



BOARD OF ALDERMEN MEETING AGENDA September 10, 2018

1. *Call to Order*
2. *Roll Call*
3. *Pledge of Allegiance*
4. **Approval of Minutes:** August 27, 2018 Board of Aldermen Meeting Minutes
5. **Presentation:** Employee Compensation
6. **Citizen Comments:**
7. **Public Hearing:**
8. **Unfinished Business:** *None*

New Business:

9. *Legislation: None* **Next Ordinance # 18-12**
10. **Consent Items:**
 - a. COOP Salt Purchase
11. **Mayor's Report**
12. **City Administrators Report**
13. *Staff Reports*
14. **City Attorney's Report**
15. **Aldermanic Comments**
16. **Closed Session:**
 - a. The Board will meet in Closed session to discuss employee matters under Section 610.021(3) RSMo.
17. *Information Only*
18. **Adjourn**

NOTE: Due to ongoing City business, all meeting agendas should be considered tentative. Additional issues may be introduced during the course of the meeting.

CLOSED SESSION: Pursuant to Section 610.022 RSMo., The Board of Aldermen could, at any time during the meeting, vote to close the public meeting and move to closed session to discuss matters relating to litigation, legal actions, and/or communications from the City Attorney, as provided under Section 610.021(1) RSMo., and/or personnel matters under Section 610.021(13) RSMo., and/or employee matters under Section 610.021(3) RSMo., and/or real estate matters under Section 610.021(2) or other matters as permitted by Chapter 610.



BOARD OF ALDERMEN MEETING OVERVIEW

September 10, 2018

If you have any questions or concerns about any item on the agenda, please contact me prior to the meeting. If you cannot attend this meeting, please contact Mayor Pogue or me as soon as possible so we can plan accordingly.

A handwritten signature in orange ink, appearing to read "Eric Hanson".

Eric Hanson, City Administrator

MINUTES: Enclosed, please find the minutes from the August 27, 2018, Board of Aldermen meeting for your review and approval.

PRESENTATION: Employee Compensation

CITIZEN COMMENTS:

PUBLIC HEARING:

NEW BUSINESS

CONSENT ITEMS

This section includes budgeted items which are low bid and do not exceed expenditure estimates, and/or items which have been previously approved in concept.

PUBLIC WORKS SALT CO-OP PURCHASE

Ballwin is a member of the St. Louis APWA Salt Co-Operative. 50 tons of salt is needed to fill Ballwin's salt dome to capacity. Staff requests that the Board approves the salt purchase of 50 tons with the St. Louis APWA Salt Co-Operative for total cost of \$2,999.00

MAYOR'S REPORT

CITY ADMINISTRATOR'S REPORT

CITY ATTORNEY'S REPORT

ALDERMANIC COMMENTS

CLOSED SESSION

CITY ADMINISTRATOR'S ANNUAL REVIEW

The Board will meet in Closed session to discuss employee matters under Section 610.021(3) RSMo.

UPDATED: September 6, 2018
A Johnson



DRAFT MINUTES

Board of Aldermen

Meeting Minutes

August 27, 2018 at 7:00 p.m.
City of Ballwin – 300 Park Dr

THE MINUTES ARE PREPARED IN SUMMARY TO REFLECT THE OVERALL DISCUSSIONS, NOT VERBATIM QUOTES.

The meeting was called to order by Mayor Tim Pogue at 7:01 p.m.

ROLL CALL

PRESENT

Mayor Tim Pogue
Alderman James Terbrock
Alderman Michael Finley
Alderman Kevin M. Roach
Alderman Mark Stallmann
Alderman Frank Fleming

ABSENT

Alderman Jim Leahy

Alderman Ross Bullington
Alderman Raymond Kerlagon
City Administrator Eric Hanson
City Attorney Robert E. Jones

The Pledge of Allegiance was given.

MINUTES

The Minutes of the from the July 23, 2018, Board meeting was submitted for approval.

A motion was made by Alderman Fleming and seconded by Alderman Terbrock to approve the minutes from the July 23, 2018, Board of Aldermen meeting as submitted. A voice vote was taken with a unanimous affirmative result and the motion passed.

PUBLIC COMMENTS

A large group of residents were present to thank Board members for their support and investment of the game of Pickleball. They also encouraged Board members to continue their support and investments in the future. The group donated several Pickleball paddles to the Pointe for those to use who are new to the game of Pickleball. Those who spoke on behalf of the group were:

Tom Ratzki, 923 Castle Pines Dr

Elise Fernsler, 300 Fox Den Dr

J.C. Hagan, 209 Cool Meadows Dr

LEGISLATION

BILL NO. 3998 AN ORDINANCE REVISING SECTION 7.5-39 OF THE CODE OF ORDINANCES OF THE CITY OF BALLWIN REGARDING RIGHT-OF-WAY USAGE FEES

A motion was made by Alderman Fleming and seconded by Alderman Terbrock for a first reading of Bill No. 3998, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 3998 was read for the first time.

Alderman Roach asked City Attorney Jones the reason for this ordinance. City Attorney Jones stated this ordinance was presented as a result from House Bill 1991, which was passed during the last session, regarding Small Business Deployment. City Attorney Jones stated this will bring Ballwin in line with a change in state statute preventing right-of-way users from being charged the use fee if they are already paying gross receipts tax, business license fees or business license taxes.

A motion was made by Alderman Fleming and seconded by Alderman Stallmann for a second reading of Bill No. 3998, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 3998 was read for the second time.

