

attention due to his interest in politics and interest helping out in the community. Mr. Roberts stated that he loved living in Glendale and had been a resident for many years.

Alderman Nauman made a motion to appoint Mr. Roberts as the interim Alderman in Ward III to replace the vacated seat. Alderman Vitale seconded the motion which was unanimously approved.

Mr. Roberts took the oath of office read by Mayor Wilcox.

CITIZEN COMMENTS

None

AQUATICS BOARD UPDATE

Mr. DeClue introduced Ms. Kennedy, Mr. Ward, Ms. Adams, and Ms. Ivy and reported that when the pool was built, Glendale teamed up with Oakland and Kirkwood to issue a bond to pay for the pool.

Mr. Ward stated that Ms. Adams position was new, adding that prior to working as Recreational Specialist, she worked in athletics.

Mayor Wilcox asked about the function of the Aquatic Board and how the Board of Aldermen could assist the Board.

Ms. Ivy stated that she has spent 6 years on the board and had three sons who spent many summer hours at the pool. Ms. Kennedy reported that she had spent at least 15 years on the board and noted that the Aquatic Board was spending many hours discussing how to keep an old pool operating. Ms. Kennedy reported that a costly, 4-year engineering assessment was completed 2 years ago which reported on the needs and future plans and added that there was much work for the committee to decipher the assessment. Ms. Kennedy stated that the assessment determined that there was a pool life of 10 year at that time. Ms. Kennedy also noted that the main topic discussed at the meetings now included how to keep the pool functional, patch cracks, replacing equipment, painting, and keeping the area safe for families. Ms. Kennedy noted that the concession and its management was also an ongoing topic and added that Ms. Ivy was affiliated with a private pool which helped with discussions. Ms. Kennedy also noted that Ms. Adams had organized many activities last year which was an ongoing discussion every year.

Ms. Kennedy was asked about the makeup of the Aquatic Advisory Board, and she responded that there were 4 Kirkwood citizens, 2 Glendale citizens, 1 Oakland citizen adding that the Board met once a month with 2023 programing a big discussion item at this time.

Alderman Nauman asked about what was next in the planning as a long-term vision. Mr. Ward stated that nothing was being discussed as yet due to all the discussions related to the maintenance problems, i.e., pipes and pressure issues. Ms. Ivy stated that following the

assessment report presented by the engineers, the Aquatic Board may not have been on the City Council's radar and may not have understood the real needs of the pool.

Alderman Nauman stated that Murray Pounds enlisted the City of Glendale to participate in the bond issue for the pool which has now been paid adding that the City continues to participate in the financial costs of maintaining the pool. Alderman Nauman stated that with all the competition from various lodges and country club pools, the City of Kirkwood would need to consider making the partnership more appealing for Glendale such as opening the entire parks and recreation services to Glendale residents. Alderman Nauman stated that the renewal of the maintenance agreement one more year was a non-starter but added that there needed to be discussion about expanding usage beyond the use of the pool for Glendale residents, including the use of the tennis courts, ice rink, etc. and making the entire facilities more attractive to Glendale residents. Mr. Ward stated that he would pass this information on to Mr. Henke. Alderman Nauman stated that the City needed to be in talks again. Alderman Roettger stated that there was data pulled together a few years ago regarding usage. Mr. Ward stated that gathering data now was tricky noting that residents with 63122 zip codes were hard to separate. It was noted that the Board had received usage numbers which showed that Glendale's usage was not very high. Alderman Nauman stated again that allowing Glendale residents the use of the entire system made it a lot more interesting. Ms. Kennedy stated that was a great idea and would have discussions.

Mayor Wilcox asked about the long-term goals noted that pools are not inexpensive, do not happen quickly, and added that at some point, discussion with the Kirkwood Council and or Parks and Recreation/Aquatic Board needed to happen. Alderman Lane stated that an expanded service schedule would make membership more attractive and get more families involved. Ms. Kennedy noted that it was natural for families in the Kirkwood School District to utilize the Kirkwood pool. It was noted that Webster Groves added Rock Hill to the pool agreement due to the school district usage. Ms. Kennedy stated that Des Peres was not included in the agreement but noted that their residents could use the pool, paying higher admission fees. Ms. Ivy stated that for renewal, it was attractive to include all programs adding that the public pool did need to be available for Glendale residents.

Mayor Wilcox thanked the Board members for attending the meeting and thanked the residents for representing the City.

