



Pages 4 & 5, Statement of position-Activities noted the city was clean;  
Page 6, Balance Sheet – explained why the numbers were up or down adding that part 3E at the bottom dug into COVID and financials which would be important for next year;  
Page 13, Statement of Fiduciary Net position, Pension Trust Fund, cash was up \$48,000 last year;  
Page 14, Statement of Changes in Fiduciary, Pension Trust Fund, included the appreciation of the income statement;  
Page 15-32, Notes to the Financial Statements, noted end of year cash position;  
Page 16, Public Safety Lease fund at \$0;  
Page 17, Public Safety- \$46,000 profit;  
Page 20, showed balance in the past noting that it was positive now but would not be the case in the future;  
Page 24, showed explanations;  
Page 33, Budgetary Comparison Schedule – General Fund – was up 1%, Municipal Courts revenue well below 20% State overall;  
Pages 42-51 showed pension liabilities noting that it was budgeted at 49% and with LAGERS would be 113% funded.  
Page 52, Overall independent Auditors’ report on internal control over financial reporting and on compliance and other matters based on an audit of financial statements performed in accordance with government auditing standards: the auditing team found no weaknesses in the Glendale audit adding that it was a clean audit.

Mr. Slusser thanked the Board for the opportunity to make his presentation.

## RESOLUTIONS

R30-20            A RESOLUTION AUTHORIZING A CONTRACT WITH GOV HR  
                         USA FOR A WAGE AND COMPENSATION STUDY

Alderman Schuster moved approval of the reading of Resolution R30-20. Alderman Roettger seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that the City wanted a Wage and Compensation study done for the entire City workforce and received 6 bid applications through an RFP. Mr. DeClue stated that the Gov HR, USA had the lowest bid adding that Ms. Rachel Skaggs was available to give a short presentation.

Ms. Skaggs stated that she had been with the company for one year and was a Sr. Vice-President adding that she had worked 10 years in local government in CA, IN, and in the Chicago area in IL. Ms. Skaggs also stated that she worked in the public sector within human resources prior to working in government service.

Ms. Skaggs stated that the company worked in 41 states including HR consulting studies, temp staffing, and professional development.

Ms. Skaggs stated that the first priority would be to make sure there was a strong foundation which would be determined by a survey which would be community scored based on similarities between 10-20 comparable cities including a salary and benefit survey, brief position survey. Ms. Skaggs noted that the cities sent out the surveys determined by USA, HR which were responded to better but would be tabulated by USA, HR to determine total compensation.

Ms. Skaggs stated that there would be a draft report outlining methodology with a current plan and a plan for the future adding that a presentation would be given allowing for changes, recommendations, and a timeline. Ms. Skaggs noted that responses from communities usually took the longest in the process adding that there would be ongoing assistance for a year with no charge, add that staff would be trained for implementation.

Alderman Roettger asked if Ms. Skaggs could speak briefly about how the company evaluated employee benefits, such as what factors were used, cost to city, etc.

Ms. Skaggs stated that the company usually considered the percentage of a city's contribution versus an employee/family contribution adding that some cities do want actual premiums laid out.

Alderman Roettger stated that it would be hard to determine wages and benefit costs as total compensation noting that percentages would be best.

Ms. Skaggs stated that she would send samples to Mr. DeClue for review.

Mayor Wilcox asked if the comparison would be based on 100% of the health plan but if the plan is less, would it be based on cost per employee?

Ms. Skaggs stated that the Mayor was correct adding that the process was complicated. Ms. Skaggs stated that the company first looks at wages and then looks at benefits to determine overall benefits.

Alderman Roettger stated that valuing out each piece does work and suggested they stick with their process.

Ms. Skaggs stated that they received their information from the City Administrator or Manager adding that in theory, if there is a conflict of interest, other personnel may send it out.

Mayor Wilcox stated that we could begin by obtaining data from 10 cities to determine compatibility.

Ms. Skaggs agreed that was a good idea, adding that some cities do that later in the process and cities could be added later.

Mayor Wilcox asked Mr. DeClue if he would remove some outliers as far as benefits are concerned, even if the cities are in close proximity to Glendale.

Mr. DeClue agreed and there were no other questions.

There being no additional discussion or questions, Mayor Wilcox called for a vote of Resolution R30-20 which was unanimously approved.

R31-20        A RESOLUTION AUTHORIZING A CONTRACT FOR THE  
PURCHASE OF A 2021 DODGE DURANGO AWD POLICE PURSUIT  
RATED VEHICLE FROM GLENDALE CHRYSLER JEEP DODGE.