A roll call vote was taken for passage and approval of Bill No. 3998 with the following results:
Ayes – Aldermen Fleming, Stallmann, Kerlagon, Terbrock, Roach, Bullington, Finley;
Nays -- None.

Bill No. 3998 was approved and became **Ordinance No. 18-11**

BILL NO. 3999 AN ORDINANCE AMENDING SECTION 7-42(1) OF THE CODE OF ORDINANCES WITH RESPECT TO THE ADOPTION OF ST. LOUIS COUNTY CODES

A motion was made by Alderman Bullington and seconded by Alderman Finley for a first reading of Bill No. 3999, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 3999 was read for the first time.

BILL NO. 4000 AN ORDINANCE ESTABLISHING THE MINIMUM REGULATIONS GOVERNING THE CONDITIONS AND MAINTENANCE OF ALL PROPERTY, BUILDINGS AND STRUCTURES BY PROVIDING THE STANDARDS FOR SUPPLIED UTILITIES AND FACILITIES AND OTHER PHYSICAL THINGS AND CONDITIONS ESSENTIAL TO ENSURE THAT STRUCTURES ARE SAFE, SANITARY, AND FIT FOR OCCUPATION AND USE; AND THE CONDEMNATION OF BUILDINGS AND STRUCTURES UNFIT FOR HUMAN OCCUPANCY AND USE AND THE DEMOLITION OF SUCH STRUCTURES: KNOWN AS THE BUILDING CODE.

A motion was made by Alderman Bullington and seconded by Alderman Kerlagon for a first reading of Bill No. 4000, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4000 was read for the first time.

BILL NO. 4001 AN ORDINANCE AMENDING ARTICLE III, SECTION 7-48 OF THE CODE OF ORDINANCES OF THE CITY OF BALLWIN WITH RESPECT TO THE ADOPTION OF THE 2014 EDITION OF THE INTERNATIONAL ELECTRICAL CODE PERTAINING TO THE INSTALLATION OF ELECTRICAL WIRING AND APPARATUS, PROVIDING FOR THE ISSUANCE OF ELECTRICAL PERMITS, FEES, AND RELATED INSPECTION REQUIREMENTS, AND INCLUDING PENALTIES FOR VIOLATION THEREOF.

A motion was made by Alderman Stallmann and seconded by Alderman Fleming for a first reading of Bill No. 4001, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4001 was read for the first time.

BILL NO. 4002 AN ORDINANCE ADOPTING THE MINIMUM REGULATIONS GOVERNING THE CONDITIONS AND MAINTENANCE OF ALL PROPERTY, BUILDINGS AND STRUCTURES BY PROVIDING THE STANDARDS FOR SUPPLIED UTILITIES AND FACILITIES AND OTHER PHYSICAL THINGS AND CONDITIONS ESSENTIAL TO ENSURE THAT STRUCTURES ARE SAFE, SANITARY AND FIT FOR OCCUPATION AND USE AND THE CONDEMNATION OF BUILDINGS AND STRUCTURES UNFIT FOR HUMAN OCCUPANCY AND USE AND THE DEMOLITION OF SUCH STRUCTURES; KNOWN AS THE FUEL GAS CODE.

A motion was made by Alderman Bullington and seconded by Alderman Kerlagon for a first reading of Bill No. 4002, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4002 was read for the first time.

BILL NO. 4003 AN ORDINANCE ADOPTING THE 2015 EDITION OF THE INTERNATIONAL MECHANICAL CODE, REGULATING AND CONTROLLING THE DESIGN, CONSTRUCTION, QUALITY OF MATERIALS, ERECTION, INSTALLATION, ALTERATION, REPAIR, LOCATION, RELOCATION, REPLACEMENT, ADDITION TO, USE OR MAINTENANCE OF MECHANICAL SYSTEMS IN THE CITY OF BALLWIN; PROVIDING FOR THE ISSUANCE OF PERMITS AND COLLECTION OF FEES THEREFORE AND AMENDING SECTION 7-43 OF THE CODE OF ORDINANCES OF THE CITY OF BALLWIN.

A motion was made by Alderman Kerlagon and seconded by Alderman Stallmann for a first reading of Bill No. 4003, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4003 was read for the first time.

BILL NO. 4004 AN ORDINANCE ADOPTING THE 2015 EDITION OF THE INTERNATIONAL PLUMBING CODE, REGULATING AND CONTROLLING THE DESIGN, CONSTRUCTION, QUALITY OF MATERIALS, ERECTION, INSTALLATION, ALTERATION, REPAIR, LOCATION, RELOCATION, REPLACEMENT, ADDITION TO, USE OR MAINTENANCE OF PLUMBING SYSTEMS IN THE CITY OF BALLWIN; PROVIDING FOR THE ISSUANCE OF PERMITS THEREFORE AND AMENDING SECTION 7-44 OF THE CODE OF ORDINANCES OF THE CITY OF BALLWIN.

A motion was made by Alderman Terbrock and seconded by Alderman Finley for a first reading of Bill No. 4004, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4004 was read for the first time.

BILL NO. 4005 AN ORDINANCE OF THE CITY OF BALLWIN, ADOPTING THE 2015 EDITION OF THE “INTERNATIONAL RESIDENTIAL CODE”, REGULATING AND GOVERNING THE CONSTRUCTION, ALTERATION, MOVEMENT, ENLARGEMENT, REPLACEMENT, REPAIR, EQUIPMENT, LOCATION, REMOVAL, AND DEMOLITION OF DETACHED ONE AND TWO-FAMILY DWELLINGS AND MULTIPLE SINGLE-FAMILY DWELLINGS (TOWNHOUSES) NOT MORE THAN THREE STORIES IN HEIGHT WITH SEPARATE MEANS OF EGRESS IN THE JURISDICTION; PROVIDING FOR THE ISSUANCE OF PERMITS AND COLLECTION OF FEES THEREFORE; AMENDING SECTION 7-46 OF THE CODE OF ORDINANCES AND REPEALING SECTIONS 7-61 AND 7-61.5 OF THE CODE OR ORDINANCES.