DISCUSSION: RETIREE HEALTH INSURANCE

Mr. DeClue stated that employees had been interested in receiving a bridge to Medicare for some time noting that it was hard for individuals below retirement age to obtain insurance on their own. Mr. DeClue stated that considering the City's current coverage situation and especially in light of LAGARS, it was an opportune time to discuss Retiree Health Insurance coverage.

Mr. DeClue stated that he spoke with other cities in the SLAIT health pool and noted that the majority offered a bridge, with conditions, including an age requirement, no deductible reimbursement and in most cases, 100% employee coverage cost. Mr. DeClue stated that it was

a way for employees to receive a good level of coverage up to 65 years old and fully vested, bridge to Medicare.

Mr. DeClue noted that Jill Newman, Daniel and Henry was present to answer any questions. Mr. DeClue reported that the City plan required that people leave at age 65 adding that most cities looked at age 60, with a minimum number of years of service. Mr. DeClue stated that he provided the Board a memo which outlined the basics of the retiree health insurance plan. Mr. DeClue stated that the plan could be adjusted if it appeared too narrow or broad adding that he had listed the cities in the graph, and the percentage of premium cost, with a majority at 100%. Mr. DeClue stated that he had listed 20 years of service but added that several cities used 15 or 25 years as a minimum with a few larger cities with no minimum adding that a few extra may not make an impact. Mr. DeClue stated that the basic idea would include every department adding that many employees are interested in the program. Mr. DeClue stated that if the Board would allow employees to be covered in this way, the Personnel policy manual would change adding that many cities did provide subsidies such as Chesterfield, and Des Peres who paid the full premiums. Mr. DeClue stated that the program and premium subsidies was a decision for the Board adding that there were advantages both to the City and the employees in implementing some kind of program. Mr. DeClue stated that there could be an immediate salary savings within a 4-to-5-year period adding that the City had worked hard to get the health program under control, noting that entering the SLAIT program added to the stability of the program as a whole adding that he believed the Board should consider this program. Mayor Wilcox asked about the timing of the adoption. Mr. DeClue stated that the program could begin on July 1, 2023, at renewal or sooner such as at the beginning of the year once the retiree pool was identified.

Alderman Nauman asked amount the City's current retirement mechanics. Mr. DeClue stated that the LAGARS retirement age was 55, but noted that Glendale's bridge would begin at 60, not allowed to separate for 6 months and would need to maintain a continuum of coverage and added that most cities use the age of 60 as a benchmark. Mr. DeClue stated that they could be set to age 55 if the Board wanted to reduce the age.

Alderman Vitale noted that this program would be extending cobra benefits and allowing employees access until age 65. Mr. DeClue agreed adding that the City would continue premium charges for retirees at the City's rates instead of the COBRA premium and noted that this would be for employees only, but that COBRA would be available for dependents. Alderman Vitale asked why spouses would not be covered. Mr. DeClue stated that the BOA could determine who would be covered as part of the program.

Alderman Nauman asked about the cost basis related to what is chosen for the plan such as age 55 versus age 60 or spouse and employee versus employee only.

Ms. Newman stated that the health insurance would remain the same, adding that the claim utilization could increase, increasing cost but noted that she had not seen an adverse impact with other cities' plans. Ms. Newman stated that with a group this size may not affect the pool as a whole but noted that if there were 5 or 6 retirees included with high loss ratio, the program could see the higher end of the percentage rates at renewal noting that it would not be like the open

market. Mr. DeClue stated that some employees could not obtain insurance and will remain with the City to hold their coverage.

Alderman Roettger noted that in terms of an existing employee, the City was covering the benefits anyway, and would experience the claim history as it stands. Alderman Roettger asked if the employee would need to retire completely and if spouses could be included. Mr. DeClue stated that they would, adding that rules could be written into the contract for all eligibility rules and premium subsidies, etc. Alderman Nauman stated that the Board could set up the structure and a verification process for dependents adding that dependents do have other options.

Alderman Capshaw Cushing stated that the City could create the rules for the program. Alderman Roettger stated that the City could start to weed out the concept of an employee working until retirement and replenish the work force earlier with a recruitment tool which could act as a retention benefit as well. Alderman Vitale stated that she was grateful for first responders and especially the ones who have stayed for their entire career and liked the idea but stated that the Board needed to look at the numbers to come up with a fair plan. Alderman Vitale stated that she liked the idea adding that it was worth it to attract new hires and it was also important to recognize the first responders in Glendale. Alderman Lane stated that it was the right thing to do adding that the Board needed to look at age 55 and look at including the spouse if that is what the employee chooses to do. Mayor Wilcox stated that he agreed with Alderman Vitale noting that it was the least the City could do for all the years of service and agreed with Alderman Lane in that there were many variables to look at. Mr. Hetlage stated that it was normal to look at including the spouse.

