



**NOTICE OF PUBLIC MEETING
JUNE 2, 2025 – 7:00 P.M.
BOARD OF ALDERMEN MEETING
TENTATIVE AGENDA**

- I. MEETING CALLED TO ORDER
- II. ROLL CALL
- III. APPROVAL OF AGENDA
- IV. APPROVAL OF MAY 19, 2025 MINUTES
- V. CITIZEN COMMENTS
- VI. DISCUSSION
 - a. Alexandra Ave. Sidewalk
 - b. Chelsea Ave. Speed Bumps
- VII. ORDINANCE FOR SECOND READING AND FINAL APPROVAL

B11-25 AN ORDINANCE AUTHORIZING A CONTRACT FOR AUDITING SERVICES WITH FICK, EGGEMEYER & WILLIAMSON, FOR FISCAL YEAR 2025, FISCAL YEAR 2026, AND FISCAL YEAR 2027
- VIII. ORDINANCE FOR FIRST READING

PUBLIC HEARING – ORDINANCE B12-25

B12-25 AN ORDINANCE ADOPTING THE ANNUAL BUDGET FOR FISCAL YEAR 2026 FOR THE CITY OF GLENDALE, MISSOURI

B13-25 AN ORDINANCE ADOPTING A REVISION TO THE COMPENSATION PLAN FOR THE CITY OF GLENDALE FOR FISCAL YEAR 2026
- IX. RESOLUTIONS

R24-25 A RESOLUTION APPROVING AND AUTHORIZING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF GLENDALE, MISSOURI, AND LOCAL 2665, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS EFFECTIVE JULY 1, 2025, TO JUNE 30, 2027, AND AUTHORIZING CITY OFFICIALS TO EXECUTE SAME ON BEHALF OF THE CITY

R25-25 A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A LEGAL SERVICES AGREEMENT WITH LASHLY & BAER, P.C. FOR CITY ATTORNEY LEGAL SERVICES

R26-25 A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A SERVICES AGREEMENT WITH MY GOVERNMENT ONLINE TO PROVIDE PERMITTING, CODE ENFORCEMENT AND LAND-USE MANAGEMENT SOFTWARE

R27-25 A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A SERVICES AGREEMENT WITH REVIZE FOR THE REDESIGN OF THE CITY WEBSITE AND SUBSEQUENT MAINTENANCE AND SERVICE

X. REPORTS

XI. ADJOURNMENT

XII. EXECUTIVE SESSION

Notice is hereby given that, subject to a motion duly made and adopted, the Board of Aldermen will hold a closed meeting pursuant to RSMo Section 610.021(3) for the purpose of dealing with matters relating to hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.

Gabrielle Macaluso
Deputy City Clerk

Updated Post 4:46 p.m., May 30, 2025



MINUTES
BOARD OF ALDERMEN MEETING
May 19, 2025 –7:00 p.m.

CALL TO ORDER

A meeting of the Board of Aldermen of the City of Glendale was held on Monday, May 19, 2025. Mayor Wilcox presided and called the meeting to order at 7:00 p.m.

PLEDGE OF ALLEGIANCE

Mayor Wilcox led the Pledge of Allegiance.

ROLL CALL

Aldermen Present

Aldermen Absent

Alderman Nauman
Aldерwoman Volk
Aldерwoman Lane
Aldерwoman Fiordelisi
Alderman Stewart

Aldерwoman Capshaw Cushing

Also present were: Frank Johnson, City Administrator; Brian Malone, City Attorney; Jeff Beaton, Police Chief; Terry Jones, Public Works Superintendent; Jim Silvernail, Fire Chief; and Gabby Macaluso, Deputy City Clerk.

APPROVAL OF AGENDA

Moved by Alderman Stewart, seconded by Aldерwoman Lane, and unanimously carried, to approve the agenda as submitted.

APPROVAL OF MINUTES

Moved by Alderman Nauman, seconded by Alderman Stewart and unanimously carried, to approve the regular meeting minutes of May 5, 2025.

CITIZEN COMMENTS

There was no public comment.

TREASURER’S REPORT

Finance Director Dan Lawrence stated that through the 10 months of the current fiscal year, the General Fund has a surplus of \$513,756 compared to a surplus of \$595,521 through April 2024. The negative performance compared to last year is mostly due to budgeted expenditures as revenues have increased by approximately \$136,000 over the last 10 months. Expenses to the General Fund have increased due to increased budgeted expenditures to salary and benefits as well as work comp, property, and liability insurance.

He estimates that the FY 24-25 General Fund budget will conclude with an approximate surplus of \$258,900 which includes a \$250,000 transfer to the Capital Fund. He noted that this is not quite as strong as FY 23-24 but still very solid.

**ORDINANCES FOR
SECOND READING &
FINAL APPROVAL**

Bill 10-25 – Expansion
Development Plan for
Westborough Country
Club, *1320 Lockwood Ave.*
(Assigned Ord. No. 10-25)

Mayor Wilcox introduced Bill 10-25, an ordinance approving the expansion development plan for the Westborough Country Club at 1320 Lockwood Avenue under the “R-1” residential district.

Moved by Alderman Stewart, seconded by Alderwoman Volk and unanimously carried, to approve the second reading of Bill 10-25 by title only.

Mr. Johnson reminded the Board that Section 400.120(5) of the municipal code requires a private golf club that wishes to expand its grounds, buildings or parking area to first submit its application to the Plan Commission for review and recommendation to the Board of Aldermen. No permit shall be granted unless the Board of Aldermen determines that such use will not:

1. Substantially increase traffic hazards or congestion.
2. Substantially increase fire hazards.
3. Adversely affect the character of the neighborhood.
4. Adversely affect the general welfare of the community.
5. Overtax public utilities.

The second reading of Bill 10-25 passed unanimously with one member absent.

Moved by Alderman Stewart, seconded by Alderman Nauman to provide final approval of Bill 10-25.

The vote thereon was as follows:

Alderman Nauman	“Aye”
Alderwoman Volk	“Aye”
Alderwoman Capshaw Cushing	Absent
Alderwoman Lane	“Aye”
Alderwoman Fiordelisi	“Aye”
Alderman Stewart	“Aye”

Bill 10-25 passed with a vote of 5 Aye, 0 Nay, 1 Absent.

**ORDINANCES FOR
FIRST READING**

Bill 11-25 – Auditing
Services Contract
(Assigned Ord. No. 11-25)

Mayor Wilcox introduced Bill 11-25, an ordinance authorizing a contract for auditing services with Fick, Eggemeyer & Williamson, for Fiscal Year 2025, Fiscal Year 2026, and Fiscal Year 2027.

Moved by Alderman Stewart, seconded by Alderman Nauman and unanimously carried, to approve the first reading of Bill 11-25 by title only.

Mr. Johnson noted that this ordinance will authorize a three-year contract with Fick, Eggemeyer, & Williamson for auditing services. Fick, Eggemeyer, & Williamson is the City's current audit provider and was only one of two companies to bid on the work when the City solicited for proposals.

Mayor Wilcox requested that since the City is staying with the same company, could the City request that Fick, Eggemeyer, & Williamson change the auditing staff for a fresh set of eyes. Mr. Johnson noted that staff would make that request.

RESOLUTIONS

R23-25 – Change Orders for the E. Essex Ave. Street Improvement Project

Mayor Wilcox introduced Resolution R23-25, a resolution approving change orders No. 1 and No. 2 for the E. Essex Ave. Street Improvement Project.

Mr. Johnson noted that this resolution authorizes two change orders related to the E. Essex Ave. street improvement project. The total additional cost to the City is \$23,577.50. Public Works Superintendent Terry Jones explained that Change Order #1 pertains to extra items on the Kirkwood side of the project, while Change Order #2 pertains to extra items on the Glendale side.

Mr. Jones explained that expenses associated with Change Order #1 are due to the need to relocate storm sewer and drain structures. The total cost of Change Order #1 is \$17,160.54 and will be paid by the City of Kirkwood. Change Order #2 pertains to 4 items that the City of Glendale is responsible for paying.

- Additional driveway restoration at 813 E. Essex Ave.
- Additional driveway restoration at 821 E. Essex Ave.
- Retaining wall replacement at 760 E. Essex Ave.
- Corrections to the bid tabulations for retaining wall construction throughout the project.

Mr. Jones noted that the contractor accidentally damaged the retaining wall located at 760 E. Essex Ave. and is sharing the cost of replacement with the City.

Mr. Jones explained that when developing the project's bidding documents, Lochmueller mistakenly indicated a lesser amount of modular block wall than is needed to construct the improvements. Bidders developed their Proposals based on what was listed on the bidding documents, resulting in a significant cost increase to build the retaining walls. The increase is estimated at \$40,492.00. In acknowledgement of their mistake, Lochmueller has agreed to pay 50% of this cost directly to the Contractor. The cost to Glendale for this line item is \$20,246.00.

Moved by Alderman Nauman, seconded by Alderwoman Lane and unanimously carried to approve Resolution 23-25.

FY26 Budget Workshop

Mr. Johnson noted that Board of Alderman meeting packet contains a memo outlining major aspects of the FY26 budget along with revenue and expenditures for each fund. As noted in the memo, the general fund includes an estimated 5 percent salary increase for all employees. He explained that this figure will be adjusted pending the outcome of the negotiations with the fire union. The surplus is attributed to an increase in sales tax revenue from the 1 percent sales tax pool, increase in revenue from local option use tax from internet sales, and the increase in interest rates boosting investment revenue.

Mr. Johnson explained that the Board needs to pass an ordinance approving the budget by June 30, 2025. The first reading and public hearing will occur on June 2, 2025, and the second reading and salary schedule will go before the Board for approval at the June 16, 2025, meeting.

REPORTS

Police Chief Beaton noted that he and Mr. Johnson met with the residents of Warwick Lane regarding the complaints received regarding 843 Warwick Lane. He said it was a productive meeting and they are working with City Attorney and Prosecutor Brian Malone.

City Attorney Malone provided a state legislation update.

Proposition S

Mr. Johnson explained that the City received four responses to our RFQ for engineering and construction management services for the 2026 project year as part of the Proposition S improvements. He noted that staff is currently in the process of reviewing and scoring the proposals, with a selection commendation planned for the June 2 Board meeting.

He also explained that the City held a call with the S&P ratings agency on May 13 to review information submitted by the City for our bond rating. He said the call went well and the agency indicated no concerns about the City's finances and economic outlook. He said the City expects to receive the same AA rating as the last bond issue.

Permitting, Code Enforcement and Land-Use Management Software RFP

Mr. Johnson explained that the City completed live demos with the four finalists. Staff from the administration, police and public works department met to review the demos and the proposal information, and have reached a consensus. The matter will be going before the board soon.

Events Update

Mr. Johnson and Ms. Macaluso thanked staff for their hard work in executing the e-recycling and paper shredding event. Ms. Macaluso stated that the vehicle count was 547, which was a much greater increase in participation compared to the previous year. She noted that e-recycling was a much more widely used service than paper shredding and that 80 percent of participants were from the 63122 and 63119 zip codes. Staff agreed that holding the event in the North Glendale Elementary parking lot provided much more room than holding it at City Hall.

Ms. Macaluso reminded the Board that the Summer Bash concert event is scheduled for June 13. She also noted that the City signed a contract with two bands for Jazz Fest, which is scheduled for September 19. She thanked Alderman Nauman for connecting the City with the bands.

ALDERMEN COMMENTS

Alderman Stewart asked about the status of Phase 2 of the E. Essex street project. Mr. Jones explained that the East-West Gateway Council of Governments has not yet announced the projects that were selected to receive grant money.

Alderman Fiordelisi thanks staff for their hard work at the e-recycling/paper shredding event.

Alderman Volk thanked staff for their assistance with the 5th grade parade.

EXECUTIVE SESSION (CLOSED)

Moved by Alderman Lane, seconded by Alderman Nauman to adjourn to Executive Session in accordance with Section 610.021(1) for the purpose of dealing with matters relating to privileged communications between the City's representatives and its attorney; and (ii) Section 610.021(9) preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups.

The vote thereon was as follows:

Alderman Nauman	"Aye"
Alderman Volk	"Aye"
Alderman Capshaw Cushing	Absent
Alderman Lane	"Aye"
Alderman Fiordelisi	"Aye"
Alderman Stewart	"Aye"

ADJOURN

Moved by Alderman Nauman, seconded by Alderman Stewart to adjourn the Board of Aldermen public meeting at 7:33 p.m.



Internal Memorandum

TO: Frank Johnson, City Administrator
FROM: Terry Jones, Public Works Superintendent *TJ*
DATE: May 29, 2025
RE: Resident Feedback Regarding Proposed Sidewalk Construction – Alexandra Ave

Frank,

As part of Proposition S, the introduction and construction of a new sidewalk along Alexandra Avenue was proposed with the goal of improving pedestrian safety, based on the following considerations:

- Alexandra Avenue lies within the N. Glendale Elementary School zone.
- The street currently lacks sidewalks, forcing pedestrians — including elementary-aged schoolchildren — to walk in the roadway.
- A new sidewalk could potentially provide a vital pedestrian connection between the sidewalk networks of Kirkwood and Glendale.
- There is a documented history of parents dropping children off along Alexandra Ave, who then walk in the roadway until reaching the sidewalk on N. Sappington Rd.

The cost to construct a 5-foot-wide, ADA-compliant sidewalk along Alexandra Ave is estimated at \$834,000. This project is currently scheduled for Year 4 of the 5-year Proposition S timeline. However, because a stormwater improvement project is already planned for Year 1 along nearly the entire length of Alexandra Ave, it was decided to consolidate both projects into the same calendar year to minimize disruption to the neighborhood.

Recognizing that sidewalk construction can generate opposition from residents, a public engagement effort was undertaken. On April 28, 2025, a letter was mailed to all 45 property owners along Alexandra Avenue — 24 on the south side, and 21 on the north. The letter outlined the sidewalk proposal and included a conceptual design showing placement along the south side, closest to the elementary school. Residents were asked to submit feedback by May 20.

Resident Feedback Summary:

- Responses received: 23 of 45 addresses (51.1% response rate)
- Opposition to sidewalk:
 - 23 of 45 total addresses (51.1%)

- 13 of 24 addresses on the south side (54.2%)
- Included in this feedback is a petition signed by residents from 21 addresses (7 of whom also submitted separate written comments).

Recommendation:

Given the level of opposition — particularly from residents on the south side where the sidewalk would be located — it is recommended that the city proceed only with the stormwater improvement project and not move forward with the sidewalk construction.

The \$834,000 originally allocated for the sidewalk should be reprogrammed for other purposes. Options include enhancing the scope of improvements along Alexandra Avenue or advancing an alternative project not originally included in the Proposition S work plan. City staff will develop a funding reallocation recommendation for consideration by the Board of Aldermen at a future meeting.

Please let me know if you have any questions.



424 N. Sappington Road Glendale, Missouri 63122 (314) 965-3600 fax (314) 965-4772

April 28, 2025

Dear Resident,

On April 8, 2025, Glendale voters approved **Proposition S**, a 5-year, \$18.18 million initiative to address long-overdue improvements to our streets, curbs, sidewalks, and stormwater systems.

As part of this initiative, significant work is planned along **Alexandra Avenue** in 2026. The proposed work includes two components:

1. **Stormwater Improvements** – This component involves constructing five stormwater inlets and installing approximately 1,000 feet of stormwater piping.
2. **Sidewalk Installation** – This component would add a sidewalk along one side of Alexandra Avenue.

Currently, both components are in the **conceptual stage**. No engineering designs have been completed, and no construction contracts have been awarded or approved.

While we have not received any feedback about the proposed stormwater improvements, some residents have expressed concerns about the sidewalk construction.

Before moving forward with costly design work for the sidewalk component, the city is requesting feedback from residents.

The inclusion of sidewalks on Alexandra Avenue (as well as Chelsea Avenue) in Proposition S was intended to improve pedestrian safety near **North Glendale Elementary School**, as both streets fall within the school zone. Under the current concept:

- **Chelsea Avenue** would receive sidewalks on both the north and south sides, extending halfway through the block between North Sappington Road and Idlewild Place.
- **Alexandra Avenue** would have a sidewalk constructed on the **south side only**, running the full length of the street to connect the existing cul-de-sacs in Glendale and Kirkwood.

A conceptual drawing of the proposed sidewalk layout is included on the back of this letter.

We invite you to share your thoughts on the proposed sidewalk construction. You may submit comments in writing or by email:

Email: tjones@glendalemo.org

Mail/Drop-off:

Glendale City Hall
424 N. Sappington Rd
Glendale, MO 63122

Please provide your feedback by **Tuesday, May 20**.

Sincerely,

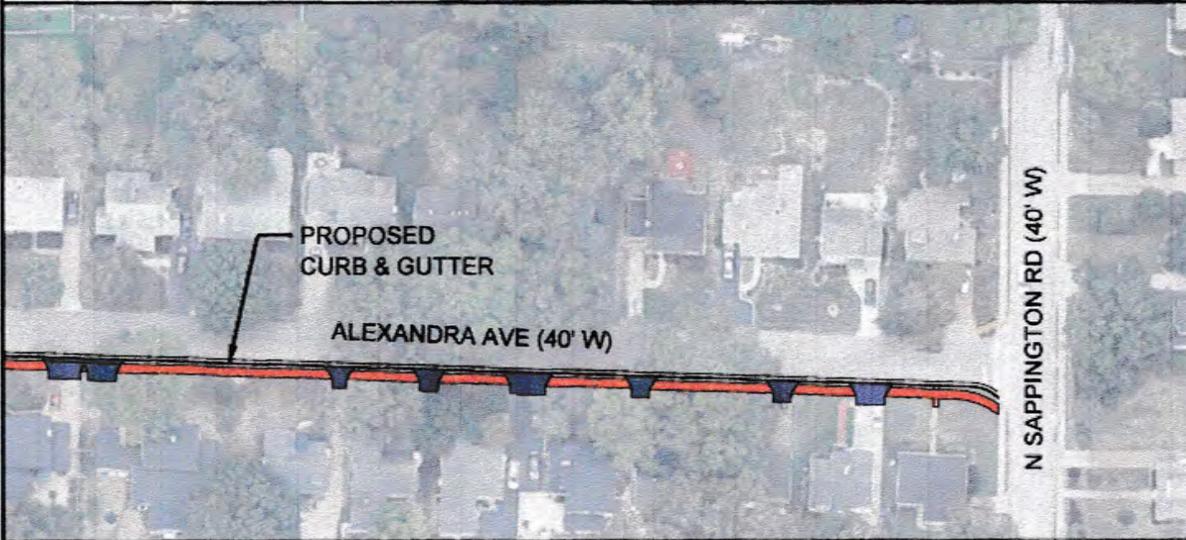
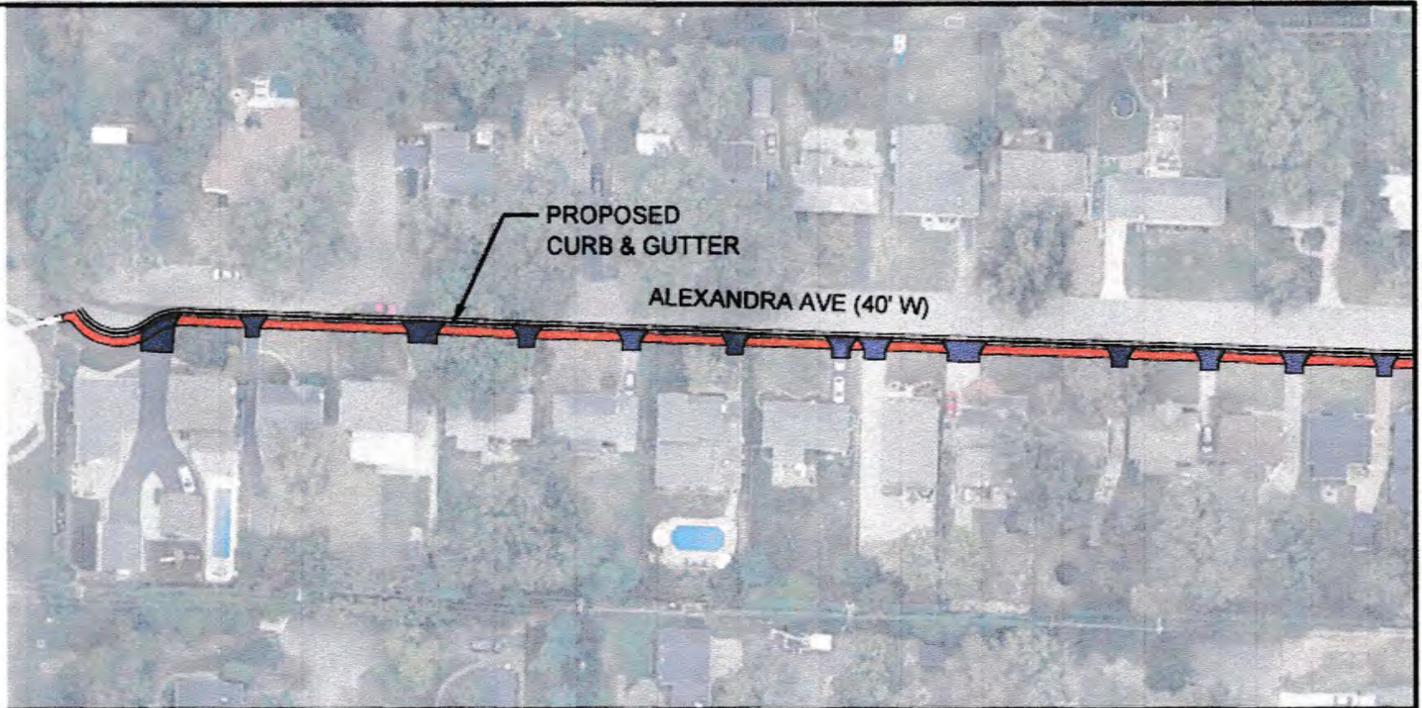
Terry Jones
Public Works Superintendent



SCALE



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CITY OF *Glendale*



LEGEND

PROPOSED 5' SIDEWALK



PROPOSED DRIVEWAYS



ALEXANDRA AVENUE SIDEWALK EXHIBIT

May 14, 2025

City of Glendale

424 N. Sappington Rd.

Glendale, MO 63122

RE: Proposed Sidewalk Installation on south side of Alexandra Ave.

I live on the north side of Alexandra Ave. near Sappington. Here are my thoughts and comments regarding the proposed sidewalk:

-I do not think a sidewalk the length of Alexandra will improve safety near N. Glendale Elementary school.

-I know of several residents on Alexandra Ave. who also oppose a sidewalk on our street.

-Part of the grassy field on N. Glendale school property was removed several years ago to give parents a place to park when dropping off and picking up their children. This is not working. They assured us that cars would not be parking on our street, cars still park on my end of the street, both sides at times, creating a narrow passage for cars, emergency vehicles. This is dangerous for children walking along side of the cars and between cars. (Cars also turn left off the parking lot instead of right as the posted sign shows. Dangerous also.)

-Sidewalks reducing the 'width' by 5 feet (per conceptual drawing in letter I received from City of Glendale dated April 29, 2025) will make it harder for plows, fire and emergency vehicles to get through. Our street is narrow.

-If the sidewalks will take property from city residents, I believe this will additionally create another expense. Property in Glendale is expensive and depending on width of property and amount used could be costly.

-I would also be concerned about if someone would fall on a sidewalk and get hurt, is it the responsibility of the City of Glendale?

-Some residents (quite a few) are elderly like me and my husband and/or may not be able to clear the sidewalk in case of ice or snow. In which case, children will walk in the street anyway if plowed and go in and out between vehicles.

-Some residents have sump pumps that empty onto the street and would have to go under the sidewalk to empty into the street.

-There would still need to be a curb replaced on south side so water runs past and top soil does not run out into the street.

-These are a few of the ideas I came up with. I had a few others, and if I remember what was shared with me will submit them later.

Finally, after all comments have been received, I suggest they be compiled and shared as a handout and mailed to the Alexandra Ave. residents so they can comment on them at an evening weekly meeting (6:30 p.m. or later, some of us work, me included) at a later time.

Thanks,



Chris Webb

891 Alexandra Ave.

Glendale, MO 63122-3135

314-965-4674 (H)

314-221-7754 (cell)

May 2, 2025

In response to Terry Jones letter of April 29, 2025:

NO! NO! NO! NO! Not now, not ever will I support the Alexandra Avenue sidewalk project! Our beautiful front yards are small enough as they are. Gardens and trees would be impacted - including my cherished, majestic, exquisite pin oak.

I have lived here for 52 years and do not recall a single child-injury/fatality caused by a vehicle on my street (I taught kindergarten at N. Glendale School). Do you really think children will stay on a sidewalk when they can run about on a street? Many moms escort their children to school while also pushing baby carriages - not enough room on a sidewalk. And why place a sidewalk on the NO PARKING DURING SCHOOL HOURS (SOUTH) side of the street?!

In addition, I am beyond snow-shoveling age - there is no way that I could keep a snow covered sidewalk clear of snow - especially when a snow plow has

made the situation worse - without added expense. Is the City of Glendale planning to take care of all upkeep including snow removal?

No. absolutely not. An enormous thumbs down to the alexandra avenue sidewalk project.

Sincerely,
Karin Lindahl
810 alexandra avenue
proud Glendale resident !!!

Terry Jones

From: Ken Krobath <kazk121@yahoo.com>
Sent: Friday, May 9, 2025 1:13 PM
To: Terry Jones
Cc: KA ZK
Subject: Fw: Sidewalk

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Terry,

I appreciate your coming over to talk about the sidewalk. My wife Ann and I are opposed to the construction of a 5-foot-wide sidewalk for several reasons.

- We believe it will create safety issues, especially as it relates to the western (Kirkwood) end of the street.
 - 800 & 802 Alexandra will require additional work due to the slope of the properties.
 - In addition to the sidewalk, gutter and curb encroaching on our front yard, a retaining wall will be required which would create a fall hazard a few feet from our front door.
 - Our shared driveway will need to be regraded due to the existing slope and the impact of constructing a sidewalk. Changing the grade will create the need for a separate retaining wall and potentially a step to the driveway.
 - Scooters, bikes & battery-operated toys: Due to the slope of the street, kids of all ages enjoy the speed they can attain riding down Alexandra towards Kirkwood. The same will happen on the sidewalk. Our concern is that the proposed sidewalk will increase the risk of a vehicle/pedestrian encounter as people back out of their driveways. Decreased visibility magnified by the sidewalk, retaining walls, etc. would bring pedestrians (especially younger ones) closer with less visibility to the vehicle drivers.
- Negative impact to homeowner property value.
 - The curb appeal of 800 Alexandra Avenue will drop. We've invested a considerable amount of time and money to improve the appearance of our home.
 - Will this sidewalk encroach further than the easement? If so, are there options to remedy that or will the city impose eminent domain?
- People will still use the street, maybe everywhere, but especially at our (west) end. The closest distance between two points is a straight line. My guess is people will not follow the curve in front of 800 Alexandra, but rather continue up the street, maybe only as far as 802, but perhaps all the way.

- The request for feedback was sent to people that are not impacted by the project. While I think it is good for people to be aware of the project, I believe that only the opinions of those actually impacted by the project should be considered.
- Snow removal – Will the city start clearing the existing sidewalks? My experience is that most of the sidewalks are not navigable during and after a winter storm until the snow melts. Also, current snow removal practice is to bury the existing sidewalk that connects our deadend with the cul-de-sac in Kirkwood. It results in a pile of snow and ice that remains long after most of the other snow has melted.
- What is the overall cost of the project? I understand that exact #'s will not be available until the project is scoped out, but what is the budget?
- Why does the sidewalk need to run the entire length of Alexandra?

Thanks for your consideration. Please confirm the receipt of this email.

Ken & Ann Krobath
800 Alexandra Ave

May 16, 2025

Glendale City Hall

Attn: Terry Jones

424 N. Sappington Rd

Glendale, MO 63122

RE: Proposition S Sidewalk Installation on Alexandra Ave.

Terry,

We are writing in regard to Proposition S that was approved in the last election, particularly the sidewalk installation on Alexandra Avenue. We live at 806 Alexandra Avenue, on the south side of the street, in the westmost part of the street. This sidewalk installation will affect us.

For the record we voted NO on Proposition S and are strongly opposed to it. It seems highly biased to have the whole municipality of Glendale vote on what grossly affects two streets. I believe I would have easily voted yes if there were no ramifications for us. You got a prejudiced Yes vote. The residents of Chelsea and Alexandra's opinions should have more bearing since it is our yards that are going to be changed, and in many viewpoints, ruined.

