stated that she would be back next month to report on the final wrap-up.

Ms. Koscielski noted that the proof for the plaque was available, and asked the Board to contact Ms. Carr with any changes. Ms. Koscielski stated that they would like to have that completed by next Tuesday to ensure a January ribbon cutting.

PRESENTATION: FY 2017/2018 AUDIT - FICK, EGGEMEYER & WILLIAMSON

Mr. Keith Slusser, introduced himself to the Board, and offered his audit report highlights.

Mr. Slusser called attention to pages 1 and 2 which indicated the procedures and responsibilities followed by Fick, Eggemeyer and Williamson, and noted that there were no departures from the norm.

Mr. Slusser noted that pages 3-11 defined in words as opposed to numbers, what was happening for next year, and noted that these pages gave the reader more detailed information.

Mr. Slusser noted that page 12 combined all funds together, and noted that bonds were down last year.

Mr. Slusser noted that page 13 was the income statement, and stated that; overall, there was profit this year versus a loss last year.

Mr. Slusser noted that page 14 which was the City's balance sheet, showed that there was a positive change in every fund.

Mr. Slusser noted that page 16 which was the City's income statement. It showed a positive fund balance, with public safety and improvement project winding down.

Mr. Slusser noted that page 18-20 discussed the proprietary fund, noting that there was a \$16,000 profit.

Mr. Slusser noted that page 23 indicated accounting standards.

Mr. Slusser noted that page 31 and 32 showed long term liabilities, including the capital lease on the new pumper and the 8 mil bond payable, payment requirements and interest requirements as well as the City of Kirkwood aquatic center obligations.

Mr. Slusser noted that page 33 indicated notes to the financial statements, including capital assets which have increased due to progress with construction. .

Mr. Slusser noted that page 34 listed municipal court fines and costs, showing 2.2% as the percentage of total general operating revenues which he noted was well below state statute, and indicated that the City was not dependent on court revenue.

Mr. Slusser noted that page 42 thru 49 which concluded the audit, and stated that the City exceeded its budget by \$154,000. Mr. Slusser noted that most cities are not as accurate as Glendale in budgeting practices, and complimented Mr. Lawrence in the work he did.

Mr. Slusser noted that page 52 reflected the 2018 pension plan which showed a 48% net position was a percentage of pension liability as compared to 61% which was the case a few years ago.

Mr. Slusser noted that page 62 showed no deficiencies.

Mr. Slusser noted that the audit was all good, adding that the management comments from last year had been resolved.

Mr. Slusser thanked the City for their continued good work.

PRESENTATION: DISPATCH INFORMATION - CAPTAIN CATLETT

Captain Bob Catlett highlighted the following:

- How calls are received;
- CAD entries;
- Dispatching the Call;
- Radio Operations Console;
- NFPA “Standards” (2016 Edition);
- Monthly Response Time Summary Report, 2017 and 2018.

Recommendations are as follows:

Communications Supervisor and Fire Chief have met on several occasions and will continue to meet to discuss how to improve times necessary to comply with NFPA standards; reduce time for call processing by getting basic information from call, getting information from Dispatch into CAD and verbalize information, and then update crew with additional history while the crews are en route to call; implement CAD Mobile product so that the Fire Department can receive real time call updates while they are en route to their calls. Captain Catlett added that Active 911 does not work at times due to address validations, and noted that the software vendor will update maps and implement interface with CAD System; and recommended that the Fire Department make table-top exercises available for training of Dispatchers. Captain Catlett noted that the Police and Fire Dispatchers initially received mandatory 40 hours of training in addition to the mandatory continuing education on a monthly basis.

REPORTS

Chief Beaton

Chief Beaton reported that that the tree lighting event would take place next Friday, December 7, starting at 6:30 pm outside City Hall.

Alderman Schuster

None

Alderman Nauman

None

Alderman Schoemehl

None

Alderman Roettger

Alderman Roettger reported that he and Mr. DeClue met with Lagers concerning the Pension Plan, noting that it sounded like, with the current timing, there would be a clear runway to move forward with the Lager's plan with the Board's approval. Alderman Roettger reported that Lagers planned to add two to three cities a year, and when cities go in, it takes time to organize. Alderman Roettger noted as an example that when moving our employees today, it could take three to four weeks, which would include freezing the current plan where it was, and start new services within the different plan. Alderman Roettger noted that moving the old plan would take time, but added that the City could manage the plan... Alderman Roettger stated that prior to that the Pension Board would meet with the City's actuary to freeze the existing plan.

Alderman Roettger stated that the COLA was attractive and the formula in the LAGAR plan was different but noted that members would not lose anything. Alderman Roettger added that as an example, for retirees with the old plan and new plan, upon retirement, they would receive two checks; one from the old plan and one from the new plan. Alderman Roettger added that the goal included LAGER's administering the plans.

Alderman Roettger noted that there would be a workshop for the Board to review all information currently formulated and formulated in past years for comparison and discussion. Alderman Roettger added that it was important to make sure everyone understood the plan, and noted that generally this would be an improved plan.

Alderman Baugus

None

Alderman Lane

None

Mayor Magee

None

MISCELLANEOUS

None

EXECUTIVE SESSION

Alderman Schoemehl moved to adjourn to Executive Session. Alderman Schuster seconded the motion. There being no further questions or discussion, Mayor Magee called for a vote:

Ayes: Alderman Roettger, Alderman Baugus, Alderman Nauman,
Alderman Lane, Alderman Schuster, Alderman Schoemehl

Nays: None

ADJOURNMENT

Alderman Baugus moved to adjourn the meeting, seconded by Alderman Roettger. The motion was unanimously approved.

These minutes are approved as submitted this 7th day of January, 2019.

Joanne Carr
Deputy City Clerk