Alderswoman Lane moved approval of the reading of Resolution R31-20. Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that typically the Police Department purchased a new vehicle annually, but the last annual purchase plan was pushed back due to budget and existing vehicle quality. Mr. DeClue stated that the City needed a new vehicle this year adding that the Police Department would be purchasing a 2021 Dodge Durango for \$26,000, which would take months to be outfitted for police usage.

Chief Beaton reported that the department normally bought a new vehicle each year, replacing the oldest vehicle or the vehicle with the highest milage. Chief Beaton stated that due to the earlier construction project, there was a lapse in purchasing a new vehicle adding that this year it was noted that the fleet was deteriorating faster than expected and the Dodge Charger maintenance was more expensive. Chief Beaton stated that it was important to keep the fleet running well, maintained, and reliable for the Police Officers.

Alderman Nauman thanked Chief Beaton for answering his questions related to maintenance.

Chief Beaton also stated that it would be better to switch to an SUV model due to the handling of the Charger and the undercarriage problems. Chief Beaton stated that higher undercarriage was better for usage adding that the SUV was more affordable and seemed to last longer than the Charger. Chief Beaton stated that the price was the same and was an overall better vehicle for the conditions in Glendale.

There being no additional discussion or questions, Mayor Wilcox called for a vote of Resolution R31-20 which was unanimously approved.

R32-20        A RESOLUTION ELECTING TO COVER POLICE AND FIRE  
EMPLOYEES UNDER THE MISSOURI LOCAL GOVERNMENT  
EMPLOYEES RETIREMENT SYSTEM EFFECTIVE JANUARY 1,  
2021

Alderman Roettger moved approval of the reading of Resolution R32-20. Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that this was the first of several to transitions into LAGERS adding that enrollment into LAGERS required a 4% salary share effective January 1, 2021. Mr. DeClue stated that Mr. Kempker, Ms. O'Brien , Mr. Chamberlin, and Mr. Lawrence thought the City was good to go, noting that Prop E allowed this to happen and the City could initiate the transition.

Ms. O'Brien, Lashly and Baer, was introduced and defined the steps moving forward. Ms. O'Brien stated that first the City would be electing LAGERS for Police and Fire and Administration Employees/PW effective January 1. Ms. O'Brien stated that the ordinance amends the plan to freeze benefits so that no one would enter the plan in the future and that then they would join LAGERS through the administrative provision and LAGERS would take over both the legacy plan and the new plan adding that there was a Resolution for the joinder agreement naming LAGERS to administer the plan.

Ms. O'Brien stated that Mr. Kempker would speak to the way the program would work adding that non-public employees would boost their benefit January 1, 2021.

Mr. Kempker thanked Ms. O'Brien and Mr. Witte for their service to the City of Glendale, who both worked for many years letting the City know it needed to act. Mr. Kempker stated that he appreciated that during the transition process, Ms. O'Brien worked hard to get the whole program timed well. Mr. Kempker stated that he would freeze the current plan and start with LAGERS, January 1, 2021, noting that the cost per year would be \$225,000 which included the \$135,000 plus the Prop E pension tax and would make up for the increase based on wages after January 1.

It was noted that the Admin/PW employees would be upgraded to the Police and Fire Pension which would come with a minimal cost of \$8,000 per year. Alderman Roettger stated that he appreciated that the Admin/PW employees would be contributing 4% along with the Fire and Police Departments and noted that they would have better benefits. Alderman Roettger stated that LAGERS would take over the management of the frozen plan after 3 to 4 months adding that they would pay that off over 15 years. The cost will be annual to LAGERS with the same cost of \$235,000 a year after we transfer our assets to the new plan, then \$470,000 per year adding that with the Prop E funds totaling approximately \$480,000, there would be a small cushion for future increased costs. It was noted that after 15 years Glendale will be finished with that funding and could consider rolling back the tax. Alderman Roettger asked Mr. Kempker to speak about the details and his role in the plan.

Mr. Kempker thanked Alderman Roettger and everyone on the Pension Board and in the City adding that it was very good working with the city. Mr. Kempker noted that this transition was a long time coming adding that on behalf of LAGERS, he was committed to serving the Fire and Police Departments as well as the employee population well as had been previously.

Mr. Kempker noted that with regard to the frozen Admin/PW plan, LAGERS would become the fiduciary trustee and administrator of the frozen plan adding that officially, the City of Glendale would be out of the pension business and would begin paying pensioners April 2021.