Mr. DeClue stated that he agreed that subsidizing the premium was an option based on years of service. Alderman Lane stated that there should be some years of service included. Alderman Capshaw Cushing stated that 20 years was a high adding that this was based on a reward for service to the City and reducing the years of service would assist the long-term employees adding 15 years' service looked better. Alderman Vitale stated that the City had employees who have worked more than 30 years adding that the kinks needed to be worked out. Alderman Vitale thanked Mr. DeClue for looking into this program idea and was thankful for everyone who protects the citizens of Glendale adding that this program will show the Board's support of their work and commitment.

Alderman Nauman and Alderman Roettger both agree that the plans can be worked out adding that the City had to have the right system in place.

Mr. DeClue stated that he would map out a plan and build on discussions adding that he would bring information back to the November 21st meeting. Ms. Newman stated that it would be best to implement the plan in July, 2023 to coincide with renewal especially for underwriting purposes. Mr. DeClue stated that he would look at all the variables and report back.

Mayor Wilcox thanked Ms. Newman for her assistance.

Mayor Wilcox asked if there was anyone present who would like to speak.

Sergeant Dan Phillips thanked the Mayor for the opportunity to speak noting that he was very appreciative, thanked Mr. DeClue adding that this plan meant a lot to all the employees. Sergeant Phillips stated that the prospect of obtaining insurance at this time was a nightmare noting that he would be turning 60 next week and had worked 30 plus years in the service. It was noted that the City wanted to hold onto Sergeant Phillips at least until July 1. Sergeant Phillips stated that the service of a police officer was now a young man's adding that it was wonderful to be discussing this opportunity.

Chief Beaton stated that he had been doing much research on this issue adding that on behalf of all the employees, this discussion means a lot and is very thankful to the Board. Chief Beaton stated that those of us who have been around a long time appreciate the small things adding that recruitment and retention had become a very difficult issue and adding this benefit would go a long way in easing the situation. Chief Beaton also stated that the Board should consider the previous tenure of the employees in the department noting that some had worked 20 years in other departments before joining forces with the City of Glendale adding that looking at a 20-year minimum would possibly equate to an officer spending 40 years in service. Chief Beaton asked that the Board consider dropping the minimum to 15 years and keep in mind the many years of prior experience the officers have brought to the department and City. Chief Beaton stated that based on employee input, staying on the City benefit plan after retirement was huge adding that if the City could cover some of the premium based on years of service would be welcomed if it were feasible. Chief Beaton stated that if there was not much of a cost impact, an employee survey would be welcomed. Chief Beaton also stated that the LAGARS pension, employees can retire at age 55 adding that it would be good to keep the age in line but acknowledged that homework was needed to account for the economic feasibility of such a plan.

Captain Kauffeld thanked the Board for considering this benefit plan adding that both Officer Phillips and Chief Beaton hit on all the subjects and added that 55 would be great retirement age adding that as a uniform employee a regular retirement date would be good following LAGARS.

RESOLUTIONS

R36-22 A RESOLUTION CALLING FOR THE ELECTION OF OFFICERS TO SERVE THE CITY OF GLENDALE, MISSOURI, AS MAYOR AND ALDERMEN FROM EACH OF THE CITY'S THREE WARDS; SETTING FORTH THEIR TERMS OF OFFICE; DECLARING THE FILING DATES AND TIMES FOR SUCH MUNICIPAL OFFICES, AND ESTABLISHING THE ELECTION DATES AND POLLING HOURS FOR THE ELECTION DAY

Alderman Nauman moved approval of the reading of Resolution R36-22. Alderman Roettger seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that this Resolution represented the bi-annual call for the election of Mayor, and Aldermen in Ward 1, 2, and 3. Mr. DeClue stated that the forms would be available at City

Hall adding that the City files for everyone with the Board of Elections. Mr. DeClue stated that Alderman Roettger, Alderman Vitale, Alderman Roberts and Mayor Wilcox were up for re-election.

Mayor Wilcox called for a voice vote which was unanimously approved.

The Resolution passed

REPORTS

Mr. DeClue

Mr. DeClue introduced Ms. Arias-Magallon who would report on the status of the new website which was placed on-line October 31st.

