

**City of Troy, Missouri**  
**Budget Workshop**  
**Tuesday, June 21, 2022**  
**6:30 P.M.**

Present for the Budget Workshop were Aldermen Dennis Detert, Steve Jones, David Norman, Harold Horner, Rachel Dunard, and Mayor Ron Sconce. Alderman Guy Grimstead was absent. Also present were Police Chief Jeff Taylor, Assistant Police Chief Dustyn Tienter, Building Official David Lindsey, Public Works Superintendent Jeff Burkemper, Parks Director Ryan Howell, Treasurer Linda Flinn, and City Clerk Tonya Hawkins.

Mayor Sconce called the Budget Workshop to order, announced a quorum present, and led in the pledge of allegiance.

Mayor Sconce explained the purpose of the workshop is to hammer out final details of the FY23 budget.

Treasurer Flinn informed the board that Alderman Grimstead is requesting \$8,280 in the FY23 budget for sound mitigation in the board room. Alderman Norman asked if Alderman Grimstead must obtain bids. Treasurer Flinn said Alderman Grimstead would need to obtain three bids prior to purchase. She clarified that the \$8,280 figure was an estimate for budgeting purposes. Mayor Sconce asked if anyone had any objections to Alderman Grimstead's request. Alderman Detert said there are better uses for the money. Alderman Dunard said she finds it difficult to proceed when the amount has doubled from what Alderman Grimstead requested and received for sound mitigation purposes the previous budget year. Alderman Norman said he was also not in favor of the request.

Alderman Dunard yielded the floor to Assistant Police Chief Tienter to explain his proposed salary plan for police department personnel. Mayor Sconce expressed that budget conversations should be limited to aldermen and department heads. He noted that such a request should have been included in department heads' budget requests, which were due April 1.

Police Chief Taylor said he could explain the proposal, but he asked that Assistant Chief Tienter be allowed to explain it because Assistant Chief Tienter researched the proposal. He said Alderman Dunard asked the department to present a proposal. Assistant Chief Tienter explained that he was deployed on active military duty when Evergreen Solutions started a comprehensive compensation study for the City of Troy in April 2021. He said he recently researched starting salaries for other cities. He said the City of Troy has lost ten police officers to nearby agencies because Troy is not competitive. He presented plans with three options to increase steps for police officers, detectives, sergeants, and lieutenants. He compared Troy's salaries for these positions to Lake Saint Louis, Wentzville, St. Charles City, St. Charles County, and Moscow Mills. Assistant Chief Tienter said he wouldn't be doing the right thing if he did not say something about the compensation study in relation to surrounding entities that pay more.

Chief Taylor said he would be willing to eliminate two patrol vehicles from the FY23 budget to increase salaries more aggressively. He said he is concerned about officers having to work two or three extra jobs to make ends meet. Assistant Chief Tienter said the department is having a difficult time getting candidates because of pay.

Mayor Sconce explained the Troy Police Department's last two hires came from the Moscow Mills Police Department.

City Clerk Hawkins, who was Human Resources Generalist at the time of the compensation study, explained that arbitrarily increasing steps for certain positions could harm the integrity of the compensation study and cause the same compression issues the city is currently experiencing. She expressed that the entire study would have to be reevaluated but that the contract with Evergreen ran out soon after aldermen voted to table the compensation recommendations in August 2021. City Clerk Hawkins explained that Evergreen consultants presented options to bring all employees to market rate more aggressively. However, the firm was challenged with providing solutions in consideration of the City of Troy's budget, she said.

Alderman Horner questioned how many officers would leave if the proposed police department step increases were not approved. He expressed concern about retention.

Alderman Detert discussed the president's stance on policing and said police officers are important. He said he saw more employees from other departments in the audience. He quoted former Troy Alderman Dane Colbert, who said that if employees did not like it, they could leave. City Clerk Hawkins expressed that all City of Troy positions are important. Building Official Lindsey asked Aldermen Detert if we were going to behave as professionals.

Building Official Lindsey said Alderman Detert asked building department staff to research salaries at other municipalities. He asked how such comparisons could be made as Troy inspectors perform multiple jobs that are divided among several people at other municipalities. Building Official Lindsey said Alderman Detert told him he and Alderman Dunard would follow up with Building Official Lindsey, but the follow up did not occur.

Alderman Dunard asked other department leaders if they want to put together a compensation proposal for their departments. Treasurer Flinn said she trusted the Evergreen study. City Clerk Hawkins said she, too, trusted Evergreen consultants.

The meeting adjourned at 7:53 p.m.

ATTEST:

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City Clerk

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Mayor Sconce

\*Approved on Consent Agenda