This plan, as is written in the letter sent to us, is "intended to improve pedestrian safety near North Glendale Elementary School". First, we are not aware of any adverse safety issues that have occurred. Nothing has made the news regarding unsafe driving putting walkers at risk. So why is this expensive and invasive solution warranted? Second, there are so many angles and ways to discuss safety for the elementary school without putting a sidewalk down the entirety of Alexandra Avenue (1/4 mile long) all the way down to the end where we are located. It is highly unlikely anyone is going to use the sidewalk that far down the street. It is a dead-end street, and traffic is not that heavy. I can predict that dog walkers, students, runners, and bike riders will still be walking in the street.

This will greatly affect our yard size, our tree and our driveway slope. Many neighbors' trees would be affected. We thoughtfully spent our hard-earned money pouring a concrete driveway that we do NOT want ruined. We have also diligently worked on our yard and nurtured a tree that we do NOT want thoughtlessly ripped up.

Another important question, if we oppose this sidewalk and it is put in against our will, is this sidewalk now our responsibility? Are we now responsible when we have adverse weather, such as snow, to keep it clear? It seems unjust.

Please thoughtfully hear our opinion and give it the weight it deserves.

Respectfully,

Tony and Holli Chetta

Terry Jones

From: Terry Jones
Sent: Tuesday, March 25, 2025 8:30 AM
To: Ryan Switzer; Proposition S
Subject: RE: Prop S Question

Ryan, thank you for your inquiry.

Please see the answers to your questions below:

1. Is the sidewalk being proposed to facilitate child dropoff at North Glendale Elementary?
 - No. The city would prefer that all students are dropped in the large parking/unloading lot on the north side of N. Glendale Elementary. However, the city is aware that a large number of students walk to and from school and numerous parents park on nearby city streets to drop off their child to avoid the parking lot. The city is proposing the construction of new sidewalks along Alexandra Ave, Chelsea Ave, and Venneman Ave to enhance pedestrian safety in the school zone.
2. If the answer to #1 is yes, why is the city encouraging parents to use our street for drop-off and pickup when the expansion of the parking lot at NG was supposed to alleviate these issues?
3. Will the sidewalk be placed on the north or south side of the street?
 - At this point, the project is only conceptual, and the city has not spent any funds on a Preliminary Design. Therefore, we do not yet have an engineer's recommendation as to which side of the street would be recommended for construction. Furthermore, if Prop S is passed, the city will host an open house to discuss this project with the residents of Alexandra Ave during the design phase of the project so that resident feedback can be taken into consideration when selecting placement of the sidewalk.
4. If the sidewalk causes any harm to existing trees, will the city replace them?
 - Yes, if the removal of a tree, public or privately owned, is necessary to construct the sidewalk, then the city can consider replacement of the tree.
5. If the sidewalk is on our side of the street, will my property tax assessment be impacted since there will presumably be less front yard and acreage to the lot?
 - Sidewalks are typically constructed within the right-of-way (ROW) and typically do not impact the size of adjoining lots. However, in some cases, the ROW is not large enough to facilitate a sidewalk construction and purchase of land from adjoining property owners is required. In these cases, the actual square footage of the adjoining lot can be reduced slightly. Because the city has not engaged an engineering firm to develop a Preliminary Design, a survey of Alexandra Ave has also not been performed. Therefore, it is unknown at this time if the city would need to purchase additional lands from adjoining property owners.

I hope you find this information helpful and please feel free to reach out with any further questions.

Thanks.

Terry Jones

Public Works Superintendent
City of Glendale
314-968-8157
tjones@glendalemo.org

From: Ryan Switzer <raswitz5@gmail.com>
Sent: Monday, March 24, 2025 7:01 PM
To: Proposition S <PropS@glendalemo.org>
Subject: Prop S Question

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I am a resident of Alexandra Ave in Glendale and have a question about the sidewalk project included in year 4 of the project detailed in the link below.

<http://www.glendalemo.org/residents/faq.php>

Prop S says that it will add sidewalks to Alexandra Ave. I have several questions about this line item:

1. Is the sidewalk being proposed to facilitate child dropoff at North Glendale Elementary?
2. If the answer to #1 is yes, why is the city encouraging parents to use our street for drop-off and pickup when the expansion of the parking lot at NG was supposed to alleviate these issues?
3. Will the sidewalk be placed on the north or south side of the street?
4. If the sidewalk causes any harm to existing trees, will the city replace them?
5. If the sidewalk is on our side of the street, will my property tax assessment be impacted since there will presumably be less front yard and acreage to the lot?

Thank you for reviewing my questions and I look forward to hearing from you.

v/r,

Ryan Switzer
878 Alexandra Ave,
St. Louis, MO 63122
raswitz5@gmail.com

Terry Jones

From: Gary Pochurek <gpochurek@sbcglobal.net>
Sent: Friday, May 2, 2025 2:39 PM
To: Terry Jones
Subject: Proposed Sidewalk on South Side of Alexandra Ave

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Terry,
First off, thank you for coming over and giving my neighbor Ken and I a chance to discuss the proposed sidewalk. We appreciate your time.

My wife, Renee and I adamantly oppose the installation of a five foot wide sidewalk through the front of our yard and the whole of Alexandra Ave. We do not believe it is necessary and would only provide for an unsightly obstacle in our front yard which is already small enough by current standards.

North Glendale Elementary School opened in the fall of 1938 so for ~87 years there has been no serious safety issues with the children transiting Alexandra Ave that I know of at this time. If a study was to be initiated a small number of children (2 or 3) actually walk past our house to get to the school. As discussed restricting parking on the south side of Alexandra would provide the same affect as a sidewalk. During the winter months a sidewalk would actually become a hazard due to snow and ice accumulating as much the sidewalks of Sappington road have become.

Upon reviewing the Glendale Board of Aldermen requirements for businesses (which should be applied to all projects), it stipulates that for approval, it cannot "Adversely affect the character of the neighborhood". A sidewalk would most certainly affect the character of our neighborhood. Again, thanks for your time.

Sincerely,
Gary/Renee Pochurek
802 Alexandra Ave
Glendale, MO 63122
314-221-1731

Terry Jones

From: Russ Durnil <f1rd720@yahoo.com>
Sent: Tuesday, May 13, 2025 12:15 PM
To: Terry Jones
Subject: Opposing Alexandra Ave sidewalk addition

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Mr. Jones,

I live at 818 Alexandra Ave and I would like to voice my opposition to adding a sidewalk on Alexandra Ave. I am not a young man anymore. I am very concerned with having to remove snow/ice from the sidewalk in front of our house as well as the driveway when the weather gets bad.

I think the city did a great job with keeping cars from the south side by posting no parking signs about half way down. I think it would be an added safety to walkers if no parking signs were posted on the other side of the street too.

I just wanted to give you my thoughts. Thank you.

Russ Durnil

Terry Jones

From: Ryan Switzer <raswitz5@gmail.com>
Sent: Monday, May 12, 2025 1:53 PM
To: Proposition S
Subject: Sidewalk on Alexandra Ave

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I am writing about the proposed sidewalk on Alexandra Ave that is part of the plan under the recently approved Prop S. I am a resident at 878 Alexandra Ave on the south side of the street where the sidewalk has been planned. I am writing to express my concern with the plan to have a sidewalk as I do not believe this will be beneficial to the residents of our street.

The south side of Alexandra is on a steep grade and may require a retaining wall on some lawns in order to maintain the integrity of the soil. There are also many trees in the area that will likely be negatively impacted by the construction work due to either root damage or full removal, setting the neighborhood back years until larger mature trees can be planted and grow. There is also a problem when people parking on our street during drop-off and, more impactfully, pickup of children. Given that NG Elementary has a recently expanded parking lot to facilitate this process, I do not agree that a sidewalk is necessary to facilitate these actions and in fact think a sidewalk would only increase citizens use of the street for this purpose. Finally, I understand the sidewalk is proposed to go the full length of the street. If the purpose is to facilitate safety for school zone traffic then I do not think this is a proper means of accomplishing it. Yards are very small at the west end of Alexandra and a sidewalk would only further devalue the property by removing the offset from the public traffic.

I hope these points will be taken into consideration before executing the project. I know just about every family on the street and have yet to find someone who supports the sidewalk project that is a resident of Alexandra Ave. We are big supporters of the majority of the projects on Prop S and voted for it to be passed, however if this project moves forward then I will not feel as comfortable with the vote now that the plans have been revealed.

v/r,

Ryan Switzer
raswitz5@gmail.com

Terry Jones

From: Dan Jente <danjente@gmail.com>
Sent: Thursday, January 30, 2025 10:07 PM
To: Proposition S
Subject: Prop S Question.

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

To whom it may concern,

What is the reasoning for a sidewalk on a side street of Alexandra Ave? We weren't consulted regarding the sidewalk.

As a resident of the street, all residents on the street I've spoken with find it completely unnecessary and unwanted.

Thanks,
Dan Jente
Cell: 314-413-5877

Sent from my iPhone

841 Alexandra

Terry Jones

From: Mark & Sue Nixon <tmnkwd@charter.net>
Sent: Monday, February 24, 2025 4:31 PM
To: Proposition S
Subject: map of prop s projects

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi –

There are two projects slated for Alexandra Ave, but they are not shown on the color coded map. The idea of adding storm sewers and the idea of putting in non-permeable surfaces in the form of sidewalks seem to be working against each other. I don't think the whole length of Alexandra needs sidewalks. Sidewalks in front of the houses on the corner of Sappington and Alexandra seems sufficient.

Thanks,
Sue Nixon
847 Alexandra Ave

Terry Jones

From: Gary Rauvola <grauvola@gmail.com>
Sent: Friday, May 2, 2025 10:56 PM
To: Terry Jones
Cc: Becky Rauvola
Subject: Proposition S mailing of April 29th

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Terry,

This is Gary and Becky Rauvola, residing at 865 Alexandra Avenue (since 1990).

Thank you for this opportunity to comment on the Proposition S proposed work and potential impacts upon Alexandra Avenue. We have some concerns and questions about both the stormwater improvements and the sidewalk installation proposed for Alexandra Avenue.

Re: sidewalk - We do not see the need for a sidewalk along Alexandra Avenue. We do not support the proposed addition of a sidewalk along Alexandra Avenue. In the 35+ years of living on Alexandra Avenue, we are not aware of any school child/ auto injury ever occurring anywhere along the street, so we do not understand what is driving the need for improving pedestrian safety along Alexandra.

Re: stormwater improvements - it appears the decision has been made that the proposed sidewalk would run along the south side of the street. Does that either increase, or decrease, the likelihood that the stormwater improvements would be installed along the north side of the street (opposite side from the sidewalk)? If a stormwater inlet is proposed for our front yard, that could have some major implications to us. For example, we have an underground sprinkler system installed in the front yard. (Terry, also please reference e-mail written to you by my wife, Becky Rauvola, on Sunday 2/23 9:20am with subject "Specific ?s regarding Proposition S plans", sent from e-mail bryanrauvola@gmail.com) We are hoping to get a similar map & letter when the stormwater engineering design is available.

Thanks again for the opportunity to comment.

Sincerely,

Gary and Becky Rauvola

Alexandra Ave Petition - Prop S - Sidewalk

As residents of Alexandra Ave, we are against the construction of a sidewalk along our street.

We don't feel there is an adequate need for it due to:

- North Glendale parking lot already expanded, which has drastically reduced traffic and parking issues.
- Low foot traffic.
- Alexandra is non-cut through street, ie Venneman.
- Few North Glendale students that bike or walk to school.
- Street previously already widened.

Some suggested solutions to help with parking and traffic issues:

- Additional policing to help deter parking especially at the entrance of the street.
- Having police put up 'no parking this side of the street' during large events at NG. Halloween walk, school plays, field day, etc.
- Have North Glendale direct parents to not park on Alexandra or other surrounding streets and to use the parking lot at the school.

House # _____ Name: _____ :

- | | | |
|---------|---------------------------|---|
| 1. 841 | Dan & Lindsay Jente | : |
| 2. 882 | Jill LeBoi Lasse | : |
| 4. 836 | Steve & Marjorie Fender | : |
| 5. 830 | Paul & Amy Potter | : |
| 6. 807 | Patti Gallardo | : |
| 7. 831 | Kathy Evans | : |
| 8. 837 | Scott & Jennifer Smith | : |
| 9. 840 | Ron Scardino | : |
| 10. 847 | Susan Nixon | : |
| 11. 854 | Caroleen Melderger | : |
| 12. 861 | Dan REBMAN | : |
| 13. 865 | Gary & Becky Rantola | : |
| 14. 871 | John & Angela Barton | : |
| 15. 876 | Paul & Olivia Sumner | : |
| 16. 874 | Mary & Scott DeLarber | : |
| 17. 878 | Ryan & Laura Switzer | : |
| 18. 882 | MATT LOSSE & Jill | : |
| 19. 802 | Math Haas | : |
| 20. 806 | Hollie Bert / Tony Chetta | : |
| 21. 818 | Russ Durnil | : |
| 22. | | : |
| 23. | | : |
| 24. | | : |
| 25. | | : |
| 26. | | : |
| 27. | | : |
| 28. | | : |

875	801	803	800	811	815	819	825	82	83	83	84	84	85	86	87	87	88				
			817									855				877	883	887		895	899
ALEXANDRA AVE.																					
	804	806	811	814	822	826	831	834	844	850	854	858	862	867	871	875	886	890	894	898	899B
PAVED STREET																					
SAPPINGT																					

**Highlighted Areas Indicate
Response Received**

Internal Memorandum

Office of the City Administrator

To: Honorable Mayor Mike Wilcox
Members of the Board of Aldermen

From: Frank Johnson, City Administrator

Subject: Speed Bumps

Date: May 29, 2025

SPEED BUMP CONCERNS

Earlier this month, staff received a question from Alderwoman Gina Fiordelisi about the feasibility of installing speed bumps on City streets, particularly on Chelsea Ave., Alexandra Ave. and Victoria Pl. In response, I requested feedback from the City's department heads for their feedback on the issue. The consensus answer was that there are several serious issues with speed bumps that weigh against their use:

- **Slows Response Times:** The International Fire Code recommends against the installation of speed bumps and similar measures. Each speed bump can potentially slow response times up to 10 seconds per speed bump and can damage Fire and EMS apparatus.
- **Can Be Costly:** A well-planned and well-constructed speed bump requires design by engineers that considers a variety of factors such as traffic load, speed limit, markings, signage, placement, etc. Construction costs can vary based on the type of material and whether it is a stand-alone project or part of a larger street improvement. There are also ongoing maintenance costs, such as refreshing the paint for the pavement markings.
- **Snow and Ice Removal:** Speed bumps can make snow removal more difficult, and the speed bumps can easily damage the snow plows.
- **Damage to Resident Vehicles:** The proper design mentioned above is necessary to minimize damage to low-lying vehicles. Residents who live along a street may end up with excessive or premature wear to their vehicle's suspension.

In addition, staff have observed that many drivers, especially those who live in an area with speed bumps and encounter them frequently, will often speed up upon clearing the speed bump to compensate for the lost time. This can render them less effective in achieving the intended goal. For these reasons, City staff have consistently recommended against installing speed bumps.

RECOMMENDED APPROACH

The City of Glendale already takes a multi-faceted approach to addressing issues related to speeding and other traffic enforcement, and staff are always willing to work with elected officials on new ideas or initiatives to address problem areas. Current approaches include:

- **Traffic Safety Grant** – For the last several years, the police department has received grant funding that pays for an additional officer to work targeted traffic enforcement. This is in addition to the routine traffic enforcement that every officer does as part of their regular duties.
- **Speed Trailer** – The police department also operates a speed trailer that is periodically placed on City streets to warn and caution drivers. The radar on the trailer also captures the data of the vehicles that pass by, which we can use to analyze the frequency and severity of speeding.
- **Enhanced Crosswalks** – The City has upgraded and enhanced crosswalks located on Sappington and Kirkham with flashing lights and pavement treatments. The crosswalks on Sappington will be further improved as part of the upcoming STP project to repave the road.
- **Speed limit reductions** – In 2020, the City lowered the speed limits on Sappington and Kirkham from 30 mph to 25 mph.
- **Sidewalk installation** – As part of the Streets Master Plan and Prop S, the City is considering installing sidewalks on Chelsea and Alexendra.

AN ORDINANCE AUTHORIZING A CONTRACT FOR AUDITING SERVICES WITH FICK, EGGEMEYER & WILLIAMSON, FOR FISCAL YEAR 2025, FISCAL YEAR 2026, AND FISCAL YEAR 2027

WHEREAS, in accordance with Section 130.070 C. of the Glendale Municipal Code, the Board of Aldermen has solicited proposals from qualified public accounting firms for the conduct of the audit of the financial records of the City of Glendale (“City”) for a three year period; and

WHEREAS, in response to such a request, the City has received proposals from two (2) firms:

<u>Firm</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>Single</u>
Fick, Eggemeyer & Williamson, CPA	\$8,400	\$8,600	\$8,800	\$3,500
Honkamp, PC	\$38,950	\$41,677	\$44,594	\$7,000

WHEREAS, having considered all factors including contract cost, prior auditing experience and qualifications of audit managers and staff, the Board of Aldermen has determined that the proposal of Fick, Eggemeyer & Williamson, CPA’s is sufficient as submitted.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI AS FOLLOWS:

SECTION ONE: The Board of Aldermen hereby approves a contract with Fick, Eggemeyer & Williamson. Said contract shall be for a period of three years commencing July 1, 2025 and shall include audits of the 2024-2025 2025-2026, and 2026-2027 Fiscal Years, including any Single Audit services provided, however, that the City of Glendale reserves the right to terminate without cause shown following receipt of any of the three annual audits.

SECTION TWO: The City Administrator is hereby authorized and directed, on behalf of the City, to execute a contract and all such other documents as deemed necessary to achieve the purposes of this Ordinance.

SECTION THREE: Fees for audit services shall not exceed the schedule submitted as a part of their proposal received March 11, 2025:

- \$8,400 for audit of the Fiscal Year ending June 30, 2025.
- \$8,600 for audit of the Fiscal Year ending June 30, 2026.
- \$8,800 for audit of the Fiscal Year ending June 30, 2027.

An additional \$3,500 will be charged for years in which Single Audit procedures are necessary.

SECTION FOUR: In the event any word, words, phrase, phrases, sentence, sentences, paragraph, paragraphs, section, sections contained and appearing in this ordinance, shall be held or declared invalid, unlawful or unconstitutional for any cause or reason, then it is hereby declared that the remaining such portions and provisions of this ordinance shall be and remain unaffected thereby and shall remain in full force and effect.

SECTION FIVE: This Ordinance shall be in full force and effect both from and after its passage and approval.

This ordinance passed and approved this 19th day of May, 2025.

ATTEST:

Michael A. Wilcox
Mayor

Frank Johnson
City Administrator/City Clerk

City of Glendale, Missouri

**PROPOSAL FOR AUDIT OF
FISCAL 2025, 2026 & 2027
FINANCIAL STATEMENTS**

F.E.W. CPAs

Contact: Keith Slusser

314-845-7999

6240 S. Lindbergh

St. Louis, MO 63123

March 11, 2025

📍 Saint Louis, Missouri
6240 S. Lindbergh Blvd Ste. 101
Saint Louis, MO 63123

📞 (314) 845-7999
📠 (314) 845-7770
🌐 www.fewcpas.com



📍 Columbia, Illinois
205 S. Main
Columbia, IL 62236

📞 (618) 281-4999
📠 (618) 281-9533
🌐 www.fewcpas.com

March 11, 2025

City of Glendale
Attn: Dan Lawrence
424 N. Sappington Road
Glendale, MO 63122

Ladies and Gentlemen:

We are pleased to submit our proposal to provide professional services to the City of Glendale, Missouri.

By drawing on our extensive experience with governmental entities and non-profit organizations, we believe that we can provide the highest level of auditing services to the City. We strive to have our partners work closely with and respond quickly to our clients' needs.

We understand that a successful engagement must be cost-effective. This means that the cost of accounting services must be justified by the benefit derived by the client. We believe we can provide that benefit, and we are interested in maintaining a long-term relationship with the City of Glendale.

We are grateful for the opportunity to propose on your annual financial and compliance audit. If selected, we look forward to continuing providing high-quality, cost-effective services to the city in 2025 and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read 'Keith Slusser'. The signature is fluid and cursive.

Keith Slusser, CPA

PROPOSAL

A. License to Practice

F.E.W. CPAs and all assigned key professional staff are licensed to conduct audits in the State of Missouri. The firm is also licensed in Illinois.

B. Assurance of Independence

F.E.W. CPAs is independent of the City of Glendale as defined by generally accepted auditing standards. The firm has no relationship with the city or members of the city's management team, except performance of the annual financial and compliance audit.

C. Firm Qualifications

(1) Industry Experience

The firm was founded nearly 50 years ago and has conducted thousands of governmental and non-profit audits. Our St. Louis, Missouri office was established in 1976, and our Columbia, Illinois office was initiated in 1986. Throughout its history, our firm has audited many different kinds of governmental entities, including municipalities, school districts, fire districts, water districts, sewer districts, park districts, and counties. Additional information about the firm is available on our website at www.fewcpas.com.

(2) Size of the Firm

F.E.W. CPAs employs 17 full-time professionals. The firm also employs various clerical staff members. We have six partners, four in the Saint Louis County office and two in the Columbia, Illinois office.

(3) Training Programs

All licensed CPA staff in the firm take at least 40 hours per year of continuing professional education (CPE). All audit partners take at least 40 hours per year of auditing-specific CPE and continuously maintain sufficient CPE to meet yellow book / governmental auditing requirements.

(4) Quality Control Procedures

Our firm has a system of quality control that is subject to ongoing monitoring and annual workpaper inspections. The last peer review of our system of quality control by an independent firm was in August of 2024. That review resulted in a *pass* with no deficiencies, the highest rating you can achieve. See our peer review report attached.

Partner Qualifications and Experience

KEITH SLUSSER, Partner

Mr. Slusser is an audit partner with F.E.W. CPAs. He has a Bachelor of Science degree in accounting from the University of Missouri. Keith graduated Cum Laude in 1999 and has a total of over 25 years of private and public accounting experience. Mr. Slusser is a licensed CPA in Missouri and Illinois and has taken part in over one thousand audits, including managing hundreds of audit engagements, especially our largest governmental audits. Keith is a former director on the Board of Education for the Brentwood School District and former Treasurer of the City of Brentwood and a member of the Missouri Society of CPAs. He has sufficient continuing professional education to satisfy all governmental auditing requirements (yellow book.)

JENNIFER HEIM, Partner

Mrs. Heim is an audit partner for F.E.W. CPAs. Jennifer graduated Magna Cum Laude with her Bachelor of Science in Accounting in 2014 and completed her Master of Accountancy in 2015. She began her career in public accounting in 2013 and became a licensed CPA in the State of Missouri in 2015. She performs dozens of non-profit and governmental audits per year and has extensive experience auditing Missouri public school districts. Jennifer has sufficient continuing professional education to satisfy all governmental (yellow book) auditing requirements.

LESLIE GREGORY, Partner

Ms. Gregory is an audit partner with F.E.W. CPAs. She graduated from Columbia College – Columbia, where she received both her Bachelor of Science in accountancy degree in 2013 and Master of Accountancy degree in 2016. Ms. Gregory has over 8 years of public accounting experience. She performs dozens of audits each year, majority of which are in the non-profit and governmental sectors. She has sufficient continuing professional education to satisfy all governmental auditing requirements.

D. Sample of Missouri Governmental Audits

- City of Rock Hill 11 years
Small Municipality
City Administrator: Garrett Schlett
314-561-4302
- City of Overland 13 years
Small Municipality
City Administrator: Jason McConachie
314-224-2900
- City of Crystal Lake Park 11 years
Small Municipality
City Administrator: Angela McCormick
314-993-1160
- City of Oakland 19 years
Small Municipality
Administrator: Andrew Stewart
314-416-0026

All Missouri Governmental Audits (**Bold** indicates new in the last 5 years, *Italics* indicates firm no longer audits in last 5 years):

Affton Fire Protection District

Affton School District

Bayless School District

Black Jack Fire Protection District

Boncl R-X School District

Brentwood Public Library

Callaway 2 Water District

Callaway County Ambulance District

City of Bella Villa

City of Bellerive Acres

City of Clarkson Valley

City of Cottleville

City of Crestwood

City of Crystal Lake Park

City of Edmundson

City of Fenton

City of Maplewood

City of New Melle

City of Oakland

City of Overland

City of Pevely

City of Rock Hill

City of Vinita Park

City of Winfield

Cole County Public Water Supply #4

Creve Coeur Fire Protection District

Euclid South Community Improvement District

Fenton Fire Protection District

Ferguson Municipal Public Library

Glaize Creek Sewer District

Grant Consolidated School District

Grove Community Improvement District

Hancock Place School District

Harmony-Emge School District #175

Jefferson County Health

Johnson County R-VII School District

Kirkwood Library

Lemay Fire Protection District

Lincoln County Ambulance District

Lincoln County Emergency Services

Lincoln County Fire Protection District

Lindbergh School District

Maplewood Public Library

Maryland Heights Fire Protection District

Maryland Heights Fire Protection District Pension
Audit

Meramec Valley R-III School District

Metro North Fire Protection District

Millstadt School District

New Melle Fire Protection District

North County Fire & Rescue FPD (Riverview Fire)

Pattonville Fire Protection District

Pattonville Fire Protection District - Pension

Perandoe Special Education School District

Public Water Supply District #10

**Public Water Supply District #5 of Camden
County**

Scenic Regional Library

Sedalia Missouri School District
Spanish Lake Fire Protection District
St. Charles City School District
University City Public Library
**University of Missouri Extension - St. Louis
County Extension Council**
Valley Park Fire Protection District
Valley Park School District
Village of Woodlawn
Warren County R-III School District
Webster Groves Public Library
Webster Groves School District
Wentzville Fire Protection
Wentzville Fire Protection Pension Audit
Wentzville RIV School District
West Overland EMS and Fire Protection District

E. Approach to the Audit

For each fiscal year, we intend to submit a written request for information (a needs list) before beginning the audit. After the City has gathered our requested documents, we will schedule a date to visit the City offices. We will then review the requested documents, make inquiries of City staff, and perform certain tests of internal control. We will finish the draft in our office and submit it to the City Administrator and Chief Finance Officer as soon as possible, typically within 30 days of audit commencement.

F. Scheduling

We anticipate finishing the draft of the annual financial statements in September or early October of each year.

G. Senate Bills Regarding Traffic Fines

Our firm has worked with several Missouri municipalities during the last few years regarding Senate Bill 5. The audit report that we will generate for the City of Glendale will have the disclosures required to be in compliance with Senate Bill 5.

H. Fee Information

Our proposed fees are based on our experience performing previous audits for the City of Glendale and our estimates of the hours needed to complete the engagement. Our fee proposal is as follows:

Audit of Fiscal 2025	\$8,000
Audit of Fiscal 2026	\$8,200
Audit of Fiscal 2027	\$8,400

An additional **\$3,500** for the first major program will be charged for years in which a Single Audit of federal funds is required. If additional major programs would be required for the Single Audit, the fee would be **\$1,500** for each additional program.

Our firm does not charge audit clients for inquiries related to the audit or short accounting consultation calls during the fiscal year. If our services are needed for an extended period of time for a non-audit issue, the billing rate per hour for partners will be \$200/hour and the billing rate for other staff members ranges from \$100 to \$160/hour.



Report on the Firm's System of Quality Control

November 27, 2024

To the owners of Fick, Eggemeyer & Williamson, CPA's, PC
And the Peer Review Committee of the Missouri Society of CPAs

We have reviewed the system of quality control for the accounting and auditing practice of Fick, Eggemeyer & Williamson, CPA's, PC in effect for the year ended May 31, 2024. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported on in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing and complying with a system of quality control to provide the firm with reasonable assurance of performing and reporting in conformity with the requirements of the applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of the applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under *Government Auditing Standards*, including a compliance audit under the Single Audit Act.

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Fick, Eggemeyer & Williamson, CPA's, PC in effect for the year ended May 31, 2024, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)*, or *fail*. Fick, Eggemeyer & Williamson, CPA's, PC has received a peer review rating of *pass*.

Troutt, Beeman & Co., P.C.

