

**TENTATIVE AGENDA
MEETING OF THE CITY COUNCIL
CITY OF LADUE, MISSOURI
COUNCIL CHAMBERS
9345 CLAYTON ROAD
LADUE, MISSOURI 63124
MONDAY, OCTOBER 16, 2017
4:00 P.M.**

The Hon. Nancy Spewak, Mayor, to preside and call the meeting to order.

Adoption and Approval of the Agenda.

Approval of the Minutes: Minutes of the Regular and Closed Meetings of September 18, 2017, Work Session of September 25, 2017 and Special Meeting of September 27, 2017.

Employee Service Award Presentation – Scot Bollinger (Public Works)

Public Forum: The Mayor will recognize any visitors who wish to address the Mayor and Council on City matters. **(Speakers will be limited to 3 minutes)**

Public Hearings:

PH1: The City Council will hold a public hearing on a recommendation from the Zoning and Planning Commission that the City Council approves a proposed text amendment to Zoning Ordinance (#1175) regarding definition of floor area and requirements in the E1 zoning district, and proposed text amendment to Chapter 110 of the Ladue Code of Ordinances regarding storm water detention requirements.

Zoning and Planning Matters: None

Old Business:

Bill No. 2163 Amended - An ordinance amending Section V and XIV of Ordinance 1175, the Zoning Ordinance of the City of Ladue, St. Louis County, Missouri, regarding requirements for structures in the E-1 Zoning District and the definition of floor area, and Sections 110-142 and 110-147 of the Ladue Code of Ordinances regarding new storm water runoff and detention requirements and the required plans to be submitted.

New Business:

Proposed Legislation:

Resolution No. 2017-23 – A resolution authorizing the Mayor to execute on behalf of the City of Ladue, Missouri a Business Services Agreement with MeteoGroup for weather forecasting services.

Resolution No. 2017-24 - A resolution amending the City of Ladue Personnel Administration Manual by establishing a policy for Shared Sick Leave.

Resolution No. 2017-25 – A resolution urging the St. Louis County Council and St. Louis Board of Aldermen to oppose any and all legislation authorizing a statewide vote regarding or mandating a change in the government structure of St. Louis City and St. Louis County and the municipalities therein.

Resolution No. 2017-26 – A resolution adopting a compensation plan for non-uniform employees.

Resolution No. 2017-27 – A resolution authorizing the Mayor to execute on behalf of the City of Ladue, Missouri a City Contractor Agreement with Systemaire, Inc. for HVAC quarterly maintenance and on-call maintenance services.

Resolution No. 2017-28 – A resolution authorizing the Mayor to execute on behalf of the City of Ladue, Missouri a City Contractor Agreement with Bieg Plumbing Company for on-call plumbing maintenance and repair services.

Resolution No. 2017-29 – A resolution authorizing the Mayor to execute on behalf of the City of Ladue, Missouri a City Contractor Agreement with Schaeffer Electric Company, Inc. for on-call electrical maintenance and repair services.

Resolution No. 2017-30 – A resolution authorizing the Mayor to execute on behalf of the City of Ladue, Missouri a Supplemental Agreement to the Engineering Services Contract with Crawford, Murphy & Tilly, Inc. for construction engineering services for the Lay Road Improvements Project.

Financial Matters:

- F-1 Report of the Finance Director regarding significant items in the financial reports.
- F-2 The Mayor and Council to review and approve the Vouchers for Payment for the month of September 2017.
- F-3 The Mayor and Council to review the combined Treasurer's and Collector's Report for September 2017.
- F-4 The Mayor and Council to review the Financial Report for September 2017.
- F-5 The Mayor and Council to review the Cash Flow Summary for September 2017.
- F-6 The Mayor and Council to review the Land Lots and Delinquent Tax List.