A motion was made by Alderman Bullington and seconded by Alderman Fleming or a first reading of Bill No. 4005, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4005 was read for the first time.

Alderman Fleming stated there were a lot of changes made in this ordinance and asked if these changes were reviewed by the HBA. City Attorney Jones confirmed that these changes were discussed, negotiated and approved with the HBA.

BILL NO. 4006 AN ORDINANCE ADOPTING THE 2015 EDITION OF THE INTERNATIONAL PROPERTY MAINTENANCE CODE.

A motion was made by Alderman Fleming and seconded by Alderman Finley for a first reading of Bill No. 4006, title only. A voice vote was taken with a unanimous affirmative result and Bill No. 4006 was read for the first time.

Mayor Pogue announced these Bills will be brought back in 90 days for a second reading and consideration.

CONSENT ITEM

- a. Destruction of Records
- b. SUE Transfer for 14750 Manchester Road

A motion was made by Alderman Fleming and seconded by Alderman Finley to accept the Consent Items as recommended by staff. A voice vote was taken with a unanimous affirmative result and the motion passed.

MAYOR'S REPORT

BILL 3997 SIGNED: Mayor Pogue stated ELCO became in compliance with City Ordinance and that he had signed Bill 3997, which became Ordinance 18-10.

BOUNDARY COMMISSION: Mayor Pogue announced that there would be a Boundary Commission Hearing the following evening at 7:00 PM at the Ballwin Golf Course. Neighboring cities would also be present to provide their bid presentation.

Mayor Pogue stated that there are currently three vacancies on the Boundary Commission, in which the Municipal League has submitted two recommendations to the County Executor, but he has yet to fill the positions. Mayor Pogue added that if anyone would like to recommend a name for filling the third vacancy to send him the information.

CITY ADMINISTRATOR ANNUAL REVIEW: Mayor Pogue stated that at the next meeting the Board will meet in closed session to review the City Administrator's position. For those who would like to have time to prepare ahead of time, Mayor Pogue stated that the survey would be sent to the Board prior to the next meeting.

MSD PROJECT CLEAR: Mayor Pogue stated that City Administrator Hanson, Economic Developer Andy Hixson, Publics Work Superintendent Jim Link, and himself attended MSD's Project Clear. MSD identified ten different projects that will be completed in Ballwin in the next several years.

CITY ADMINISTRATOR'S REPORT

MANCHESTER ROAD STREET LIGHTS: City Administrator Hanson stated the replacement poles are enroute to Ballwin and should be installed by the end of September.

2019 BUDGET CALENDAR: City Administrator Hanson outlined the 2019 budget schedule:

September 10, 2018	Present employee compensation to Board of Aldermen
September 12-14, 2018	City Administrator and Finance Officer meet with individual department heads to review departmental budgets
September 24, 2018	Conduct Budget Work Session with Board of Aldermen; Present Comprehensive General Fund Budget and Capital Improvement Plan
October 8, 2018	Conduct Budget Work Session with Board of Aldermen
October 22, 2018	Present Comprehensive Proposed Budget for all funds to Board of Aldermen
November 21, 2018	Publish Public Hearing Notice
November 26, 2018	Present 2018 Budget Re-appropriation to Board of Aldermen
December 3, 2018	Present Capital Improvement Plan for Approval at Planning & Zoning Commission Meeting (as required by State Statute)
December 10, 2018	Conduct Public Hearing on Proposed Budget; Adopt Budget
December 11, 2018	Distribute Approved Budget

The proposed schedule was met with no objection from the Board.

CITY HALL CONTRACT AMENDMENT: City Administrator Hanson stated the initial construction contract amount approved in April was \$2,785,000.00. Additional changes to the original plans were made which totaled \$48,896.64. However, two credits were received from K&S for the removal of two light poles from the bid; that credit totals (\$5,182.80). Additionally, staff assisted K&S with the

removal of site spoils and received a credit for time, hauling, and disposal of material totaling (\$3,732.75). The total change order request from K&S, including the credits, brings the total to \$39,981.09, which will adjust the contract amount to \$2,824,981.09.

A motion was made by Alderman Stallmann and seconded by Alderman Roach to adjust the contract amount to \$2,824,981.09 as recommended by staff. A voice vote was taken with a unanimous affirmative result and the motion passed.

CITY ATTORNEY’S REPORT

RESTRICTIVE COVENANT City Attorney Jones stated he had been contacted by a party interested in the property located at 2501 Clarkson Road, about releasing a restrictive covenant, as a result from a lawsuit in 1991, on the PNC Bank Property for an Urgent Care facility. The restrictive covenant stated the property cannot be used for anything except as a financial institution, in order to preserve the desirability of the surrounding real estate. The court file is in storage and City Attorney Jones stated he does have some concern over releasing the restrictive covenant.

The Board agreed not to make any changes until the City Attorney Jones was able to review the file.

ALDERMANIC COMMENTS

Alderman Finley congratulated City Attorney, Robert Jones, on being re-elected to the Missouri Bar Board of Governors, District 9, by his peers.

A motion was made by Alderman Fleming and seconded by Alderman Terbrock to adjourn the Board of Aldermen Meeting. A voice vote was taken with a unanimous result, and the meeting was adjourned at 7:45 p.m.