Ms. Arias-Magallon reported that the website was up and running since Halloween and looked good, noting that some of the new options included permit fee and trash bills online payments. Ms. Arias-Magallon stated that the website was still a work in process adding that pages will be tweaked as necessary. Ms. Arias-Magallon stated that the front-page listed news items, the ability to contact City Hall and was highly focused on the ARB information. Each department had a tab and there were calendars available for City business, meetings, and auditorium usage. Ms. Arias-Magallon stated that there was a link for volunteering, fund raising and memorials and included ADA requirements. Ms. Arias-Magallon stated that she would be looking at more features for website payment options, alerts would be set up, event photos would become available adding that the website would be used for a wide variety of purposes.

Mr. DeClue reported that he heard back from the ARB who could not meet next Tuesday or anytime during the month of November. Mr. DeClue stated that he would be reaching out for a December date shortly for a second workshop.

Mr. DeClue invited Firefighter Olivia Beste to the podium and offered congratulations on one year of service this month. Mayor Wilcox asked how things were going at the department. Firefighter Beste stated that she was loving the service and the department noted that she came from Washington, MO and was a volunteer Firefighter starting at the age of 14. Firefighter Beste stated that her Grandfather was a volunteer, and other family members were firefighters for Creve Coeur. Firefighter Beste stated that she had three children, ages 9, 4 and 2 adding that the schedule worked well for her family. Mayor Wilcox thanked Firefighter Beste for her service and also welcomed the newest employee in the department, Firefighter Tony James. Firefighter James stated he was from Arizona, and was originally a Firefighter in Ferguson, MO.

Alderman Roettger

None

Alderman Vitale

Alderman Vitale recognized the work of Sergeant Bryan Melugin and Officer Mark McDaniel for the work they did over the weekend, adding that no one was caught but prevented many cars

from being stolen in Glendale and thanked them for their service. Alderman Vitale also stated that she and Glendale citizens were getting tired of the constant threat of car thefts or car clotting that seem to be happening somewhere every night in the City adding that she was not insinuating that the police department was not doing their job but noted that there needed to be more police to tackle this problem, and to protect our citizens. Alderman Vitale stated that she knew that the police officers could not be everywhere at the same time but asked how the Board of Aldermen could help with this problem adding that it was a problem all communities were facing. Alderman Vitale suggested that a meeting could be scheduled between the cities of Kirkwood, Des Peres, and Rock Hill to talk about how the different municipalities can better protect their citizens without getting hurt and support the police and first responders adding that we need to have a dialogue with the other communities to discuss how we can work together.

Chief Beaton stated that he appreciated Alderman Vitale's offer to help adding that this problem effects the entire St. Louis area. Chief Beaton stated that Police Chiefs and departments have been communicating, including the prosecuting attorney's office and the St. Louis County juvenile department. Chief Beaton stated that it was found that car clotters and stealers were juvenile offenders adding that it was easier to prosecute an adult, noting that under-18 youths were handled by JV and let out of detention too soon. Chief Beaton stated that the Police agencies started dialogue to hold the prosecutor's office more stringently accountable adding that the leniency they were seeing was making the matters worse. Mayor Wilcox asked if there was any headway. Chief Beaton stated that some departments are hearing us adding that the Deputy JV was working with the idea of bringing offenders, parents, and guardians into their office to communicate and noted that some Deputy JV defense attorneys indicate that training has started to change things and making headway with training. Chief Beaton stated that there continue to be challenges adding that the department did not see car clotting in Glendale every day, but they were on the rise and noted that there were 8 cars stolen in 2020, 10 stolen in 2021 and 13 stolen in 2022, car clotting on the rise as well. Chief Beaton stated that they continued educating the citizens through 'Lock it or Lose it' and would continue to push that campaign message on the website. Chief Beaton stated that the flock camera would be installed on the 10th of this month and that would help considerably. Chief Beaton stated that Sergeant Melugin and Officer McDaniel were alerted by a resident who saw two vehicles driving slowly down the street, with passengers checking doors, and was struck by a stolen vehicle. Sergeant Melugin did not want to risk lives, so he broke off the chase and later learned that the Webster Groves police department found the plate number and found that the car was stolen with a vehicle key fob located in an unlocked car parked in a garage with its door open. Chief Beaton stated that the police departments were meeting now adding that this is out of control noting that a Kirkwood resident was shot when confronting someone. Alderman Lane stated that there seemed to be no consequences and asked again about what the Board needed to do to help. Chief Beaton stated that the Board members could speak with their counterparts in other cities, speak with the elected prosecutor and with the Deputy JV officer adding that if we do not give them consequences, they will continue to break the law.