Department Reports:

- D-1 **Fire Department:** Mayor and Council to review the Fire Department Activity Report for the month of September 2017.
 - a. Progress report on the manufacture of the new fire truck.
 - b. Request for ratification of Change Order No. 7 in the amount of \$15,766.00; Condensate pump to drain tube heaters - \$1,243.00; Electrical work for thermostats to radiant heaters - \$862.00; Fall protection railing around mechanical shaft opening at mezzanine - \$3,437.00; Heavy duty pavement and soil remediation - \$10,224.00.
- D-2 **Police Department:** Mayor and Council to review the Police Activity Report for the period of January 1 – September 30, 2017.
 - a. Report department promotions.
- D-3 **Public Works:** Mayor and Council to review the report of the Director of the Public Works Department.
 - a. Building Office report for the period through September 2017.
- D-4 **Municipal Court:** Mayor and Council to review the report of the Municipal Court for September 2017.
- D-5 **Administration/City Clerk:**
 - a. Request for authorization for the Mayor to order an actuarial valuation in order to determine potential costs if Local Government Employees Retirement System (LAGERS) were to accept the administration of benefits for the retirees and deferred employees at a cost of \$2,500.00 per plan for a total of \$5,000.00.
 - b. Report from the City Attorney.

D-6 Committee Appointments: None

Adjournment: Next meeting dates: Monday, November 20, 2017 and Monday, December 18, 2017.

Note: Pursuant to Section 610.022 RSMO., the City Council could vote to close the public meeting and move to executive 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).

Posted Date:

10/13/17

Time:

7:45AM

By:

J. R. Ullmer

BILL NO. 2163 Amended

ORDINANCE NO. 2163

AN ORDINANCE AMENDING SECTIONS V AND XIV OF ORDINANCE 1175, THE ZONING ORDINANCE OF THE CITY OF LADUE, ST. LOUIS COUNTY, MISSOURI, REGARDING REQUIREMENTS FOR STRUCTURES IN THE E-1 ZONING DISTRICT AND THE DEFINITION OF FLOOR AREA, AND SECTIONS 110-142 AND 110-147 OF THE LADUE CODE OF ORDINANCES REGARDING NEW STORMWATER RUNOFF AND DETENTION REQUIREMENTS AND THE REQUIRED PLANS TO BE SUBMITTED

WHEREAS, there has been a temporary stay on the construction of new homes in the E-1 Zoning District because of confusion regarding the definition of floor area and how to properly enforce the floor area ratio requirement; and

WHEREAS, the E-1 district is mostly comprised of smaller lots, about 7,200 square feet in size with homes between 1 and 1½ stories and total living area ranging between 1,000 and 2,000 square feet; and

WHEREAS, there is some concern that some of the newer homes in the E-1 district are not in character with the existing neighborhood, cover too much of the lot, or are causing storm water runoff problems; and

WHEREAS, storm water runoff affects other areas of Ladue, in addition to the E-1 District; and

WHEREAS, the Ladue Comprehensive Plan identified the need to preserve the existing scale and aesthetics of Clayton Road Park and the desire to have “downsized high-end housing options available in Ladue”, as well as the need to address storm water backups and flooding; and

WHEREAS, the Zoning and Planning Commission discussed certain revisions to the construction requirements in the E-1 district at their meetings on June 27, 2017, July 26, 2017, and September 27, 2017; and

WHEREAS, after recommending changes to the code updates, the Zoning and Planning Commission voted to recommend approval of the code changes included herein by a vote of 7 in favor, 0 opposed at the meeting on September 27, 2017 ; and

WHEREAS, a duly noticed and published public hearing was held on October 16, 2017, regarding the proposed amended regulations in conformity with all requirements of Section 89.060 of the Missouri Revised Statutes and Zoning Ordinance 1175; and

WHEREAS, this bill has been made available for public inspection prior to its consideration by the City Council and read by title two times in open meeting prior to passage; and

WHEREAS, it has been determined that the passage of this bill is in the best interests of the City of Ladue and in accordance with the Ladue Comprehensive Plan.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LADUE, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

SECTION 1. Section V A. (1) of Ordinance 1175, the Zoning Ordinances of the City of Ladue, St. Louis County, Missouri shall be replaced with a new subsection (1) to read as follows:

- (1) Two and one-half stories shall be the maximum number of stories allowed in the A, B, C, D, E, G, and H zoning districts. A maximum height of 45' is possible, but the ultimate determination of height will be based on other project elements as defined in the City of Ladue, Missouri Architectural Design Guidelines.