There being no additional discussion or questions, Mayor Wilcox called for a vote of Resolution R32-20 which was unanimously approved.

R33-20            A RESOLUTION ELECTING CHANGES TO THE BENEFIT LEVELS  
FOR CITY OF GLENDALE NONPUBLIC SAFETY EMPLOYEES  
COVERED BY LAGERS

Alderman Lane moved approval of the reading of Resolution R33-20. Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that with the adoption of this resolution, all FT Admin/PW employees will transition to L6 4% contributory effective January 1, 2021. The year one cost of this is \$8,023. Mr. DeClue stated that the contribution would increase from the 2% currently paid to LAGERS.

There being no additional discussion or questions, Mayor Wilcox called for a vote of Resolution R33-20 which was unanimously approved.

R34-20            A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON  
BEHALF OF THE CITY OF GLENDALE AND AS AGENT FOR THE  
PENSION BOARD, AN AGREEMENT BETWEEN THE CITY OF  
GLENDALE, MISSOURI, AND THE BOARD OF TRUSTEES OF THE  
MISSOURI LOCAL GOVERNMENT EMPLOYEES RETIREMENT  
SYSTEM

Alderman Lane moved approval of the reading of Resolution R34-20. Alderman Roettger seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that Ms. O'Brien referenced the management of frozen assets and retirees during the presentation.

There being no additional discussion or questions, Mayor Wilcox called for a vote of Resolution R34-20 which was unanimously approved.

#### ORDINANCES FOR SECOND READING AND FINAL APPROVAL

B19-20            AN ORDINANCE AMENDING SECTION 115.070 OF THE  
MUNICIPAL CODE OF THE CITY OF GLENDALE PERTAINING TO

FILING OF CANDIDATES FOR MUNICIPAL OFFICE BY  
REPEALING SECTION 115.070 AND ENACTING A NEW SECTION  
115.070 IN LIEU THEREOF

Alderman Lane moved approval of the second reading of Ordinance B19-20.  
Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that as was discussed previously, due to COVID-19 this Ordinance removes the need to gather signatures and noted that the Board can bring the requirement back once it is safe to gather again.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the second reading of Ordinance B19-20 which was unanimously approved.

Mr. DeClue read the Ordinance by caption only.

Alderwoman Lane moved approval of the final approval of Ordinance B19-20. Alderman Roettger seconded the motion.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the final approval of Ordinance B19-20

Ayes: Alderman Schuster, Alderman Roettger, Alderwoman Lane, Alderwoman Cushing  
Alderman Nauman, Alderwoman Vitale

Nays: None

B20-20 AN ORDINANCE APPROVING AN INTERGOVERNMENTAL  
SHARED ADMINISTRATION AGREEMENT WITH THE CITY OF  
KIRKWOOD, MISSOURI, FOR THE PROVIDING OF SHARED  
ADMINISTRATION OF THE GLENDALE FIRE DEPARTMENT BY  
THE CITY OF KIRKWOOD WITH THE PROVIDING OF FIRE CHIEF  
AND RELATED SERVICES AND AUTHORIZING THE EXECUTION  
OF SAID AGREEMENT ON BEHALF OF THE CITY OF GLENDALE,  
MISSOURI

Alderman Schuster moved approval of the second reading of Ordinance B20-20.  
Alderman Nauman seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that this agreement had been discussed at the first reading to approve this Intergovernmental Agreement which will allow Glendale to receive the services of a Fire Chief, Assistant Fire Chief and an Administrative Assistant for the Fire Department. Mr. DeClue stated

that he was excited to move forward with Chief Silvernail who was also excited to bring Glendale closer to Kirkwood. Mr. DeClue noted that this agreement was also a better use of the economy of scale adding that Kirkwood had access to many more services and training than Glendale.

Mr. DeClue read the Ordinance by caption only.

Alderman Lane moved approval of the final reading of Ordinance B20-20.  
Alderman Schuster seconded the motion.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the final approval of Ordinance B20-20

Ayes: Alderman Schuster, Alderman Roettger, Alderman Lane, Alderman Cushing  
Alderman Nauman, Alderman Vitale

Nays: None

#### ORDINANCE REQUIRING FIRST AND SECOND READING AND FINAL APPROVAL

B21-20            AN ORDINANCE AMENDING THE CITY OF GLENDALE PENSION  
                         PLAN IN CONNECTION WITH TRANSITION OF THE PLAN TO  
                         LAGERS ADMINISTRATION

Alderman Roettger moved approval of the first reading of Ordinance B21-20.  
Alderman Schuster seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that as discussed earlier, this Ordinance will approve amendments to facilitate the transitions of freezing the plan and including 100% coverage.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the first reading of Ordinance B21-20 which was unanimously approved.

