

City of Troy, Missouri
Board Workshop, Public Hearings and Regular Board of Aldermen Meeting
Monday, August 16, 2021
6:30 P.M.

Present for the Board Workshop, Public Hearings and Regular Board of Aldermen Meeting were Aldermen Dunard, Norman, Grimstead, Horner, Detert, Jones and Mayor Sconce. Also present were Public Works Superintendent Burkemper, Police Lieutenant Walker, Parks Superintendent Howell, Deputy City Clerk-HR Generalist Hawkins, Treasurer Flinn, City Attorney Granneman and City Clerk Schneider.

Mayor Sconce opened the Board Workshop at 5:00 p.m. for the Presentation by Patrick Higman, Senior Analyst with Evergreen Solutions LLC on the Payroll Compensation Study. Higman presented the results of the study in detail utilizing a slide presentation and described the study process, employee outreach and current conditions. The study included a classification and compensation review (internal and external) and resulted in a revised pay plan, implementation method and cost-staffing analysis.

Alderman Detert questioned the list of comparable cities used in the study. Higman replied that Evergreen looked at market peers within an employee outreach for comparators (similar-sized) and competitors (not similar but competing in the same market). A study would want both to get a broad swab of the market competing for talent. Alderman Detert said Troy cannot compete with O'Fallon and Higman said that he understood the concern but O'Fallon was one of many incorporated into the study used to align with the market but not to compare side-by-side.

Alderman Detert asked about the proposed step progression change from 3% to 2.5%. Higman said the revised step pay plan increased minimums by 10% to bring to market level, had 14 pay grades, 25 steps with a step progression of 2.5 % and constant range spreads of 81% (as opposed to the current range spread of 103%). This allowed the pay plan to be more competitive with the market, slot all classifications into the plans based on external and internal equity and implement by transitioning employees' salaries into the revised pay plan. Alderman Norman asked how often a payroll compensation study should be performed and Higman responded every three to five years. Alderman Dunard asked if a department or classification could be moved on the plan and Higman said that it depends. Alderman Detert asked about bringing in a new employee at a higher wage and it disrupting the internal equity. Higman said the logic or intent was to adjust salaries to midpoint then do not have to bring someone in making more. In other words, adjust internal equity then bring in external for market rates. Deputy City Clerk/HR Generalist said that tighter range spread was more realistic and Higman agreed that the average spread was 50% range. Higman said the grades were at 2.5% for cost of living and the

City can give merit increases if the budget allowed to align closer to market. Overall, align the plan to market and then align salaries to the plan. Alderman Grimstead asked if the benefit package was considered in the study and Higman replied that the study was based solely on salary although benefits are important for recruitment. With no further discussion, the Board Workshop ended at 5:40 p.m.

Mayor Sconce opened the Public Hearing at 6:03 p.m. pursuant to RSMo. 89.050/89.060 and Troy Ordinance 405.735(b) to consider changes to the City of Troy Zoning regarding:

- (1) Section 410.050 Preliminary Subdivision Plans; and
- (2) Regulations for Conex/Sea-Land/Sea Train Shipping Containers within the City of Troy, Missouri.

City Attorney Granneman said that Conex containers would be allowed in I-1 and I-2 (Industrial Zones) and not in a commercial area. Alderman Norman asked if the subdivision regulation changes were connected with the Highway J subdivision. City Attorney Granneman said the changes modify preliminary plan requirements by adding an additional stamped seal by the engineer on the preliminary plan submitted. With no further discussion, the Public Hearing ended at 6:28 p.m.

Mayor Sconce opened the Public Hearing at 6:30 p.m. for citizen comment concerning:

- (a) Adopt 2021 Property Tax Rate of \$0.1648 (includes a Voluntary Reduction of \$0.15) Per \$100 of Assessed Valuation; and
- (b) Dan Sanders, MACO Development Company, LLC, applicant on behalf of property owner Shawn Waechter, Royal Oaks, LLC, is requesting Rezoning from “P-R” Parks and Recreation District to “R-3PD” Multiple-Family Residential District Planned Development, for the location of 8.1 acres of Royal Oak Estates.

