

**MONDAY, DECEMBER 2, 2019, 7:00 P.M.**  
**BOARD OF ALDERMEN**  
**MINUTES**

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MAYOR MIKE WILCOX

ALDERMAN PAUL ROETTGER

ALDERMAN AARON NAUMAN

ALDERMAN TOM SCHOEMEHL

ALDERMAN BERRY LANE

ALDERMAN MIKE BAUGUS

ALDERMAN JOHN SCHUSTER

CITY ATTORNEY, JIM HETLAGE  
CITY ADMINISTRATOR, BEN DECLUE  
DEPUTY CITY CLERK, JOANNE CARR

MEETING CALLED TO ORDER

The meeting was called to order at 7:00 PM by Mayor Wilcox

ROLL CALL

Present: Alderman Roettger, Alderman Lane

Alderman Nauman, Alderman Schuster, Alderman Baugus

Absent: Alderman Schoemehl

PLEDGE OF ALLEGIANCE

Alderman Baugus motioned to approve the tentative agenda. Alderman Lane seconded the motion which was unanimously approved.

APPROVAL OF THE MINUTES FROM NOVEMBER 18, 2019 MEETING

Mayor Wilcox asked if there were any changes or corrections to the Board minutes from November 18, 2019. Alderman Lane moved approval of the minutes as submitted. Alderman Schuster seconded the motion, which was unanimously approved.

CITIZEN COMMENTS

Student in attendance for a History class requirement.

DISCUSSION: HEALTH INSURANCE – CARAVUS

Ms. Sandy Roeger, Caravus Representative

Mr. DeClue reported that following discussion about the current health care program, a complete review was warranted noting that the current program rates were based on age. Mr. DeClue stated that following a review with Alderman Schuster and Mr. Lawrence two options were available: renew with United Health Care which was under budget or renew under a Cigna plan which gave the City a 4.5% increase this year.

Alderman Roettger stated that just being under budget might not be the best deal.

Mr. DeClue stated that it was determined that signing with Cigna would be in the best interest of the City, noting that without a compromise with coverage it would be a smooth transition.

Mr. DeClue stated that there were some better benefits and some less beneficial adding that the change would bring a \$24,000 health insurance savings to the City. Mr. DeClue stated that the biggest change would be implementing a partially self-funded plan from a premium plan, with a cap initiating stop-loss insurance coverage. Mr. DeClue stated that the savings were too compelling to ignore, and with a bit of work and an early decision from the Board, it could be ready for the new year.

Ms. Roeger, Caravus was introduced and thanked the Board for their time.

Ms. Roeger reported that everything stated by Mr. DeClue was correct, elaborating that the 4.5% reduction was the City's worst-case scenario. Ms. Roeger stated that with the partially self-funded plan, if there was a surplus, at the end of the year, 2/3<sup>rd</sup> of the surpluses would be added to the City's self-funding and reinsurance. Ms. Roeger noted that if the City left Cigna, it would forfeit any available surplus. Ms. Roeger also noted that Cigna would not increase the rates in the first year but noted that the rates could be adjusted for the second or third year which sometimes happens with this type of plan.

Alderman Roettger asked what could happen if the plan saw a large loss ratio.

Ms. Roeger stated that Cigna would increase the rates next year to reflect claims.

Alderman Roettger asked if this type of plan was offered to all types of employees noting that the City was heavy with Police and Fire employees.

Ms. Roeger stated that Cigna underwriters do take demographics and municipalities into consideration with their ratings, adding that some of their competitors offer similar plans for municipalities but not for police or fire departments. Ms. Roeger noted that Caravus worked extensively with Cigna to get as close as possible as the existing plan noting that it was not the same plan.

Mayor Wilcox asked about the differences in the two plans.

Ms. Roeger stated that the pharmacy copays were better, but the health care copays were slightly higher and noted that there would be some differences in the pharmacy coverage due to drug tiers for individual members adding that Cigna may be lower in specific cases. More specifically, Ms. Roeger stated that physical therapy had a \$5.00 higher copay and Cigna's daily supply for drugs was 90 instead of a 30-day supply offered by UHC adding that a ½ month savings may be lost with Cigna's plan. Ms. Roeger noted that hospital networks were comparable in the metro areas adding that the plan may not have all the same physicians but roughly 97%.

Mayor Wilcox asked if there could be a possible doctor change. Ms. Roeger stated that there could be a change.