TIM POGUE, MAYOR

ATTEST:

ERIC HANSON, CITY ADMINISTRATOR

Draft Minutes Updated: September 4, 2018
A. Johnson

TO: Mayor Pogue, Board of Aldermen

FROM: Denise Keller, Finance Officer

DATE: September 6, 2018

RE: Employee compensation

Personnel expenses make up the largest portion of the City's operating expenses – 66%. The annual budget process for the City therefore begins by establishing the assumptions on which personnel expenses are projected.

Merit Increases: As in 2017, the City will budget for a 3% merit increase. Administration will formally request an amount for merit increases in February after an evaluation of final 2018 sales tax receipts. The cost to implement a 3% merit increase in 2019 will be \$188,900, including FICA and LAGERS. Each 1% increment is approximately \$59,600. The table below reflects the maximum percentage merit increase granted to employees over the past 10 years.

Year Granted	% Increase	Year Granted	% Increase
1/1/09	4.0%	4/1/14	2.0%
1/1/10	2.0%	4/1/15	3.0%
4/1/11	2.0%	4/1/16	3.0%
4/1/12	2.0%	4/1/17	2.0%
4/1/13	3.0%	4/1/18	3.0%

Merit checks: These are checks given to employees whose salaries exceed the maximum for their ranges. They do not increase the employee's base salaries. There are currently five who are eligible for these checks. At 3% merit they total \$4,973.

Range adjustments: The employee compensation survey has been updated to reflect salary minimums and maximums paid by our ten peer cities. The results of that survey are attached. Eleven ranges were affected by the "spike rule" whereby the highest salary is thrown out if it exceeds the second highest salary by 10% or more. Of those salaries thrown out, five were from Clayton.

The cost to bring employees' salaries up to the new minimum for their respective ranges, above and beyond the 3% merit raises, will be \$2,002. This affects ten people in four ranges who will receive additional increases of between .1% and 2.7%.

Compression adjustments: None of the ranges meet the criteria for a compression adjustment in 2019. Ranges are adjusted only once and are done in response to the hiring of a new employee.

LAGERS: The contribution rate for LAGERS in 2019 will decrease 7% for general employees but increase slightly for police employees.

LAGERS Contribution Rates

Year	Plan	General Employees	Police Employees
2018	L-3	2.3	10.1
2018	L-12	7.2	11.4
2019	L-12	6.7	11.5

Health / Dental insurance: For the upcoming year we will budget a 5.0% increase for health and a 2.0% increase for dental. The renewals for our plans are mid-year so the increases are budgeted for one half of the year.

Life insurance: 2019 is the final year of a three year term where rates are locked for life insurance. No increase of funds will need to be budgeted for this benefit.

Employee retirement: In September of 2017, the Board adopted the new employee retirement health plan. To date, two employees have taken advantage of this program. The expected cost to the city in 2019 is \$11,184, however, this is expected to be offset entirely by savings in salary expense.

2018 SALARY SURVEY - (used for -April 2019)

Director of Community Development

<u>City</u>	Starting <u>Minimum</u>	Maximum <u>Salary</u>
Bridgeton	0	0
Chesterfield	87,643	113,937
Clayton	102,240	127,799
Creve Coeur	80,772	113,040
Hazelwood	0	0
Kirkwood	0	0
Maryland Heights	80,064	120,359
O'Fallon	80,995	114,296
University City	85,273	108,517
Webster Groves	77,787	108,902
2019 Proposed Range:	84,686	122,014
Ballwin's Current Range:	88,525	115,250

Finance Director

<u>City</u>	Starting <u>Minimum</u>	Maximum <u>Salary</u>
Bridgeton	80,371	105,684
Chesterfield	91,149	118,493
Clayton	114,876	143,595
Creve Coeur	86,856	121,560
Hazelwood	96,511	117,267
Kirkwood	90,213	135,320
Maryland Heights	91,665	137,799
O'Fallon	94,744	133,702
University City	97,247	124,573
Webster Groves	81,081	113,514
2019 Proposed Range:	92,184	132,222
Ballwin's Current Range:	91,865	129,627

Public Information Officer

<u>City</u>	Starting <u>Minimum</u>	Maximum <u>Salary</u>
Bridgeton	0	0
Chesterfield	47,351	61,557
Clayton	48,276	66,621
Creve Coeur	50,724	70,980
Hazelwood	48,907	59,411
Kirkwood	47,269	70,898
Maryland Heights	45,253	56,834
O'Fallon	62,795	88,587
University City	0	0
Webster Groves	0	0
2019 Proposed Range:	49,083	66,736
Ballwin's Current Range:	48,923	65,509

2019 Comparison Range Est By (highest-lowest)*0.7 + lowest

Color key:

High salary that has been thrown out due to spike rule

Range that has been adjusted for the "spike rule"

High salary used in calculation

Low salary used in calculation

Finance Clerk

<u>City</u>	Starting <u>Minimum</u>	Maximum <u>Salary</u>
Bridgeton	40,060	52,707
Chesterfield	40,596	52,774
Clayton	39,717	54,809
Creve Coeur	36,084	50,484
Hazelwood	40,419	49,096
Kirkwood	36,499	54,749
Maryland Heights	45,253	56,834
O'Fallon	37,398	52,769
University City	36,933	46,772
Webster Groves	39,344	55,082
2019 Proposed Range:	39,242	53,815
Ballwin's Current Range:	42,243	55,313

Finance Clerk II

(10% above Finance Clerk)	Starting <u>Minimum</u>	Maximum <u>Salary</u>
2019 Proposed Range:	43,167	59,197
Ballwin's Current Range:	46,467	60,844