SECTION 2. The following new Section V A. (2) shall be inserted and numbers 2-7 shall be renumbered accordingly.

- (2) In the E-1 Zoning District, the maximum allowed height shall be 28 feet. Second-story additions may be allowed in the E-1 district as long as they do not exceed the maximum height limit, are consistent with the style and mass for the house, and do not exceed 2/3 of the area of the first floor.

SECTION 3. Section V C. (2) of Ordinance 1175, the Zoning Ordinances of the City of Ladue, St. Louis County, Missouri shall be amended, with the addition of subsection (h) to read as follows:

- (h) The following additional front setback requirements shall apply in the E-1 District only:
 - i) Front facing garages must be set back at least 5 feet behind the front door of the house.
 - ii) Any portion of the home that exceeds 24 feet above grade shall be set back at least 35 feet from the front property line.

SECTION 4. The definition of Floor Area in Section XIV shall be replaced with a new definition to read as follows:

Floor Area. The gross floor area of the building or buildings consisting of the sum of the gross horizontal enclosed areas of the several floors measured from the exterior faces of the walls enclosing the building or buildings, including all floor areas in garages (attached or detached), covered porches, covered patios, covered walkways and breezeways and all other floor areas under roof, excepting the floor area of a basement which is not counted as a story under the definition of Basement in Section XIV.

SECTION 5. The language in Section VII E. shall be amended as follows:

E. Single family dwellings exceeding the square footages in area under roof may be allowed in the zoning districts specified in Subsection D. of this Section VII., provided that all the criteria in this Subsection F. are met. Area under roof shall have the same definition as floor area, which is defined as the entire floor area of the building or buildings consisting of the sum

of the gross horizontal enclosed areas of the several floors measured from the exterior faces of the walls enclosing the building or buildings, including all floor areas in garages (attached or detached), covered porches, covered patios, covered walkways and breezeways and all other floor areas under roof, excepting the floor area of a basement which is not counted as a story under the definition of Basement in Section XIV.

SECTION 6. Section 110-142 of the Ladue Code of Ordinances shall be amended to replace the existing subsections (b), (c), and (d) with the following subsections (b), (c), and (d).

(b) Prior to any construction requiring a building permit or other land development in the City of Ladue, the applicant shall be required to demonstrate quantity and quality storm water management according to the following:

1. All increased differential storm water must be retained on the property for the following design storm event: 15 year, 20 minute storm.
2. When making plans and calculations for controlling differential storm water, the designer shall not exceed preconstruction conditions including, but not limited to volume and velocity of runoff. (Duration of runoff may increase.)
3. Each land development project must submit a plan that demonstrates that any increased differential storm water or other changes to storm water discharge is being retained on that property and properly controlled. The plan shall include the following:
 - i. Existing and proposed pervious and impervious conditions on the site, including the specific materials of each surface, including but not limited to buildings, sidewalks, patios, decks, pools, driveways, and green spaces
 - ii. Existing and proposed topography detailed in 2 foot increments
 - iii. Elevation points for existing and proposed building corners
 - iv. Arrows showing the direction of flow on the property
 - v. Point drainage locations and the distance from property lines of the point drainage outlet
 - vi. Any existing and proposed MSD storm water systems
 - vii. The existing and proposed path of the storm water to the MSD storm water system. The path shall include off premise analysis where applicable.
 - viii. Calculations of differential storm water
 - ix. The seal of a professional engineer licensed by the State of Missouri, unless the new impervious surface is less than 400 square feet
4. The Building Commissioner may require a storm water study, commissioned by the City at the cost of the applicant, when it appears from the plan, at the

discretion of the Building Commissioner, that there could be an increase in velocity or volume of storm water onto adjacent properties.