Troutt, Beeman & Co., P.C.
Harrisonville, Missouri



City of Glendale

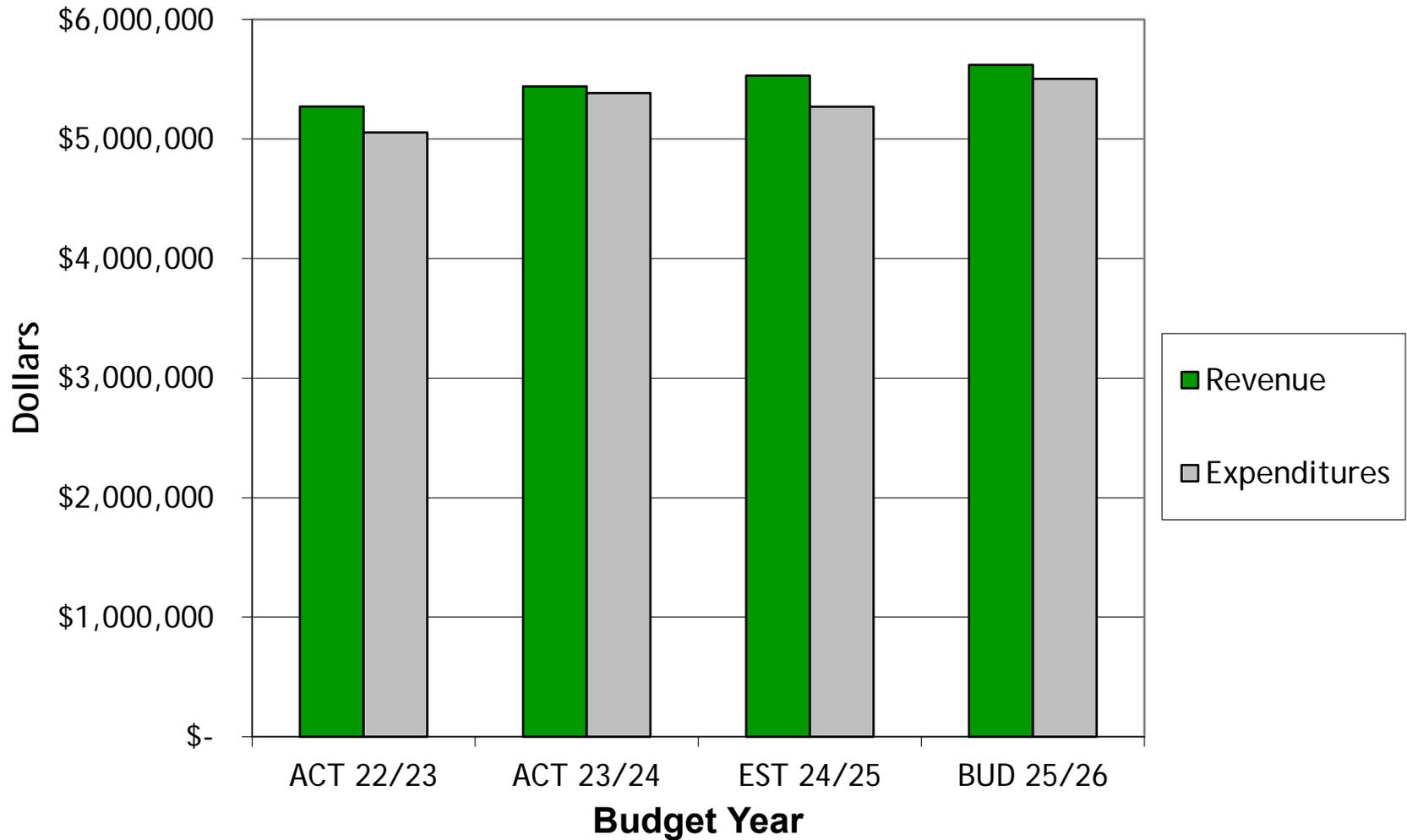
FY2026 Budget Public Hearing

June 2, 2025

FY2026 Budget Overview

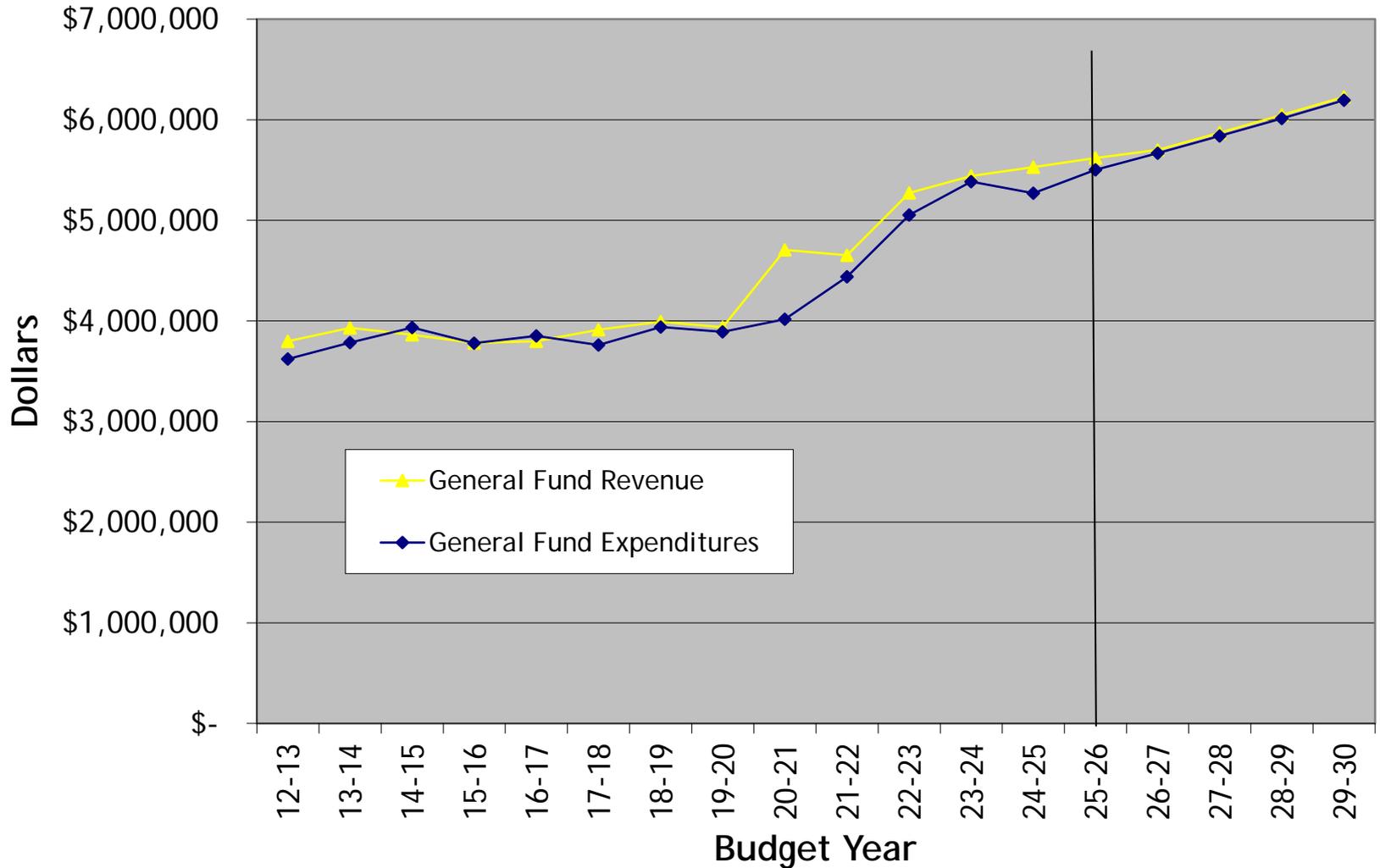
- ▶ Estimating \$5.6 million in revenue and \$5.5 million in expenditures for the General Fund.
- ▶ General Fund surplus of \$117,800 with an ending fund balance of \$3.3 million.
- ▶ \$1.6 million in capital expenditures and \$4.1 million in Prop S expenditures.
- ▶ 78 percent of General Fund expenses go toward personnel services.
- ▶ Post-pandemic rates of revenue growth expected to moderate and slow.
- ▶ High level of national economic uncertainty.

General Fund Revenues vs. Expenditures

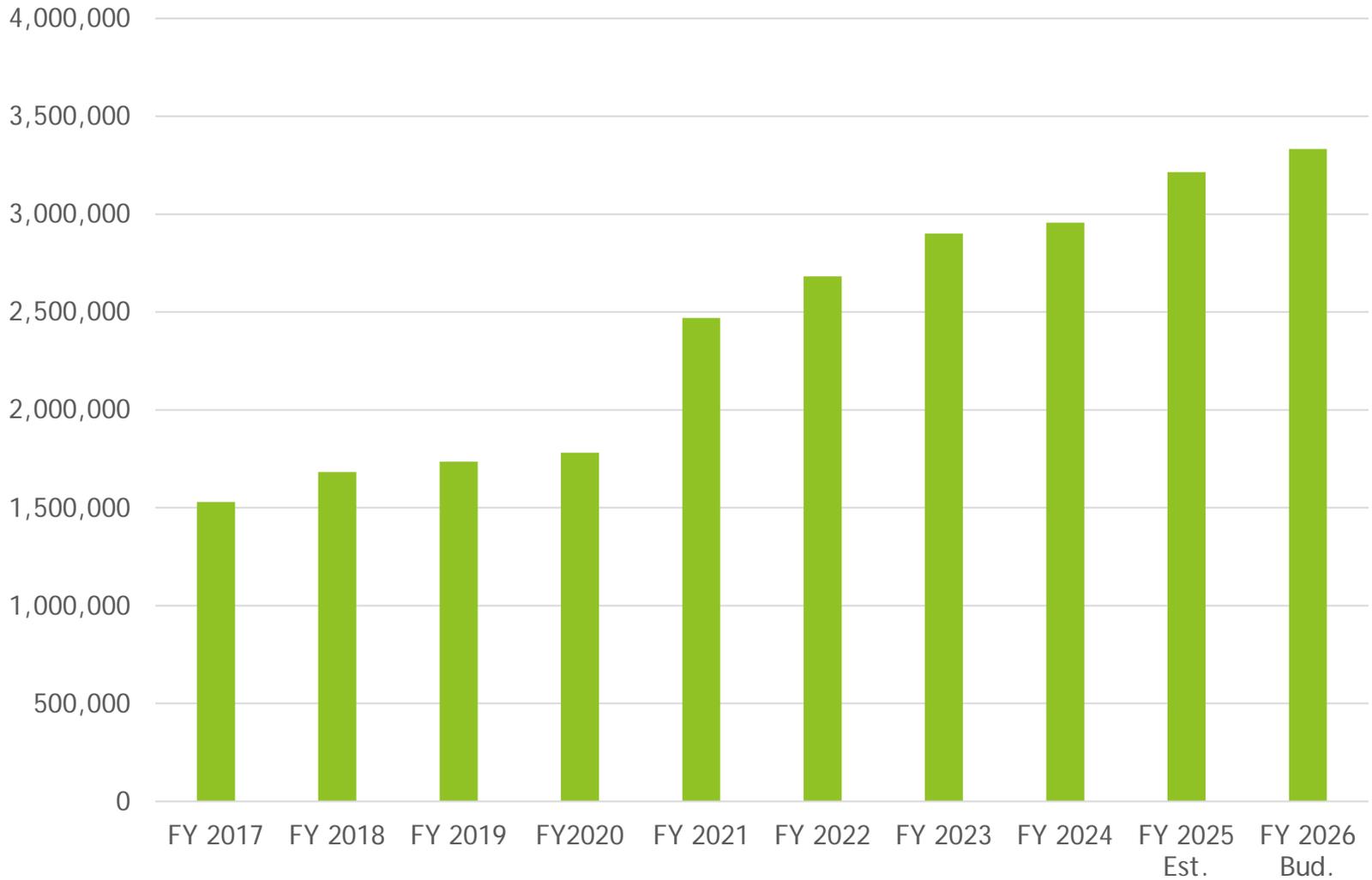


General Fund Revenue vs Expenditures

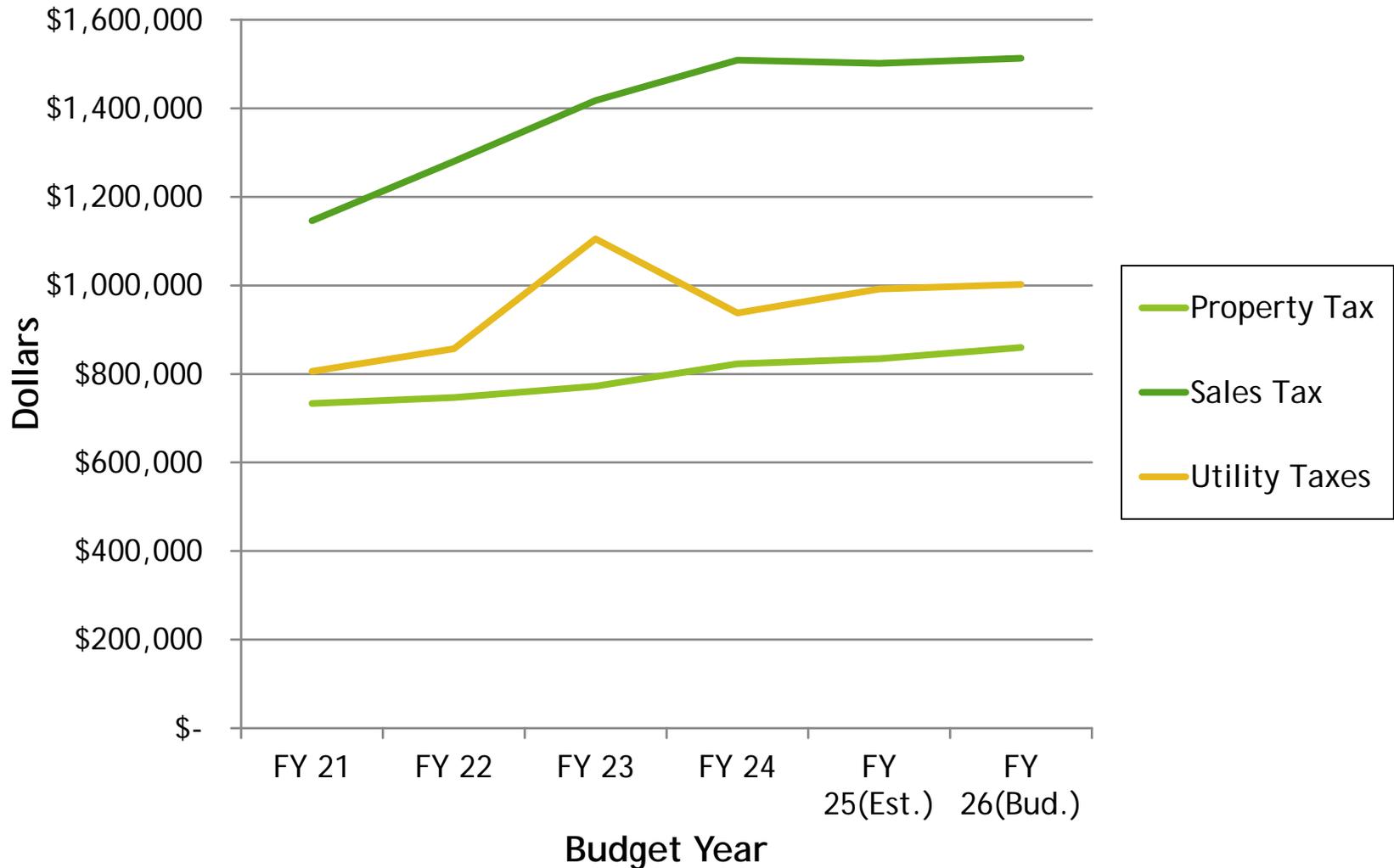
Longer Trend and Forecast



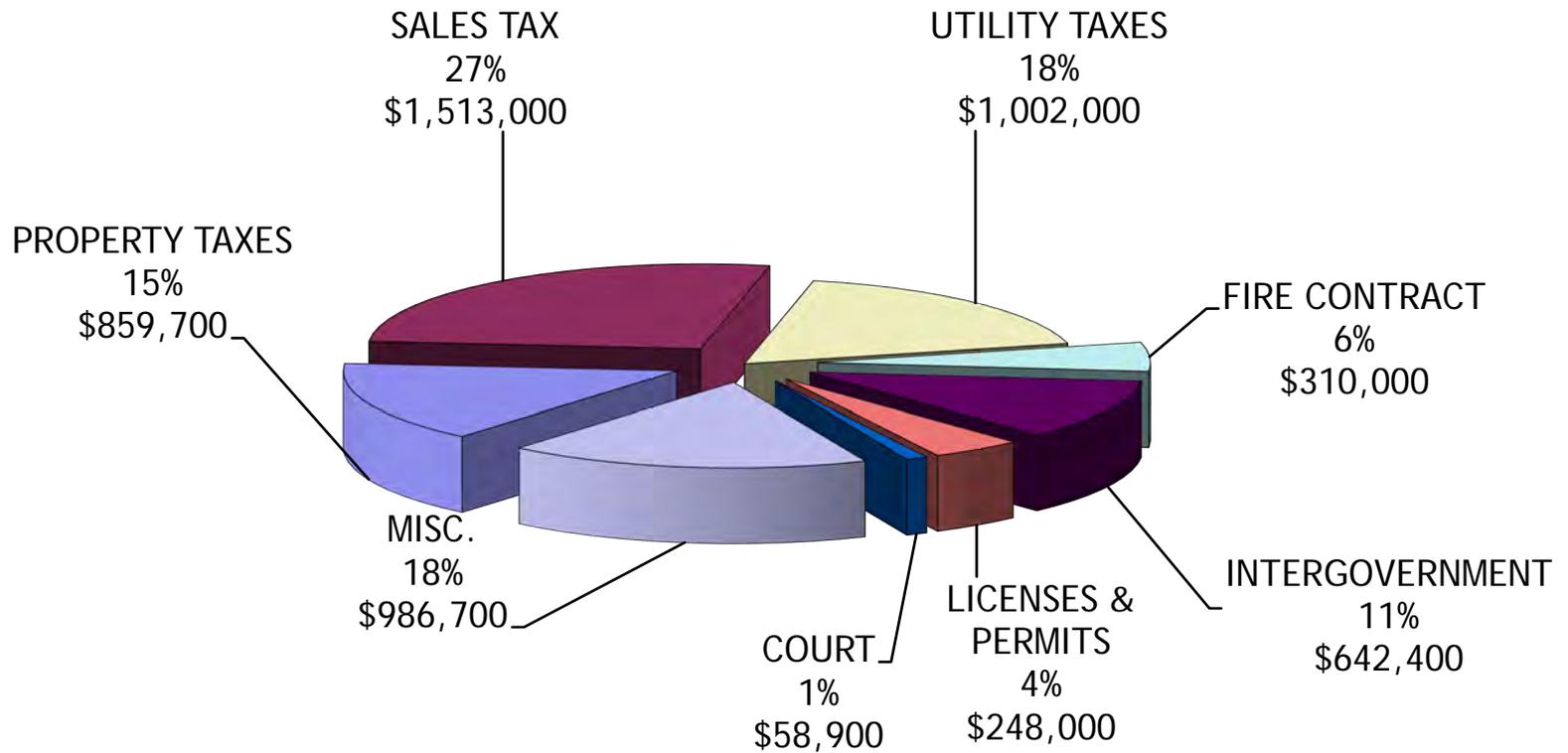
General Fund Ending Surplus Balance



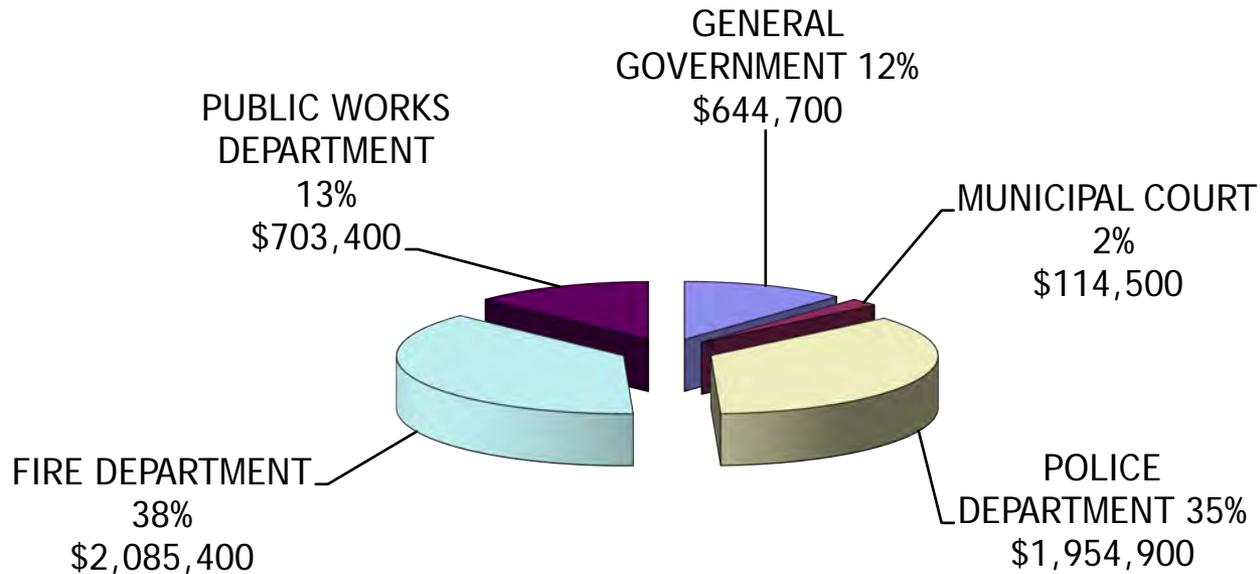
Tax Revenue Growth by Source



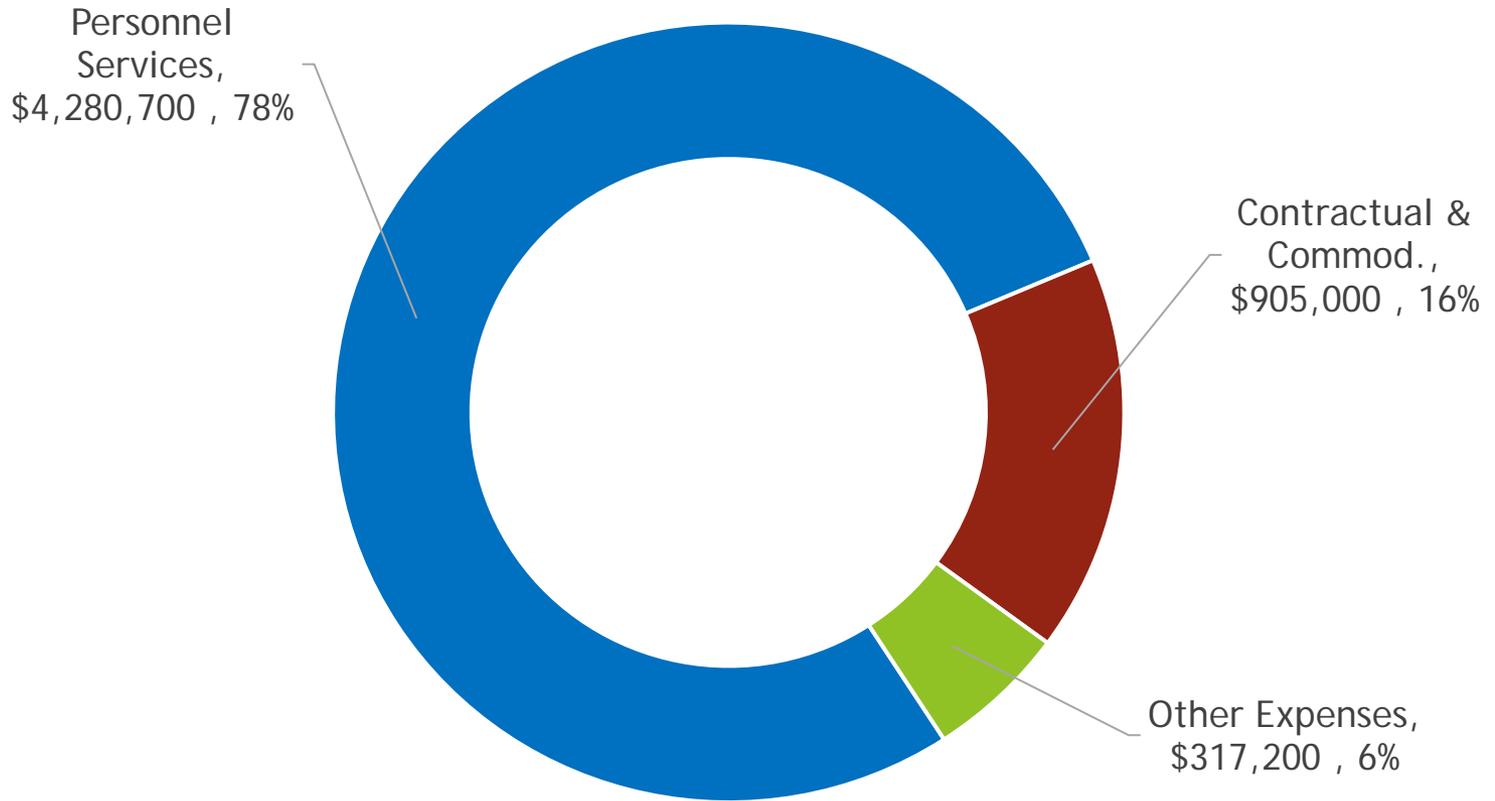
Sources of Revenue for the General Fund Budget 25/26