HR Coordinator

<u>City</u>	Starting <u>Minimum</u>	Maximum <u>Salary</u>
Bridgeton		
Chesterfield	53,184	69,140
Clayton	61,613	85,026
Creve Coeur	44,868	62,772
Hazelwood	40,419	49,096
Kirkwood	61,205	91,817
Maryland Heights	69,931	105,126
O'Fallon	73,652	103,937
University City	73,705	92,652
Webster Groves	38,473	53,863
2019 Proposed Range:	63,135	88,317
Ballwin's Current Range:	57,572	79,005

2018 SALARY SURVEY - (used for -April 2019)

Inspector

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	56,804	74,692
Chesterfield	0	0
Clayton	50,690	69,952
Creve Coeur	44,868	62,772
Hazelwood	48,907	59,411
Kirkwood	47,269	70,898
Maryland Heights	59,837	75,150
O'Fallon	46,758	65,998
University City	46,136	58,880
Webster Groves	47,858	67,001

2019 Proposed Range: 55,346 70,269
 Ballwin's Current Range: 52,755 69,869

Inspector II

(10% above Inspector I)	<u>Starting Minimum</u>	<u>Maximum Salary</u>
<u>City</u>		
2019 Proposed Range:	60,881	77,296
Ballwin's Current Range:	58,030	76,856

Systems Administrator

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	54,412	71,552
Chesterfield	87,643	113,937
Clayton	86,108	116,246
Creve Coeur	56,796	79,476
Hazelwood	54,285	65,944
Kirkwood	79,272	118,897
Maryland Heights	80,064	120,359
O'Fallon	87,006	122,761
University City	60,259	75,692
Webster Groves	58,702	82,183

2019 Proposed Range: 77,636 105,716
 Ballwin's Current Range: 77,636 105,720

IS Tech

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	0	0
Chesterfield	0	0
Clayton	48,276	66,621
Creve Coeur	0	0
Hazelwood	0	0
Kirkwood	53,694	80,682
Maryland Heights	64,242	78,665
O'Fallon	42,224	59,571
University City	0	0
Webster Groves	43,663	61,128

2019 Proposed Range: 50,253 64,506
 Ballwin's Current Range: 49,689 62,665

Administrative Assistant II

(10% above Admin Asst)		
<u>Range:</u>	41,719	56,276
Ballwin's Current Range:	39,644	52,271

Administrative Assistant

(Admin Secretary)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	33,196	42,785
Chesterfield	33,516	43,570
Clayton	35,348	48,780
Creve Coeur	36,084	50,484
Hazelwood	36,743	44,642
Kirkwood	36,499	54,749
Maryland Heights	39,954	50,179
O'Fallon	33,841	47,756
University City	33,853	42,826
Webster Groves	35,736	50,031

2019 Proposed Range: 37,927 51,160
 Ballwin's Current Range: 36,646 50,920

Court Clerk

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	46,683	61,381
Chesterfield	57,439	74,671
Clayton	50,690	69,952
Creve Coeur	50,724	70,980
Hazelwood	48,907	59,411
Kirkwood	53,694	80,682
Maryland Heights	53,350	80,200
O'Fallon	57,283	80,828
University City	44,028	55,623
Webster Groves	38,098	53,337

2019 Proposed Range: 51,637 72,581
 Ballwin's Current Range: 51,861 72,344

Asst Court Clerk

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	34,174	44,928
Chesterfield	37,589	48,865
Clayton	37,469	51,707
Creve Coeur	41,124	57,540
Hazelwood	33,403	40,587
Kirkwood	36,499	54,749
Maryland Heights	39,954	50,179
O'Fallon	40,268	56,804
University City	33,853	42,826
Webster Groves	0	0

2019 Proposed Range: 38,808 52,454
 Ballwin's Current Range: 38,744 52,874

2018 SALARY SURVEY - (used for -April 2019)

PW Director

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	90,924	119,549
Chesterfield	91,149	118,493
Clayton	108,373	135,466
Creve Coeur	86,856	121,560
Hazelwood	95,511	117,267
Kirkwood	97,359	146,038
Maryland Heights	98,082	147,444
O'Fallon	96,699	136,448
University City	97,247	124,573
Webster Groves	86,195	120,673
2019 Proposed Range:	94,516	138,391
Ballwin's Current Range:	105,976	137,058

Foreman (Supervisor/Foreman)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	51,376	67,579
Chesterfield	53,184	69,140
Clayton	45,977	63,448
Creve Coeur	44,868	62,772
Hazelwood	48,907	59,411
Kirkwood	47,269	70,898
Maryland Heights	59,837	75,150
O'Fallon	56,430	79,622
University City	49,718	62,867
Webster Groves	49,608	69,451
2019 Proposed Range:	55,346	73,559
Ballwin's Current Range:	56,653	73,562

Street Maintenance Worker

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	42,140	55,432
Chesterfield	37,589	48,865
Clayton	37,469	51,707
Creve Coeur	38,484	53,856
Hazelwood	33,403	40,587
Kirkwood	36,499	54,749
Maryland Heights	35,899	45,086
O'Fallon	35,588	50,211
University City	33,365	42,231
Webster Groves	33,340	46,676
2019 Proposed Range:	36,941	50,979
Ballwin's Current Range:	39,312	49,886