Mr. DeClue stated that employees could ask a doctor to contact provider relations which agency could get them credentialed if the doctor wanted to participate in the Cigna plan.

Mr. DeClue noted that the ACA plan was age banded noting that older people pay more, and younger people pay less. Mr. DeClue stated that with the Cigna plan, the payments are averaged out where a 20-year-old would pay the same as a 60-year-old under the single rate plan

Mayor Wilcox asked, Understanding the HIPPA rules, Mayor Wilcox asked if the City could foresee rate changes in order to prepare the employees who may be negatively affected by changes.

Ms. Roeger stated that Caravus already tries to forewarn people through informational meetings adding that a link will be given to all employees for a “Cigna Formulary” for educational purposes. Ms. Roeger added that there were alternatives to review if there is a great tier change, adding that there may not be alternatives in all cases.

Mr. DeClue reported that other items of discussion included working spouses’ coverage from primary employer, whether to charge a surcharge for that coverage or drop coverage generally, keeping in mind that the collective bargaining agreement required notification to the union about the impact to the families.

Mr. DeClue stated that Caravus had been recommending a more defensive position which should be discussed in the coming months adding that the subject had been considered at this level in past years. Mr. DeClue noted that there were cities in the County that had working spouse rules which did create savings adding that Glendale’s coverage was at the high end.

Alderman Roettger asked about timing.

Mr. DeClue stated that Cigna was neutral if the premium was paid, adding that the change could occur in July 2020 with notification in advance to the union.

Alderman Roettger asked about the situation for the spouse.

Mr. DeClue stated that depending how the plan is structured, the spouse may or may not be eligible.

Alderman Roettger noted that the deductible could be an issue adding that it was a grey area. Alderman Roettger suggested adopting a policy with a surcharge would need to have the correct dates, noting that under section 125 there could be a qualifying event.

Mr. DeClue stated that this could be implemented a year from now.

Alderman Roettger suggested the City does a policy change next year in advance so that people would have plenty of time to organize. Alderman Roettger stated that he was in favor of a change but did not want to cause any problems for employees' families and asked how many people would be impacted by a change.

Mr. DeClue stated that a census could be completed, adding that the plan currently covers all employee and every dependent.

Alderman Lane stated that it was a rich plan which employees may not want to leave.

Mayor Wilcox stated that it was not a bad thing to have a rich plan adding that the employees' salary was not at the top, but the benefits were very good.

Alderman Roettger stated that after listening to the City's advisors regarding the pension, and as a board, acting as a steward of the pension, it seems that the benefit plan was similar. There was only a handful currently.

Mayor Wilcox asked if anything needed to be decided at this meeting.

Mr. DeClue stated that nothing needed to be decided today.

Mr. Hetlage asked if there was interest from the Board, and if so, added that Mr. DeClue would give notice to the union so that the union could participate in the evaluation.

Mayor Wilcox stated that there may be interest in the spousal piece.

Alderman Roettger stated that he was interested in looking at all the plan questions adding that the City could give incentives which some cities do.

Mayor Wilcox stated that further discussions should be scheduled which the Board agreed should be done.

Mayor Wilcox thanked Ms. Roeger for the presentation.

It was noted that the Form Fire process was completed by all employees following Mr. Lawrence's request.

## RESOLUTIONS

R38-19            A RESOLUTION AUTHORIZING A CONTRACT FOR  
EMPLOYEE HEALTH INSURANCE WITH CIGNA FOR  
CALENDAR YEAR 2020

Alderman Lane moved approval of the reading of Resolution R38-19. Alderman Schuster seconded the motion.

Mr. DeClue stated that there was nothing to add following the Caravus presentation.

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

R39-19            A RESOLUTION AUTHORIZING A CONTRACT FOR  
EMPLOYEE DENTAL INSURANCE WITH OPTIONAL  
VISION COVERAGE THROUGH DELTA DENTAL OF  
MISSOURI FOR CALENDAR YEAR 2020

Alderman Roettger moved approval of the reading of Resolution R39-19. Alderman Schuster seconded the motion.

Mr. DeClue stated that the employees like Delta Dental and appreciated the option for eye coverage. Mr. DeClue added that Caravus negotiated a zero increase, and the coverage is entirely employee paid.