Expenditure Details by Department for the General Fund Budget 25/26

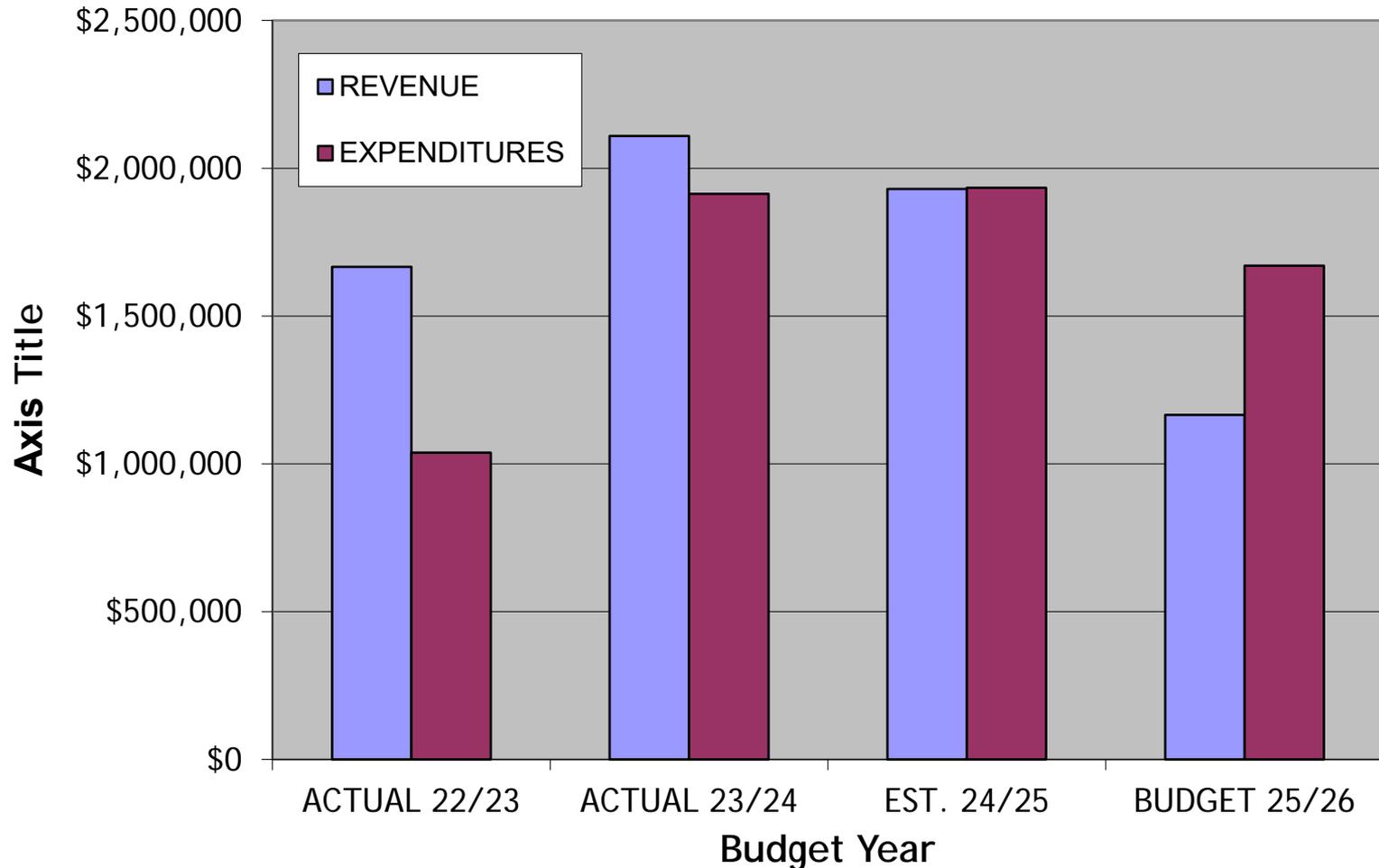


Expenses by Function for the General Fund Budget 25/26

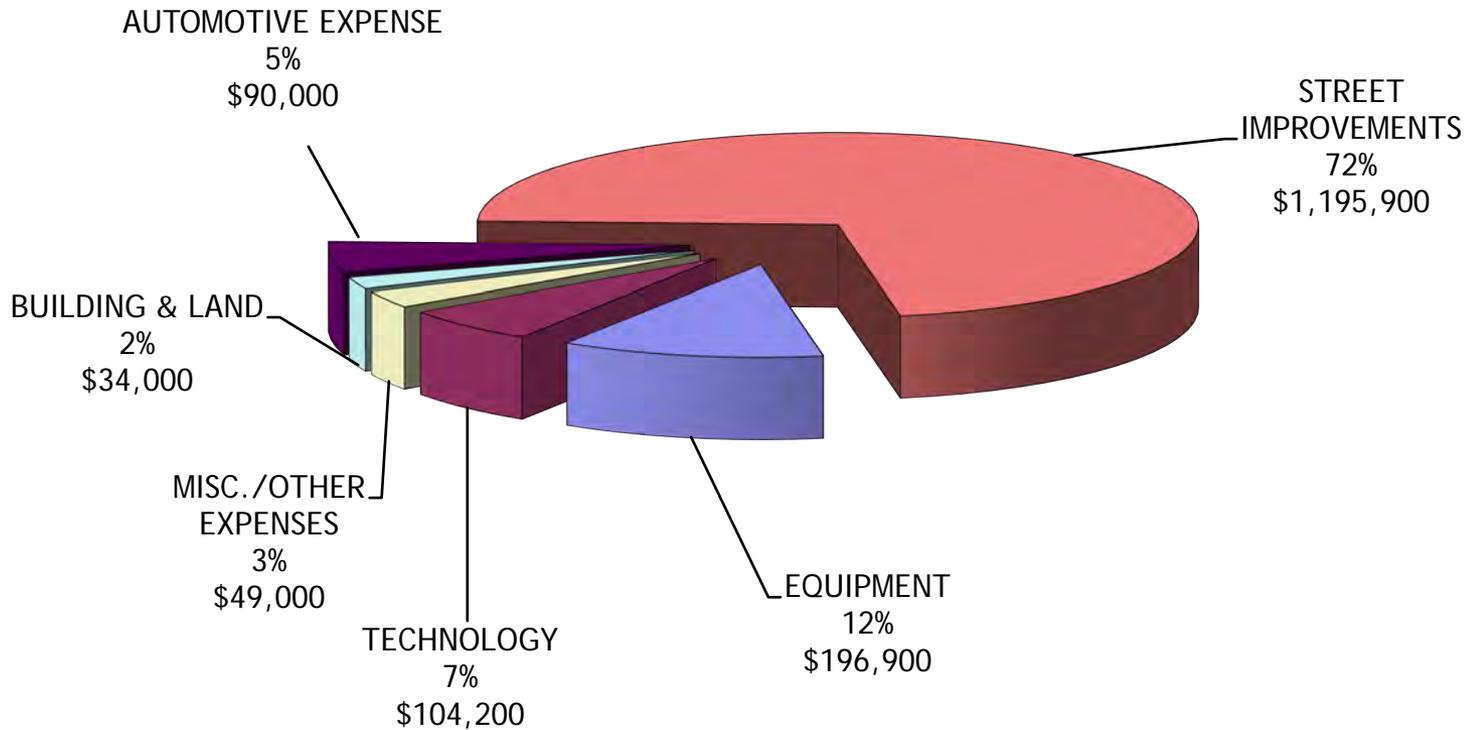


■ Personnel Services ■ Contractual & Commod. ■ Other Expenses

Capital Improvement Fund Revenue vs. Expenditures



Expenditures by Function for the Capital Improvement Fund Budget 25/26



AN ORDINANCE ADOPTING THE ANNUAL BUDGET FOR FISCAL YEAR
2026 FOR THE CITY OF GLENDALE, MISSOURI

WHEREAS, the duly appointed Budget Officer has prepared and submitted to the Mayor and Board of Aldermen a proposed operating budget for all funds for the fiscal year ending June 30, 2026 (Fiscal Year 2026) pursuant to the provisions of Section 105.270 of the Glendale City Code; and

WHEREAS, the Board of Aldermen has examined the estimates of income for Fiscal Year 2026 and determined that the appropriations contained herein realistically meet the needs of all departments required to provide the desired level of services to the citizens of Glendale; and

WHEREAS, the Board of Aldermen has determined that the budget described herein complies in full with the provisions of Chapter 67 of the Revised Statutes of Missouri.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI,

SECTION ONE: The budget for the City of Glendale, Missouri for Fiscal Year 2026 is hereby adopted at the fund level in its final form and content as set forth in the comprehensive budget document, copies of which are on file in the Office of the City Clerk. Said Fiscal Year is to commence on July 1, 2025 and end on June 30, 2026.

SECTION TWO: Estimated resources for each separate fund of the City of Glendale, Missouri, and aggregate expenditures for all such funds for the Fiscal Year 2026 are set forth in summary form below, and are hereby appropriated for expenditure at the fund level during the Fiscal Year 2026 as set forth in the Annual Operating Budget Summary:

Fund	Estimated Revenues	Appropriations/Expenditures
General	\$ 5,620,700	\$ 5,502,900
Sewer Lateral	\$ 114,300	\$ 110,000
Sanitation	\$ 932,700	\$ 916,900
Pension	\$ 580,300	\$ 579,154
Prop P	\$ 400,000	\$ 400,000
Parks & Stormwater	\$ 175,000	\$ 194,600
Prop S	\$ 10,000,000	\$ 4,192,000
Capital Improvement	\$ 1,166,100	\$ 1,670,000
Debt Service	\$ 1,560,200	\$ 897,100
TOTAL ALL FUNDS	\$20,549,300	\$14,462,654

SECTION THREE:

This Ordinance shall be in full force and effect on July 1, 2025 after its passage and approval.

Read two times and passed by the Board of Aldermen of the City of Glendale, Missouri, this 16th day of June 2025.

Michael A. Wilcox
Mayor

ATTEST:

Frank Johnson
City Administrator/City Clerk

**GENERAL FUND
SUMMARY FOR BUDGET 2025/2026**

	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUES					
PROPERTY TAXES	772,046	822,704	814,200	834,400	859,700
SALES TAXES	1,417,548	1,508,736	1,529,000	1,501,200	1,513,000
UTILITY TAXES	1,105,110	938,052	987,000	992,000	1,002,000
TOTAL TAX REVENUE	3,294,704	3,269,492	3,330,200	3,327,600	3,374,700
INTERGOVER. REVENUE	854,150	885,570	910,600	918,900	952,400
LICENSES & PERMITS	299,865	277,063	284,700	247,700	248,000
MUNICIPAL COURT REVENUES	48,600	56,263	56,600	56,900	58,900
OTHER REVENUES	36,490	33,285	40,000	35,000	35,000
INVESTMENT INCOME	116,814	254,114	175,000	238,000	185,000
TRF FROM SEWER LATERAL	25,000	25,000	25,000	25,000	25,000
TRF FROM PROP P	360,000	390,000	410,000	410,000	400,000
TRF FROM PENSION	236,567	249,538	279,400	270,600	341,700
TOTAL REVENUES	5,272,190	5,440,325	5,511,500	5,529,700	5,620,700
EXPENDITURES					
ADMINISTRATION	519,678	561,931	581,200	589,300	644,700
COURT	103,218	108,306	111,800	110,400	114,500
POLICE	1,665,346	1,739,661	1,839,100	1,805,100	1,954,900
FIRE	1,745,532	1,757,496	1,928,700	1,900,300	2,085,400
PUBLIC WORKS	545,904	616,498	706,500	615,700	703,400
TRF. TO CAP. IMP FUND	475,000	600,000	0	250,000	0
TOTAL EXPENDITURES	5,054,678	5,383,892	5,167,300	5,270,800	5,502,900
SURPLUS/(LOSS)	217,512	56,433	344,200	258,900	117,800
FUND BALANCE	\$2,900,332	2,956,765	3,300,965	3,215,665	3,333,465

**GENERAL FUND
REVENUE FOR BUDGET 2025/2026**

ACCOUNT NUMBER	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
TAXES						
10001-01011	REAL ESTATE TAXES	657,694	701,352	690,000	720,000	740,000
10001-01021	PERSONAL PROPERTY TAXES	106,386	111,750	115,000	105,000	110,000
10001-01031	DELINQUENT TAXES	2,851	4,544	4,000	4,500	4,500
10001-01041	UTILITY PROPERTY TAXES	5,115	5,058	5,200	4,900	5,200
10001-01051	SALES TAX	1,138,138	1,147,318	1,140,000	1,150,000	1,155,000
10001-01056	FIRE SERVICE SALES TAX	50,236	52,696	49,000	56,200	58,000
10001-01060	GROSS RECEIPTS WATER	168,334	185,649	192,000	200,000	205,000
10001-01070	GROSS RECEIPTS PHONE	250,370	90,018	85,000	75,000	72,000
10001-01080	GROSS RECEIPTS GAS	289,455	254,852	300,000	305,000	300,000
10001-01090	GROSS RECEIPTS ELECTRIC	396,951	407,533	410,000	412,000	425,000
10001-01110	LOCAL OPTION USE TAX	229,174	308,722	340,000	295,000	300,000
TOTAL TAXES		\$3,294,704	\$3,269,492	\$3,330,200	\$3,327,600	\$3,374,700
INTERGOVERNMENTAL REVENUE						
10001-02011	CONTRACTUAL FIRE SERVICE	277,967	291,896	301,000	301,000	310,000
10001-02016	COURT CLERK REVENUE	56,100	56,100	56,100	56,100	56,100
10001-02021	ROAD & BRIDGE REFUND	193,974	198,956	197,000	201,000	204,000
10001-02031	CIGARETTE TAX	9,646	9,798	9,500	8,300	8,300
10001-02041	GASOLINE TAX MOTOR FUELS	308,633	324,678	340,000	350,000	370,000
10001-02051	GRANTS	7,830	4,142	7,000	2,500	4,000
TOTAL INTERGOVERNMENTAL REVENUE		\$854,150	\$885,570	\$910,600	\$918,900	\$952,400
LICENSES AND PERMITS						
10001-03010	MERCHANT LICENSES	166,547	162,738	164,000	145,000	150,000
10001-03020	AUTO LICENSES	31,139	31,062	31,000	31,000	31,000
10001-03030	PET LICENSE	240	189	200	100	0
10001-03040	CONSTRUCTION PERMITS	16,750	16,025	16,500	16,800	17,000
10001-03050	HOUSING INSPECTIONS	11,820	10,730	13,000	8,800	10,000
10001-03060	CABLE TV	73,369	56,319	60,000	46,000	40,000
TOTAL LICENSES & PERMITS		\$299,865	\$277,063	\$284,700	\$247,700	\$248,000
MUNICIPAL COURT						
10001-04011	COURT COSTS	91	0	100	100	100
10001-04021	COURT FINES	47,283	54,432	55,000	55,000	57,000
10001-04041	MISCELLANEOUS COURT	1,226	1,831	1,500	1,800	1,800
TOTAL MUNICIPAL COURT		\$48,600	\$56,263	\$56,600	\$56,900	\$58,900
MISCELLANEOUS REVENUE						
10001-05010	INVESTMENT INCOME	116,814	254,114	175,000	238,000	185,000
10001-05030	MISCELLANEOUS	36,490	33,285	40,000	35,000	35,000
10001-05034	TRF FROM SEWER LATERAL	25,000	25,000	25,000	25,000	25,000
10001-05035	TRF FROM PROP P	360,000	390,000	410,000	410,000	400,000
10001-05036	TRF FROM PENSION	236,567	249,538	279,400	270,600	341,700
TOTAL MISCELLANEOUS REVENUE		\$774,871	\$951,937	\$929,400	\$978,600	\$986,700
TOTAL ALL REVENUE		\$5,272,190	\$5,440,325	\$5,511,500	\$5,529,700	\$5,620,700
SURPLUS (DEFICIT)		\$217,512	\$56,433	\$344,200	\$258,900	\$117,800
ENDING FUND BALANCE		\$2,900,332	\$2,956,765	\$3,300,965	\$3,215,665	\$3,333,465

BUDGET EXPENDITURES FOR 2025/2026

GENERAL GOVERNMENT

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
PERSONNEL SERVICES						
10010-11010	SALARIES CITY OFFICIALS	14,600	20,700	24,000	23,500	24,000
10010-11020	SALARIES FULL-TIME	170,930	164,343	178,400	223,500	255,800
10010-11030	SALARIES PART-TIME	50,628	71,508	65,000	18,200	16,500
10010-11040	EMPLOYEE INSURANCE	25,798	34,889	36,800	44,700	47,700
10010-11050	WORKMENS COMPENSATION II	600	500	600	600	600
10010-11060	F.I.C.A.	18,032	19,643	20,300	18,300	20,600
10010-11070	LAGERS	8,235	8,265	9,500	11,800	13,000
10010-11100	UNSCHEDULED OVERTIME	2,451	2,114	1,700	500	1,000
TOTAL PERSONNEL SERVICES		\$291,274	\$321,962	\$336,300	\$341,100	\$379,200
CONTRACTUAL & COMMODITIES						
10010-22010	MAINTENANCE BUILDING & GR.	18,645	18,303	20,000	8,600	15,000
10010-22020	UTILITIES ELECTRICAL	7,736	8,707	8,400	8,900	9,400
10010-22030	UTILITIES GAS	2,003	2,299	2,300	2,300	2,400
10010-22040	UTILITIES PHONE	4,812	4,591	4,500	4,800	5,000
10010-22050	UTILITIES WATER & SEWER	793	1,161	1,100	1,100	1,400
10010-22070	MOTOR FUELS	1,840	602	0	0	0
10010-22080	MAINTENANCE EQUIPMENT	2,204	2,664	2,000	2,000	2,000
10010-22100	EQUIPMENT RENTAL	195	259	300	300	300
10010-22110	LEGAL PUBLICATIONS	1,848	2,458	2,600	2,100	2,600
10010-22120	AUDIT	7,400	7,500	7,600	7,600	8,200
10010-22190	ELECTIONS	3,284	3,197	4,000	3,800	3,800
10010-22210	INSPECTION CONTRACTS	10,450	10,983	11,000	9,100	11,000
10010-22220	OTHER CONTRACTUAL	20,060	18,215	24,000	17,200	32,000
10010-22230	POSTAGE	1,121	993	1,000	1,000	1,200
10010-22240	PRINTING	602	608	3,000	500	800
10010-22250	OFFICE SUPPLIES	4,431	3,099	2,800	3,000	3,200
10010-22260	COMPUTER SUPPLIES	25	345	400	1,600	500
10010-22270	JANITORIAL SUPPLIES & SERVI	5,564	5,700	5,700	5,700	5,700
10010-22290	OTHER COMMODITIES	195	160	200	200	200
TOTAL CONTRACTUAL & COMMODITIES		\$93,208	\$91,844	\$100,900	\$79,800	\$104,700
OTHER EXPENSES						
10010-33000	EMPLOYEE RELATIONS	11,911	12,379	12,000	12,400	13,500
10010-33010	COMMUNITY RELATIONS	25,727	28,858	35,000	35,000	35,000
10010-33020	PROFESSIONAL SERVICES	53,046	62,571	45,000	73,300	60,000
10010-33030	PROFESSIONAL DEVELOPMENT	3,968	1,161	3,000	2,000	3,000
10010-33040	DUES & SUBSCRIPTIONS	8,061	7,616	8,200	8,200	8,400
10010-33050	GENERAL INSURANCE	28,290	31,702	35,800	33,500	35,900
10010-33060	MISCELLANEOUS EXPENSE	4,193	3,838	5,000	4,000	5,000
TOTAL OTHER EXPENSES		\$135,196	\$148,125	\$144,000	\$168,400	\$160,800
GENERAL GOVERNMENT TOTAL		\$519,678	\$561,931	\$581,200	\$589,300	\$644,700

BUDGET EXPENDITURES FOR 2025/2026

MUNICIPAL COURT

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
PERSONNEL SERVICES						
10020-11020	SALARIES FULL TIME	50,397	51,318	52,800	52,800	56,000
10020-11040	EMPLOYEE INSURANCE	23,175	25,619	26,100	27,800	27,400
10020-11060	F.I.C.A.	3,496	3,539	3,700	3,700	3,800
10020-11070	LAGERS	2,419	2,560	2,800	2,800	2,800
10020-11100	UNSCHEDULED OVERTIME	76	0	200	0	200
TOTAL PERSONNEL SERVICES		\$79,563	\$83,036	\$85,600	\$87,100	\$90,200
CONTRACTUAL & COMMODITIES						
10020-22100	EQUIPMENT RENTAL	195	259	300	300	300
10020-22180	REJIS COURT	5,717	5,580	6,500	4,800	4,500
10020-22230	POSTAGE	1,500	1,200	1,500	1,500	1,500
10020-22240	PRINTING	339	245	500	500	500
10020-22250	OFFICE SUPPLIES	609	290	800	800	900
TOTAL CONTRACTUAL & COMMODITIES		\$8,360	\$7,574	\$9,600	\$7,900	\$7,700
OTHER EXPENSES						
10020-33020	PROFESSIONAL SERVICES	13,907	16,358	15,600	14,400	15,600
10020-33030	PROFESSIONAL DEVELOPMENT	832	1,338	1,000	1,000	1,000
10020-33060	MISCELLANEOUS EXPENSE	556	0	0	0	0
TOTAL OTHER EXPENSES		\$15,295	\$17,696	\$16,600	\$15,400	\$16,600
TOTAL MUNICIPAL COURT		\$103,218	\$108,306	\$111,800	\$110,400	\$114,500

BUDGET EXPENDITURES FOR 2025/2026

POLICE DEPARTMENT

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
PERSONNEL SERVICES						
10030-11020	SALARIES FULL TIME	842,254	857,659	894,400	903,000	969,400
10030-11030	SALARIES PART TIME	26,698	45,869	64,900	40,500	45,000
10030-11040	EMPLOYEE INSURANCE	232,081	217,339	235,000	244,700	253,000
10030-11050	WORKMENS COMPENSATION	33,135	36,000	51,300	50,000	57,000
10030-11060	F.I.C.A.	67,578	71,231	74,000	72,200	78,700
10030-11070	LAGERS	105,737	115,771	124,600	120,600	144,000
10030-11091	CLOTHING ALLOWANCE	6,826	10,316	8,000	9,000	8,000
10030-11100	UNSCHEDULED OVERTIME	48,792	66,798	50,000	45,000	50,000
TOTAL PERSONNEL SERVICES		\$1,363,101	\$1,420,983	\$1,502,200	\$1,485,000	\$1,605,100
CONTRACTUAL & COMMODITIES						
10030-22010	MAINTENANCE BUILDING & GR	15,024	14,578	14,500	11,300	15,000
10030-22020	UTILITIES ELECTRICAL	7,736	8,707	8,600	9,000	9,500
10030-22030	UTILITIES GAS	2,003	2,299	2,500	2,400	2,500
10030-22040	UTILITIES PHONE	6,405	6,287	6,400	6,700	6,800
10030-22050	UTILITIES WATER & SEWER	793	1,161	1,100	1,100	1,200
10030-22070	MOTOR FUELS	20,666	21,232	24,000	24,100	23,400
10030-22080	MAINTENANCE MOTOR EQUIP	20,067	5,793	12,000	13,500	14,000
10030-22090	MAINTENANCE EQUIPMENT	6,025	3,850	4,500	2,500	4,000
10030-22180	REJIS CONTRACT	30,682	38,938	37,500	34,000	37,500
10030-22185	DISPATCH EXPENSE	87,821	90,895	94,100	92,400	95,500
10030-22220	OTHER CONTRACTUAL	48,771	62,771	65,200	57,500	65,200
10030-22230	POSTAGE	803	529	800	800	800
10030-22240	PRINTING	220	1,177	1,000	500	800
10030-22250	OFFICE SUPPLIES	2,204	3,490	3,000	2,400	3,000
10030-22270	JANITORIAL SUPPLIES & SER	5,564	5,700	5,700	5,700	5,700
10030-22290	OTHER COMMODITIES	14,036	9,134	12,000	13,000	14,000
TOTAL CONTRACTUAL & COMMODITIES		\$268,820	\$276,541	\$292,900	\$276,900	\$298,900
OTHER EXPENSES						
10030-33010	COMMUNITY RELATIONS	108	0	400	400	400
10030-33030	PROFESSIONAL DEVELOPMENT	8,456	12,668	12,700	10,000	15,000
10030-33040	DUES & SUBSCRIPTIONS	3,428	3,334	3,500	5,000	5,000
10030-33050	GENERAL INSURANCE	18,943	22,178	24,400	24,600	27,000
10030-33060	MISCELLANEOUS EXPENSE	2,490	3,957	3,000	3,200	3,500
TOTAL OTHER EXPENSES		\$33,425	\$42,137	\$44,000	\$43,200	\$50,900
TOTAL POLICE DEPARTMENT		\$1,665,346	\$1,739,661	\$1,839,100	\$1,805,100	\$1,954,900

BUDGET EXPENDITURES FOR 2025/2026

FIRE DEPARTMENT

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
PERSONNEL SERVICES						
10050-11020	SALARIES FULL TIME	917,166	926,153	1,015,500	1,004,000	1,099,100
10050-11040	EMPLOYEE INSURANCE	221,553	204,999	222,300	230,000	240,000
10050-11050	WORKMENS COMPENSATION	64,857	62,762	85,900	83,900	103,700
10050-11060	F.I.C.A.	72,590	71,551	78,300	77,600	85,400
10050-11070	LAGERS	130,830	133,767	154,800	150,000	166,800
10050-11100	UNSCHEDULED OVERTIME	66,848	44,498	45,000	47,000	47,000
TOTAL PERSONNEL SERVICES		\$1,473,844	\$1,443,730	\$1,601,800	\$1,592,500	\$1,742,000
CONTRACTUAL & COMMODITIES						
10050-22010	BUILDING MAINTENANCE	7,743	12,052	13,000	13,000	15,000
10050-22020	UTILITIES ELECTRICAL	12,359	12,590	12,500	12,800	14,000
10050-22030	UTILITIES GAS	4,453	4,010	5,500	3,200	4,500
10050-22040	UTILITIES PHONE	7,228	7,588	7,600	7,600	7,800
10050-22050	UTILITIES WATER & SEWER	6,474	6,782	6,000	6,600	7,000
10050-22070	MOTOR FUELS	6,547	6,595	7,500	5,800	7,000
10050-22080	APPARATUS MAINTENANCE	-433	19,663	13,500	14,700	15,000
10050-22090	EQUIPMENT MAINTENANCE	3,400	10,122	6,000	7,000	7,000
10050-22130	MEDICAL SUPPLIES	5,755	4,664	5,500	4,300	5,500
10050-22185	DISPATCH EXPENSE	58,547	64,760	67,000	66,100	69,000
10050-22220	OTHER CONTRACTUAL	24,520	21,341	27,500	20,500	26,000
10050-22225	FIRE CHIEF CONTRACT	73,450	75,926	78,200	77,800	81,300
10050-22270	STATION SUPPLIES	2,032	3,197	4,000	4,500	5,000
10050-22280	SMALL TOOLS & HARDWARE	1,091	1,104	1,200	1,100	1,200
10050-22290	OTHER COMMODITIES	3,086	0	0	0	0
10050-22300	UNIFORMS & CLOTHING	6,804	7,625	10,000	5,000	10,000
TOTAL CONTRACTUAL & COMMODITIES		\$223,056	\$258,019	\$265,000	\$250,000	\$275,300
OTHER EXPENSES						
10050-33010	COMMUNITY RELATIONS	1,980	2,080	2,300	1,800	2,300
10050-33030	PROFESSIONAL DEVELOPMENT	14,117	15,992	17,500	12,500	19,000
10050-33040	DUES & SUBSCRIPTIONS	4,710	4,095	5,500	5,900	6,000
10050-33050	GENERAL INSURANCE	27,735	33,368	36,300	37,300	40,500
10050-33060	MISCELLANEOUS EXPENSE	90	212	300	300	300
TOTAL OTHER EXPENSES		\$48,632	\$55,747	\$61,900	\$57,800	\$68,100
FIRE DEPARTMENT TOTAL		\$1,745,532	\$1,757,496	\$1,928,700	\$1,900,300	\$2,085,400

BUDGET EXPENDITURES FOR 2025/2026

PUBLIC WORKS

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
PERSONNEL SERVICES						
10060-11020	SALARIES FULL TIME	225,580	251,161	304,200	230,000	312,000
10060-11030	SALARIES PART TIME	13,148	12,517	12,500	14,000	7,000
10060-11040	EMPLOYEE INSURANCE	81,996	74,161	90,000	63,500	73,400
10060-11050	WORKMENS COMPENSATION	19,158	15,900	24,200	23,900	28,500
10060-11060	F.I.C.A.	17,545	19,829	23,700	18,700	24,200
10060-11070	LAGERS	10,557	11,257	16,100	11,400	15,100
10060-11100	UNSCHEDULED OVERTIME	1,008	2,668	4,000	12,100	4,000
TOTAL PERSONNEL SERVICES		\$368,992	\$387,493	\$474,700	\$373,600	\$464,200
CONTRACTUAL & COMMODITIES						
10060-22010	MAINTENANCE BUILDING & GR	13,163	15,379	12,000	20,200	14,000
10060-22020	UTILITIES ELECTRICAL	1,905	1,878	2,000	1,900	2,100
10060-22030	UTILITIES GAS	3,295	3,435	3,500	3,300	3,600
10060-22040	UTILITIES PHONE	4,265	4,162	4,400	3,200	4,000
10060-22050	UTILITIES WATER & SEWER	1,917	2,071	1,700	2,200	2,400
10060-22060	STREET LIGHTS	29,660	27,755	30,000	27,300	30,000
10060-22070	MOTOR FUELS	14,456	12,815	16,000	12,800	15,000
10060-22080	MAINTENANCE MOTOR EQUIP	22,649	12,487	13,000	16,000	15,000
10060-22090	MAINTENANCE EQUIPMENT	21,942	21,542	15,000	13,700	15,000
10060-22100	EQUIPMENT RENTAL	0	1,952	1,000	500	1,000
10060-22121	WELDING	678	0	300	300	300
10060-22140	FORESTRY	15,310	7,614	17,000	32,400	20,000
10060-22150	SNOW REMOVAL	17,051	32,194	26,000	26,000	26,000
10060-22160	SIGNS & PAVEMENT MARKING	7,137	6,244	8,000	9,000	8,000
10060-22170	VECTOR CONTROL	0	54	300	400	500
10060-22270	JANITORIAL SUPPLIES & SER	2,134	3,119	3,500	3,000	3,500
10060-22280	SMALL TOOLS & HARDWARE	2,474	2,541	2,500	2,000	2,500
10060-22290	OTHER COMMODITIES	4,650	8,782	7,000	20,700	7,000
10060-22300	UNIFORMS & CLOTHING	3,590	3,631	4,500	4,500	4,500
10060-22310	STREET MAINTENANCE	0	36,845	44,000	25,200	44,000
TOTAL CONTRACTUAL & COMMODITIES		\$166,276	\$204,500	\$211,700	\$224,600	\$218,400
OTHER EXPENSES						
10060-33020	PROFESSIONAL SERVICES	0	8,231	4,000	2,600	4,000
10060-33030	PROFESSIONAL DEVELOPMENT	25	1,620	2,000	900	1,500
10060-33050	GENERAL INSURANCE	9,207	11,093	12,100	12,800	13,300
10060-33060	MISCELLANEOUS EXPENSE	1,404	3,561	2,000	1,200	2,000
10060-33065	TRANSFER TO CAPITAL IMP. FU	475,000	600,000	0	250,000	0
TOTAL OTHER EXPENSES		\$485,636	\$624,505	\$20,100	\$267,500	\$20,800
PUBLIC WORKS TOTAL		\$1,020,904	\$1,216,498	\$706,500	\$865,700	\$703,400