Street Superintendent

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	72,092	94,785
Chesterfield	72,357	94,065
Clayton	71,163	96,070
Creve Coeur	63,492	88,848
Hazelwood	76,259	92,645
Kirkwood	53,694	80,682
Maryland Heights	65,356	98,248
O'Fallon	72,072	101,712
University City	60,259	75,692
Webster Groves	67,034	93,847
2019 Proposed Range:	69,490	93,906
Ballwin's Current Range:	69,490	93,461

Jim's Combo position

PW Director	94,516	138,391
Street Superintendent	69,490	93,906
Average of the Two	82,003	116,148

Foreman II

(10% above Foreman)	<u>Starting Minimum</u>	<u>Maximum Salary</u>
2019 Proposed Range:	60,881	80,915
Ballwin's Current Range:	54,073	74,101

PW Tech I

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	48,859	64,272
Chesterfield	42,220	54,886
Clayton	41,702	57,549
Creve Coeur	41,124	57,540
Hazelwood	42,440	51,550
Kirkwood	41,534	62,301
Maryland Heights	45,253	56,834
O'Fallon	44,075	62,192
University City	39,190	49,569
Webster Groves	38,366	53,712
2019 Proposed Range:	45,711	59,861
Ballwin's Current Range:	42,580	59,572

PW Tech II

(10% above Mechanic/Tech I)	<u>Starting Minimum</u>	<u>Maximum Salary</u>
2019 Proposed Range:	50,282	65,847
Ballwin's Current Range:	46,838	65,529

2018 SALARY SURVEY - (used for -April 2019)

Police Chief

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	84,448	121,958
Chesterfield	105,000	142,503
Clayton	114,876	143,595
Creve Coeur	93,564	130,908
Hazelwood	96,511	117,267
Kirkwood	97,359	146,038
Maryland Heights	98,082	147,444
O'Fallon	97,406	137,446
University City	100,557	127,491
Webster Groves	90,405	126,567
2019 Proposed Range:	105,748	138,391
Ballwin's Current Range:	105,834	137,058

Police Captain

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	0	91,374
Chesterfield	93,000	120,900
Clayton	99,426	119,875
Creve Coeur	82,428	105,012
Hazelwood	76,259	92,645
Kirkwood	79,107	104,047
Maryland Heights	80,064	120,359
O'Fallon	78,000	110,073
University City	87,854	96,178
Webster Groves	69,565	97,390
2019 Proposed Range:	90,468	112,042
Ballwin's Current Range:	87,596	111,486

Police Lieutenant

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	0	82,076
Chesterfield	83,825	104,781
Clayton	85,674	103,295
Creve Coeur	76,560	97,860
Hazelwood	67,793	82,351
Kirkwood	72,448	95,291
Maryland Heights	81,280	112,485
O'Fallon	69,409	97,926
University City	77,895	85,382
Webster Groves	62,116	86,962
2019 Proposed Range:	78,607	103,362
Ballwin's Current Range:	76,585	95,267

Police Sergeant

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	0	75,192
Chesterfield	73,840	92,300
Clayton	76,495	92,228
Creve Coeur	73,860	93,288
Hazelwood	60,251	73,213
Kirkwood	65,313	85,903
Maryland Heights	78,154	99,019
O'Fallon	62,046	87,547
University City	67,948	74,530
Webster Groves	56,426	78,997
2019 Proposed Range:	71,636	91,277
Ballwin's Current Range:	71,386	83,840

Police Officer

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	53,102	71,468
Chesterfield	54,000	75,600
Clayton	61,196	73,782
Creve Coeur	58,512	76,020
Hazelwood	54,285	65,944
Kirkwood	55,656	73,200
Maryland Heights	57,108	78,954
O'Fallon	51,750	73,008
University City	51,758	66,124
Webster Groves	51,103	71,544
2019 Proposed Range:	58,168	75,051
Ballwin's Current Range:	56,341	72,571

Dispatcher

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	41,641	54,787
Chesterfield (STLCo)	40,539	69,388
Clayton (ECC)	41,600	
Creve Coeur (WCC)	42,500	57,000
Hazelwood	42,440	51,550
Kirkwood	41,534	62,301
Maryland Heights	49,961	62,746
O'Fallon	40,123	56,617
University City	40,366	51,556
Webster Groves (ECC)	41,600	
2019 Proposed Range:	41,787	59,387
Ballwin's Current Range:	41,581	60,561

Dispatch Supervisor (Dispatcher +7.5%)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
2019 Proposed Range:	44,921	63,841
Ballwin's Current Range:	44,699	65,103

2018 SALARY SURVEY - (used for -April 2019)

P & R Director

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	73,548	96,720
Chesterfield	91,149	118,493
Clayton	108,373	135,466
Creve Coeur	69,948	97,860
Hazelwood	83,223	101,114
Kirkwood	90,213	135,320
Maryland Heights	91,665	137,799
O'Fallon	87,318	123,198
University City	85,273	108,517
Webster Groves	74,175	103,844
2019 Proposed Range:	85,150	125,475
Ballwin's Current Range:	86,784	123,172

Rec Superintendent

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	62,150	81,723
Chesterfield	72,357	94,065
Clayton	71,163	96,070
Creve Coeur	50,724	70,980
Hazelwood	54,285	65,944
Kirkwood	61,205	91,817
Maryland Heights	0	0
O'Fallon	70,200	99,049
University City	64,784	81,373
Webster Groves	54,203	75,885
2019 Proposed Range:	65,867	89,118
Ballwin's Current Range:	65,867	90,696

Golf Professional

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	59,113	77,729
Chesterfield	0	0
Clayton	0	0
Creve Coeur	0	0
Hazelwood	0	0
Kirkwood	0	0
Maryland Heights	0	0
O'Fallon	0	0
University City	48,299	61,069
Webster Groves	0	0
2019 Proposed Range:	55,869	72,731
Ballwin's Current Range:	55,585	71,309