Mr. DeClue read by caption only.

Alderman Lane moved approval of the second reading of Ordinance B21-20.  
Alderman Roettger seconded the motion.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the second reading of Ordinance B21-20 which was unanimously approved.

Alderman Roettger moved approval of the final reading and approval of Ordinance B21-20.  
Alderman Lane seconded the motion.

There being no additional discussion or questions, Mayor Wilcox called for a vote on the final approval of Ordinance B21-20.

Ayes: Alderman Schuster, Alderman Roettger, Alderwoman Lane, Alderwoman Cushing  
Alderman Nauman, Alderwoman Vitale

Nays: None

B21-20 was approved.

Mayor Wilcox noted that he just wanted to add that what was done tonight was historic, noting that Prop E was the beginning of a fully funded pension and allowing the move to LAGERS. Mayor Wilcox stated that the magnitude of these events cannot be lost adding that it was amazing that Glendale had come to this point. Mayor Wilcox recognized Alderman Roettger for all his decades of work and thanked Mr. Steve Chamberlin for all his hard work on the Pension Board. Mayor Wilcox stated that this was truly is a monumental achievement for the City adding that everyone who worked to get us here put us in a better position moving forward.

## REPORTS

### Ben DeClue

Mr. DeClue stated that he echoed what the Mayor said adding that everyone before me, including Mr. Christensen, Alderman Roettger and Ms. O'Brien did a superb job adding that with Alderman Roettger's leadership on the Board and the good advice from Ms. O'Brien from the beginning, the change was a success. Mr. DeClue stated that there was a feeling of relief from the employees and myself due to our retirement security and wanted to thank everyone who worked so hard on the Pension Board to get this done.

Mr. DeClue stated that Glendale should receive our Cares Act money soon adding that there was a last few bit of information that needed to be given to the County late last week. Mr. Lawrence will know once the funds have been delivered.

### Joanne Carr

None

### Alderman Roettger

Alderman Roettger thanked everyone for their kind words adding that it was a great year. Alderman Roettger also thanked Mr. DeClue for steering the ship this amazing year, gave his hearty thanks to Ms. O'Brien for expert services and especially thanked the residents of Glendale who showed their confidence in us as a Board. Alderman Roettger wished everyone a Merry Christmas.

### **Alderman Vitale**

Alderman Vitale stated that she echoed everyone's sentiments adding that she appreciated everyone's hard work.

### **Alderman Lane**

Alderman Lane stated that she echoed what Alderman Schuster said adding her appreciation for the many hours and due diligence in getting Prop E passed. Alderman Lane added that there had been so many things on the table noting that so much work got done this year. Alderman Lane thanked all the Aldermen and all the committee members who put in all the work. Alderman Lane wished everyone a Merry Christmas adding that she could not wait to shake hands again.

### **Alderman Capshaw Cushing**

Alderman Cushing stated that the water situation on Beverly was remedied due to Mr. Jones's persistence and thanked Mr. Jones for his assistance.

### **Alderman Nauman**

None

### **Alderman Schuster**

Alderman Schuster wanted to recognize the efforts, hard work, and leadership of Alderman Roettger adding that he had been telling us we had to do something with the Pension Plan. Alderman Schuster added that with the guidance from Ms. O'Brien, the City was able to complete its goal. Alderman Schuster thanked them both very much.

### **Jim Hetlage**

None

### **Mayor Wilcox**

Mayor Wilcox reported that he was saddened about not having a Boards and Commissions party or the Employee party and Tree Lighting event and reported that it was an honor to serve the City. Mayor Wilcox gave his thanks to all the employees and to everyone who worked or volunteered for the City and noted that Mr. DeClue summarized the events of the year very well adding that much was done this year. Mayor Wilcox stated that people could not be thanked in person this year, but that it did not diminish his appreciation.

Mayor Wilcox reminded everyone that the City, along with Oakland, was hosting a food drive this Saturday in lieu of the Scouting for Food adding that it would be helpful for residents to see the Board at the event noting that this year was a hard year. Mayor Wilcox added that ...anyone who is around can order lunch at Vitale for everyone who gives their time.

### **ADJOURNMENT**

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

These minutes are approved as submitted this 19<sup>th</sup> day of January 2021.

Joanne Carr  
Deputy City Clerk