

**CITY OF HAZELWOOD
REGULAR COUNCIL MEETING
MAY 17, 2023**

CALL TO ORDER

A regular meeting of the Hazelwood City Council was called to order by Mayor Matthew G. Robinson at 6:30 p.m. on Wednesday, May 17, 2023 in the Council Chambers of Hazelwood City Hall, 415 Elm Grove Lane.

Mayor Robinson asked those present to join in a moment of silent meditation followed by the Pledge of Allegiance.

On roll call, the following members of the Council were present:

Matthew G. Robinson
Lisa M. Matlock
Warren H. Taylor
Robert C. Smith
Jen Hatton
William C. Hoops, Jr.
Robert M. Aubuchon
Don W. Ryan
Kelly Wadlow

City Clerk Julie Lowery declared a quorum was present. Also present were City Manager Matt Zimmerman and City Attorney Kevin O'Keefe.

AGENDA

There being no amendments proposed, Mr. Aubuchon moved, seconded by Mr. Taylor, the adoption of the agenda as printed. The motion passed unanimously.

CONSENT AGENDA

Mr. Taylor moved, seconded by Mr. Smith, the adoption of the consent agenda as printed. The following vote was recorded on the motion:

AYE - 9

NAY - 0

Mayor Robinson
Ms. Matlock
Mr. Taylor
Mr. Smith
Mrs. Hatton
Mr. Hoops
Mr. Aubuchon
Mr. Ryan
Ms. Wadlow

The motion passed unanimously and the consent agenda was adopted.

**APPROVAL OF
MINUTES**

Mr. Taylor moved, seconded by Mr. Smith, to approve the minutes of the May 3 Council meeting as submitted. The motion passed unanimously.

SPECIAL ORDER OF BUSINESS

**EMPLOYEE
SERVICE AWARDS**

As his biography was read, Firefighter/Paramedic Rob Peth was presented with a 10-year service award.

**POLICE OFFICER
OF THE YEAR**

Police Chief James Hudanick introduced and presented Sergeant Ryan Counterman with the 2023 Police Officer of the Year Award.

**PD CIVILIAN EMPLOYEE
OF THE YEAR**

Chief Hudanick introduced and presented Police Department Record Clerk Greg Viehman with the 2023 Police Department Civilian Employee of the Year Award.

PROCLAMATIONS AND RESOLUTIONS

**RETIREMENT
PROCLAMATION**

Mayor Robinson called for the reading of a proclamation expressing appreciation to Connie Steinmetz for her many years of dedicated service to the Hazelwood School District.

There were no objections and Proclamation 2314 was read.

Ms. Wadlow moved, seconded by Mr. Ryan, the adoption of Proclamation 2314 expressing appreciation to Connie Steinmetz for her many years of dedicated service to the Hazelwood School District and extending congratulations and best wishes for many years of happiness in the future. The motion passed unanimously.

CITIZENS HEARINGS AND PRESENTATION OF PETITIONS

Mayor Robinson explained the procedures to be followed during a hearing. He invited anyone desiring to make a comment to come forward at this time.

No one came forward to address the Council.

PUBLIC HEARINGS - None

COMMUNICATIONS

**MLMSL
NEWSLETTER**

The May issue of The Link was received from Municipal League of Metro St. Louis.

EWGCG
BRIEFINGS

The May 4 issue of Briefings was received from the East-West Gateway Council of Governments.

Mr. Taylor moved, seconded by Mr. Smith, to receive and file all communications. The motion passed unanimously.

UNFINISHED BUSINESS

EMPLOYEE
COMPENSATION

Mr. Zimmerman reported staff recommends approval of a Cost of Living Adjustment (COLA) and a step increase for the upcoming fiscal year.