Eugene and Frances Hall were present and Mr. Hall read a prepared statement to the Board stating no opposition to the current R-3PD Multiple-Family Residential District Planned Development proposed by MACO Development. However, Mr. and Mrs. Hall were concerned with future possible rezoning requests on the property and wanted to ensure that requests made were in the best interest of all Troy residents. Areas of concern included density, green space, size of homes, property values of existing Estates Drive owners and preserving the historical site as the old Short Line railroad traverses a portion of the property. Mr. Hall summarized that an influx of unplanned housing, elimination of green space and added burden to city utility facilities would degenerate the quality of living in Troy.

Dan Sanders, MACO Development, 111 N Main St., Clarkton, Missouri relayed details of the planned development. The development would include 52 bedroom apartments with restricted occupancy for senior citizens using the same plan and design as Walnut Creek on Menemeyer Road. This is a low density development with six units per acre. The two bedroom, two bath energy efficient units are 955 square feet of high quality construction. The outside of the units is brick with some veneer and the grounds are landscaped with park benches and a community room. Five units have no income limits with income limits on the rest and rent for \$650 per month (if disabled the rent is \$425) with water, sewer and trash included in the rent. Alderman Norman pointed out complaints on Walnut Creek development on maintenance, lighting and doors unable to lock and asked who maintains the property. Mr. Sanders replied that MACO maintains and manages its own properties and they addressed warranty issues and water issues by grading in a timely manner. With no further discussion, the Public Hearing ended at 6:45 p.m.

Mayor Sconce called the Regular Board of Aldermen Meeting to Order at 6:45 p.m., announced a Quorum present and led in the Pledge of Allegiance.

Alderman Detert made a motion, seconded by Alderman Norman to Approve the Consent Agenda Upon the Removal of Items 2(A). Vote: Detert aye, Norman aye, Dunard aye, Jones aye, Grimstead aye, Horner aye.

*Approved Minutes of Regular Board of Aldermen Meeting dated July 19, 2021 and Special Board of Aldermen Meeting dated July 29, 2021

Floyd and Valerie Hopping, 1024 Hackberry Court, said that a commercial 18-wheel tractor trailer vehicle parked in a residential area and blocked their driveway and blocked the vision of drivers backing out of their driveways. Mr. Hopping handed out pictures. Mrs. Hopping asked the driver not to park in front of their trash can and told that it was “too bad” and to move her trash can. Mrs. Hopping said there was no communicating with the driver who leaves his commercial vehicle running all night long twenty feet from their living room window. Alderman Norman said a previous citizen had a similar complaint in April or May of this year and Chief Taylor spoke to the driver. Mr. Hopping said that lasted only a short while and the driver started parking on the street again. City Attorney Granneman said there were no ordinances regarding trucks parking in subdivision. Alderman Norman was working with City Attorney and Chief Taylor on a regulation for next meeting to include weight limits on a parked truck and trailer in residential areas. Lt. Walker will send an officer to visit the driver again in regard to the City’s noise ordinance and quiet time.

Emil Moore, 688 Springfield Drive, Wentzville, Missouri, requested to hold a 5K Run Special Event for the Troy Dream Center (men’s recovery home) on October 23, 2021 at

4:00 p.m. using a pre-approved route. The event would also have food sales by three vendors in Fairgrounds Park. Alderman Norman voiced concern with traffic and safety with the 5K beginning at 4:00 p.m. Moore said he currently had 25 volunteers already signed up to help. Alderman Norman made a motion, seconded by Alderman Detert to Approve Food Sales in Fairgrounds Park on October 23, 2021 for the Dream Run 5K Special Event for the Troy Dream Center. Vote: Norman aye, Detert aye, Grimstead aye, Horner aye, Jones aye, Dunard aye.

Barbie Russo, Meridian Waste, introduced herself to the Board as the new Government and Community Affairs Manager, and handed out a holiday schedule through the end of the year.

Alderman Norman read a complimentary letter received by a visitor to the Troy Aquatic Center and thanked Ryan Howell, Parks Director and his staff for doing a great job. Alderman Norman made a motion, seconded by Alderman Grimstead to Approve the Park Report. Vote: Norman aye, Grimstead aye, Dunard aye, Horner aye, Jones aye, Detert aye.