- (c) The City of Ladue specifies the MSD Rules and Regulations and Engineering Design Requirements for Sanitary and Storm Water Drainage Facilities as originally adopted February 2006, or latest version, as the applicable document to provide information and guidance regarding the installation of storm water management systems, but no portion of the MSD Regulations shall supersede subsections a and b above.
- (d) Storm water management should be designed for maximum infiltration on the site and should consider detention strategies such as rain gardens, cisterns, rain barrels, and similar receiving areas and devices.

SECTION 7. Section 110-143 of the Ladue Code of Ordinances shall be amended to add the following underlined language:

Land disturbance and building permit applications shall not be issued by the City of Ladue until the applicant has demonstrated compliance with Section 110-142. In addition, all projects that include the construction of a Main Building, as defined by Section 110-2, constitute a subdivision, as defined in Section 94-1, for the purposes of this Article, or any project which disturbs one acre or more shall be evaluated and approved by MSD for storm water quantity and quality management, including all new single family homes, all new commercial and institutional building structures, regardless of the amount of land disturbance prior to commencing the proposed activity.

SECTION 8. Section 110-147 of the Ladue Code of Ordinances shall be amended to remove the word “registered” and add the word “licensed” to Subsection (c)(1) and to add new items 15, 16, and 17 to Subsection (c).

(c) Existing and proposed mapping and plans (scale 1” – 20’), which illustrate at a minimum:

- (1) Site plan sealed by a ~~registered~~ professional engineer licensed by the State of Missouri;
- (15) Green space calculations including the calculation of proposed partial credits to be applied thereto;
- (16) Proposed site condition drainage area mapping that includes the identification of incoming runoff sources from offsite (At a minimum drainage areas tributary to each conveyance system collection and outlet point shall be indicated. Area, estimated imperviousness, and estimated design flow rate shall be indicated on the map for each Individual drainage area.); and
- (17) The location and character of proposed temporary and permanent storm water control measures (BMPs).

SECTION 9. The portions of this Ordinance shall be severable. In the event that any portion of this Ordinance is found by a court of competent jurisdiction to be invalid, the

remaining portions of this Ordinance are valid, unless the court finds that the valid portions of this Ordinance are so essential and inseparably connected with and dependent upon the void portion that it cannot be presumed that the City Council would have 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.

SECTION 10. This Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

PASSED THIS _____ DAY OF _____, 2017.

President, City Council

APPROVED AND ADOPTED THIS _____ DAY OF _____, 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-23

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON BEHALF OF THE CITY OF LADUE, MISSOURI A BUSINESS SERVICES AGREEMENT WITH METEOGROUP FOR WEATHER FORECASTING SERVICES.

WHEREAS, the City identified the need to contract for Weather Forecasting Services to aid Public Works Staff in responding to winter weather events; and

WHEREAS, MeteoGroup has been deemed to be qualified to perform weather forecasting services for the city having performed them during the winter of 2016-2017 on a trial basis; and

WHEREAS, Public Works staff obtained pricing from both MeteoGroup and Weather or Not, the two major weather forecasting services in the region, and recommends utilizing the services of MeteoGroup for weather forecasting services;

WHEREAS, the Public Works Committee has reviewed the Business Services Agreement from MeteoGroup at their October 4, 2017 meeting and recommended approval of same; and

WHEREAS, the City Council now desires and finds it in the best interest of the City to approve the Business Services Agreement with MeteoGroup for Weather Forecasting Services.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute on behalf of the City the Business Services Agreement Professional Service Contract between the City of Ladue and MeteoGroup USA Inc. for Weather Forecasting Services in substantially the form of Exhibit "A" the Business Services Agreement incorporated herein by reference ("the Agreement"),

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-24

A RESOLUTION AMENDING THE CITY OF LADUE PERSONNEL ADMINISTRATION MANUAL BY ESTABLISHING A POLICY FOR SHARED SICK LEAVE.