Due to the City's strong fiscal condition, staff is recommending approval of a 5% COLA and a step increase for the 2024 fiscal year. A COLA would keep the City competitive with comparative communities. Mr. Zimmerman stated the cost for a 5% COLA is approximately \$787,502. Regarding step increases, the City granted a full step in 2019 and a delayed step in 2021. To get back on schedule, and retain employees, staff believe a COLA and step is warranted. The estimated cost for a COLA and step is \$1,279,750. Mr. Zimmerman stated the management staff has received complaints from several employees regarding the cost share for dependent health, dental and vision insurance and this is causing much of the employee turnover, especially for younger employees. Employees were appreciative of the market adjustment, but much of the raises are eaten up by the increase of 14% to the health insurance. Staff is recommending the City's share for dependent coverage be raised from 50%, to 75%. Many municipalities pay coverage of at least 75% to 95% of premiums. Management believes reducing the employee share for health insurance, combined with a step increase and COLA, will significantly reduce employee turnover. The increased cost for the City's share of the monthly premium would be \$176,000. If the Council accepts all three recommendations, the budget would increase by \$1,455,750.

Ms. Wadlow stated the 5% COLA was high in comparison to giving a COLA of 1% to 1.5% each year going forward. She stated yearly increases would help retain employees and the increase for insurance should be below 75%.

Mr. Aubuchon disagreed and stated depending on the City's finances, employees should receive a COLA each year, and he agrees with the 5% COLA for this year.

Mr. Hoops asked when the last COLA was received.

Mr. Zimmerman responded that in 2018, 1.75% was received by all employees and an additional 1.75% to public safety employees, and in 2021, employees were given a 2% COLA. Step increases were given after the American Rescue Plan Act funds were received.

Mr. Smith asked for clarification on the step increases.

Mr. Zimmerman replied theoretically each year of employment, employees who are eligible receive a step increase. There have been several years since 2008 where employees have not had step increases due to budget constraints.

Mr. Smith asked how many employees are topped out.

Mr. Zimmerman replied there are 22 out of 156 employees.

Mr. Smith stated this has a great impact to the entire workforce and the City needs to take care of the employees in the here and now, as the certainty of future budgets are unknown.

Firefighter/Paramedic Randy George stated he has been with the City for many years, and up until last year, there were eight steps on the pay scale. Once hired, the understanding is every year a step increase was received. Mr. George stated the City has lost good employees due to no pay increases year after year. He stated it is very important to receive COLAs and raises yearly to prevent turnover.

Mayor Robinson stated the issue comes down to the money available. The City may not have enough money at the end of the budget and does not want to commit to employees and not be able to follow through at year's end.

Ms. Matlock asked if the raises and COLAs would be received on July 1, or on their anniversary dates.

Mr. Zimmerman replied COLA's would be received on July 1, and step increases would be received on their anniversary dates.

Mr. Aubuchon moved, seconded by Mr. Taylor, to concur with the staff recommendation to approve a step increase, a 5% Cost of Living Adjustment and to increase to 75% of the amount the City pays for dependent coverage of insurance. The motion passed by a vote of eight in favor and one opposed with Ms. Wadlow casting the dissenting vote.

MAYOR AND COUNCIL REPORTS

WORK SESSION AGENDA ITEMS	No items were added to the July 12 work session agenda.
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BOARD/COMMISSION APPOINTMENTS	Mayor Robinson made the following new appointments to the Green Committee Board: Ron Darling, Marge Kauffeld, Steve Rahmberg, Joell Aguirre, and Lisa Jones; and to the Community Enrichment Commission, Stephanie Boykin.
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Mayor Robinson reappointed Marty Opfer to the Civil Service Board.

Mr. Ryan moved, seconded by Ms. Wadlow, to approve the preceding appointments. The motion passed unanimously.

SCHOOL CONTRACTS Mr. Zimmerman reported terms of the contract have been reached with Hazelwood School District for School Resource Officers to be placed in Hazelwood West High School and Hazelwood West Middle School.

Mr. Zimmerman stated the only major change is that the City agrees to require the Resource Officers to attend 10 hours of professional training focused on diversity, equity, and inclusion. Hazelwood Police Officers viewed some of the training and did not find any concerns or requirements that conflict with the Police Department standard operating procedures or rules. The City and School District both have the right to renew the contract at the end of the school year. The contract provides that Hazelwood School District would reimburse the City for 75% of the City's costs during the regular school year and 100% of the cost for summer school. The 2023-24 budget includes reimbursement from the District. The estimated cost to the School District is \$251,765. The contract would start June 1, 2023 and end May 31, 2024.