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

R40-19            A RESOLUTION AUTHORIZING THE REPLACEMENT OF  
DESKTOP AND LAPTOP COMPUTERS FOR  
ADMINISTRATION, POLICE, FIRE, AND PUBLIC WORKS  
DEPARTMENTS

Alderman Baugus moved approval of the reading of Resolution R40-19. Alderman Lane seconded the motion.

Mr. DeClue reported Microsoft was ending windows 7 on January 14 adding that the Police Department was also under an FBI mandate which no longer supported the older software which would not allow reporting due to incompatibility. Mr. DeClue stated that this change would include an update to Windows 10, new desk tops and laptops, a 0% interest for three years offered by Miken whose bid was in the middle. Mr. DeClue stated that payments spread out for 36 months with no interest was more palatable then the lower bid adding that we have the money in the budget for the extended payout

Captain Catlett addressed the Board noting that Mr. DeClue' s information was correct.

Mayor Wilcox asked if there was any salvage value for the existing stock. Captain Catlett stated that the equipment was over 5 years old and the software would not be supported in 2020, adding that if the computers had a better operating system, the hardware would have value.

Captain Catlett stated that there are currently 19 workstations, and 9 laptops, and with this contract, 15 workstations, 4 surface tablets and a lesser number of laptops would be purchased, including one in auditorium and 2 for the EOC.

Captain Catlett stated that Miken had been our IT support for 25 years plus, and they have always been supportive to the City, addressing issues within an hour or two. Captain Catlett

stated that Miken went out on a limb for us and tied the purchase into our existing service contract adding that with the purchase of the 5-year warranties, the contract was reduced.

Alderman Nauman asked why all the units weren't laptops.

Captain Catlett stated that partly due to cost, \$900 for each tablet, \$1,700 for work stations and \$1,300 for laptops adding that 4 laptops would be in Police cars and in the evidence vault and auditorium noting that in some cases desk tops were necessary and not all employees needed mobile units adding that some employees did not mobile units.

Mayor Wilcox asked if Public Works all had computers. Captain Catlett noted that Mr. Jones had one computer for Public Works, the Fire Department would have a tablet and Police and Fire Departments share computers.

Alderman Roettger asked about the inception of the current Miken contract.

Captain Catlett stated that the contract was renewed in July 2019 as a 3-year contract, adding that there was \$15,000 in the budget which will be carried over for three years with no interest.

Alderman Lane stated that was good for the City as a long-term customer and which speaks highly for them and the City.

Mr. DeClue stated that due to the renovation, the City was in a poor position for upgrades, adding that Miken advised that there would be nothing new except for upgrades to Window 10 and all our software will run within the new operating system as well.

Mayor Wilcox asked if there was someone who backs up Captain Catlett for IT issues besides Miken.

Captain Catlett stated that Fire Fighter Schilling and Mr. DeClue are backups in addition to some of the Police officers who are tech savvy. Captain Catlett also stated that Miken steps in when he is not available.

Mayor Wilcox thanked Captain Catlett for the report.

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

## REPORTS

### Ben DeClue

Mr. DeClue reported that he was heading out of town for a vacation in Europe. Chief Beaton will be acting City Administrator and Ms. Carr will be the acting Building Commissioner.

Mr. DeClue reported that the Queen Anne project was almost finished, noting that there was a washout of gravel which issue was being discussed with MSD for a resolution. Mr. DeClue stated that the basin was capturing and moving water with 99% of the original problem solved.

Alderman Nauman stated that there was no standing water and the changes worked.

The gravel ran out the full length of the creek and will be fixed. Aaron...erry has a meeting on Thursday. Neighbors effected by the storm water has been solved fence in the next few weeks.

### **Joanne Carr**

Ms. Carr reported that the City was ready for the Visit from Santa scheduled for December 6<sup>th</sup> which included a Christkindl market in conjunction with Moonbeams.

### **Alderman Roettger**

Alderman Roettger asked if the Berry Rd. project would be concluding soon.

Mr. DeClue stated that Ameren was in the process of concluding their work adding that the road may be closed totally at times during the project. Captain Catlett noted that notification would be given prior to road closures and there were flagmen keeping the traffic moving when the road was not closed.

Mr. DeClue noted that the project managers were reaching out to Mr. Jones throughout the project.

### **Alderman Baugus**

Alderman Baugus said thank you to all involved with the home invasion in Ward II and was appreciative of the doorbell cameras and other apparatus which was available to aid in the capture, Alderman Baugus also thanked the Police Department for keeping the Board informed at all times.

