

Thursday, April 15, 2021
WAYS AND MEANS COMMITTEE – Special Meeting
MINUTES

1. CALL TO ORDER AND ROLL CALL

A. Call To Order – Chairwoman Sims called the meeting to order at 5:34 PM

B. Roll Call – All committee members were present

Chairman Sims – Present Alderman Gould -Present
Alderwoman O'Neill -Present Alderwoman Parker Tice -Present

2. APPROVAL OR AMENDMENT OF THE AGENDA

A. Approval Or Amendment Of The Agenda

Agenda was approved by acclamation.

3. ANNOUNCEMENTS, APPOINTMENTS, PROCLAMATIONS AND RECOGNITIONS

None

4. REPORT OF COMMITTEE CHAIR AND ALDERMEN

A. Chairman Sims – No Report. Thanked members for attending all the additional meetings and shared her appreciation with staff for all the background and information provided for the reports.

B. Alderman Gould – No Report

C. Alderwoman O'Neill -No Report

D. Alderwoman Parker Tice - No Report

5. CITY ADMINISTRATOR REPORT

A. SLAIT Healthcare Disbursement 2012/13 and 2013/14 Plan Years

Jason Kotz, Human Resources Manager let the committee know that the City will be receiving a disbursement of \$8,130 from plan year 2012/13 and 2013/14. As the plan closes past years claims, there is periodically a surplus of premiums for the closed year. As such, any surplus is distributed to the member cities based upon their initial premiums. For the plan year 2012/13 the city will receive \$5,204 and for plan year 2103/14 the City will receive \$79,926.

B. SLAIT Healthcare Insurance Premiums 2021/22 –

Jason shared that there will be a rate increase for the 2021/22 year of 4.5%. The expected total financial impact to the city for the remainder of 2021 is approximately \$29,375.35 (4.5%) of which, the employees would bear approximately \$8,289.72. It should also be noted that this increase is NOT unexpected and is typically accounted for in the budgeting process. Historically, rate increases have been passed along to the employee for those that pay the additional premium for dependent coverage.

Motion was made by Alderwoman O'Neill and seconded by Alderwoman Tice for the proposed rate increase to be passed along to the employees as indicated in memo, effective 07/01/2021.

Discussion: Alderwoman Tice commented on how generous this is for the city to take on the cost increase and what a great benefit that is. Alderman Gould asked if this must go before the Board? Jason responded that this rate increase was part of the budget process and so has already been before the Board but can go again if needed and Bola confirmed this has historically been approved in Ways and Means Committee.

A motion was made to approve the 4.5% increase and pass along the cost differential for those with spouse/family members coverage.

Alderwoman O'Neill suggested Chairwoman Sims mention in her report to the Board the decision taking place, so it is at least announced to the full Board.

Roll was called:

Chairman Sims – yes Alderman Gould -yes
Alderwoman O'Neill -yes Alderwoman Parker Tice -yes
Motion carries by vote of 4 (yea) to 0 (nay).

C. Economic Development Sales Tax and Use Tax and All Fund Financial Statements

Bola shared that there's been a substantial increase in collections for this year compared to last year during COVID. She noted that the economic development tax went into effect January 1, 2020 and quarterly analysis for this year looks very positive. \$3.2M is budgeted in the FY 2021 Budget.

For the Use Tax, staff sent out notices (since state does not send them) and has collected over \$93,000 since the effective date of January 1, 2021. This is a quarterly distribution but not yet a solid indication of future quarters. We want to wait another few months to get a good feel of all those who will be filing a Use Tax Report. It was noted that:

- 1% goes to the Missouri Department of Revenue
- 15% goes to St. Louis County Government
- 85% is kept by the City of Brentwood

Alderwoman O'Neill asked about the 39 businesses that have closed, and if it was due to Brentwood Bound or COVID? Bola noted that the majority are not due to Brentwood Bound. Another comment was noted that ambulance fees are down over last year – good news if residents are not needing service, but it impacts reporting.

D. Continued Discussion on the Compensation and Benefits Study Report - Additional Meeting Dates

Question was raised about needing to set additional dates for compensation discussion, but it was decided to leave this to end of meeting to see how far we get before any dates are set.

E. Implementation Options - Compensation Plan

Jason shared is screen with a chart of information (available in Board Docs) noting the questions that need to be answered:

- 1) Determine philosophy of 75% or 85%
- 2) Determine if we consider standard deviation or not
- 3) Determine if implementation is as - Current, EMT/PM (equal or not), Parity between Police/Fire
- 4) Determine if using "Next Appropriate step" or Minimum 2.5% increase (best practice)
- 5) Determine if implementation is Retro active to January or if we start in July

And then talked about the "cost to implement" the options. Jason explained how higher percentages (85% vs 75%) could cost less money this year, based upon what the percentage is to get to the top range, but that it will eventually cost more in future years. Also noted was that some people are capped at highest rate and won't change at all until the pay grid is revised to catch up to market.

Considerable discussion took place. The recommendations made were:

- Motion was made by Alderman Gould and seconded by Alderwoman O'Neill to maintain standard deviation. To stay with what we have and not change.
Motion carried by unanimous voice vote.
- Since there is support for paramedic hires and only have few EMT's that remain, a Motion was made by Alderman Gould and seconded by Alderwoman O'Neill to have internal equity for EMT and Paramedics. Roll was called:
Chairman Sims – yes Alderman Gould -yes
Alderwoman O'Neill -yes Alderwoman Parker Tice -yes
Motion carries by vote of 4 (yea) to 0 (nay).
- Motion was made by Alderwoman Tice and seconded by Alderman Gould to support internal equity/parity between Police supervisory staff and Fire supervisory staff in compensation plan.

This created a great deal of discussion regarding job classification and position equity.

Linda Higbee shared that this challenge is an internal equity issue, and that the market does not view Police and Fire the same, regardless of title or classification. Linda said they matched based on content, skill and scope but could ask comparator cities for their entire structure, which might simplify the scope of which positions are "one down" or "one up" in steps in the layers of positions, regardless of the titles. Chief Spies agreed that this would be fair and would assist the Board in their decision on pay philosophy.

It was suggested that Linda provide additional information at a future meeting (even though contract cost has been expended) to resolve the issue.

The meeting date of April 27th at 5:30 was previously suggested and met with approval from committee members.

The motion was then withdrawn to allow for a more thorough discussion.

A new Motion was then entertained to direct the consultant to go out and ask for entire structure from comparator cities to determine how many layers of supervision are in each department.

Alderman Gould made the motion as stated by Bola and Alderwoman Tice seconded the motion.

Roll was called:

Chairman Sims – yes	Alderman Gould -yes
Alderwoman O'Neill -yes	Alderwoman Parker Tice -yes

Motion carried by vote of 4 (yea) to 0 (nay).

Chairwoman Sims asked the committee if they wanted to keep moving forward with the remaining items on the list relating to the compensation plan? Alderwoman Tice suggested they hold and continue discussing those items at next meeting with fresh information. Committee agreed and decided to continue the meeting on April 27th at 5:30 PM.

6. DEPARTMENT REPORT

No Report

7. CITIZEN COMMENTS

A. Citizen Comments

None

8. ADJOURNMENT

A motion was entertained by Chairman Simms to adjourn the meeting.

Alderwoman Tice made the motion which was seconded by Alderman Gould to adjourn the meeting.

Motion carried by unanimous voice vote.

Meeting adjourned at 7:41 PM