WHEREAS, the City of Ladue previously adopted a Personnel Administration Manual; and

WHEREAS, from time to time the policies, procedures and guidelines contained in the manual may be amended or rescinded, or new policies, procedures and guidelines may be added; and

WHEREAS, the City of Ladue recognizes the need for and supports a shared sick leave program;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby amends the Personnel Administration Manual by adding a policy for Shared Sick Leave which shall read as follows:

SUBJECT: SHARED SICK LEAVE

POLICY: The City of Ladue recognizes the need for and supports a shared sick leave program. As authorized by the City Council, the City has established the Leave Share program to allow employees to donate eligible sick leave to a leave share pool. Leave hours may be awarded from the leave share pool to an employee when the employee, or a member of the employee's immediate family, have suffered a catastrophic illness or injury.

DEFINITIONS

Eligible Recipient – employees who hold a position of a permanent or continuing nature, who have completed their original probationary period, who have met a minimum work performance rating of 'successful' and have not been subject to any disciplinary actions for the previous twelve month period or in the applicant's most recent performance review.

Immediate Family Member – an employee's spouse and/or child(ren).

Leave Share Pool – repository of eligible leave hours that is maintained for future awards of donated sick leave to Eligible Recipients.

Medical Emergency – a major illness or other medical condition (e.g., heart attack, cancer, etc.) that requires a prolonged absence from work, including intermittent absences that are related to the same illness or condition.

PROGRAM ELIGIBILITY GUIDELINES:

An Eligible Employee or a member of the Eligible Employee's Immediate Family must have suffered a medical emergency as defined herein.

The Eligible Employee must have exhausted all accrued vacation leave, sick leave, and compensatory time before becoming eligible.

The Eligible Employee must have exhausted all applicable indemnity payments from worker's compensation before becoming eligible.

An Eligible Employee cannot receive leave share while eligible to receive benefits for long-term disability.

APPLICATION

Employees are encouraged to apply for leave share as soon as possible after they anticipate a need in order to avoid a delay in benefits if determined eligible.

An Eligible Employee or designated representative may submit a request to receive donated sick leave from the Leave Share Pool by completing and submitting the required documentation including:

Completed Leave Share Application form

Physician's Statement including a description of the employee's or Immediate Family Member's illness or injury, along with a diagnosis and prognosis.

The required documentation should be submitted to the employee's supervisor.

The employee's supervisor shall review the application, provide comments (optional), sign, date, and forward the documentation to the Assistant to the Mayor/City Clerk or designee.

Information received by email or facsimile will be accepted.

The Assistant to the Mayor/City Clerk or designee will determine whether or not the applicant has exhausted all accrued vacation leave, sick leave, compensatory time, other benefits, and is eligible for consideration.

APPROVAL

If the eligible employee has completed the application, provided a satisfactory Physician's Statement, been submitted by the employee's supervisor, and been determined to be eligible by the Assistant to the Mayor/City Clerk, then the Assistant to the Mayor/City Clerk shall award the employee up to 160 hours of leave for which he/she would otherwise be without pay including holidays. The Assistant to the Mayor/City Clerk may determine the actual number of hours to be awarded based on the Eligible Employee's needs and the availability of pooled hours.

Eligibility for additional increments of 160 hours may be based on current medical certification of the continuing disability.

No additional documentation shall necessarily be required to receive an additional 160 hours, however, the Assistant to the Mayor/City Clerk may require additional or renewed information or certification when in the opinion of the Assistant to the Mayor/City Clerk such is warranted.

The maximum amount of shared sick leave that may be awarded to an employee is 960 hours.