Chief Beaton stated that Officer Sarantakis was one of the leaders and Officer Mason gave the initial report. Chief Beaton noted that Webster Groves, Rock Hill, and the St. Ann Dog K-9 officer gave assistance. Chief Beaton stated that internally, Sergeant Sarantakis led the team with Officer Horlacher (who managed the video), Officer Mason and Sergeant Phillips, adding that the St. Louis County Intelligence also assisted in the apprehension. Chief Beaton added the FBI Safe streets task force and the Violent Gangs task force also assisted in the investigation. Chief Beaton stated that the individual had a record of violence and was on probation on a weapons charge, adding that the individual was off the streets and was proud of the officers and task force for removing the individual from the streets.

Mayor Wilcox noted that six months ago the doorbell camera registration was met with some resistance, adding that people now see the program under a different lens.

Chief Beaton stated that he would circle back with Mr. DeClue regarding the program noting that there were currently 15 to 18 registrations received. Chief Beaton stated that the time frame would be widened noting that many people would be receiving cameras for Christmas.

Mayor Wilcox asked if there was a misconception on the part of residents regarding access by police.

Chief Beaton stated that the department just wanted to know who had cameras so that residents could be advised that they could opt into the program adding that the police department would reach out if something would happen. porch pirate,

Mr. DeClue stated that it was a good start noting that with the footage, a bad person like the porch pirate could be caught.

Mayor Wilcox asked if the City asked for help regarding the recent home invasion or did the other municipalities just offer to help.

Chief Beaton stated that there was always point to point calls to other municipalities putting them on notice adding that the City may asked for something on the general municipal radio station but noted that in this case, the other municipalities called and offered their help. Chief Beaton added that it is the Glendale Police Department's decision whether to bring them in.

Alderman Baugus gave kudos to the entire city for decorations around the city.

#### **Alderman Lane**

Alderman Lane reported that as a friendly reminder about the Christmas gifts to our trash carriers, watch for Patrick, the driver, and give the gift to him directly adding that following the major gift theft a few years ago, the perpetrators were found.

Alderman Lane reported that the fast speed with which cars travel on Brownell was noticeable and noted that there was concern for children and their safety in the neighborhood. Alderman Lane asked for a 4 way stop sign on Brownell at Elmwood.

Mr. DeClue stated that he and Chief Beaton were looking at that issue.

Alderman Lane reported that there was an ARB committee meeting scheduled for Saturday, December 7<sup>th</sup> and noted that Alderman Schuster and she would be in attendance as the BOA liaisons.

#### **Alderman Schoemehl**

None

#### **Alderman Nauman**

Alderman Nauman reported that he had done some cameras research, noting that a ring camera had an extra application called 'neighbors rings', a version which was an open system. Alderman Nauman stated that within the application, there was a process for uploading video which could be upload to the crime feature on Next-door.

Chief Beaton stated that residents had shared video with the Police Department.

Alderman Nauman stated that it was another platform for sharing with Next-door.

**Alderman Schuster**

Alderman Schuster reported that he received a query from a resident about the Queen Anne improvements and was concerned about the fences, particularly whether the fences could have the decorative sides facing out instead of in which the code requires, and if that change required more action on the part of the City.

Mr. DeClue stated that Mr. Jones and I looked at the code adding that any change to the code would be directed to the Plan Commission for a variance request.

Alderman Schuster asked if an exception could be made in this one case.

It was noted that the project was an MSD/City project, and there were different fence choices by residents involved in the project including chain link, dog eared and 6' privacy fences and not all residents had fences. It was noted that a shadow box fence could solve the issue.

It was also noted that a shadow box fence was too expensive.

Alderman Lane asked how many residents are upset with the fence,

Alderman Schuster stated that one resident made the request.

Mr. DeClue stated that he was obligated to say no due to code.

Mayor Wilcox stated that it may be too late in the process of the project.

It was noted that the fences were being installed soon, and it was noted that having the skeletal side facing the creek could allow for someone to scale it from the creek side which could be a problem.

**Jim Hetlage**

None

**Mayor Wilcox**

None

**EXECUTIVE SESSION**

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

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

Nays: None

Not Present: Alderman Schoemehl

ADJOURNMENT

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

These minutes are approved as submitted this 6<sup>th</sup> day of January 2020.

Joanne Carr  
Deputy City Clerk