SEWER LATERAL FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
20001-02001	SEWER LATERAL FEES	114,876	114,169	114,800	114,300	114,300
TOTAL SEWER LATERAL REVENUE		\$114,876	\$114,169	\$114,800	\$114,300	\$114,300
CONTRACTUAL & COMMODITIES						
20070-22218	TRANSFER TO GENERAL FUND	25,000	25,000	25,000	25,000	25,000
20070-22220	OTHER CONTRACTUAL	92,346	79,110	85,000	75,000	85,000
TOTAL CONTRACTUAL & COMMODITIES		\$117,346	\$104,110	\$110,000	\$100,000	\$110,000
TOTAL SEWER LATERAL EXPENDITURES		\$117,346	\$104,110	\$110,000	\$100,000	\$110,000
SURPLUS (DEFICIT)		(\$2,470)	\$10,059	\$4,800	\$14,300	\$4,300
ENDING FUND BALANCE		\$93,187	103,246	108,046	\$117,546	\$121,846

SANITATION ENTERPRISE FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
30001-03025	INTEREST & PENALTIES	2,551	3,036	2,500	3,000	3,000
30001-05041	SANITATION FEES	633,282	656,100	751,900	787,200	929,700
TOTAL SANITATION REVENUE		\$635,833	\$659,136	\$754,400	\$790,200	\$932,700
PERSONNEL SERVICES						
30070-11030	SALARIES PART-TIME	12,419	13,889	14,500	13,200	14,500
30070-11060	FICA	964	1,084	1,100	1,000	1,100
30070-11100	UNSCHEDULED OVERTIME	81	228	0	0	0
TOTAL PERSONNEL SERVICES		\$13,464	\$15,201	\$15,600	\$14,200	\$15,600
CONTRACTUAL & COMMODITIES						
30070-22230	POSTAGE	4,098	3,551	3,500	3,700	3,900
30070-22240	PRINTING	2,298	2,556	2,000	2,000	2,200
30070-22331	RESIDENTIAL COLLECTION	604,191	625,216	712,100	754,600	895,200
TOTAL CONTRACTUAL & COMMODITIES		\$610,587	\$631,323	\$717,600	\$760,300	\$901,300
TOTAL SANITATION EXPENDITURES		\$624,051	\$646,524	\$733,200	\$774,500	\$916,900
SURPLUS (DEFICIT)		\$11,782	\$12,612	\$21,200	\$15,700	\$15,800
ENDING FUND BALANCE		\$123,170	\$135,782	\$156,982	\$172,682	\$188,482

EMPLOYEE PENSION FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
TAX REVENUE						
60001-01011	REAL ESTATE TAXES	438,852	465,855	460,000	480,000	500,000
60001-01021	PERSONAL PROPERTY TAXES	71,043	74,608	74,000	70,200	74,000
60001-01031	DELINQUENT TAXES	1,914	3,049	2,500	3,200	3,000
60001-01041	UTILITY PROPERTY TAXES	3,416	3,377	3,400	3,300	3,300
TOTAL TAX REVENUES		\$515,225	\$546,889	\$539,900	\$556,700	\$580,300
EXPENDITURES						
60070-53072	LAGERS EXP. LEGACY PLAN	237,454	237,454	237,454	237,454	237,454
60070-53075	TRANSFER TO GEN. FUND	236,566	249,538	279,400	270,600	341,700
TOTAL EXPENDITURES		\$474,020	\$486,992	\$516,854	\$508,054	\$579,154
SURPLUS (DEFICIT)		\$41,205	\$59,897	\$23,046	\$48,646	\$1,146
ENDING FUND BALANCE		\$413,298	\$473,195	\$496,241	\$521,841	\$522,987

PROP P FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
70001-01051	PROP P SALES TAX	385,825	409,041	410,000	400,000	400,000
TOTAL PARKS & STORMWATER REV.		\$385,825	\$409,041	\$410,000	\$400,000	\$400,000
CONTRACTUAL & COMMODITIES						
70070-22218	TRANSFER TO OTHER FUNDS	360,000	390,000	410,000	410,000	400,000
TOTAL CONTRACTUAL & COMMODITIES		\$360,000	\$390,000	\$410,000	\$410,000	\$400,000
SURPLUS (DEFICIT)		\$25,825	\$19,041	\$0	(\$10,000)	\$0
ENDING FUND BALANCE		\$329,814	\$348,855	\$348,855	338,855	\$338,855

PARKS & STORMWATER FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
85001-01051	PARKS/STORMWATER SALES TAX	170,749	177,271	160,000	187,000	175,000
TOTAL PARKS & STORMWATER REV.		\$170,749	\$177,271	\$160,000	\$187,000	\$175,000
CONTRACTUAL & COMMODITIES						
85070-22220	OTHER CONTRACTUAL	29,329	35,842	96,000	151,200	134,600
85070-22218	TRANSFER TO OTHER FUNDS	130,000	85,000	60,000	60,000	60,000
TOTAL CONTRACTUAL & COMMODITIES		\$159,329	\$120,842	\$156,000	\$211,200	\$194,600
SURPLUS (DEFICIT)		\$11,420	\$56,429	\$4,000	(\$24,200)	(\$19,600)
ENDING FUND BALANCE		\$39,463	\$95,892	\$99,892	71,692	\$52,092

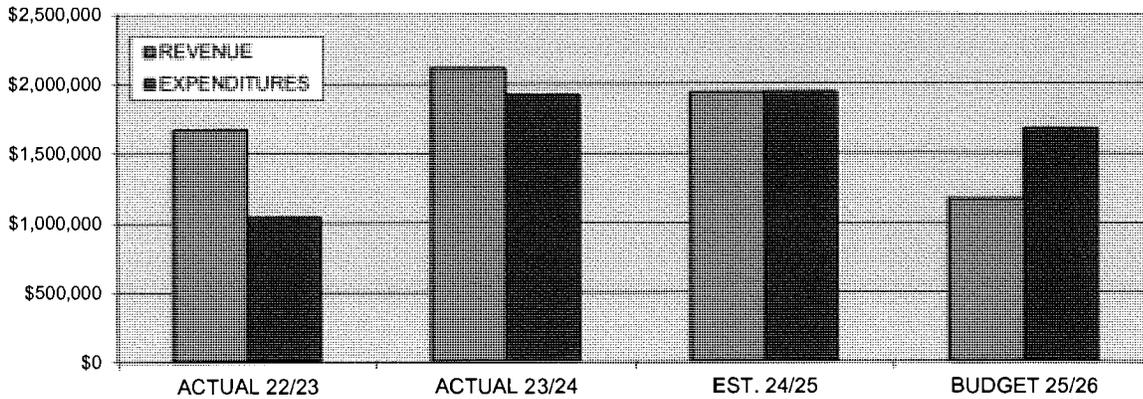
ARPA FUND FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
86001-02051	GRANT INCOME	252,114	650,794	193,000	235,217	0
86001-05010	INVESTMENT INCOME	17,247	21,487	5,000	3,863	0
TOTAL FUND REVENUE		\$269,361	\$672,281	\$198,000	\$239,080	\$0
CONTRACTUAL & COMMODITIES						
86070-33080	TRANSFER TO CAPITAL FUND	252,114	653,068	215,495	275,788	0
TOTAL CONTRACTUAL & COMMODITIES		\$252,114	\$653,068	\$215,495	\$275,788	\$0
SURPLUS (DEFICIT)		\$17,247	\$19,213	(\$17,495)	(\$36,708)	\$0
ENDING FUND BALANCE		\$17,495	\$36,708	\$19,213	\$0	\$0

CAPITAL IMPROVEMENTS FUND REVENUE FOR 2025/2026

ACCOUNT #	DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE						
90001-01052	CAPITAL IMPROVEMENTS SALES TAX	476,418	517,294	515,000	504,000	510,000
90001-01056	FIRE SALES TAX	35,015	35,764	33,000	37,000	37,000
90001-02051	GRANTS	67,103	38,194	15,000	17,000	7,000
90001-05020	SALE OF SURPLUS EQUIPMENT	45,202	9,721	5,000	0	5,000
90001-05029	SIDEWALK REIMBURSEMENT	3,102	600	3,000	0	3,000
90001-05030	TREE PLANTING REIMBURSEMENT	0	0	0	0	3,000
90001-05031	E. ESSEX STP REIMBURSEMENT	89,330	31,101	749,600	613,800	157,100
90001-05032	SAPPINGTON RD. STP REIMBURSEMENT	27,635	23,126	65,600	80,000	384,000
90001-05033	MSD REIMBURSEMENT	65,919	115,647	0	92,500	0
90001-05034	TRANSFER FROM OTHER FUNDS	857,114	1,338,068	275,495	585,800	60,000
TOTAL CAPITAL IMPROVEMENTS REVENUE		\$1,666,838	\$2,109,515	\$1,661,695	\$1,930,100	\$1,166,100

CAPITAL IMPROVEMENT FUND REVENUE VERSUS EXPENDITURES



CAPITAL IMPROVEMENTS FUND EXPENSES FOR 2025/2026

ACCOUNT # DESCRIPTION	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
GENERAL GOVERNMENT CAPITAL OUTLAY					
90010-44010 OFFICE EQUIPMENT	0	0	0	0	0
90010-44020 AUTOMOTIVE EQUIPMENT	0	0	0	0	0
90010-44030 OTHER CAPITAL OUTLAY	7,087	18,795	85,000	60,000	49,500
90010-44040 BUILDING & LAND	0	32,703	0	0	0
TOTAL GENERAL GOVERNMENT	7,087	51,498	85,000	60,000	49,500
COURT CAPITAL OUTLAY					
90020-44010 MISCELLANEOUS EXPENSE	0	0	0	0	0
TOTAL COURT	0	0	0	0	0
POLICE CAPITAL OUTLAY					
90030-44020 AUTOMOTIVE EQUIPMENT	62,970	81,296	0	0	46,000
90030-44030 OTHER CAPITAL OUTLAY	60,063	126,230	31,700	31,700	102,600
90030-44040 BUILDING & LAND	191,569	0	30,000	0	30,000
TOTAL POLICE DEPARTMENT	314,602	207,526	61,700	31,700	178,600
FIRE DEPARTMENT CAPITAL OUTLAY					
90050-22320 INTEREST EXPENSE	0	0	0	0	0
90050-44020 AUTOMOTIVE EQUIPMENT	46,191	8,160	0	0	0
90050-44030 OTHER CAPITAL OUTLAY	21,382	95,391	66,000	45,300	146,000
90050-44040 BUILDING & LAND	0	0	35,000	17,000	4,000
TOTAL FIRE DEPARTMENT	67,573	103,551	101,000	62,300	150,000
PUBLIC WORKS CAPITAL OUTLAY					
90060-22320 INTEREST EXPENSE	0	0	0	0	0
90060-44020 AUTOMOTIVE EQUIPMENT	0	120,488	153,000	100,000	44,000
90060-44030 OTHER CAPITAL OUTLAY	2,874	39,126	27,000	18,600	28,000
90060-44031 TRIM	4,275	0	6,000	1,000	18,000
90060-44032 SIDEWALK IMPROVEMENTS	23,306	1,526	6,000	0	6,000
90060-44033 E. ESSEX STP PROJECT	78,986	232,352	937,000	829,500	217,300
90060-44034 N. SAPPINGTON STP PROJECT	35,332	41,075	82,000	100,000	532,000
90060-44035 ARPA FUND STREET IMPROVEMENTS	99,802	627,214	0	0	0
90060-44040 BUILDINGS & LAND	38,297	38,737	55,000	44,400	0
90060-44050 STREETS-NOVACHIP	161,468	123,849	87,000	99,700	225,500
90060-44051 STREETS-CRACKSEAL & SEALCOAT	30,103	71,838	87,000	35,000	49,000
90060-44070 STREETS-OTHER	107,850	151,029	400,000	421,600	8,100
90060-44090 STORMWATER	32,594	85,236	115,000	110,000	144,000
90060-44100 CURBS	33,929	18,689	39,000	20,000	20,000
TOTAL PUBLIC WORKS	648,816	1,551,159	1,994,000	1,779,800	1,291,900
TOTAL CAPITAL OUTLAY EXPENDITURES	1,038,078	1,913,734	2,241,700	1,933,800	1,670,000
SURPLUS (DEFICIT)	\$628,760	\$195,781	(\$580,005)	(\$3,700)	(\$503,900)
ENDING FUND BALANCE	\$1,059,962	1,255,743	675,738	1,252,043	748,143

DEBT SERVICE FUND FOR 2025/2026

	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
TAXES					
94001-01011 REAL ESTATE TAXES	525,787	527,972	525,000	540,000	1,350,000
94001-01021 PERSONAL PROPERTY TAXES	84,932	84,645	84,000	79,000	196,600
94001-01031 DELIQUENT TAXES	2,112	3,494	2,500	3,300	6,600
94001-01041 UTILITY PROPERTY TAXES	4,093	3,827	4,000	3,700	7,000
TOTAL TAXES	\$616,924	\$619,938	\$615,500	\$626,000	\$1,560,200
EXPENDITURES					
94070-22220 OTHER CONTRACTUAL	1,800	1,800	1,800	1,800	3,600
94070-22320 INTEREST EXPENSE	180,000	169,500	158,700	158,700	508,500
94070-22325 BOND PRINCIPAL EXPENSE	350,000	360,000	370,000	370,000	385,000
TOTAL EXPENDITURES	\$531,800	\$531,300	\$530,500	\$530,500	\$897,100
SURPLUS (DEFICIT)	\$85,124	\$88,638	\$85,000	\$95,500	\$663,100
ENDING FUND BALANCE	\$242,034	\$330,672	\$415,672	426,172	1,089,272

PROP S FUND 2025/2026

95 - PROP S FUND	ACTUAL 22/23	ACTUAL 23/24	BUDGET 24/25	ESTIMATED 24/25	BUDGET 25/26
REVENUE					
95001-05015 BOND PROCEEDS	0	0	0	0	9,700,000
95001-5010 INVESTMENT INCOME	0	0	0	0	300,000
TOTAL FUND REVENUE	\$0	\$0	\$0	\$0	\$10,000,000
CONTRACTUAL & COMMODITIES					
95070-22220 OTHER CONTRACTUAL	0	0	0	0	4,192,000
TOTAL CONTRACTUAL & COMMODITIES	\$0	\$0	\$0	\$0	\$4,192,000
SURPLUS (DEFICIT)	\$0	\$0	\$0	\$0	\$5,808,000
ENDING FUND BALANCE	\$0	\$0	\$0	\$0	\$5,808,000

AN ORDINANCE ADOPTING A REVISION TO THE COMPENSATION PLAN
FOR THE CITY OF GLENDALE FOR FISCAL YEAR 2026

WHEREAS, Section 120.130 of the Code of the City of Glendale, Missouri provides that the City Administrator shall submit a compensation plan to the Mayor and Board of Aldermen for adoption by Ordinance and that such compensation plan may be amended from time to time in the same manner as adopted; and

WHEREAS, the City Administrator has presented an amended compensation plan identified as Revision No. 88 to the Mayor and Board of Aldermen for their consideration.

NOW, THEREFORE BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI that compensation plan identified as Revision No. 88 and attached hereto as "Exhibit A" is hereby adopted effective July 1, 2025.

Read two times and passed by the Board of Aldermen of the City of Glendale, Missouri, this 16th day of June 2025.

Michael A. Wilcox
Mayor

ATTEST:

Frank Johnson
City Administrator/City Clerk

City of Glendale Salary Structure

REVISION NO 88

July 1, 2025

DEPARTMENT/TITLE

HOURLY PAY						
NO.	A	B	C	D	E	
1. ADMINISTRATION						
CITY ADMINISTRATOR	1				49.433	
FINANCE OFFICER	1		34.484	36.083	38.815	
COURT CLERK	1				33.670	
COMMUNITY ENGAGEMENT OFFICER	1		29.558	30.918	33.267	
COMM. COORD./OFFICE ASSISTANT(PT)	1	21.200	21.836	22.491	23.166	23.860
2. POLICE/DISPATCHING						
POLICE CHIEF	1				53.395	
CAPTAIN	1				46.620	
SERGEANT	4		38.416	39.708	41.829	
PATROLMAN I	5	29.660	32.253	34.169	35.309	36.399
CODE ENFORCEMENT OFFICER(PT)	1		27.984	28.821	29.660	
POLICE RECORDS CLERK(PT)	1		23.423	26.231	27.984	
3. FIRE						
CAPTAIN PARAMEDIC	0		31.027	31.696	32.364	
CAPTAIN EMT	3		29.789	30.457	31.125	
LIEUTENANT PARAMEDIC	1		28.121	28.455	28.789	
LIEUTENANT EMT	2		26.882	27.216	27.550	
FIREFIGHTER PARAMEDIC	5	21.900	24.473	25.153	26.614	27.376
FIREFIGHTER	1	20.649	23.221	23.899	25.361	26.125
4. PUBLIC WORKS						
SUPERINTENDENT	1		36.578	37.741	46.712	
FOREMAN	1		30.288	31.009	31.730	
LEAD MAINTENANCE WORKER	1		26.738	27.640	28.498	
MAINTENANCE WORKER I	1	21.287	23.895	25.463	26.325	27.141
MAINTENANCE WORKER II (PT)	2		15.000	15.500	16.000	

ANNUALIZED PAY				
A	B	C	D	E
				102,821
		71,727	75,053	80,735
				56,027
		61,481	64,309	69,195
				N/A
				111,062
				96,970
		79,905	82,593	87,004
61,693	67,086	71,072	73,443	75,710
		N/A	N/A	N/A
		N/A	N/A	N/A
		92,868	94,870	96,869
		89,162	91,161	93,161
		84,170	85,169	86,169
		80,461	81,461	82,460
65,549	73,251	75,286	79,659	81,940
61,805	69,503	71,533	75,909	78,195
		76,082	78,501	97,161
		62,999	64,499	65,998
		55,615	57,491	59,276
44,277	49,702	52,963	54,756	56,453

1,2,4,5-Personnel Scheduled to work a minimum of 2,080 hours per year.

3- Personnel scheduled to work 2,912 hours per year with 162.24 hours/year designated as scheduled overtime.

A RESOLUTION APPROVING AND AUTHORIZING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF GLENDALE, MISSOURI, AND THE GLENDALE FIRE DEPARTMENT SHOP OF LOCAL 2665, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS EFFECTIVE JULY 1, 2025, TO JUNE 30, 2027, AND AUTHORIZING CITY OFFICIALS TO EXECUTE SAME ON BEHALF OF THE CITY

WHEREAS, Local 2665, International Association of Firefighters (the “Union”) is the exclusive bargaining representative of the Glendale Firefighters (“GFD”);

WHEREAS, the City of Glendale, Missouri (the “City”), and the Union have negotiated a Collective Bargaining Agreement regarding terms and conditions of employment for the GFD for the term of July 1, 2025, to June 30, 2027, which Agreement is attached hereto as Exhibit A;

WHEREAS, the GFD have met and ratified the Collective Bargaining Agreement; and

WHEREAS, the Board of Aldermen of the City has determined that it is in the best interest of the City to enter into the Collective Bargaining Agreement with the Glendale Fire Department Shop of the Union in the form attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI, AS FOLLOWS:

SECTION 1: The Board of Aldermen of the City of Glendale, Missouri, hereby approves the Collective Bargaining Agreement between the City and the Glendale Fire Department Shop of the Union effective July 1, 2025, to June 30, 2027, as described in Exhibit A, and made a part hereof.

SECTION 2: The City shall and the Mayor and other appropriate officers, agents and employees of the City are hereby authorized to execute the Collective Bargaining Agreement, in substantially the form attached hereto as Exhibit A, which Agreement is incorporated herein by reference, and to take such further actions and execute and deliver such other documents, certificates, and instruments as may be necessary or desirable to carry out and comply with the intent of this Resolution.

SECTION 3: The portions of this Resolution shall be severable. In the event that any portion of this Resolution is found by a court of competent jurisdiction to be invalid, the remaining portions of this Resolution shall be deemed valid, unless the court finds the valid portions of this Resolution are so essential and inseparably connected with and dependent upon the void portion that it cannot be presumed that the governing body of the City has enacted the valid portions without the invalid ones, or unless the court finds that the valid portions standing alone are incomplete and are incapable of being executed in accordance with the legislative intent. All prior resolutions in conflict herewith shall be and are hereby repealed.

SECTION 4: This Resolution shall be in full force and effect both from and after its passage.

This Resolution Passed and Approved this 2nd day of June 2025.

ATTEST:

Mike Wilcox
Mayor

Frank Johnson
City Administrator/City Clerk

Exhibit A

COLLECTIVE BARGAINING
AGREEMENT

BETWEEN:

THE CITY OF GLENDALE, MISSOURI

AND

THE GLENDALE FIRE DEPARTMENT SHOP
OF
I.A.F.F LOCAL 2665

EFFECTIVE DATE:

JULY 1, 2025 THROUGH JUNE 30, 2027

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PREAMBLE

This Collective Bargaining Agreement hereinafter referred to as “CBA” or “Agreement,” is made to set forth the results of good faith negotiations between the City of Glendale, Missouri, hereinafter referred to as “the City”, and the Glendale Fire Department (GFD) Shop of International Association of Fire Fighters Local 2665, hereinafter referred to as “the Union.”

The parties further agree that this Agreement has been reached as a result of their good faith efforts to satisfy their obligations under Missouri law, that the parties have exchanged proposals, that the parties have met, discussed, and agreed upon a resolution of those issues effecting terms and conditions of employment.

It is the purpose of this Agreement to achieve and maintain harmonious relations between the City and the Union; to provide for equitable and peaceful adjustment of differences if and when they may arise; and to establish standards of wages, benefits, hours, and other conditions of employment.

ARTICLE 1
LABOR AND MANAGEMENT RELATIONS

Section 1.01. Joint Labor-Management Committee

There shall be a Joint Labor Management Committee consisting of two (2) Union representatives selected by the Union and two (2) representatives selected by the Chief. Recognizing the City's Management Rights as addressed in Section 1.02 below, it is understood and agreed that all recommendations of the committee are advisory only, unless the result of that dialogue results in a written approved agreement, policy or S.O.G. All recommendations of the committee shall be reduced to writing in a reasonable period of time. The Joint Labor Management Committee (JLM) shall meet upon mutually agreeable dates with a recognized goal of meeting at least bi-monthly to discuss all matters of concern to either party and to promote a harmonious and productive relationship between the Union and City.

The JLM Committee shall, whenever possible, endeavor to achieve consensus amongst its members regarding recommendations and decisions made arising from the matters discussed. This consensus objective notwithstanding, the JLM Committee shall not diminish the Fire Chief's authority to make decisions he deems to be in the best interest of the City.

The Joint-Labor Management process shall not prevent Employees of the GFD from bringing topics of concern and suggestions to the Fire Chief and Captains for consideration at any time. This proviso, however, shall not be construed in any way as permitting the City to discuss with any member of the bargaining unit, other than the elected bargaining unit representatives, topics which would normally be consider a mandatory subject of bargaining.

The JLM Committee shall support the committees in place in the GFD and may recommend to the Chief the establishment of additional committees or consolidation of current committees to meet the organizational needs of the GFD.

Section 1.02. Management Rights

The parties agree that the goal of any fire protection service or emergency operation requires clear management authority and freedom to make rapid decisions and to operate in an efficient manner. Without limiting the binding nature of the agreements reached herein regarding compensation, benefits and other terms and conditions of employment for the employees in the bargaining unit, the Union recognizes that any and all rights concerned with the management of the Fire Department of the City of Glendale and the direction of the working force shall be vested exclusively with the City. It is further understood and agreed that all decisions or matters not expressly provided for in this Collective Bargaining Agreement are reserved exclusively to the City.

Such rights and responsibilities shall include, but are not limited to, the right to:

- a. determine the overall mission of the Fire Department of the City of Glendale;

- b. maintain and improve the efficiency and effectiveness of the Fire Department of the City of Glendale;
- c. determine the services to be rendered, the operations to be performed, the technology to be utilized or the matters to be budgeted, and the priorities of same;
- d. determine the overall methods, processes, means, job classifications, or personnel by which the operation of the Fire Department is to be conducted;
- e. direct, supervise, and/or hire Employees
- f. decide the number, location and character of its job assignments or any part thereof;
- g. alter, rearrange, combine, transfer, assign or cease any job, operations, or service;
- h. decide the services to be rendered, the work to be contracted out or purchased, including goods, uniforms, or regulation equipment;
- i. promote, suspend, discipline, discharge, with good cause and following the City's established due process, transfer, assign, schedule, retain, and/or lay off Employees;
- j. relieve Employees from duties because of lack of work or funds, or under conditions where the Employer determines continued work would be inefficient or non-productive;
- k. take whatever other action may be necessary to protect the lives and property of the citizens of Glendale;
- l. decide and/or change the method of pay and the pay periods;
- m. decide the required schedules and duties to be performed;
- n. decide the schedules of fire protection, processes, methods and techniques including the introduction of new or changed methods, training or procedures;
- o. decide the boundaries in which the service is to be rendered;
- p. decide the existence of mutual aid pacts including the party or parties with whom such mutual aid pacts are to be performed;
- q. decide public relations;
- r. decide financial policies including accounting procedures and the determination of every aspect of the organization of all internal reporting procedures and maintenance of records;

- s. set and reset rates of pay, rate changes, and premium rates not in conflict with the provisions of this Collective Bargaining Agreement;
- t. decide upon the amount of supervision necessary;
- u. determine whether and to what extent the work performed in its fire protection services, disaster preparedness, emergency medical and other services shall be performed by employees covered by this Collective Bargaining Agreement; and
- v. adopt rules, regulations, educational programs, safety programs, and any other programs necessary to effectuate the efficient and effective operations of the Fire Department of the City of Glendale.

It is agreed that management maintains or retains all of its managerial rights and that they are all vested solely and exclusively in the City, provided such managerial rights are exercised in a manner consistent with this Collective Bargaining Agreement; and further, that the listing of certain management rights above shall not be deemed to exclude any other management rights.

If, in the sole direction of the City, it is determined that civil or community or public health emergency conditions exist, including but not limited to civil disorders, strikes, tornado conditions, floods, infectious disease outbreaks, or other similar catastrophes, the provisions of this Agreement may be suspended by City during the time of the declared emergency. City shall make reasonable efforts to return to normal operations as soon as possible after the civil emergency or public health emergency is declared to be over by City.

In the event the City determines that it is suffering from such a serious financial crisis such that the City cannot meet the financial obligations to the Employees as set forth in this Agreement or that the layoff of personnel sufficient to weather the financial crisis is necessary, the parties shall immediately meet to discuss the impact of such financial crisis and to explore alternatives to the City not funding such obligations. In the event such discussions are unproductive or do not result in the parties reaching an agreement, the City shall reserve the right to proceed with the layoff of personnel or other adjustments to the financial obligations under this Agreement sufficient to weather the financial crisis. The City shall make reasonable efforts to return to normal operations as soon as possible after the financial crisis is declared to be over by City.

It is further agreed that this Agreement shall not bind the City from, in its sole discretion, exceeding the terms set forth herein provided that it is mutually agreed that the exercising of such discretion is in the benefit of the Employees. The Union agrees that the City's exercising of such discretion shall apply only to that specific circumstance, and shall not be construed as a precedent setting.

Section 1.03. Classification of Bargaining Representative

Pursuant to and in accordance with the provisions of applicable state and federal laws, and Article 1, Section 29 of the Missouri Constitution, and limited to those requirements contained therein, the City hereby recognizes Professional Fire Fighters of Eastern Missouri, Local 2665, IAFF,

AFL-CIO, CLC as the exclusive bargaining representative for the unit found appropriate for the purposes of collective bargaining in Public Case Number 2013-003 as follows:

Bargaining Unit: For an appropriate unit consisting of full-time employees of the Glendale Fire Department hereinafter referred to as “Employees,” excluding the Fire Chief, the Assistant Chief/Fire Marshall and all clerical workers.

Section 1.04. Payroll Deduction of Union Dues

The City agrees to deduct dues in an amount certified to be current by the Shop Steward or his designee from the pay to those employees who individually request in writing that such deductions be made. The total amount of deductions shall be remitted each month by the City to the account designated by the Union in accordance with the information provided to the City by the Union. The Shop Steward shall provide at least 30 days advance written notice to the City of any change in the dues to be withheld.