In no event shall hours from the Shared Leave Pool be awarded in such a way as to make the employee eligible for overtime pay or compensatory time.

Allocations are made on a first come first served basis, based on the original date of approval by the Assistant to the Mayor/City Clerk. In the event that there are not sufficient shared sick leave hours available, the Assistant to the Mayor/City Clerk may grant less than 160 hours. This policy does not provide for "borrowing" against future donations.

Payment of the donated leave will be based on the recipient's established rate of pay; however, this rate may be changed due to any pay increases which occur during periods of donated leave.

Only the amount of leave which has been projected as necessary to cover each pay period will be transferred at any given time.

The Assistant to the Mayor/City Clerk will review whether a recipient remains an Eligible Employee before each new allocation of share leave.

The employee need not use shared sick leave hours for paid holidays. The employee will continue to accrue sick leave and vacation time while using shared sick leave to the extent otherwise allowed for regular sick leave. Any leave time so accrued, or leave time accrued by other means, must first be used before shared sick leave may be used.

Leave share hours may be applied retroactively to the two complete pay periods immediately preceding approval of an applicant's leave share application. (e.g. Hours awarded to an application approved on a Tuesday, March 8 could be applied to pay periods from February 1 to 15, February 16 to 28, March 1 to 15 and any subsequent pay periods).

If an award of more leave share hours than the recipient uses is granted, the unused hours are returned to the Leave Share Pool.

LEAVE SHARE DONATION GUIDELINES:

Employees who hold a position of a permanent or continuing nature and who have completed their original probationary period and have at least 160 hours of accumulated sick leave shall be eligible to donate accumulated sick leave to the Leave Share Pool.

Donations must be in increments of one hour.

Donors may not designate specific employees to receive their donations.

Donors may not subsequently rescind their donations.

Donation of sick leave hours is voluntary.

Recipients of leave share awards are not required to donate at a later date to the Leave Share Pool.

No employee may intimidate, threaten, or coerce any other employee with respect to donating or receiving leave under this program.

Donation minimum- 1 hour

Donation maximum- no employee may donate sick leave such that that employee's sick leave balance would be reduced below 160 hours.

Employees cannot borrow against future sick/personal time to donate.

Employees who are currently on an approved leave of absence cannot donate sick time.

The names of employees' who have donated sick leave, and the amount of any donation, shall be considered a personnel record and shall not be released without the consent of the donor, unless otherwise required by law.

IRS COMPLIANCE

This policy is intended to comply with rules and rulings of the Internal Revenue Service such that any donated leave actually used is chargeable to the receiving employee, and not the donating employee, as income. In the event that the IRS changes any existing rule or ruling or adopts any new rule or ruling which would cause the donating employee to treat the donated time as income, the Mayor is authorized to amend any portion of this policy so as to effectuate the intent stated.

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October, 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-25

A RESOLUTION URGING THE ST. LOUIS COUNTY COUNCIL AND ST. LOUIS BOARD OF ALDERMEN TO OPPOSE ANY AND ALL LEGISLATION AUTHORIZING A STATEWIDE VOTE REGARDING OR MANDATING A CHANGE IN THE GOVERNMENT STRUCTURE OF ST. LOUIS CITY AND ST. LOUIS COUNTY AND THE MUNICIPALITIES THEREIN.

WHEREAS, certain legislators and other individuals seek to impose significant and potentially damaging changes to the governmental structure of St. Louis City and St. Louis County, including the municipalities in the County; and

WHEREAS, such persons believe that their scheme would not be favorably received by the voters of the City or the County; and

WHEREAS, such persons may seek a statewide vote on a constitutional amendment, or some form of legislative mandate, to accomplish their scheme and dilute the votes of or totally bypass the voters of the City and County; and

WHEREAS, the Missouri Constitution outlines a process for the residents of the City and County to vote on their governmental structure through the establishment of a Board of Freeholders by petition or appointment by the County Executive, Mayor of St. Louis and Governor of Missouri, and