*Approved Reports of Planning & Zoning/Board of Adjustment, Historic Preservation Commission, Troy Convention and Visitors Bureau

*Approved Reports of Public Works, Wastewater, Finance, Building Inspection, Parks and Administration Departments

*Approved Payment of Regular Monthly Bills

Mayor Sconce read Bill No. 1336 as Ordinance ____ -- AN ORDINANCE OF THE CITY OF TROY, MISSOURI TO ESTABLISH A PROCEDURE TO DISCLOSE POTENTIAL CONFLICTS OF INTEREST AND SUBSTANTIAL INTERESTS FOR CERTAIN MUNICIPAL OFFICIALS, first and second times by title only. Alderman Grimstead made a motion, seconded by Alderman Horner to Adopt Bill No. 1336 as Ordinance No. 1306. Vote: Grimstead aye, Horner aye, Jones aye, Detert aye, Dunard aye, Norman aye.

Mayor Sconce read Bill No. 1337 as Ordinance ____ -- AN ORDINANCE AMENDING ARTICLE VI: SUPPLEMENTARY DISTRICT REGULATIONS, SECTION 405.230: (RESERVED) TO SECTION 405.230: REGULATIONS FOR SHIPPING CONTAINER/CONEX CONTAINER/SEA-LAND CARGO SHIPPING CONTAINER/SEA TRAIN CONTAINER, first and second times by title only. Alderman Detert made a motion, seconded by Alderman Jones to Adopt Bill No. 1337 as Ordinance No. 1307. Vote: Detert aye, Jones aye, Dunard aye, Norman aye, Horner aye, Grimstead aye.

Mayor Sconce read Bill No. 1338 as Ordinance ____ -- AN ORDINANCE AMENDING CHAPTER 410: SUBDIVISION REGULATIONS, SECTION 410.050:

PRELIMINARY SUBDIVISION PLAN, first and second times by title only. Alderman Dunard made a motion, seconded by Alderman Norman to Adopt Bill No. 1338 as Ordinance No. 1308. Vote: Dunard aye, Norman aye, Detert aye, Horner aye, Grimstead aye, Jones aye.

Mayor Sconce was waiting on the final number deduct for Change Order 2 regarding 110 feet of water line and requested this item be tabled until next meeting. Alderman Detert made a motion, seconded by Alderman Dunard to Table Change Order No. 2 submitted by Lamke Trenching & Excavating Inc. on the Water Main Relocation – Cherry Street Project M15-7199 for Adjustments in Quantity for Asphalt and Concrete Drives and Easy Valve in the amount of \$35,977.50 until next meeting. Vote: Detert aye, Dunard aye, Horner aye, Jones aye, Grimstead aye, Norman aye.

*Approved Liquor License Renewal FY22 for Buzzy's of Troy LLC, 208 North Lincoln Dr.

*Adopted 2021 Property Tax Rate of \$0.1648 (includes a Voluntary Reduction of \$0.15) Per \$100 of Assessed Valuation

*Approved Request by Dan Sanders, MACO Development Company, LLC, applicant on behalf of property owner Shawn Waechter, Royal Oaks, LLC, for Rezoning from "P-R" Parks and Recreation District to "R-3 PD" Multiple-Family Residential District Planned Development, for the location of 8.1 acres of Royal Oak Estates as recommended by Planning & Zoning Commission

*Approved the Sale of Police Department Vehicle 1989 Military Humvee with the proceeds from the sale go back into equipment line item #6650 (Officers Equipment) requested by Chief Taylor

*Approved the Sale of Police Department Vehicle 2007 Silverado (awarded thru a drug forfeiture case several years ago that has been in use with the Detective Unit and is no longer needed in the Unit) with the proceeds from the sale be used for equipment line item #6650 (Officers Equipment) requested by Chief Taylor

*Approved Pay Application No. 17 submitted by Plocher Construction through July 31, 2021 on SE WWTF & HWY 47 Lift Station Upgrades Project No. 0228664.01 in the amount of \$471,641.23