The Union shall warrant and defend, indemnify and hold the City harmless from and against any and all claims, demands, suits, damages or other forms of liability, including expenses, court costs and attorney’s fees, that may arise out of or by reason of any actions taken or not taken by the City in reliance upon certification provided by the Union to the City pursuant to the provisions of this Section or in reliance upon any other information provided by the Union to the City, including signature cards and lists of Employees, which are provided for the purpose of complying with any of the provisions of this Section.

Section 1.05. Union Business, Meetings, and Bulletin Boards

City Meetings

Employees elected or appointed to Union offices, either in Glendale, with Local 2665, or the IAFF may be granted time off work to perform the essential functions of the offices they hold provided that such Union activity does not interrupt operations of the Glendale Fire Department or cause Employer to need to add overtime employees to maintain desired staffing levels. Such time off shall be unpaid or charged to the Employee’s vacation time unless otherwise specified by the Fire Chief. The Shop Steward and the JLM Committee shall be allowed time off for all meetings which are mutually set by the City and the Union. If such meetings are held on dates when the Shop Steward or the JLM Committee are not scheduled to work, they will attend such meetings on behalf of the Union without additional compensation from the City. The provisions of this paragraph shall be subject to and contingent upon the requirement that the assigned riding position of the elected employee, Shop Steward and the member of the JLM Committee shall always be covered. In the event that the position cannot be covered without the use of overtime, then no time will be granted unless expressly authorized by the Fire Chief. Employees elected to Union offices who are eligible to seek fill-in pay from the Union to cover their absence from duty may be permitted to do so by the Fire Chief in the event that time-off cannot be granted due to manpower constraints.

Union Business

For other union business, Employees elected to Union offices may, at their discretion, request to use accrued earned leave, may request to take leave without pay, or if eligible may arrange for

Union Officer relief to attend to Union business, subject to and contingent upon the requirement that the minimum staffing provisions set forth in Section 2.12 herein be maintained, that the notification provisions of this Section are adhered to, and that the scheduling of Union Officer relief not occur so frequently as to present a hardship for the City. It is mutually agreed that during the term of this Agreement the parties shall endeavor to reach a consensus on a policy governing the use of Union Officer relief that encompasses, at a minimum, parameters for annual usage, employee training requirements, and impact on GFD operations.

Notification

Said Employees shall notify the Fire Chief of the need to be absent from duty at least 96 hours prior to its occurrence, unless exigent circumstances prevent said notice, in which case it shall be incumbent upon the Employee to notify the Fire Chief immediately and it is understood that the operational needs of the GFD may preclude leave being granted. The provisions of this Section shall be subject to and contingent upon the requirement that the minimum staffing level as set forth in Section 2.13 herein be maintained, and that the City not incur overtime expenses. In the event that the Employee may not be excused without the use of overtime, then no time will be granted unless expressly authorized by the Fire Chief.

Shop Meetings

The Union shall be permitted to hold up to six shop meetings of the Employees each lasting no longer than two hours per calendar year on the premises of the City at a time and place agreed upon by the Fire Chief and the Shop Steward for the purpose of conducting Union business, including the holding of elections. No one other than Glendale Fire Department employees shall attend such meetings without the express advanced approval of the Fire Chief.

Board of Alderman Meetings

All Employees shall be permitted to attend any open Glendale Board of Alderman meetings while on duty as long as such attendance is not disruptive to the meeting or impairs performance of job duties.

Bulletin Board

The City shall furnish a bulletin board and provide space for it in a designated location in the fire house for Union business. The Union shall limit the posting of notices, bulletins, posters, information and/or other printed matter to said bulletin boards. No bulletin shall be posted, removed, or altered by anyone but the Shop Steward or designee of the Shop Steward. Any material of a derogatory nature will be removed immediately from the bulletin board by the Union or by management upon notification to the Shop Steward.

Section 1.06. Non-Discrimination

Neither the City nor the Union shall discriminate against any employee covered by this Collective Bargaining Agreement in a manner which would violate any applicable laws because of race, creed, color, national origin, age, sex, religion, disability, ancestry or any other prohibited basis under federal, state, or local law.

Neither the City nor the Union shall interfere with the right of employees covered by this Collective Bargaining Agreement to become or not to become members of the Union. There shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.

The Union recognizes its responsibility as bargaining agent and agrees to represent fairly all employees in the bargaining unit as set forth herein.

Section 1.07. Union Representation

Employees may have Union representation at any meeting where disciplinary action will be imposed or the Fire Chief anticipates that the result of such meeting may result in discipline for such employee, if the employee so requests. The Fire Chief will inform the Employee if the purpose of the meeting may result in discipline to the Employee. The Union representative shall be chosen by the Employee and may be selected internally, or assigned by the Local 2665 District Vice President. Except in cases of emergency or where the issue pertains to a threat of harm or health and safety, in no event shall a disciplinary meeting be delayed beyond 24 hours while an Employee waits for a union representative.

Should the Employee make the written request, the City shall choose from among three options:

1. Grant the request and delay the interview until the Union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the Employee;
2. Deny the request and end the interview; or
3. Give the Employee a clear choice between either having the interview proceed without representation or ending the interview.

An Employee will not be punished for making such a request for Union representation.

It is agreed that having a Union Representative present does not negate the Employee's responsibility to participate the disciplinary proceedings. The Union representative may observe the disciplinary meeting interview, and with the Employee's and City's written consent, request to confer privately with the Employee, or speak on the Employee's behalf. The Union representative shall not delay, obstruct, or interfere with the interview, and should such circumstances occur, the Employee may be disciplined for refusal to participate.

Section 1.08. Display of Union Insignia

The IAFF Local 2665 insignia will be displayed in good taste and shall not distract from the appearance that is expected of professional Fire Fighters. It is understood that only active members of the IAFF will be permitted to place said logos on their uniform. There will be no expectation that non-members, such as chief officers, place this insignia on their uniforms.

The IAFF Local 2665 insignia may only be worn or displayed as follows:

1. Station T-shirt – Small (approximately 2”x2”), silk screen on left sleeve at the cuff;
2. Polo Shirt – Small (approximately 2”x2”), multi-colored embroidery on left sleeve at the cuff;
3. Cold Weather Job Shirt – Small (approximately 2”x2”), multi-colored embroidery on left sleeve above the cuff;
4. Cold Weather Coat – Small (approximately 2”x2”), multi-colored on left sleeve above the cuff;
5. Baseball Hat/Stocking Cap – Small (approximately 2”x2”), multi-colored embroidery on the side or in the back, as dictated by limitations of embroider;
6. Firefighting Helmet – Small (approximately 2”x2”) decal may be placed on the rear brim of the firefighting helmet.
7. Apparatus – Medium sized (approximately 6”x6”) decal may be placed on the left and right side or the rear window.

The cost of producing and affixing such logos and decals shall be an expense of the Members or Union, and not the City.

Section 1.09. Uniform and Personal Appearance

The provisions relating to the GFD Uniform and Personal Appearance Policy shall be those as set forth in the SOP regarding uniforms and personal appearance. Any proposed revisions to the FFD Uniform and Personal Appearance Policy must be discussed by the Joint Labor Management Committee or a uniform sub-committee.

Section 1.10. Personnel Manual and Employee Compliance

The Union agrees that the bargaining unit employees will comply with all rules, SOP’s, regulations and ordinances of the City or of a department thereof.

- A. The “Personnel Policies and Procedures Manual” or “Personnel Manual” as referenced in this Agreement means the City of Glendale Personnel Policy Manual as may be modified from time to time. The City retains its exclusive authority and discretion to amend any provision of the Personnel Manual as it deems necessary or desirable with notice and the opportunity to meet and confer.
- B. Notwithstanding the above paragraph A, unless otherwise agreed to by the Union, the Employees shall not be bound by any amendment to the Personnel Manual that

materially and adversely affects the Employees' wages, paid time off, and retirement benefits.

Section 1.11. Fire Department Policies and Procedures

1.) General Provisions

GFD policies and procedures are established by Standard Operating Guidelines (SOGs), Standard Operating Procedures (SOPs), and/or written departmental policies, hereinafter referred to as "Policy or Policies." The Fire Chief or the Union may propose changes to any existing Policy, or propose the creation of a new Policy, in accordance with this Section.

2.) Compliance

Except as expressly modified by this Agreement, the Union agrees that the Employees will comply with all Fire Department policies and procedures.

3.) Modifications to SOGs, Policies, and Procedures

1. In the event the parties desire to modify SOGs, SOPs, policies, and procedures expressly referenced in this Agreement regarding wages, benefits and leave, or working conditions, said modifications shall require a consensus being reached by the JLM prior to implementation.
2. In the event the City desires to modify any SOGs, SOPs, policies or procedures not referenced in this Agreement or create new SOGs, SOPs, policies or procedures, the Fire Chief shall present any proposed changes or additions to the JLM for discussion. Should the Union determine that said changes may negatively impact the Employees of the bargaining unit, unless the proposed modifications are determined by the Fire Chief to be an urgent and time-sensitive public safety or firefighter safety matter, the Union shall upon request be given a hiatus not to exceed fourteen (14) days to consult with its membership over such changes prior to reconvening with the Fire Chief over the proposed changes. After the Fire Chief has met and conferred with the JLM as provided by this subsection, the Fire Chief may implement any such proposed change.

4.) Adoption of Regional Tactical or Operational Guidelines

Nothing in this Agreement shall prohibit the GFD from adopting tactical or operational SOGs that have been approved by the Fire Ground Safety Initiative (FGSI) or the Central Core Fire Chiefs for uniform implementation in the Central Core.

ARTICLE 2

WORKING CONDITIONS

Section 2.01. Prevailing Rights

The following privileges and working conditions shall remain in force during the term of this Collective Bargaining Agreement unless added to, deleted from, or changed by mutual consent of both parties:

1. The City shall provide and maintain access to a Wi-Fi network throughout the fire station. Employees' use of said network and of personal electronic devices while on duty shall comply with City's IT Policy.
2. Employees may use non-emergency telephones for personal calls and may use departmental computers for personal use provided such use is in compliance with the City's computer and telephone usage policy and does not interfere with job performance;
3. City shall provide transportation for on duty Fire Department business and duty cycle grocery shopping. Grocery shopping shall be conducted at a store within 3.0 road miles of the fire station.
4. Employees may eat meals and prepare them at customary times when it does not interfere with the provision of Fire Department services. Employees shall be granted additional time to prepare and eat meals in the event customary meals are interrupted by Fire Department services;
5. Employees shall be allowed visitors at the firehouse between 0630 - 2000 hours provided that said visits do not interfere with their response to emergencies or interfere with Fire Fighters duties;
6. During the time not designated as Normal Working Hours, Employees may use the recreation room and television, prepare and eat meals, sleep, work on individual interests, exercise, do minor repairs, maintenance, and cleaning of their personal vehicles as long as City supplies are not used, use personal computers and other electronic devices, read, or work on other non-defined personal projects;
7. The City shall provide coffee, tea, and the associated condiments for use at the firehouse;
8. The City shall maintain the provisions of the firehouse as are substantially in existence at the time this Agreement is executed, and, provided appropriations are approved by the City, shall replace as needed all: furniture, computers, televisions, kitchen supplies and accessories, kitchen appliances, outdoor grill, fitness equipment, beds, lockers, mattresses, sheets, blankets, pillows, bathroom supplies, and cleaning supplies, painting of walls and ceilings, replacement and professional cleaning of flooring, maintenance and replacement of HVAC systems, maintenance and replacement of kitchen appliances and cabinets, maintenance and replacement of washing machines (fire gear extractor/dryer

and standard clothing washing machine) and clothing dryer;

9. The hours of duty for each employee shall begin at (0730) 7:30 A.M. Each shift shall be on duty forty-eight (48) hours. All employees shall be ready to work at 7:30 A.M. in uniform and ready to respond to emergency calls at all times for the remainder of their shift. Employees work a three (3)-platoon forty-eight (48)-hour shift schedule. The shift rotation is as follows: A/A, B/B, C/C;

Normal work hours shall commence at 0800 and continue until 1530 hours Monday through Friday. The hours of 1130 to 1300 are set aside as a flex-time during which employees can prepare and consume meals;

Generally, 120 minutes will be allocated daily for physical fitness activities as operations allow. Non-emergency operations such as, but not expressly limited to, inspections, apparatus and equipment maintenance, fire and EMS training, fire hose and fire hydrant testing, and facilities cleaning and maintenance shall be normally scheduled during normal work hours. The City reserves the right to schedule training and public relations assignments, outside of normal work hours.

The parties agree that disputes arising out of the interpretation of said privileges, working conditions, or benefits shall first be brought forth to the Joint Labor-Management Committee as set forth in Section 1.01 of this Agreement before engaging the formal grievance process.

Section 2.02. Personnel Reduction

The City Administrator may, in his/her discretion, determine from time to time that a reduction in force may be necessary to maintain certain necessary services within the City. Should this occur, the City shall notify the Union ninety (90) days prior to such time as said layoff may occur and shall attempt to negotiate the terms of any reduction in force with the Union prior to the reduction. Upon receipt of said notification, the City and the Union shall endeavor to reach an agreement that will avoid a layoff or reduction in force.

Should such reduction in force occur, layoffs will be recommended by the Fire Chief and with the approval of the City Administrator, with length of continuous service among those employees holding the rank that is subject to reduction in force being the primary and controlling determiner. Where length of continuous service is relatively equal (within 12 months), the following factors may be used by the Fire Chief to determine personnel to be laid off:

- Efficiency;
- Conduct;
- Competence;
- Attendance; and
- Training.

Should the City determine that its emergency operations shall be substantially and materially harmed by adhering to the use of seniority as its primary determining factor, the parties will meet and confer with the express intent to bargain and reach an agreement on adjusting work rules or

making whatever other accommodations are possible to avoid a reduction in force that does not use seniority as its primary determining factor. Should the parties be unable to reach agreement regarding adjustment of work rules or other accommodations to avoid a reduction in force that does not use seniority as its primary determining factor, the City may proceed with such reduction in force according to its Policies and Procedures.

Employees who are laid off shall be placed on a recall list for 36 months, and recalled per City Policy.

Section 2.03. Promotions and Hiring

Promotions within the GFD shall be done in accordance with the GFD Promotions and Mentoring Policy, SOG 100.10.

The filling of full-time line-level vacancies shall take place as soon as practical upon the Member vacating his position, and shall be taken from an active hiring list if one exists. In the event that the active hiring list is over one (1) year old, or that the active hiring list does not contain enough candidates of suitable standing, a new hiring process shall be convened as soon as practical.

Minimum credentials for new hires shall be:

- 21 years old;
- High School diploma;
- Valid driver's license;
- Certified Missouri EMT-P license;
- Current ACLS, PALS, and BLS for Healthcare Provider certifications;
- Current CPAT certification;
- Standards for a professional Fire Fighter as set forth by the St. Louis County Fire Standards Commission as established by the St. Louis County Charter within six (6) months of being hired.

Section 2.04. Personnel Transfers

As a general rule Shift reassignments will be made prior to the picking of the following year's vacation on December 1st.

Member Initiated Transfers

Employees shall have the ability to request a change to shift assignments with another equally qualified Member if both agree to the change, and approved by the Fire Chief. The change request must be signed by both Employees, and submitted to the Fire Chief.

Employees shall have the ability to request shift assignments if a vacancy arises within the department. Such changes in assignments are subject to final approval by the Fire Chief, and all assignments are subject to ensuring proper staffing for all shifts as determined by the Fire Chief.

City Initiated Transfers

The City shall have the right to change shift assignments to meet the essential operational needs of the Fire Department. In the event that the Fire Chief believes that such changes are necessary, the Fire Chief shall discuss the rationale with the JLM Committee, and will ensure that all reasonable efforts are made to not disrupt scheduled vacation of the affected Employees or to limit their ability to properly select vacation time for the coming year.

Section 2.05. Loss of Seniority

The seniority of an Employee shall be considered broken for the following reasons, and the Employee shall be considered terminated:

- a. If the Employee resigns voluntarily.
- b. If the Employee is discharged and such discharge is not set aside through the grievance procedure.
- c. If the Employee is laid off and fails to report to the City within two (2) weeks of the date of the City's notice by certified mail that he is being recalled. It is the sole responsibility of the Employee to keep the City properly informed of his current address.

Section 2.06. Grievance Procedure

Recognizing the fact there is a negotiated Collective Bargaining Agreement covering employment conditions between the City of Glendale and Local 2665 of the International Association of Fire Fighters, any disagreement arising between the Employees(s) and the City and/or the Union and the City over the application, interpretation or implementation of said Collective Bargaining Agreement and established conditions, the Union agrees to follow the steps established in Chapter VIII of the City Personnel Manual, and the City recognizes the right of the Union to represent the interest of the employee at any step during the process. The City hereby agrees to the following clarifications to the City's Personnel Policies and Procedures:

1. A grievance is a complaint by (1) the City, or (2) an Employee, or (3) a group of Employees, or (4) the Union about any working condition including, but not limited to a violation, misinterpretation or misapplication of any provision of this Agreement. All grievances must be resolved by the grievance procedure. Should disagreements arise with respect to the interpretation or application of this Agreement or concerning any action against an Employee involving discipline, suspension or discharge, such disagreements shall constitute a grievance and shall be disposed of in a manner hereinafter set forth.
2. If a grievance is not settled to their satisfaction based on the decision of the City Administrator, the grievant may file an appeal to the Mayor. Such an appeal shall be requested in writing and directed to the City Administrator within five (5) working days after the issuance of the City Administrator's decision. The Mayor may decide the appeal based on written submissions or upon meeting with both sides, or both written submissions

and a meeting. The Mayor shall issue his/her decision within 15 working days of receipt of the appeal. Other than for a grievance regarding an employee's discharge, demotion or suspension for greater than five days, appeal to the Mayor shall be the final step in the grievance process.

3. Solely where the grievance pertains to an employee's demotion, suspension for greater than five days or discharge from employment, if the grievant is not satisfied with the decision of the Mayor, the grievant may appeal his/her discharge to the Board of Aldermen. Upon such appeal, the grievant and the City shall have the right to be heard and to present evidence. At the hearing of such appeals, technical rules of evidence shall not apply. After the hearing and consideration of the evidence, the Board of Aldermen shall either confirm the action of the Mayor, award the relief requested in the grievance, or recommend an alternate course of action. The Board of Aldermen shall file a written statement of findings and decision with the City Administrator within thirty (30) days following the close of the hearing or submission of briefs, if requested by the Board of Aldermen, whichever is later, and such decision shall be binding and final. The grievance, all written documents that may have been considered in the hearing, and the findings and decision issued by the Board of Aldermen shall be promptly filed in the Human Resource Department.

Section 2.07. Discipline Procedure

The Union agrees that corrective discipline of Employees, up to and including discharge, when deemed necessary by the City, shall be administered in accordance with the then-current Chapter 6, Section 1, 2, and 3 of the Personnel Manual. In instances where the language set forth in this Section 2.07 expands beyond Chapter 6, Section 1, 2, and 3 of the Personnel Manual, this Agreement shall be controlling. The City agrees that discipline shall not be administered arbitrarily.

But for the following provisos, Chapter 6, Section 1, 2, and 3 of the Personnel Manual shall be controlling with regard to discipline and disciplinary procedures:

1. The Fire Chief shall have responsibility for all disciplinary action but may delegate this authority to promoted supervisors.
2. All forms of discipline shall be documented and retained in the employee's personnel file. Counseling sessions and oral reprimands will be excluded from future progressive disciplinary proceedings if no similar violations occur within twenty-four months of the initial warning.
4. In cases of suspension, demotion, or termination, the notice of disciplinary action shall contain information explaining the employee's right to have the action reviewed in accordance with Section 2.06.2 of this Agreement.

Section 2.08. Discharge and Resignation

The parties agree that no Employee shall be discharged and no Employee shall resign from employment with the City except for good cause.

Section 2.09. Shift Exchange

Employees may exchange their duty hours with another Employee for that assignment provided they both obtain prior approval from their immediate Captain. All shift exchanges shall comply with FLSA guidelines and must not result in the payment of overtime pay to either Employee. The City shall not be held responsible for adjudicating issues that arise from the exchange of shifts.

It shall be the responsibility of the Employee entering into the agreement to work for the scheduled Employee to arrive on time for the scheduled shift. If he is unable to do so, the originally scheduled Employee will be assessed the total amount of scheduled hours in sick time, vacation time, comp time, personal time, or unpaid leave if no accrued paid leave is available, depending on the reason the exchanging Employee is unable to fulfill his commitment.

Section 2.10. Drug and Alcohol Testing

Chapter XIV, Section 3 of the Personnel Manual shall be controlling for alcohol and drug testing, but for the exceptions and exclusions contained within this Agreement, which shall supersede the applicable provisions in the Personnel Manual.

Post-Accident Testing

Following an accident involving a City motor vehicle, or an occurrence involving an injured employee meeting the criteria herein, the City may test for the presence of alcohol and/or drugs for the purpose of determining possible impairment of the injured Member or the Member operating a City vehicle at the time of the incident or for such other purposes as permitted by law in the following instances:

1. The accident resulted in a fatality;
2. The accident resulted in an injury that requires medical attention away from the scene of the accident;
3. The accident resulted in an injury that is expected to result in lost work time of an Employee;
4. Damage to City property or property leased by the City or being used for City purposes which results in damage to City property estimated to be excess of \$3,500 to repair;
5. Damage to another's property which results in damage to others property which results in damage to others property estimated to be excess of \$1,000 to repair; or

6. The Employee operating said vehicle is issued a traffic citation as a result of the accident.

Reasonable Suspicion

Employees shall be subject to reasonable suspicion drug and alcohol screening when their supervisor has reasonable cause to suspect that the Employee may be impaired.

Section 2.11. Non-Scheduled Work

An Employee who is called in to work overtime hours not continuous with scheduled worked hours, shall be guaranteed three (3) hours at one and one-half (1½) times the base rate. An Employee who works additional hours due to response to emergency calls, after but continuous with his scheduled work hours shall not be guaranteed any minimum number of hours and shall be paid at the employee's regular rate of pay or at the overtime rate if required by law for the hours worked to the next half hour as work hours.

Section 2.12. Extreme Weather

The mission of the Glendale Fire Department is to provide excellent emergency services to its citizens and businesses 24 hours per day, 365 days per year. An essential component of the success of that mission is ensuring that Employees and equipment are as prepared as reasonably possible for the challenges they will face. It is agreed that regular training and equipment testing and maintenance are necessary to ensure that all personnel and apparatus meet applicable standards.

It is further agreed that regular training and equipment testing, while important, are typically not so essential as to warrant exposing personnel to hazardous or inclement weather conditions that may render Employees unnecessarily fatigued or infirmed, and thus less than optimally prepared to respond to emergency calls. For the purpose of this Agreement, inclement weather will be defined as the presence of any of the following: Wind Chill below 30 degrees Fahrenheit, Heat Index above 92 degrees Fahrenheit, extreme winds, rain, snow, sleet, or icy conditions. When said conditions exist, all activities which require extended exposure of personnel to outside weather conditions and can reasonably be re-scheduled shall be halted. It shall be the responsibility of the Union Shift Representative to contact the Captain and request that the Extreme Weather Clause be enacted. The Captain will be expected to notify the Fire Chief, or Acting Fire Chief to advise him of the situation and request permission to discontinue non-essential outdoor tasks

Section 2.13. Apparatus Staffing

The parties agree that the desired daily staffing level for the Glendale Fire Department should be not less than four (4) full-time Employees on duty on any given day. The parties further agree that not less than four (4) full-time Employees will be attempted to be assigned to each shift, including a Captain, a Lieutenant and at least one EMT/Paramedic. The parties agree that should the minimum daily staffing level for the GFD fall to three (3) full-time Employees on duty on any given day, that occurrence in and of itself shall not constitute a violation of this Agreement. The minimum daily staffing level for the GFD shall be three (3) full-time Employees on duty on any given day. At the City's discretion, overtime assignments may be used to meet the 4-member

staffing objective, however the acknowledgement of said discretion herein does not infer an obligation and opting to not exercise said discretion shall not be considered a violation of this Section.

The GFD shall regularly operate one (1) front-line fire suppression apparatus, as established in the GFD Apparatus Staffing Policy as determined by the City under the exercise of management rights.

Apparatus Staffing Definitions

- **Captain** – Captains shall be expected to function as an Acting Battalion Chief as staffing needs require, unless coverage is made by a Chief Officer.
- **Lieutenant** – Lieutenants shall be expected to drive the apparatus on a regular basis, except when serving as the officer on duty, and function as an Acting Captain as staffing needs require, unless coverage is made by a Captain.

Section 2.14. Physical Fitness and Wellness

Through the utilization of a mutually agreed upon health services, the City will provide an annual Health, Wellness and Fitness Screening. The screening shall comply with NFPA 1582 and 1583, as well as the Joint Labor Management Wellness-Fitness Initiative in its most current edition. The Union agrees that it is a condition of continued employment that all Employees participate in this screening and in daily fitness activities. The City agrees that it will adhere to all the principal tenants of the Initiative, and that the goal of the program will be to assist all Fire Fighters to obtain a high level of wellness and fitness.

The City agrees that it is the intent that the program should not be used in a disciplinary manner. The Union agrees that should an Employee be deemed to not be medically fit for duty, or should an Employee refuse to regularly participate in daily fitness activities, administrative actions taken with regard to the Member's health and safety may be considered as reaching to the essential function of the position.

The City recognizes that the Employees may, in the course of their duties, be exposed to infectious diseases, such as, but not limited to, tuberculosis, hepatitis B, and the human immunodeficiency virus (HIV), as well as to a variety of known carcinogens. The City agrees to, on an annual basis, provide training to the Employees aimed at preventing such exposures in the workplace. The City will make reasonable efforts to conform to standards for preventing such exposures, where such standards exist. The City will maintain an accessible reporting system by which Employees can document exposures to infectious diseases and/or hazardous substances, and the City will ensure that the Employees are encouraged to report serious exposures to the City's workers compensation provider.

Section 2.15. Overtime

The Fire Department annual budget shall include a line item for overtime dedicated to maintain minimum apparatus staffing levels as established in Section 2.13 of this Agreement. This funding

shall be sufficient to ensure that apparatus staffing meets agreed upon minimum while allowing one (1) Employee to take vacation or personal leave at their discretion.

The following guidelines shall be implemented for distributing Voluntary and Mandatory Overtime. It shall be the responsibility of each employee to ensure that the roster contains the most up-to-date contact information including home phone number, mobile phone number or pager number, and email addresses.

Procedures

When the Fire Department determines to offer overtime opportunities, such overtime shall be offered as follows:

1. Equalization to all Employees.
2. When the GFD determines that overtime is required, an employee with special qualifications may be assigned, or an employee in a specific task requiring completion.
3. Except in cases covered in Item 2 above, overtime shall be offered to the employee with the lowest hours first. In the event the overtime must be covered and employees do not accept the overtime, the GFD may assign the overtime to an employee. Mandatory Assignment will be on the basis of least seniority among those so qualified and to the best extent as practical. Pre-scheduled overtime opportunities will be offered as far in advance as is practical with due regard to the prior personal commitment of such employees.
4. Overtime hours shall be charged to the employee for all overtime worked. Employees that have been assigned mandatory overtime, shall NOT be charged hours.
5. New Hire employees shall be charged the highest number of hours within the equalization group.
6. Overtime records will be kept in the office, and it shall be the responsibility of the Officer on Duty and/or the Shift Representatives to insure that the policy is administered properly.
7. Errors in distribution of overtime opportunities will be corrected by granting, to any Employee whose rights were violated, the next opportunity for overtime within their classification.
8. The Fire Department reserves the right to require employees to work overtime when necessary, provided it is not unreasonably excessive. Every effort should be made to prevent someone from being required to remain at the firehouse for longer than 72 hours.
9. If an employee is forced to leave work because of illness, emergency reasons, etc., and the Fire Department decides to replace that person, another employee will be called in from the overtime list.
 - a. In an emergency, the Officer on Duty will fill overtime from the Quick List.
 - b. If the person in the above call-in refuses the overtime, the Officer on Duty will make a reasonable attempt to contact the next person on the list; however, the employee contacted may be forced to report to duty.
10. Mandating that someone must report for work will only be used to achieve the minimum daily staffing level requirements as determined by the Fire Chief consistent with Section 2.12 above. Mandatory Overtime will not be used to cover special events.
11. January 1st of each year, all Employees will have the lowest person's hours subtracted from their hours. This will cause the person with the lowest hours to go to zero. This will keep the number of hours worked easier to tabulate and still keep overtime fair to all Employees.

