

**CITY COUNCIL OF THE CITY OF LADUE
ST. LOUIS COUNTY, MISSOURI
WORK SESSION
MONDAY, SEPTEMBER 25, 2017**

The work session of the City Council of the City of Ladue, St. Louis County, Missouri, was held on Monday, September 25, 2017, at 4:05 p.m., at the City Hall, 9345 Clayton Road. The following members were present:

The Hon. Nancy Spewak, Mayor, presiding.

Members of the Council present:

A. Charles Hiemenz
John Fox
Harold Burroughs
William Brennan
Patrick Hensley (arrived at 4:07 p.m.)
John Howell (arrived at 4:12 p.m.)

Six Council Members present.

Also present were Ms. Laura Rider, Assistant to the Mayor/City Clerk; Mr. Sam Zes, Finance Director; Police Chief Ken Andreski, Jr.; Fire Chief Steven Lynn and Ms. Anne Lamitola, Public Works Director.

Approval of the Agenda: Council Member Fox moved approval of the agenda, seconded by Council Member Brennan, which motion passed unanimously.

Mayor Spewak provided a brief history of the manner in which the non-uniform employees have been paid and the lack of a formal pay plan, which prompted the compensation study. Mayor Spewak introduced the City's consultant, Joe Rice, Project Manager with CBIZ.

Mr. Rice presented the results of the compensation and benefits study including the following:

- a) Objectives and scope of the study
- b) Methodology
- c) Study results
- d) Recommendations
- e) Ongoing administration

The recommendations from CBIZ include adopting a non-uniform open range pay plan with a merit matrix tool to reward performance; increase the compensation of all employees to the minimum of their respective proposed salary ranges; update the salary structure annually; temporarily freeze pay for employees above the maximum of their respective proposed salary ranges and conduct a com-

prehensive market analysis every three to five years to ensure that the ranges remain market-competitive.

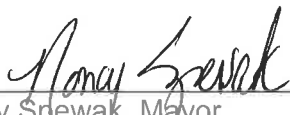
Council Member Fox stated, that instead of freezing pay for employees above the maximum of their respective ranges, the City has options, and could give a smaller increase or a lump sum payment.

Mr. Rice explained that for the next five years CBIZ will provide update factors that will allow the City to update the recommended salary structures. CBIZ uses the cost of labor, instead of the cost of living, in their calculation of the update factors.

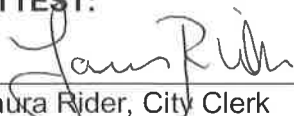
Mr. Rice reviewed the benefits comparison and highlighted the medical and pension benefits explaining that it is a challenge to compare medical due to the differences in plan benefit levels such as co-pays and prescriptions. He noted that of the twenty four cities used in the retirement comparison all but one are members of LAGERS and Ladue has the lowest benefit for the non-uniform employees.

Adjournment: Council Member Fox moved adjournment, seconded by Council Member Hiemenz, which motion passed unanimously. The work session adjourned at 4:58 PM.

APPROVED THIS 16TH DAY OF OCTOBER, 2017.



Nancy Spewak, Mayor

ATTEST:


Laura Rider, City Clerk