*Approved Woodard & Curran Invoice No. 193356 for Wastewater Treatment Facility and Highway 47 Lift Station Construction Services for the period ending July 30, 2021 in the amount of \$68,236.00

*Approved Woodard & Curran Invoice No. 193381 for WWTF SCADA Integration through July 16, 2021 in the amount of \$52,203

Alderman Horner made a motion, seconded by Alderman Grimstead to Award Hwy 61 Water Main Extension – Muensterman Property Project to JTL in the amount of \$239,110.00 as recommended by Cochran Engineering as the lowest and best bid. Vote: Horner aye, Grimstead aye, Norman aye, Jones aye, Dunard aye, Detert aye.

Alderman Detert made a motion, seconded by Alderman Grimstead to Approve and Authorize Mayor to Sign Engineering Services Proposal with Four Points Engineering on Water Main Replacement on West Bonfils in the amount of \$18,750.00. Vote: Detert aye, Grimstead aye, Horner aye, Norman aye, Dunard aye, Jones aye.

Patrick Higman, Evergreen Solutions, LLC presented the results of the Payroll Compensation Study. Higman pointed out the cost to bring up all salaries to the midpoint-3 tier option was \$166,000.00 in order to relieve compression. There would be no compression relief if choosing the minimum salary option. Alderman Dunard asked how Troy's compensation can be compared to a City of 80,000 in population and Higman said first to ask employees who is the competition and second review internally against municipalities of similar size (comparators) and municipalities within geographical distance (competitors). Higman continued that both comparisons are needed to understand the market overall. It was not to align exactly to the larger city but rather just to understand as a whole (grouped as a data point). Deputy City Clerk/HR Generalist Hawkins said it is the market the City finds itself in for recruiting and retaining candidates and employees. Alderman Detert made a motion, seconded by Alderman Norman to Table Discuss and Approve Payroll Compensation Study Option _____ and Effective Date of _____ as prepared by Evergreen Solutions, LLC. Until Budget Workshop in 2022. Vote: Detert aye, Norman aye, Dunard aye, Jones aye, Grimstead aye, Horner aye.

Alderman Detert made a motion, seconded by Alderman Norman to Approve and Authorize Mayor to Sign Lumen Order Q-01193060 in the amount of \$250.00 per month for 36 months for Adtran Netvanta 5660 Pro 100M at 336 Excalibur Blvd – Public Works. Vote: Detert aye, Norman aye, Dunard aye, Jones aye, Grimstead aye, Horner aye.

Alderman Detert made a motion, seconded by Alderman Norman to Approve and Authorize Mayor to Sign Lumen Order Q-01193033 in the amount of \$250.00 per month for 36 months for Adtran Netvanta 5660 Pro 100M at 1182 Boone St – Water Plant. Vote: Detert aye, Norman aye, Grimstead aye, Horner aye, Dunard aye, Jones aye.

Alderman Detert made a motion, seconded by Alderman Grimstead to Approve and Authorize Mayor to Sign Lumen Order Q-01166107 in the amount of \$600.00 per month for 36 months for Integrated Access with 1 voice line 500M Pro at 800 Cap Au Gris – City Hall. Vote: Detert aye, Grimstead aye, Horner aye, Norman aye, Dunard aye, Jones aye.

Alderman Detert made a motion, seconded by Alderman Norman to Go Into Closed Session in compliance with 610.021 of RSMo., for the purposes of discussing Legal. Vote: Detert aye, Norman aye, Dunard aye, Jones aye, Horner aye, Grimstead aye.

City Attorney Granneman advised on Legal matters.

Alderman Detert made a motion, seconded by Alderman Dunard to Go Out of Closed Session. Vote: Detert aye, Dunard aye, Jones aye, Horner aye, Grimstead aye, Norman aye.

Alderman Norman made a motion, seconded by Alderman Detert to Adjourn the meeting. Vote: Norman aye, Detert aye, Grimstead aye, Horner aye, Dunard aye, Jones aye. The meeting adjourned at 8:00 p.m.

ATTEST:

City Clerk

Mayor Ron Sconce

*Approved on Consent Agenda