Special Event Overtime

Overtime for special events shall be paid at an Employee's appropriate rate of pay. Employees may elect to receive comp time for the hours worked for every hour worked, with a cap of ninety-six (96) hours of comp time accrual unless otherwise authorized to exceed that cap by the Fire Chief. A special event is any event that occurs within the jurisdiction of GFD and that requires GFD resources in excess of normal staffing. These events shall include all contracted events, Jazz Fest, other large community events yet to be defined, public education and public relation events requiring additional personnel, and events of such high profile that they require additional resources to ensure public safety as determined by the Fire Chief.

Extraordinary Circumstances Provision

The City may, in its sole discretion, authorize additional overtime for staffing above and beyond the minimum staffing standards set forth in this Agreement if it determines that the threat of severe weather or civil unrest, or the existence of natural disasters or acts of terrorism, requires a force size greater than provided for by the minimum staffing standards set forth in this Agreement. The authorization of additional overtime for said circumstances shall not be precedent setting, and the assignment of said overtime shall be done as set forth in this Section, and shall not be at special event compensation rates.

The Fire Chief retains the right to cancel any and all time off, if in rare and emergency circumstances the retention of that time off hinders the safe and effective emergency operation of the Fire Department. The Chief will provide as much advanced notice as possible of these situations. The City will make every reasonable accommodation to Employees affected by these rare emergency situations.

Section 2.16. Political Activity

Employees are free to exercise their full rights of suffrage. As public servants, Employees are required to support the Constitution of the United States of America, the Constitution of the State of Missouri, all elected City officials while engaged in the lawful performance of their duties and to serve the interest of the public without regard to their personal political opinions or affiliations. As a result, the City reserves the right to restrict certain types of political activity on the part of Employees with the intent to maintain the neutral and efficient performance of official duties, and to avoid any real or apparent conflict of interest. The following shall apply:

- No Employee shall publicly support or actively campaign for a political candidate for the offices of Mayor or Board of Aldermen or the City of Glendale while on duty or off duty in uniform. Conversely, no employee shall publicly oppose or campaign against a political candidate for the offices of Mayor or Board of Aldermen of the City of Glendale while on duty or off duty in uniform. The definition of "in uniform" includes City-issued uniforms as well as any apparel with insignia, logos, or language indicating an affiliation with the City of Glendale.
- No Employee shall solicit, sell, or handle political contributions while on City business or property.

Section 2.16. Temporary Loss of Licensure

Temporary Loss of Driver’s License

In the event that an Employee temporarily loses their driver’s license, the Employee will be given the opportunity to use accrued time off or to be placed on a leave of absence without pay at the Employees’ discretion. The Union recognizes that a valid driver’s license is an essential element of the position, and loss of driving privileges may require the Employee to be removed from duty, and that the Employee may be subject to disciplinary action by the City.

Failure to Renew Required EMT, EMT-P

In the event that an Employee fails to renew his Missouri EMT or EMT-P license in accordance with the parameters set forth by the State of Missouri, the Employee will be given the opportunity to use accrued time off or be placed on a leave of absence without pay at the Member’s discretion. The Union recognizes that the loss of EMS or Nursing licensure will prevent the Employee from meeting the essential functions of the job, and may require the Employee to be removed from duty, and may result in the Employee being subject to disciplinary action.

**ARTICLE 3
COMPENSATION**

Section 3.01. FLSA and Payroll System

Employees shall be paid bi-weekly in accordance with the “Glendale Fire Department Explanation of Salary Schedule” policy. Voluntary deductions from Member’s paychecks shall continue in accordance with the City policy in effect at the memorialization of this Agreement and consistent with federal and state law.

All uniformed Employees of the Glendale Fire Department assigned to a crew shall work rotational 24-hour shifts based on a 28-day work cycle. There are three crews identified as A, B & C. Each work rotation will consist of 48 hours on-duty and 96 hours off duty. Annually, this calculates to 2,912 hours per year. All non-exempt Employees of the fire department will receive overtime at the rate of time and one-half as required by Federal or State law.

Section 3.02. Salaries

For FY2026 (July 1, 2025, to June 30, 2026), Employees shall be paid wages in the amounts and in a manner consistent with the compensation plan for the City approved by the Board of Alderman subject to a 6 percent increase in base wages for all Glendale Fire Department employees commencing July 1, 2025.

For FY2027 (July 1, 2026, to June 30, 2027), Employees shall be paid wages in the amounts and in a manner consistent with the compensation plan for the City approved by the Board of Alderman subject to a 3 percent increase in base wages for all Glendale Fire Department employees commencing July 1, 2026.

Section 3.03. Paid Holidays

Holidays

For the purpose of this Agreement, covered Employees shall receive the equivalent of twenty-four (24) hours of pay at the Member's respective pay grade for the following recognized holidays:

- a. New Year's Day
- b. Martin Luther King Day
- c. Memorial Day
- d. Juneteenth
- e. Independence Day
- f. Labor Day
- g. Thanksgiving Day
- h. Day After Thanksgiving
- i. President's Day
- j. Christmas Day
- k. Floating Holiday/Personnel Day as set forth in the City's Personnel Manual

Section 3.04. Hours of Duty Working in Higher Classification

When an Employee is assigned to work in a higher classification for a period of time greater than one hour, the City will pay the Employee a premium of 10% of the Member's base pay per hour for all regular and overtime duty hours worked in the higher classification provided the employee meets the qualifications for the position. This provision does not include Lieutenants working up as Captains for periodic coverage of a Captain when the Captain is out sick, on vacation or assigned away from the truck, as such is part of their current job duties.

Section 3.05. Benefits

The City shall provide for the Employees the same benefits at the same cost to the Employees that it provides for the rest of the City's employees. Those benefits currently provided to City employee include, but are not limited to:

1. Health and Dental, and Vision Insurance;
2. Uniform Pension Plan;
3. Nationwide 457 Retirement Savings Plan;
4. Life Insurance;
5. Long Term Disability Insurance;
6. Employee Assistance Program
7. Post Retirement Healthcare access (at age 55 and 20 years of service)

The Union recognizes that from time to time it is necessary for the City to re-negotiate the agreement with the insurance carrier in order to insure competitive pricing of benefits. It is agreed that when said evaluations are undertaken, the Union will be notified.

Section 3.06. Injured or Disabled While On or Off Duty

The Union agrees that any Employee who is injured and disabled while on duty shall be remunerated by the City, or its contracted insurance provider, in accordance with the provisions of Chapter IX, Section 4 of the Personnel Manual. The aforementioned notwithstanding, the parties agree that during an Employee's recovery the City may, at its discretion, require the Employee to perform light duty assignments, provided that said light-duty assignments occur on the Employee's regularly scheduled duty day and are in accordance with the restrictions set forth by the Employee's treating physician.

Nothing in this Section prohibits an Employee from trading time as permitted under the FLSA with the expressed understanding that the City is not liable for trade time.

Section 3.07. Professional Development

The Glendale Fire Department Training/Certification Policy, Chapter X Section 1, 2 and 3, shall be controlling for the purpose of Employee's professional development.

Section 3.08. Uniforms, Personal Protective Equipment (PPE), Cleaning/Decontamination, and Exposure Reporting

1.) General Provisions

The City will provide two (2) sets of NFPA compliant PPE for Employees. That ensemble shall be comprised of the following:

1. Two (2) NFPA compliant structural firefighting coats
2. Two (2) NFPA compliant structural firefighting pants
3. One (1) NFPA compliant firefighting helmet, with one (1) additional helmet liner issued to each Member
4. Two (2) NFPA compliant firefighting hoods
5. One (1) set of NFPA compliant structural firefighting boots
6. Two (2) sets of NFPA compliant structural firefighting gloves
7. Properly fitting ballistic vest . The City reserves the right to not issue these items to each individual Employee provided it can ensure that appropriately fitting PPE is available for all Employees on duty at any given time
8. NFPA compliant body substance isolation (BSI) PPE shall be readily available for all Employees on all GFD apparatus that responds to medical emergencies

2.) Uniform and PPE Requests

An Employee may request uniforms and PPE if damaged. The Employee's request is subject to review and approval by the Fire Chief or the Employee's Captain.

3.) Governance

The JLM Committee or a uniform sub-committee may make recommendations to the Fire Chief regarding uniform and PPE requirements. No changes in uniform or PPE issued to the Employees shall not be implemented without the Fire Chief first discussing such changes with the JLM Committee or uniform sub-committee.

4.) Procurement

The City shall purchase American made apparel whenever feasible.

5.) Cleaning and Storage

The City shall ensure that all PPE is cleaned and stored when not in front-line use.

6.) Exposure Reporting

The GFD shall utilize reporting software to record the details of emergency incidents responded to by the GFD which includes a mandatory field that must be completed for each emergency incident which documents individual or crew exposures to hazardous substances.

ARTICLE 4
LEAVE TIME

Section 4.01. Leave Time

The City shall provide for the Employees Leave Time as outlined in Chapter IX of the City Personnel Manual.

Section 4.02. Compensatory Time

Employees may elect to receive “compensatory time” in lieu of overtime pay for additional hours worked. Comp time will be accrued at one and one-half times the total additional hours worked, and can be taken following the Fire Department Leave Time Policy. Employees may request once per fiscal year to be paid in full for accrued comp time and the city may pay it at its sole discretion. The maximum accrual of comp time shall be ninety-six (96) hours total accumulated time owed.

ARTICLE 5
CONDITIONS OF THE AGREEMENT

Section 5.01. Savings Provision

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid, by any court or by reasons of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the provisions of this Agreement shall be amended so as to render the provision in question in compliance with applicable law as close to the original intent of the parties as possible.

Section 5.02. Duration

This Collective Bargaining Agreement shall be effective as of the day after this Collective Bargaining Agreement is executed by both parties and shall remain in full force and effect until June 30, 2027. The parties shall begin meeting no earlier than 180 days and no later than 150 days prior to the expiration of the Agreement for the purpose of negotiating a new agreement. Should

such an agreement not be reached sixty (60) days prior to the expiration of this current Collective Bargaining Agreement, either party may request non-binding mediation that shall result in both parties participating in non-binding mediation through the Federal Mediation and Conciliation Service (FMCS) or a mutually agreeable mediator. This Collective Bargaining Agreement shall remain in full force and effect while the parties are engaged in non-binding mediation, and may be extended at its expiration by agreement of the parties to a date certain.

During any negotiations of a new agreement, the parties agree to the following ground rules:

- Bargaining discussions will be conducted in confidence, such that offers, proposals and comments made during bargaining shall not be publicized or discussed publicly; except that either party may reveal the terms of a last, best and-final proposal or the terms of a new contract that has been tentatively agreed to or recommended for approval.
- Specifically, during the negotiations, neither side will speak directly with the residents, local business owners or others about offers, proposals, comments made during bargaining or the status of the negotiations.
- The parties recognize that the goal of negotiations and bargaining is to work toward a new agreement and having either side attempt to bargain in the community is not conducive to a productive and collaborative working arrangement between the firefighters and the administration.
- There will be no personal attacks of anyone on the two sides during negotiations.

In the event that this Agreement expires, without being extended by mutual agreement of the parties or being replaced by a new Agreement, the following provisions of this Agreement shall remain in full force and effect until such time as a new Agreement is reached or a last best and final offer is implemented:

1. Union Dues provision (Section 1.04)
2. No Strike or Lockout provisions (Section 5.05)
3. Grievance Procedure (Section 2.06).

Section 5.03. Exclusivity of Services

The core duties related to the provision of fire suppression, rescue, and emergency medical care normally assigned to Employees and agreed upon under this Agreement shall be duties that remain GFD responsibilities and shall not be construed as services that can be performed by other employees of the City. The ancillary services related to supporting the core duties of the GFD, including but not limited to: fire prevention, plan review, public education, community health, Employee training, clerical or custodial work, hydrant testing, hose, pump, or ladder testing, and other similar functions shall remain the responsibility of the Fire Department. Said ancillary services, may be contracted, loaned, or detailed out to an entity outside the City or to a department within the City provided the City determines that such meets or exceeds the services currently provided by the GFD and can provide an economic advantage to the City consistent with the exercise of management rights.

This Section is not intended in any way to limit the Employer's right to participate in mutual aid arrangements with other cities or fire districts, nor is it intended to limit the City's management right to join or form a fire district, enter into cooperative services agreements with other public agencies, or reduce or consolidate services should the formation of a fire district or cooperative service agreement result in such.

In the event of any such formal action or formal discussions considering such actions set forth in this Section, the City shall notify the Union in a timely manner, and the Union shall be afforded a regular and substantive role in the process and in the development of whatever recommendation shall be made to the Glendale Board of Aldermen.

Section 5.04. Successor Entities

The GFD Shop of IAFF Local 2665 recognizes that should the Shop disaffiliate with the IAFF and/or Local 2665 that the terms and conditions contained within this Agreement will not automatically be transferred to whatever authorized bargaining agent, if any, assumes the representation of the Employees of the Shop. If the transferring entity is established as the exclusive bargaining agent of the Shop as recognized by law, the City reserves the right to honor none, part, or all of this Agreement at its discretion.

If the City intends to explore the merger, consolidation, or outsourcing of fire suppression, rescue, or emergency medical services to another public agency, the City will provide reasonable notice to the Union of the City's intent to do so, and the Union shall have the opportunity to be heard on the possible change. The Glendale City Board of Aldermen may effect such a change if it determines that such actions will best serve the public welfare. The City will work in good faith with the successor in an effort to transfer Employee jobs from the City to the successor under the terms and conditions of this Agreement.

Section 5.05. Complete Agreement

This Agreement, upon ratification, cancels and supersedes all prior practices and agreements, whether written or oral, but shall not be considered to supersede the City's Personnel Manual and City Codes or existing City and departmental rules and regulations unless expressly stated to the contrary herein, and constitutes the complete and entire agreement of the City and the Union, and concludes all requirements for collective bargaining for its term.

Section 5.06. Annual Appropriation/Reopening Provision

The City understands the binding nature of this Agreement and the intent to be bound by the terms of this Agreement for the duration of this Agreement. Likewise, the Union understands that all economic provisions of this Agreement are subject to the annual appropriation process. If the City does not appropriate funds during the annual budget process to meet its financial obligations under this Agreement, the parties shall immediately meet to discuss the impact of such non-appropriation and to explore alternatives to the City not funding such obligations. In the event such discussions

are unproductive or do not result in the parties reaching an agreement, if appropriations are not made for any provision(s), such provisions shall not be effective.

In the event that economic circumstances in the City of Glendale require a layoff of personnel in the GFD as contemplated in Section 2.02 of this Agreement, the parties may mutually consent to reopen this Agreement for the purpose of avoiding the layoff of Glendale Fire Department personnel.

Section 5.07. No Strikes, No Interference

The Union and the Employees shall not engage in, nor encourage any engagement in, either directly or indirectly, strikes, slowdowns, group illness, or withdrawal of services against the Glendale Fire Department or the City of Glendale.

The Union and the Employees shall not hinder nor prevent any entrance to or egress from fire houses or any other public buildings nor shall the Union or the Employees obstruct nor interfere with the free and uninterrupted use of public roads, streets, highways, railways, airports, or other ways of travel.

The Union and the Employees may engage in informational picketing consistent with and to the extent allowed by law. However, it is agreed that there shall be no picketing, informational picketing, or any similar action by any Employees or group of Employees represented by this Union without first exhausting the grievance procedure set forth in this Agreement and, upon exhaustion of the grievance procedure, the Union shall also then be required to submit, in writing to the City Administrator, one (1) week prior to such picketing, a written statement explaining or setting forth the entire reasons for which such picketing shall occur.

If the City believes that any Employee or group of Employees represented by this Union is in violation this Section, the City shall immediately notify the Union of such concerns, and the Union shall take immediate affirmative action to prevent such acts and take all necessary steps to ensure that work will be properly and orderly resumed. Violation of the provisions of this Section may result in disciplinary action being taken against the participating Employees up to and including termination.

Section 5.08. Approval of the Agreement

The following individuals by endorsing this Agreement represent that they are authorized agents of the Union or the City with the authority to express the approval of the terms and provisions of this Agreement on behalf of the Professional Firefighters of Eastern Missouri, IAFF Local 2665, or the City of Glendale, Missouri

Frank Johnson, City Administrator
City of Glendale

Brad Kauffeld, Shop Steward - GFD
IAFF Local 2665 Shop Steward

Mike Wilcox, Mayor
City of Glendale

John Youngblood, 4th District Vice President
IAFF Local 2665

Jim Silvernail, Fire Chief
City of Glendale

Sean Murray, Business Manager
IAFF Local 2665

Greg Kozlowski - GFD
IAFF Local 2665 Assistant Shop Steward

A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A LEGAL SERVICES AGREEMENT WITH LASHLY & BAER, P.C. FOR CITY ATTORNEY LEGAL SERVICES

WHEREAS, Lashly & Baer and James C. Hetlage, as the designated primary attorney, have been appointed by the Mayor, with the consent and approval of the Board of Aldermen, on an annual basis to serve as the City Attorney for the City;

WHEREAS, it is the desire of the City and Lashly & Baer to enter into this Agreement for Legal Services and for the City to continue to engage Lashly & Baer and its attorneys to perform municipal legal services for the City and to serve as the City Attorney and it is the desire and intent of Lashly & Baer to perform such legal services.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI, AS FOLLOWS:

SECTION ONE: The Board of Aldermen of the City of Glendale, Missouri, hereby approves the Agreement for City Attorney Legal Services with Lashly & Baer, P.C. in substantially the form attached hereto as Exhibit A (the “Agreement”).

SECTION TWO: The City shall and the Mayor and other appropriate officers, agents and employees of the City are authorized to execute the Agreement in substantially the form attached hereto as Exhibit A, and to take such further actions and execute and deliver such other documents, certificates, and instruments as may be necessary or desirable to carry out and comply with the intent of this Resolution.

SECTION THREE: This resolution shall become effective on its passage.

This Resolution Passed and Approved this ____ Day of June, 2025.

Michael A. Wilcox
Mayor

ATTEST:

Frank Johnson
City Administrator/City Clerk

Exhibit A

AGREEMENT FOR CITY ATTORNEY LEGAL SERVICES

This Agreement for City Attorney Legal Services (the “Agreement”), dated this ___ day of June, 2025, by and between the City of Glendale, Missouri (the “City”), and Lashly & Baer, P.C. (“Lashly & Baer”):

WHEREAS, Lashly & Baer and James C. Hetlage, as the designated primary attorney, have been appointed by the Mayor, with the consent and approval of the Board of Aldermen, on an annual basis to serve as the City Attorney for the City;

WHEREAS, it is the desire of the City and Lashly & Baer to enter into this Agreement for Legal Services and for the City to continue to engage Lashly & Baer and its attorneys to perform municipal legal services for the City and to serve as the City Attorney and it is the desire and intent of Lashly & Baer to perform such legal services.

NOW, THEREFORE, for consideration, the sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Client. The City of Glendale, Missouri, is the Client under this Agreement. The legal services described herein shall be performed for and on behalf of the City. Such legal representation may include, when expressly directed by the City, the representation of the City’s elected officials, employees, representatives, volunteers, agents, departments and other affiliated parties and entities, but only when such persons or entities are acting in the official capacity on behalf of the City. No attorney-client relationship is formed pursuant to this Agreement between Lashly & Baer and any elected official, employee, volunteer or representative of the City to serve as such person or entity’s personal counsel or to address legal issues unrelated to the performance of official duties for the City.

2. Primary and Substitute Attorneys. James C. Hetlage of Lashly & Baer is designated as the primary attorney to perform legal services for the City pursuant to this Agreement and shall be designated as the City Attorney (the “City Attorney”). Brian J. Malone of Lashly & Baer is designated as the secondary attorney to perform legal services for the City pursuant to this Agreement. Mr. Malone will regularly attend the Board of Aldermen meetings, but Mr. Hetlage, as City Attorney, will continue to have primary responsibility for the legal services provided to the City. Other Lashly & Baer attorneys may perform legal services for the City on an as-needed basis. While attending meetings as provided herein, such attorney shall be Acting City Attorney and shall have all duties and authorities of the City Attorney. The City Attorney as well as other attorneys performing legal services for the City, shall be duly licensed to practice law in the courts of the State of Missouri.

3. Legal Services. Legal Services shall include attendance at Board of Aldermen, Board of Adjustment, Plan Commission and Architectural Review Board meetings, preparation, review and revision of ordinances, resolutions and contracts for the City, time spent for conferences with the Mayor, City Administrator and employees and elected officials of the City regarding legal matters for the City, telephone calls, drafting of correspondence, review of correspondence received, legal research, consultation with other attorneys, witnesses, experts and other individuals, negotiation, preparation and review of contracts, pleadings and documents, preparation for and completion of trials, arbitrations, and mediations, appeals, transactional closings, and all related legal services. The parties acknowledge that Lashly & Baer can make no guarantee regarding the outcome of any

phase of any particular legal matter although Lashly & Baer will candidly share its opinions with the appropriate representatives of the City. Any opinions Lashly & Baer expresses about the outcome of a legal matter are only its best professional estimates; they are necessarily limited by Lashly & Baer's knowledge of facts and law at the time opinions are expressed. Nothing in this Agreement and nothing in Lashly & Baer's statements to the City are to be construed as a promise or guarantee about the outcome of the City's legal matters. Unless specifically stated in a separate writing, signed by both parties, payment for Lashly & Baer's services is not contingent upon the outcome of any matter. This engagement is for the provision of professional legal services and not for the provision of business, personal, accounting, technical, financial or other advice not constituting legal services. It is agreed that the client is not relying upon counsel in this engagement for advice in areas other than professional legal services, even if such matters should be discussed in connection with the engagement.

4. Periodic Reporting of the Status of Legal Matters. Upon request of the City Administrator, Lashly & Baer will submit a written report to the City Administrator on an annual basis providing a synopsis of the current status of all pending substantive legal matters that are being handled by Lashly & Baer.

5. Term. The term of this Agreement is for an unlimited period, subject to the right of either party to terminate the engagement of Lashly & Baer, as addressed below. This Agreement shall commence on the date stated above, and shall remain in full force and effect until terminated by either party.

6. Charges for Legal Services. During the first two calendar years of this Agreement, Legal Services shall be performed at the blended reduced municipal hourly rate of \$215.00 per hour for all attorneys of Lashly & Baer and \$175.00 per hour for Paralegals of Lashly & Baer. Effective January 1, 2027, and effective on the first day of March every two years thereafter, the fees for Legal Services shall be increased by five percent (5.0%). Bond matters requiring issuance of a bond opinion or other formal opinions may be compensated at a flat fee as established between Lashly & Baer and the City, unless otherwise agreed.

7. Billing Procedures. On a monthly basis, Lashly & Baer shall bill the City for legal services and costs and shall provide the City with such details as requested by the City, but at least including, the date of service, description of the legal services specifying the related City department, board, case or issue, the name of the person requesting the services, the person performing the services, the time spent performing such services in increments down to 1/10th of an hour, and the total costs for each such task. The City agrees to pay Lashly & Baer's bills within thirty (30) days from receipt of the bill. Lashly & Baer reserves the right to charge both interest at a rate of 9% and a late payment fee of \$50.00 for any amounts that are due and owing and which are not paid within thirty (30) days of the statement date. If Lashly & Baer does not receive such payment, the City agrees that Lashly & Baer may postpone providing additional services or incurring additional expenses until payments are made current. If payments are not made current within a reasonable time thereafter, Lashly & Baer's representation of the City may be terminated. Even if this Agreement and representation are terminated, Lashly & Baer will be entitled to be paid for all services rendered and expenses incurred through the date of termination.

8. Expenses. The City shall reimburse Lashly & Baer for its normal expenses and costs. Costs and expenses may include, but are not limited to, postage, photocopy charges (limited to \$0.15 per page for regular black and white copies), long distance telephone charges, travel expenses, excluding travel between the City and Lashly & Baer's offices, court filing fees, subpoena costs, deposition costs, expert witness fees, computer-aided research, and other similar items. Lashly & Baer does not charge expenses for general overhead of the firm. It is understood that while acting as lawyers for the City, Lashly & Baer has the authority to use its best judgment in making such expenditures on behalf of the City. Unless the parties have made prior arrangements, Lashly & Baer will send the City monthly billings for client disbursements incurred during the preceding month. If the nature of the matter is such that Lashly & Baer anticipates substantial advances, Lashly & Baer may require a separate deposit for such purpose. Substantial individual items in excess of \$250, such as expert witness fees, the costs of deposition transcripts, printing costs, etc., may be billed directly to the City by the vendor of such services.

9. Client Files. During the course of client representation, Lashly & Baer retains electronic records relating to the professional legal services it provides so that it is better able to assist the City with its legal needs and, in certain situations, to comply with professional guidelines. Lashly & Baer employs physical, electronic, and procedural safeguards to preserve client confidentiality and to protect the City's non-public information. The City is entitled upon written request to any files in Lashly & Baer's possession relating to the legal services performed under this Agreement, excluding Lashly & Baer's internal accounting records and other documents not reasonably necessary to the City's representation, subject to Lashly & Baer's right to make copies of any files withdrawn by the City. Paper files may be scanned to electronic format during or after this engagement. The City is advised that generally electronic documentation is maintained for approximately three years from the date of its inception. Once Lashly & Baer's representation of the City is concluded, Lashly & Baer will close the City's file, and the City will receive notice thereof. The City's physical files may be sent to storage offsite, and thereafter there may be an administrative cost for retrieving them from storage. Under Lashly & Baer's document retention policy, Lashly & Baer normally destroys paper files six (6) years after a matter is closed, unless other arrangements are made with the City.

10. Conflicts of Interest. Under applicable Missouri Supreme Court Rules, a conflict of interest exists whenever the representation of a client will be directly adverse to another client, or whenever the representation may be materially limited by a lawyer's responsibility to another client. As a general rule, when such a conflict exists, the lawyer must withdraw from the representation unless the lawyer reasonably believes the representation of either client will not be adversely affected and each client consents after consultation. After due inquiry, Lashly & Baer and the City know of no existing or potential conflict of interest issues that would result from Lashly & Baer's representation of the City. Lashly & Baer represents numerous clients on numerous matters. If Lashly & Baer becomes aware of a conflict, the City Attorney will discuss it with the City Administrator or Mayor. Lashly & Baer specifically reserves the right to withdraw from representation if Lashly & Baer feels that it cannot properly represent the City's interests and, if at any time during the representation after discussion with the City, Lashly & Baer determines that representations of the City's interests would conflict with Lashly & Baer's previous representations or previous relationships with other clients relative to the City's matter. Because Lashly & Baer does represent many other clients, it cannot institute litigation against these clients. If representation of the City's interests would require such action, Lashly & Baer reserves the right after

consultation with the Mayor or City Administrator to either withdraw from representation of the City or refer that particular matter to other counsel. Moreover, Lashly & Baer assumes that if, during the course of its services, the City becomes aware of other potential conflicts of interest that may arise, the City will inform the City Attorney of such potential conflict. Lashly & Baer also reserves the right to continue to represent or to undertake to represent existing or new clients in any matter that is not substantially related to its work on City matters. Lashly & Baer agrees, however, that it will not engage in a representation in any instances where sensitive, proprietary, or otherwise confidential information if known to any other client, could be used in any matter to the City's material disadvantage

11. Right of Termination. The relationship between a client and its attorney is a fiduciary relationship which requires the continuous mutual consent and cooperation of both parties. Due to such fiduciary relationship, the City and Lashly & Baer shall have the right to immediately terminate this Agreement in its entirety at any time with or without cause. A vote by the City to terminate this Agreement shall require the affirmative vote of at least two-thirds of all members of the Board of Aldermen or the recommendation of the Mayor and the affirmative vote of a majority of all members of the Board of Aldermen. Lashly & Baer may terminate this engagement for any of the reasons permitted under the Missouri Rules of Professional Conduct, including failure to pay Lashly & Baer's bills, failure to disclose any material facts, action taken contrary to Lashly & Baer's advice, or any other conduct or situation that in Lashly & Baer's judgment impairs an effective attorney-client relationship between the City and Lashly & Baer or presents conflicts with Lashly & Baer's professional responsibilities. If required, Lashly & Baer will request a stipulation executed by the City allowing Lashly & Baer to withdraw as attorney of record in any judicial, arbitration, or similar proceeding. Lashly & Baer may also apply for a court order approving its withdrawal from representing the City, and the City agrees in advance to Lashly & Baer's withdrawal.