WHEREAS, the officials of the member municipalities of the Municipal League of Metro St. Louis believe that all discussions and votes on any plans to change their local government structure should be held only by residents of the City and County; and

WHEREAS, the St. Louis County Council, which governs the largest County in the state of Missouri with nearly one million residents, and the Board of Aldermen of the City of St. Louis should have a major voice in all discussions of regional governance; and

WHEREAS, the governing bodies of all municipalities in St. Louis County should also have significant involvement in any such discussions to advance the best interests of their residents;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council of the City of Ladue hereby opposes any statewide vote or legislative mandate on governmental reorganization regarding the City of St. Louis and St. Louis County and the municipalities therein; and urges the St. Louis County Council, and the St. Louis Board of Aldermen, on behalf of their respective residents, to pass a similar resolution opposing a statewide vote or legislative mandate; and recommends local discussions and local votes on any reorganization or consolidation plan that may be developed through such discussions.

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October, 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-26

A RESOLUTION ADOPTING A COMPENSATION PLAN FOR NON-UNIFORM EMPLOYEES.

WHEREAS, on January 17, 2017 the City Council authorized the issuance of Request for Proposals for a comprehensive compensation and benefits study for the non-uniform employees with an add alternate to include the uniform employees; and

WHEREAS, on March 27, 2017 the City Council approved a contract with CBIZ, Inc. to conduct a comprehensive employee compensation and benefits study for the non-uniform and uniform employees; and

WHEREAS, the results of the compensation and benefits study for the **non-uniform** employees were presented by CBIZ, Inc. to the City Council during a work session on September 25, 2017; and

WHEREAS, at said work session CBIZ recommended an open range compensation plan using a merit matrix tool to compensate the **non-uniform** employees; and

WHEREAS, the City Council now finds it in the best interest of the City to adopt a formal compensation plan for the **non-uniform** employees;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby adopts the open range compensation plan using a merit matrix tool for **non-uniform** employees in substantially the form of Exhibit A.

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October, 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-27

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON BEHALF OF THE CITY OF LADUE, MISSOURI A CITY-CONTRACTOR AGREEMENT WITH SYSTEMAIRE, INC. FOR HVAC QUARTERLY MAINTENANCE AND ON-CALL MAINTENANCE SERVICES.

WHEREAS, the City enters into three-year maintenance service contracts for HVAC quarterly maintenance and on-call maintenance services as well as maintenance service contracts for plumbing and electrical maintenance services; and

WHEREAS, Public Works staff solicited for bids for such HVAC Services on September 12, 2017 and received six bids by the advertised deadline on October 5, 2017; and

WHEREAS, SystemAire, Inc. submitted the lowest quarterly maintenance pricing of the six bidders and submitted the lowest hourly rate for regular working hours and the second lowest rate for overtime and holiday hours; and

WHEREAS, SystemAire, Inc. holds the current three-year maintenance contract, has been very responsive during that period, and is familiar with the City's municipally owned buildings; and

WHEREAS, the City Council now desires and finds it in the best interest of the City to approve the City-Contractor Agreement with SystemAire, Inc. for HVAC Quarterly Maintenance and On-Call Maintenance Services.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute on behalf of the City the City-Contractor Agreement between the City of Ladue and SystemAire, Inc. for Quarterly HVAC Maintenance and On-Call Maintenance Services in substantially the form of Exhibit "A" the City-Contractor Agreement incorporated herein by reference ("the Agreement"),

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-28

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON BEHALF OF THE CITY OF LADUE, MISSOURI A CITY-CONTRACTOR AGREEMENT WITH BIEG PLUMBING COMPANY FOR ON-CALL PLUMBING MAINTENANCE AND REPAIR SERVICES.