Parks/Buildings Superintendent

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	62,150	81,723
Chesterfield	72,357	94,065
Clayton	61,613	85,026
Creve Coeur	63,492	88,848
Hazelwood	0	0
Kirkwood	61,205	91,817
Maryland Heights	61,080	91,821
O'Fallon	70,200	99,049
University City	80,502	80,502
Webster Groves	54,203	75,885
2019 Proposed Range:	66,911	92,100
Ballwin's Current Range:	66,671	93,339

Recreation Manager (Fitness Manager)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	48,859	64,272
Chesterfield	49,245	64,019
Clayton	58,679	80,977
Creve Coeur	0	0
Hazelwood	44,453	54,012
Kirkwood	40,920	61,380
Maryland Heights	45,253	56,834
O'Fallon	47,840	67,516
University City	45,690	58,312
Webster Groves	42,293	59,210
2019 Proposed Range:	46,748	63,465
Ballwin's Current Range:	46,726	64,083

Mechanic

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	46,529	61,214
Chesterfield	45,597	59,277
Clayton	45,977	63,448
Creve Coeur	41,124	57,540
Hazelwood	44,453	54,012
Kirkwood	41,534	62,301
Maryland Heights	49,961	62,746
O'Fallon	43,347	61,172
University City	46,083	58,218
Webster Groves	39,870	55,818
2019 Proposed Range:	46,934	60,617
Ballwin's Current Range:	47,045	59,768

2018 SALARY SURVEY - (used for -April 2019)

Greenskeeper (Golf Course Super)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	48,859	64,272
Chesterfield	0	0
Clayton	0	0
Creve Coeur	50,724	70,980
Hazelwood	0	0
Kirkwood	0	0
Maryland Heights	0	0
O'Fallon	0	0
University City	48,299	61,069
Webster Groves	0	0

2019 Proposed Range: 49,997 68,007
 Ballwin's Current Range: 49,712 67,648

Recreation Specialist

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	40,060	52,707
Chesterfield	37,589	48,865
Clayton	41,702	57,549
Creve Coeur	0	0
Hazelwood	0	0
Kirkwood	0	0
Maryland Heights	39,954	50,179
O'Fallon	41,267	58,219
University City	40,595	51,299
Webster Groves	39,040	54,656

2019 Proposed Range: 40,468 55,413
 Ballwin's Current Range: 38,772 53,021

Asst. Greenskeeper (Golf Course Super - 7.5%)

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
2019 Proposed Range:	46,247	62,906
Ballwin's Current Range:	45,984	62,574

Custodian

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	33,196	43,638
Chesterfield	34,804	45,246
Clayton	30,534	42,137
Creve Coeur	0	0
Hazelwood	25,672	31,197
Kirkwood	32,074	48,111
Maryland Heights	35,899	45,086
O'Fallon	29,203	41,204
University City	30,393	38,339
Webster Groves	28,987	40,582

2019 Proposed Range: 32,831 43,037
 Ballwin's Current Range: 32,064 43,465

Park Maintenance Worker, Rec Leaders & Golf Asst

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	42,140	55,432
Chesterfield	37,589	48,865
Clayton	37,469	51,707
Creve Coeur	38,484	53,856
Hazelwood	33,403	40,587
Kirkwood	32,074	48,111
Maryland Heights	45,253	56,834
O'Fallon	33,841	47,756
University City	33,365	42,231
Webster Groves	33,340	46,676

2019 Proposed Range: 41,299 51,960
 Ballwin's Current Range: 39,071 52,110

Arborist

<u>City</u>	<u>Starting Minimum</u>	<u>Maximum Salary</u>
Bridgeton	48,859	64,272
Chesterfield	53,184	69,140
Clayton	50,690	69,952
Creve Coeur	44,868	62,772
Hazelwood	0	0
Kirkwood	47,269	70,898
Maryland Heights	0	0
O'Fallon	0	0
University City	48,299	61,069
Webster Groves	35,377	49,528

2019 Proposed Range: 47,842 64,487
 Ballwin's Current Range: 48,128 66,504

Buildings Tech II

(10% above Mechanic/Tech I)	<u>Starting Minimum</u>	<u>Maximum Salary</u>
2019 Proposed Range:	51,627	66,679
Ballwin's Current Range:	51,750	65,744