12. E-Mail. Lashly & Baer has found that the use of electronic mail and electronic document management are very effective ways to speed communication and reduce costs to our clients. Although e-mail is not necessarily secure or confidential, and there is a slim risk of interception, it is Lashly & Baer's opinion that communications sent via e-mail may be protected by the attorney-client privilege and be deemed confidential, just as paper communications between an attorney and client. Accordingly, the City and Lashly & Baer agree to use e-mail as appropriate in the provision of legal services as well as utilizing electronic document management and storage. Where information is extremely confidential, or where the disclosure of the information could be seriously damaging, Lashly & Baer or the City will secure the information on a document level or through methods of encryption, or if requested, communicate in a paper form. The parties hereto acknowledge that e-mail communication is not a secure method of communication. It is possible to intercept and copy e-mail communications by accessing any computers by which the e-mail is transmitted. If the City or Lashly & Baer wants future communications to be sent in a different fashion, such direction should be provided in writing.

13. Off-Site Storage of Information. It is a necessity for Lashly & Baer to store confidential client information off-site in hard copy and electronic form. This has become common in the business world, and Lashly & Baer states that it has not experienced any problems with such off-site storage. The City understands that Lashly & Baer cannot guarantee the security of hard copy or electronic data in storage facilities that are beyond its control. Lashly & Baer will take all reasonable precautions to protect the confidentiality of information that is stored. If the City wishes to make arrangements for some other type of storage, particularly after the City's files

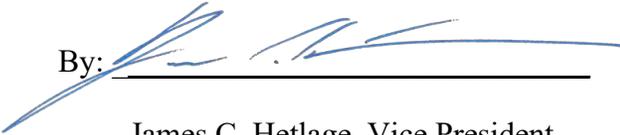
are closed, the City will have to make those arrangements itself; otherwise, the City agrees to accept the risk of any loss resulting from the off-site storage that Lashly & Baer utilizes.

14. Entire Agreement; Amendment. The parties hereto agree that this Agreement shall constitute the entire agreement between the parties and no other agreements or representations other than those contained in this Agreement have been made by the parties. This Agreement shall be amended only in writing and effective when signed by the duly authorized agents of the parties. This Agreement and any written amendment may be executed in multiple counterparts.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the day and year first above written.

LASHLY & BAER, P.C.

CITY OF BRENTWOOD, MISSOURI

By:  _____

By: _____

James C. Hetlage, Vice President
714 Locust Street
St. Louis, Missouri 63101

Michael A. Wilcox, Mayor

ATTEST:

Frank Johnson,
City Administrator/City Clerk

A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A SERVICES AGREEMENT WITH MY GOVERNMENT ONLINE TO PROVIDE PERMITTING, CODE ENFORCEMENT AND LAND-USE MANAGEMENT SOFTWARE

WHEREAS, on March 12, 2025, the City of Glendale, Missouri (the “City”) issued a Request for Proposals for Permitting, Code Enforcement, and Land-Use Management Software; and

WHEREAS, the City received six responses and conducted live demonstrations with four of the vendors; and

WHEREAS, City staff find that the proposal submitted by My Government Online is the lowest, responsive, responsible bid; and

WHEREAS, the City had determined it is in the best interest of the City to enter into an agreement with My Government Online for permitting, code enforcement, and land-use management software in substantially the form attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI, AS FOLLOWS:

SECTION ONE: The Board of Aldermen of the City of Glendale, Missouri, hereby approves the Agreement with My Government Online to provide permitting, code enforcement and land-use management software in substantially the form attached hereto as Exhibit A (the “Agreement”).

SECTION TWO: The City shall and the Mayor and other appropriate officers, agents and employees of the City are authorized to execute the Agreement in substantially the form attached hereto as Exhibit A, and to take such further actions and execute and deliver such other documents, certificates, and instruments as may be necessary or desirable to carry out and comply with the intent of this Resolution.

SECTION THREE: This resolution shall become effective on its passage.

This Resolution Passed and Approved this ____ Day of June, 2025.

Michael A. Wilcox
Mayor

ATTEST:

Frank Johnson
City Administrator/City Clerk

SERVICES AGREEMENT

This Services Agreement is made and entered into as of this ___ day of June, 2025, by, and between the City of Glendale, a municipal corporation of the State of Missouri (“Glendale”) and My Government Online (“MGO”) (referred to individually as a “Party” and jointly as “Parties”).

RECITALS

WHEREAS, the City issued a Request for Proposals, dated March 12, 2025, for Permitting, Code Enforcement and Land-Use Management Software (“RFP”);

WHEREAS, MGO submitted a bid in response to the City’s RFP on April 2, 2025 (“Proposal”); and

WHEREAS, the City has selected MGO to provide Permitting, Code Enforcement and Land-Use Management Software services in accordance with the terms of the RFP and the Bid.

AGREEMENT TERMS

In consideration of the foregoing, the mutual covenants herein contained and other good and valuable consideration (the receipt, adequacy and sufficiency of which are hereby acknowledged by the Parties by their execution hereof), the Parties agree as follows:

1. Vendor Selection. City does hereby employ MGO for the purpose of performing the services and work and providing all necessary equipment set out herein and per the scope as set forth in the RFP and the Bid, which are attached hereto as Exhibit A and incorporated herein by reference, and MGO agrees to perform such services and work and to provide the necessary programs, materials and services (hereafter the “Work”).

2. Work. The Work to be performed includes the furnishing of all necessary professional, technical and other services, and materials for the Permitting, Code Enforcement and Land-Use Management Software services, as described the RFP and Bid, which are attached hereto as Exhibit A. MGO shall perform all of the Work described in this Agreement and in the RFP and in the Bid, in accordance with the terms and conditions hereof. This Agreement, the RFP and the Bid shall collectively be referred to as the “Contract Documents”.

3. Compensation and Payment. City shall pay MGO for the Work, Eleven Thousand Seven Hundred Sixty Dollars (\$11,760) annually for the three-year term of this Agreement. That amount shall be payable in one lump sum payment to MGO, in accordance with the provisions of Exhibit B attached thereto and incorporated herein by reference. City shall have the right, upon reasonable prior notice, to examine all of the pertinent records of MGO. The City must be notified at least 180 days prior to a price increase during a renewal term.

4. Term and Termination. The term of this Agreement shall be for three (3) years, commencing on June __, 2025 and ending on May 31, 2028, but shall be automatically renewed

each year unless City gives at least 60 days' written notice of such termination prior to May 1 of each year.

4.1 City may terminate this Agreement for any reason upon thirty (30) days written notice.

4.2 Upon the occurrence of any breach of this Agreement, the Party claiming the breach shall give the breaching Party written notice specifying the conditions of the breach. If the breaching Party fails to cure the breach within 30 days after such notice is given, the Party claiming the default may terminate this Agreement upon written notice and assert such remedies as may be available at law or in equity, except as limited by the terms of this Agreement.

4.3 In the event of termination, there shall be a transition period of at least six (6) months under the full-service terms of this Agreement. The termination of this Agreement does not release any Party from obligations that arose prior to such termination, including payment obligations.

4.4. Upon termination or expiration of this Agreement, MGO shall promptly make all data available to City as it is stored within MGO's software and provided through a secure transmission method.

5. Data Retention. MGO agrees and acknowledges that City owns all City Data stored within the software.

6. Confidential Information.

6.1 Definitions. "Confidential Information" means (i) all information disclosed by one Party ("Discloser") to the other ("Recipient") electronically, visually, orally or in a tangible form which is either (x) marked as "confidential" (or with a similar legend), (y) is identified at the time of disclosure as being confidential, or (z) should be reasonably understood to be confidential or proprietary and (ii) the terms and/or existence of this Agreement, the relationship between the Parties and any proposals or other documents that preceded this Agreement, the MGO software, and/or technology that comprise the software. Recipient does not obtain any rights, title, or interest in any Confidential Information of the Discloser.

6.2 Notwithstanding anything in this Section 6 to the contrary, Confidential Information does not include any information Recipient can show with written records is or was (i) generally known to the public, (ii) independently developed by Recipient without access to, or use of, Discloser's Confidential Information, or (iii) in the possession of Recipient without an obligation of confidentiality.

6.3 Notwithstanding anything in this Section 6 to the contrary, the Recipient may disclose Confidential Information of the Discloser to the extent required by applicable law, regulation or a valid order by a court or other governmental body; provided, however,

that the Recipient will, unless prohibited by law, regulation or such order, use its best efforts to notify the Discloser in writing of such requirement prior to making such disclosure and to cooperate with the Discloser so said Discloser may seek an appropriate protective order or waive compliance with the provisions of this section, or both. If, absent the entry of a protective order or receipt of a waiver, the Recipient is, in the opinion of its legal counsel, legally compelled to disclose such Confidential Information, the Recipient may disclose such Confidential Information to the extent required by applicable law, regulation or a valid order by a court or other governmental body without liability under this section, provided that the Recipient uses reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

7. Ownership.

7.1 City Ownership. City owns its personal data, Confidential Information, any artwork, logos, trade names, and trademarks, and any information or other data made available by the City to MGO under this Agreement including, without limitation, personal information relating to an identifiable individual and any other confidential, proprietary, and non-public domain information stored or processed by the City while using the software ("City Data"). In order for MGO to provide the software, City grants to MGO a nonexclusive, fully paid-up license to use, reproduce, store, modify, and display City Data. MGO may aggregate benchmarking results of City's use of the software with results of other customers' use, and use and disclose such results for any purpose, provided MGO does not individually identify City or any personally identifiable information in connection with same.

7.2 MGO Ownership. Subject to City's rights to City Data set forth above, MGO has all right, title, and interest in and to the software, and related techniques, know-how, designs, programs, tools, applications, interfaces, enhancements, other technical information, and all derivatives of the foregoing and all intellectual property rights in and to same. All rights not expressly granted to City hereunder are reserved by MGO. If City provides any feedback to MGO concerning the functionality and performance of the software (including identifying potential errors and improvements), City hereby assigns to MGO all right, title, and interest in and to the feedback, and MGO is free to use the feedback without payment or restriction.

8. Security. MGO shall establish and maintain administrative, technical, and physical safeguards designed to protect against the destruction, loss, unauthorized access or alteration of City Data in the possession or under the control of MGO or to which MGO has access, which are: (i) no less rigorous than those maintained by MGO for its own information of a similar nature; and (ii) required by applicable laws. The security procedures shall include without limitation, data encryption, access controls, automated backups and disaster recovery, and intrusion detection.

In the event of unauthorized access to City-owned information, MGO shall provide notice to City within 48 hours of discovery and shall reasonably cooperate with City to provide any required notice to users. MGO shall also provide Institution with information regarding the nature

and scope of the unauthorized access, steps taken to mitigate the incident and safeguards to prevent similar incidents in the future.

9. Warranties.

9.1 Each Party represents and warrants to the other Party that (i) it has the right to enter into this Agreement and perform its obligations hereunder; (ii) it is organized under the laws of its jurisdiction in a corporate, governmental or equivalent form; (iii) to the best of its knowledge there are no claims, actions or proceedings against it (including without limitation bankruptcy, dissolution, liquidation, or any assignments for the benefit of creditors) that would impair its ability to honor all legal obligations hereunder; (iv) the person executing this Agreement on its behalf has been authorized to do so; and (v) the Agreement constitutes valid, legal, and binding obligations enforceable in accordance with its terms.

9.2 MGO warrants to City that support services and professional services provided by MGO will be performed in a professional and workmanlike manner and in compliance with all laws applicable to MGO at the time of performing the services. If a service performed by MGO is non-conforming to the specifications agreed to by the City and MGO, City must notify MGO in writing within 60 days of the performance of the services, and MGO will re-perform the non-conforming service without charge.

9.3 Notwithstanding anything to the contrary in this Agreement, (i) MGO makes no warranties regarding third-party products, which MGO provides "AS IS" and (ii) MGO makes no warranties regarding any services provided to City by any third party. Except as otherwise provided in this Agreement, all Work provided by MGO are provided "AS IS," and MGO disclaims all representations and warranties of any kind, expressed or implied, with respect to any of the Work provided under this Agreement, including without limitation, warranty of non-infringement, title, merchantability, or fitness for a particular purpose.

10. Insurance. MGO shall procure and maintain during the term of this Agreement insurance, as follows:

Workers' Compensation as required by law and employer's liability coverage in an amount not less than \$2,000,000.

Commercial general liability which provides combined single limit coverage, including property damage and bodily injury, including:

Death	\$2,000,000 each person
	\$2,000,000 each occurrence
Property Damage	\$2,000,000 each occurrence
	\$2,000,000 general aggregate

Automobile liability, which provides combined single limit coverage, including:

Death	\$2,000,000 each person \$2,000,000 each occurrence
Property Damage	\$2,000,000 each accident
Professional Liability	\$2,000,000 each occurrence \$2,000,000 general aggregate

The commercial general liability policy shall be endorsed to cover the liability of Proposer hereunder. City shall be named as an additional insured on the commercial general liability and automobile liability policies and such insurance shall be primary and noncontributory with respect to any insurance maintained by the City. Each such policy shall be written by a company, or companies licensed to do business in the state of Missouri and acceptable to the City. Certificates of insurance shall be furnished to the City prior to the commencement of the Work. Each such policy shall provide that it shall not be canceled or altered, without 15 days' prior written notice to the City. The certificate of insurance must state, "**the City of Glendale is an additional insured on a primary and non-contributory basis.**"

11. Indemnification and Immunity. MGO shall indemnify and hold harmless the City, its board of aldermen, officers, representatives, agents and employees, from and against any and all liabilities, demands, losses, claims or suits, including costs and reasonable attorneys' fees, for and on account of any kind of injury, loss or damage, or any other circumstances, sustained by the City, its board of aldermen, officers, representatives, agents and employees, arising from the breach of this Agreement or resulting from the negligent acts, errors or omissions of MGO, any subcontractor, and each of their respective agents, employees or contractors arising out of the Work.

By execution and performance of this Agreement, the City does not intend to, nor shall it be deemed to have waived or relinquished any immunity or defense on behalf of the City, and the City's board members, officers, directors, servants, employees, agents, successors or assigns.

12. Reserved Rights. MGO reserves the right at any time and from time to time to modify, temporarily suspend and limit access to the Service with at least 10 days' notice to the City for maintenance or security or other reasons.

13. FWAP Documentation. MGO has provided to the City, or will provide to the City, no later than the execution of this Agreement, all documentation and required affidavits that MGOs enrolled in, and participates in, a Federal Work Authorization Program, as required by Section 285.530 Missouri Revised Statutes with respect to the employees working in connection with the contracted services. MGO shall also sign an affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

14. Compliance with the Laws. MGO and its employees, agents and representatives shall comply with the City's policies and procedures and all applicable federal, state, county,

municipal and other governmental statutes, laws, rules, orders, regulations, codes and ordinances required of MGO in performing the services pursuant to this Agreement.

15. Independent Contractor. MGO shall perform all services as an independent contractor and not as an employee of the City. The City shall not assume any liability for the direct payment of any salary, wage, workers compensation, income tax withholding, or any other type of compensation to Contractor for the services. MGO shall obtain as necessary and pay for all permits, fees, licenses and taxes applicable to MGO and the services for the project.

16. General Provisions.

16.1. Amendment and Modification. No amendment, modification, supplement, termination, consent or waiver of any provision of this Agreement, nor consent to any departure therefrom, will in any event be effective unless the same is in writing and is signed by the Party against whom enforcement of the same is sought. Any waiver of any provision of this Agreement and any consent to any departure from the terms of any provision of this Agreement is to be effective only in the specific instance and for the specific purpose for which given.

16.2. Assignments. No Party may assign or transfer any of its rights or obligations under this Agreement to any other Person without the prior written consent of the other Parties.

16.3. Captions. Captions contained in this Agreement have been inserted herein only as a matter of convenience and in no way define, limit, extend or describe the scope of this Agreement or the intent of any provision hereof.

16.4. Counterparts. This Agreement may be executed by the Parties on any number of separate counterparts, and all such counterparts so executed constitute one agreement binding on all the Parties notwithstanding that all the Parties are not signatories to the same counterpart.

16.5. Entire Agreement. This Agreement constitutes the entire agreement among the Parties pertaining to the subject matter hereof and supersedes all prior agreements, letters of intent, understandings, negotiations and discussions of the Parties, whether oral or written.

16.6. Governing Law. This Agreement and the rights and obligations of the Parties hereunder are to be governed by and construed and interpreted in accordance with the laws of the State of Missouri applicable to contracts made and to be performed wholly within Missouri, without regard to choice or conflict of laws rules. Any legal action arising out of, or relating to this Agreement shall be governed by the laws of the State of Missouri, and the parties agree to the exclusive exercise of jurisdiction and venue over them by a court of competent jurisdiction located in the County of St. Louis, Missouri, or federal court located in the City of St. Louis, Missouri.

16.7. Notices. All notices, consents, requests, demands and other communications hereunder are to be in writing, and are deemed to have been duly given or made: (i) when delivered in person; (ii) three days after deposited in the United States mail, first class postage prepaid; (iii) in the case of telegraph or overnight courier services, one Business Day after delivery to the telegraph company or overnight courier service with payment provided; or (iv) in the case of telex or telecopy or fax, when sent, verification received; in each case addressed as follows:

if to Glendale:

City of Glendale
424 North Sappington Road
Glendale, Missouri 63122
Attn: City Administrator

if to MGO:

My Government Online
5058 West Main Street
Houma, Louisiana 70360
Attn: Ryan Hutchinson

Or to such other address as any Party may designate by notice to the other Party in accordance with the terms of this Section.

16.8. Severability. Any provision of this Agreement which is prohibited, unenforceable or not authorized in any jurisdiction is, as to such jurisdiction, ineffective to the extent of any such prohibition, unenforceability or nonauthorization without invalidating the remaining provisions hereof, or affecting the validity, enforceability or legality of such provision in any other jurisdiction, unless the ineffectiveness of such provision would result in such a material change as to cause completion of the transactions contemplated hereby to be unreasonable.

16.9. Successors and Assigns. All provisions of this Agreement are binding upon, inure to the benefit of and are enforceable by or against the Parties and their respective successors and assigns.

16.10. Third-Party Beneficiary. This Agreement is solely for the benefit of the Parties and their respective successors and permitted assigns, and no other Person has any right, benefit, priority or interest under or because of the existence of this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date first above written.

CITY OF GLENDALE

By: _____

Date: _____

MY GOVERNMENT ONLINE

By: _____

Date: _____

A RESOLUTION AUTHORIZING THE CITY OF GLENDALE, MISSOURI, TO ENTER INTO A SERVICES AGREEMENT WITH REVIZE FOR THE REDESIGN OF THE CITY WEBSITE AND SUBSEQUENT MAINTENANCE AND SERVICE

WHEREAS, on May 19, 2025, the City of Glendale, Missouri (the “City”) sought bids from website design firms specializing in municipal clients and issued a Request for Proposals for Website and Hosting Services; and

WHEREAS, the City received three responses; and

WHEREAS, City staff finds that the proposal submitted by Revize is the lowest, responsive, responsible bid; and

WHEREAS, the City has determined it is in the best interest of the City to enter into an agreement with Revize for website redesign, hosting, maintenance and support services in substantially the forma attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE, MISSOURI, AS FOLLOWS:

SECTION ONE: The Board of Aldermen of the City of Glendale, Missouri, hereby approves the Agreement with Revize to provide website redesign, hosting, maintenance and support services in substantially the forma attached hereto as Exhibit A (the “Agreement”).

SECTION TWO: The City shall and the Mayor and other appropriate officers, agents and employees of the City are authorized to execute the Agreement in substantially the form attached hereto as Exhibit A, and to take such further actions and execute and deliver such other documents, certificates, and instruments as may be necessary or desirable to carry out and comply with the intent of this Resolution.

SECTION THREE: This resolution shall become effective upon its passage.

This Resolution Passed and Approved this __ day of _____, 2025.

Michael A. Wilcox
Mayor

ATTEST:

Frank Johnson
City Administrator/City Clerk

Revize Web Services Sales Agreement

This Sales Agreement is between The City of Glendale, Missouri (“CLIENT”) and Revize LLC, aka Revize Software Systems, (“Revize”). Federal Tax ID# 20-5000179 Date: 5-15-2025

CLIENT INFORMATION:	REVIZE LLC:
Company Name: <u>City of Glendale</u>	Revize Software Systems
Company Address: <u>424 N Sappington Road</u>	150 Kirts Blvd.
Company City/State/Zip: <u>Glendale, MO 63122</u>	Troy, MI 48084
Contact Name: <u>Frank Johnson 314.965.3600</u>	248-269-9263
Billing Dept. Contact: <u>fjohnson@glendalemo.org</u>	
CLIENT Website Address: <u>www.glendalemo.org</u>	

The CLIENT agrees to purchase the following products and services provided by REVIZE:

Website Redesign:

<u>Quantity</u>	<u>Description</u>	<u>Price</u>
1	Phase 1: Kickoff Meeting and Discovery/Project Planning, onetime fee:	Included
1	Phase 2 – Design Mockups/Wireframes, onetime fee: <ul style="list-style-type: none"> 1 mockup with up to 3 rounds of changes Home page, department landing page, and inner page design 	Included
1	Phase 3 & 4 – HTML Development & Revize CMS Integration, onetime fee: <ul style="list-style-type: none"> Set-up all CMS modules listed in this agreement Integration with all 3rd party web applications 	Included
1	Phase 5 – Quality Assurance Testing, onetime fee:	Included
1	Phase 6A – Sitemap Development & Content Migration, onetime fee: <ul style="list-style-type: none"> Site map development and content migration from old website including spell checking and style corrections – up to 140 webpages & 750 documents (Approximately 142 webpages and 1,009 documents on current site) 	\$1,920.00
1	Phase 7 –Content Editing Training, onetime fee:	Included
1	Phase 8 – Go Live:	Included
1	Grand Total	\$1,920.00

Annual Services:

1	Revize Annual Software Subscription, Tech Support, CMS Updates, Website Hosting, Unlimited Users, 50GB website storage, 100GB/Month Bandwidth, Annual Fee, SSL Certificate pre-paid annual fee:	\$3,800.00
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AGREED TO BY:

CLIENT

REVIZE

Signature of Authorized Person:

Name of Authorized Person:

Thomas Jean

Title of Authorized Person

Project Manager

Date:

Please sign and return to:

Thomas@revize.com

Fax 1-866-346-8880

Payment Schedule:

Due Date	Amount	Includes
6/1/2025:	\$ 1,920.00	Sitemap Development & Content Migration
2/19/2026:	\$ 3,800.00	Annual Hosting, Support, & Maintenance
2/19/2027:	\$ 3,800.00	Annual Hosting, Support, & Maintenance
2/19/2028:	\$ 3,800.00	Annual Hosting, Support, & Maintenance
2/19/2029:	\$ 3,800.00	Annual Hosting, Support, & Maintenance

Enterprise Revize CMS License

As part of this agreement Revize LLC. will provide full usage access to our Enterprise Revize CMS Software, hosted in our cloud servers. This software is a proprietary software built and maintained by Revize LLC. and is intended to allow the CLIENT to easily update the content of their website. CLIENT agrees that this software access will only be used to maintain the websites included in this agreement. Sharing of the access, by the CLIENT, with other entities not identified in this agreement is prohibited.

Revize will maintain, update, and host the Revize CMS in our cloud server during the contract period. In the event that the contract is terminated, for any reason, Revize will halt CLIENT access to the Revize CMS, and will provide website content to the client, provided all payments for the entire length of the contract are fully paid. Notice of termination must be in writing and given to the non-terminating party at least 60 days prior to the effective date of termination.

Terms:

1. Payments: All Invoices are due upon receipt. Work begins upon receiving initial payment.
2. Additional content migration, if requested, is available for \$3 per web page or document.
3. Additional bandwidth is available at \$360 per year for each additional 50GB per month.
4. Additional website storage is available at \$500 per year for each additional 5GB website storage.
5. This agreement is the only legal document governing this sale & Proper jurisdiction and venue for any legal action or dispute relating to this Agreement shall be the State of Illinois.
6. Both parties must agree in writing to any changes or additions to this Sales Agreement.
7. CLIENT understands that project completion date is highly dependent on their timely communication with Revize. CLIENT also agrees and understands that;
 - a. The primary communication tool for this project and future tech support is the Revize customer portal found at <https://support.revize.com>.
 - b. During the project, CLIENT will respond to Revize inquiries within 48 hours of the request to avoid any delay in the project timeline.
 - c. CLIENT understands that project timelines will be delayed if they do not respond to Revize inquiries in a timely manner.
8. 4-year agreement. Revize will provide a free redesign of the website in year 4 of the agreement. This assumes the CLIENT agrees to 4 consecutive years of annual software subscription, tech support, CMS updates, and hosting.
9. CLIENT owns design, content, and will receive periodic updates to the CMS for the life of the contract.
10. Unless otherwise agreed, Revize does not migrate irrelevant records, calendar events, news items, bid results, low quality images, or data that can reasonably be considered non-conforming to new website layout.
11. Storage is limited only to relevant website data. Unreasonably large folders of documents or images are not permitted. Examples include, but are not limited to, plat/property maps, tax records, GIS data, etc.
12. After content migration, CLIENT is responsible for any additional content cleanup. This includes, but is not limited to, resizing photos, reformatting text, replacing photos/icons, consolidating unwanted content, adding future calendar events, and general prep of the site before go live. CLIENT will also have the ability to add new photos, content, and pages.
13. This contract includes up to three (3) rounds of changes to the homepage and inner page mockup during phase 2 of the project. Client may purchase unlimited rounds of changes for an additional, one-time fee of \$500. Any design changes that occur after phase 2 that require changes to the code will be billed at \$125/hour, subject to the approval of CLIENT
14. As part of the current contract between CLIENT and Revize (dated 2/18/2022) Revize included a redesign of the websites anytime in year 4 or thereafter. Upon successful completion of this redesign, Revize and CLIENT will have fulfilled their obligations for the original contract dated. Additional services, features, customizations, migration, anticipated support or storage increases may require an additional charge. Revize and CLIENT will modify or add to this agreement to accommodate those possible future requests.

Project Timeline Statement of Understanding

Revize and CLIENT agree and understand that the timeline provided is an estimate of our expected timeline for this project. It is not a guarantee. Revize intends to adhere as closely to the proposed timeline expectation as reasonable. CLIENT is expected to take an active role in this project including, but not limited to, participating in meetings with Revize, providing design feedback and approval, providing sitemap feedback and approval, scheduling and participating in user training, etc. Revize expects to complete phase 7 (training) of this project according to timeline provided. Upon completion of phase 7 it is the CLIENT's responsibility to decide when to go live with the website. CLIENT decision to delay go-live for any reason, unrelated to a functional defect making site inoperable, does not constitute breach of contract on the part of Revize. CLIENT understands that it is incumbent upon the CLIENT to respond to Revize requests in a timely manner. CLIENT further agrees that any timeline delays due to their lack of timely communication do not constitute a breach of contract on the part of Revize. CLIENT also acknowledges that satisfaction related to visual and experiential services like that of a website design project can be subjective. The parties agree that this project is a collaborative project and agree to work in good faith to "fine-tune" final deliverables in preparation for go live of new website. Parties further agree that generalized dissatisfaction related to the aesthetic aspects or services previously approved by the CLIENT does not constitute a breach of contract unless Revize fails to cure the functional defect with the website. The CLIENT may also elect to postpone or delay certain deliverables in favor of earlier go-live date of the website.

Revize will integrate the following web applications into your website

Citizen's Communication Center Apps

- Notification Center with Email Alerts
- Bid Posting
- Document Center
- FAQs
- Job Posting
- Multi-use Business Directory
- News Center with Facebook/Twitter Integration
- Online Forms
- Photo Gallery
- Quick Link Buttons
- Revize Web Calendar
- "Share This" Social Media Flyout App
- Sliding Feature Bar
- Language Translator

Citizen's Engagement Center Apps

- Citizen Request Center with Captcha
- Online Bill Pay
- Online Interactive Forms with Bookables
- Public Service Request System
- RSS Feed

Staff Productivity Apps

- Agenda Posting Center
- Job Posting App
- Image Manager
- iCal Integration
- Link Checker
- Menu Manager
- Online Form Builder
- Staff Directory
- Website Content Archiving
- Website Content Scheduling

Site Administration and Security Features

- Audit Trail
- Auto Site Map Generator
- History Log
- URL Redirect Setup
- Roles and Permission-based Security Mode
- Secure Site Gateway
- Unique Login/Password for each Content Editor
- Web Statistics and Analytics
- Workflows by Department

Mobile Device and Accessibility Features

- Font Size Adjustment
- Alt-Tags
- Responsive Website Design (RWD)