WHEREAS, the City enters into three-year maintenance service contracts for HVAC quarterly maintenance and on-call maintenance services as well as maintenance service contracts for plumbing and electrical maintenance services; and

WHEREAS, Public Works staff solicited for bids for such Plumbing Services on September 14, 2017 and received four bids by the advertised deadline on October 5, 2017; and

WHEREAS, Bieg Plumbing Company submitted the lowest hourly rate for regular working hours and competitive hourly rates for overtime and holiday hours; and

WHEREAS, the City Council now desires and finds it in the best interest of the City to approve the City-Contractor Agreement with Bieg Plumbing Company for On-Call Plumbing Maintenance and Repair Services.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute on behalf of the City the City-Contractor Agreement between the City of Ladue and Bieg Plumbing Company for On-Call Plumbing Maintenance and Repair Services in substantially the form of Exhibit "A" the City-Contractor Agreement incorporated herein by reference ("the Agreement"),

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-29

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON BEHALF OF THE CITY OF LADUE, MISSOURI A CITY-CONTRACTOR AGREEMENT WITH SCHAEFFER ELECTRIC COMPANY, INC FOR ON-CALL ELECTRICAL MAINTENANCE AND REPAIR SERVICES.

WHEREAS, the City enters into three-year maintenance service contracts for HVAC quarterly maintenance and on-call maintenance services as well as maintenance service contracts for plumbing and electrical maintenance services; and

WHEREAS, Public Works staff solicited for bids for such Electrical Services on September 14, 2017 and received two bids by the advertised deadline on October 5, 2017; and

WHEREAS, Schaeffer Electric Company, Inc. submitted the lowest hourly rate for regular, overtime, and holiday hours; and

WHEREAS, Schaeffer Electric Company, Inc. hold the current three-year maintenance contract, has been very responsive during that period, and is familiar with the City' s municipally owned buildings; and

WHEREAS, the City Council now desires and finds it in the best interest of the City to approve the City-Contractor Agreement with Schaeffer Electric Company, Inc. for On-Call Electrical Maintenance and Repair Services.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute on behalf of the City the City-Contractor Agreement between the City of Ladue and Schaeffer Electric Company, Inc. for On-Call Electrical Maintenance and Repair Services in substantially the form of Exhibit "A" the City-Contractor Agreement incorporated herein by reference ("the Agreement"),

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk

RESOLUTION NO. 2017-30

A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE ON BEHALF OF THE CITY OF LADUE, MISSOURI A SUPPLEMENTAL AGREEMENT TO THE ENGINEERING SERVICES CONTRACT WITH CRAWFORD, MURPHY & TILLY, INC FOR CONSTRUCTION ENGINEERING SERVICES FOR THE LAY ROAD IMPROVEMENTS PROJECT.

WHEREAS, since December 29, 2015, the City has been under contract with Crawford, Murphy & Tilly, Inc. (CMT) for engineering design services for the Lay Road Sidewalk and Roadway Improvements project, a Federally reimbursable project; and

WHEREAS, when the City of Ladue issued the Request for Qualifications in August 2015, construction engineering services were outlined in the document as part of the consultant services required; and

WHEREAS, the City of Ladue chose to first contract with CMT separately for preliminary (design) services who has performed these services with excellent quality and detail; and

WHEREAS, the final plans, specifications, and cost estimate have been submitted to MoDOT for final approval, after which the City will be soliciting for construction bids; and

WHEREAS, the City Council now desires and finds it in the best interest of the City to approve the Supplemental Agreement to the Engineering Services Contract with CMT for construction engineering services in the amount of \$84,467.94

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LADUE, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby authorizes the Mayor to execute on behalf of the City the Supplemental Agreement No. 1 to the Engineering Services contract for the construction engineering services between the City of Ladue and CMT in substantially the form of Exhibit "A" the Supplemental Agreement No. 1 to incorporated herein by reference ("the Agreement"),

Section 2. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

Adopted by the City Council and approved by the Mayor on this 16th day of October 2017.

Nancy Spewak, Mayor

ATTEST:

Laura Rider, City Clerk