Mayor Wilcox stated that in his mind, it seemed that everyone was trying to solve this problem individually adding that there needed to be a way to come together as a region and asked about what could be done to bring it to the next level. Chief Beaton stated that ideas are being used across the region adding that the departments have discussions all the time. Chief Beaton stated

that St. Charles County was looking at a task force trained the pursue suspects adding that there were deadly consequences with bad practice and noted that by starting to chase the offenders, they were seeing a decrease in incidents. Chief Beaton stated that St. Louis County was looking at a similar task force adding that Glendale has partnered with Kirkwood, Des Peres and Ladue, and worked together through midnight shifts and working together on social media. Mayor Wilcox stated that regional advertising would be awesome, unmarked cars and drones, etc., could also be good ideas.

Alderman Lane

Alderman Lane reported that Mr. Jones and Mr. DeClue talked to a resident about diverting water following heavy rains before Halloween who did make the corrections. All involved were very grateful. Alderman Lane asked about the Lochmueller study about the street infrastructure and hoped they would report back to the City soon. Mr. DeClue stated that the task order to begin the study of our streets has begun whereby numbers will be assigned to determine the different levels of need in street repair. Mr. DeClue stated that it would be a budget item and would be reporting back to the Board soon.

Alderman Capshaw Cushing

None

Tony Roberts

Alderman Roberts thanked everyone in welcoming him onto the Board and gave special thanks to Firefighters Kris Kelley and Greg Kozlowski

Alderman Nauman

None

Chief Beaton

Chief Beaton reported that he participated in a Virtual meeting with Des Peres, Warson Woods regarding CodeRed adding that all were in agreement that this is the product everyone wants to use and added with the group, Glendale would receive a discounted rate of \$2,500 per year instead of \$3,300 per year. Chief Beaton stated that the agreement was signed and a CodeRed page would be designed for the website for all to enroll. Chief Beaton stated that marketing the program would be determined, and the staff would be trained in how to use it. The agreement will be a geofence per community and once it gets to Kirkwood, all 4 municipalities would be linked up. Alderman Roettger asked if it could be tested. Chief Beaton stated that a test as a reminder to be sure it was working will be used.

Chief Beaton reported that the School Safety Zone Grant organization found out that the Grant will fund 100% adding that there was a delay due to the chip shortage. Chief Beaton stated that the shipment went out last Tuesday and today the shipment came in and added that Mr. Jones and his crew will take care of the installation. Chief Beaton stated that they will be bigger than regular street signs but would have two flashing lights with solar panels, adding that once the utility checks out and the concrete footings are in place they will be installed. It should take a month or so to finish the installation.

Alderman Nauman asked if the installation would be complete by the end of the year. Chief Beaton stated that it would depending on weather.

Chief Beaton reported that the Flock safety camera agreement with St. Louis County experienced a communication break, adding that it was not completely secured on county roadways, but noted that a tentative date the installation on a city street was 11-10-2022, and training was scheduled 11-16-2022. Chief Beaton stated that they were starting to make progress besides the permitting nightmare.

Alderman Nauman commented that over time we can start showing progress in how it works, adding that some municipalities such as, Florissant had 28 cameras, and asked if a business license was needed to add to our system. Chief Beaton stated that national contracts were available now and that Flock safety cameras could be owned by private business' in town. Glendale Chrysler could add them, private subdivision could add them but added that they would not receive the data the department would, but the businesses could agree to let the department use their information. Mr. Hetlage stated that a Use permit would be a requirement for Glendale businesses.

Lastly, Chief Beaton stated that he was out of town for conference and was appointed chairman for the Torch Run for the Special Olympics for the State of Missouri. Chief Beaton stated that the trip did not cost the City adding that it was paid for by the Special Olympics committee. Chief Beaton stated that it was a fantastic conference held in Austin, TX, there was much information gleaned discussed vision testing, dental, and leadership classes in addition to sports for the disabled. Chief Beaton stated his duties to the organization would be minimal and would be separate from his work with the City and added that he had been involved with the torch run for 30 years.

Alderman Capshaw Cushing congratulated Chief Beaton.

Mayor Wilcox
None

ADJOURNMENT

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

These minutes are approved as submitted this 21st of November, 2022.

Joanne Carr
Deputy City Clerk