Chief Hudanick stated he met with Superintendent Dr. Collins-Hart to have a conversation regarding the history of the School Resource Officers program and the partnership the Police Department has with the school. He stated he is very excited about the reimplementation of this program.

Mr. Smith asked for clarification on why the contract is only 12 months.

Chief Hudanick replied the department has always done a year-to-year contract in the event the schools budget would not have the money necessary to continue the contract.

Mr. Smith thanked Chief Hudanick personally for getting this program back in the schools.

Leslie Henderson of 433 Coachway Lane, a retired Hazelwood School District teacher, stated the implementation of the program is necessary for the children to see and know the officers are there to help them and keep them safe.

CORONAVIRUS PANDEMIC EMERGENCY Mr. Zimmerman reported staff recommends repealing an ordinance that declared an emergency in response to the coronavirus pandemic.

Mr. Zimmerman stated the Council adopted Ordinance 4745-20 on April 1, 2020 in response to the coronavirus pandemic. This was due to the federal and state emergency declarations issued in March of that year. The State of Missouri declared the emergency ended on August 27, 2021, and the federal government has declared the emergency ended effective May 11, 2023.

Mr. Aubuchon moved, seconded by Mr. Ryan, to repeal Ordinance 4745-20 and to place the draft bill on the agenda for introduction. The motion passed unanimously and the bill was added to the agenda as item 17.a.

CITY MANAGER'S REPORT - None

CITY ATTORNEY'S REPORT - None

CITY CLERK'S REPORT - None

COMMISSION AND BOARD REPORTS

Mr. Taylor moved, seconded by Mr. Smith, to receive and file the minutes of the April 11 Community Enrichment Commission, April 20 Economic Development Sales Tax Board, and May 2 Parks and Recreation meetings. The motion passed unanimously.

NEW BUSINESS - None

INTRODUCTION AND FIRST READING OF BILLS

**REPEAL
ORD. 4745-20**

Mayor Robinson called for the first reading of a bill to repeal Ordinance 4745-20, which enacted emergency measures in response to the coronavirus pandemic.

There were no objections and Bill 5079 was read by title only:

AN ORDINANCE REPEALING ORDINANCE 4745-20 WHICH ENACTED EMERGENCY MEASURES DURING THE CORONAVIRUS PANDEMIC CRISIS.

Bill 5079 will be on the agenda for second reading on June 7.

SECOND READING OF BILLS AND ACTION ON BILLS

**BILL 5078
SLUP
5494 BROWN ROAD**

Mayor Robinson called for the second reading of Bill 5078 to grant a Special Land Use Permit for a therapeutic massage, health club, spa at 5494 Brown Road.

There were no objections and Bill 5078 was read by title only:

AN ORDINANCE AUTHORIZING AND GRANTING A PERMANENT SPECIAL LAND USE PERMIT TO LUXE ESTHETICS DAY SPA, LLC FOR A THERAPEUTIC MASSAGE, HEALTH CLUB, SPA AT 5494 BROWN ROAD AND PROVIDING THE CONDITIONS OF SUCH USAGE.

Mr. Aubuchon moved, seconded by Mr. Hoops, the adoption of Bill 5078 as an ordinance. The following vote was recorded on the motion:

AYE - 9

NAY - 0

Mayor Robinson
Ms. Matlock
Mr. Taylor
Mr. Smith
Mrs. Hatton
Mr. Hoops
Mr. Aubuchon
Mr. Ryan
Ms. Wadlow

Bill 5078 was unanimously adopted as Ordinance 4960-23.

MISCELLANEOUS BUSINESS AND ANNOUNCEMENTS

CITY HALL CLOSED Mayor Robinson announced City Hall would be closed on May 29 for Memorial Day.

COUNCIL MEETING Mayor Robinson announced the next regular Council meeting would be held Wednesday, June 7 at 6:30 p.m. in the Council Chambers.

ADJOURNMENT There being no further business to come before the Council, the meeting was adjourned at 7:20 p.m.

Matthew G. Robinson - Mayor
City of Hazelwood, Missouri

ATTEST:

Julie Lowery, CMC - City Clerk
City of Hazelwood, Missouri