Proposed Ranges for 2019 Compared to Current Year

ADMIN		Current Minimum	Proposed Minimum		Current Maximum	Proposed Maximum	
Director of Community Development		\$88,525	\$84,686	-4.3%	\$115,250	\$122,014	5.9%
Finance Officer		\$91,865	\$92,184	0.3%	\$129,627	\$132,222	2.0%
Finance Clerk II		\$46,467	\$43,167	-7.1%	\$60,844	\$59,197	-2.7%
Finance Clerk I		\$42,243	\$39,242	-7.1%	\$55,313	\$53,815	-2.7%
HR Coordinator		\$57,572	\$63,135	9.7%	\$79,005	\$88,317	11.8%
IS Administrator		\$77,636	\$77,636	0.0%	\$105,720	\$105,716	0.0%
IS Tech		\$49,689	\$50,253	1.1%	\$62,665	\$64,506	2.9%
Inspector II/Plans Examiner		\$58,030	\$60,881	4.9%	\$76,856	\$77,296	0.6%
Inspector I		\$52,755	\$55,346	4.9%	\$69,869	\$70,269	0.6%
Public Information Officer		\$48,923	\$49,083	0.3%	\$65,509	\$66,736	1.9%
Court Administrator		\$51,861	\$51,637	-0.4%	\$72,344	\$72,581	0.3%
Asst Court Clerk		\$38,744	\$38,808	0.2%	\$52,874	\$52,454	-0.8%
Administrative Assistant II/City Clerk		\$40,310	\$41,719	3.5%	\$56,012	\$56,276	0.5%
Administrative Assistant I		\$36,646	\$37,927	3.5%	\$50,920	\$51,160	0.5%
Public Works		Current Minimum	Proposed Minimum		Current Maximum	Proposed Maximum	
PW Director/City Engineer		\$105,976	\$94,516	-10.8%	\$137,058	\$138,391	1.0%
Street Superintendent		\$69,490	\$69,490	0.0%	\$93,461	\$93,906	0.5%
Foreman II		\$62,318	\$60,881	-2.3%	\$80,918	\$80,915	0.0%
Foreman I		\$56,653	\$55,346	-2.3%	\$73,562	\$73,559	0.0%
Tech II		\$46,838	\$50,282	7.4%	\$65,529	\$65,847	0.5%
Tech I		\$42,580	\$45,711	7.4%	\$59,572	\$59,861	0.5%
Street Maintenance Worker		\$39,312	\$36,941	-6.0%	\$49,886	\$50,979	2.2%
Police		Current Minimum	Proposed Minimum		Current Maximum	Proposed Maximum	
Police Chief		\$105,834	\$105,748	-0.1%	\$137,058	\$138,391	1.0%
Police Captain		\$87,596	\$90,468	3.3%	\$111,486	\$112,042	0.5%
Police Lieutenant		\$76,585	\$78,607	2.6%	\$95,267	\$103,362	8.5%
Police Sergeant		\$71,386	\$71,636	0.4%	\$83,840	\$91,277	8.9%
Police Officer		\$56,341	\$58,168	3.2%	\$72,571	\$75,051	3.4%
Dispatcher		\$41,581	\$41,787	0.5%	\$60,561	\$59,387	-1.9%
Dispatcher Supervisor		\$44,699	\$44,921	0.5%	\$65,103	\$63,841	-1.9%
Parks/Facilities		Current Minimum	Proposed Minimum		Current Maximum	Proposed Maximum	
Parks Director		\$86,784	\$85,150	-1.9%	\$123,172	\$125,475	1.9%
Rec Superintendent		\$65,867	\$65,867	0.0%	\$90,696	\$89,118	-1.7%
Parks Superintendent		\$66,671	\$66,911	0.4%	\$93,339	\$92,100	-1.3%
Golf Pro		\$55,585	\$55,869	0.5%	\$71,309	\$72,731	2.0%
Greenskeeper		\$49,712	\$49,997	0.6%	\$67,648	\$68,007	0.5%
Assist. Greenskeeper		\$45,984	\$46,247	0.6%	\$62,574	\$62,906	0.5%
Mechanic		\$47,045	\$46,934	-0.2%	\$59,768	\$60,617	1.4%
Rec Manager		\$46,726	\$46,748	0.0%	\$64,083	\$63,465	-1.0%
Rec Specialist		\$38,772	\$40,468	4.4%	\$53,021	\$55,413	4.5%
Park/Bld/Golf Maint.		\$39,071	\$41,299	5.7%	\$52,110	\$51,960	-0.3%
Bld Tch II		\$51,750	\$51,627	-0.2%	\$65,744	\$66,679	1.4%
Custodian		\$32,064	\$32,831	2.4%	\$43,465	\$43,037	-1.0%

CONSENT ITEM

RE: CO-OPERATIVE SALT PURCHASE

DEPARTMENT: PUBLIC WORKS

PROGRAM: SNOW & ICE CONTROL 2018/2019

RECOMMENDATION: We recommend awarding the contract for 50 tons of salt for late 2018 delivery and an additional 1000 tons for early 2019 delivery to Compass Minerals and Beelmann Logistics based on the unit prices in Table 1.

TABLE 1	SERVICE PROVIDED	CONTRACT UNIT PRICE
Compass Minerals	Furnishing Salt	\$49.23
Beelman Logistics	Hauling	\$10.75
COMBINED UNIT PRICE		\$59.98

EXPLANATION: The City of Chesterfield coordinates the purchase and delivery of deicing salt for the 47 cities and six school districts that are members of the St. Louis APWA Salt Co-operative (Co-op). The salt supplier (Compass Mineral) has agreed to hold their 2017/2018 prices for the 2018/2019 season. The hauler (Beelman Logistics LLC) had a slight increase from \$8.75 to \$10.75 per ton.

TABLE 2 2018/2019	CONTRACT UNIT PRICE	FALL 2018 DELIVERY (50 TONS)	EARLY 2019 DELIVERY (1000 TONS)
Compass Minerals	\$49.23	\$2,461.50	\$49,230.00
Beelman Logistics	\$10.75	\$537.50	\$10,750.00
TOTAL COST		\$2,999.00	\$59,980.00

There is 5,001 tons of salt remaining in the dome from this past winter. The fall 2018 delivery of 50 tons from the co-op will re-fill the dome to capacity after projected precipitation for the end of 2018.

Table 3 summarizes the salt costs for the fall 2018 purchase/delivery.

TABLE 3 2018 SALT COSTS	Fall 2018 Cost
APWA Co-op	\$2,999.00
REMANING BUDGET	\$64,560.70

SUMBITTED BY: JIM LINK
SUPERINTENDENT OF STREETS

DATE: SEPTEMBER 10th, 2018