

**CITY OF BELLEFONTAINE NEIGHBORS
BOARD OF ALDERMEN SPECIAL MEETING MINUTES
May 30, 2019**

MEETING WAS CALLED TO ORDER BY Mayor Tommie Pierson, Sr., at 7:10 p.m. Copies of all ordinances and resolutions to be considered at the meeting were made available for public inspection prior to the time of consideration by the Board of Aldermen.

PLEDGE OF ALLEGIANCE TO THE FLAG was led Mayor Pierson.

PRESENT: Mayor Tommie Pierson, Attorney Kevin O'Keefe, Chief Jeremy Ihler, City Clerk Deni Donovan, Alderwoman Barbara West, Alderman Don Merz, Alderman John Jordan, Alderman Jim Christian, Alderwoman Alease Dailes, and Alderwoman Miranda Avant-Elliott.

ABSENT: Alderwoman Dinah Tatman, Alderwoman Theresa Reed

APPROVAL OF THE AGENDA: Alderwoman Avant-Elliott made a motion to amend the Agenda to include the unapproved May 22, 2019, Minutes of the Board of Aldermen and go into closed session after this meeting, seconded by Alderman Merz. Motion carries.

Alderman Jordan made a motion to into a closed session immediately per Section 610.021(9) to discuss negotiations with employee groups, seconded by Alderwoman Dailes. **Upon the roll being called the votes were cast as follows:** Alderwoman Avant-Elliott; yes; Alderwoman Dailes, yes; Alderman Christian, yes; Alderman Merz, yes; Alderwoman West, yes; and Alderman Jordan, yes. Motion carries

At 7:14 p.m. the Board went into closed session.

The members returned from the closed session at 7:36.

Chief Ihler gave an update on the flooding and traffic issues the city may face. If flooding does happen, St. Louis County Emergency Management will help with organizing sandbagging sites. City Hall will be the staging site.

PRESENTATION OF THE UNAPPROVED MINUTES: Alderwoman Avant-Elliott moved for approval of the May 22, 2019, Minutes of the Board of Aldermen Meeting, seconded by Alderwoman Dailes. Motion carried.

PUBLIC COMMENTS DURING THE MEETING

WANDA LANE, 99XX MARTINGALE DRIVE: She commented on the St. Louis project on Bellefontaine Road. Skill sets of the person applying for the position of City Clerk. Following the statutes.

MARCIE GOODEN, 94XX DUENKE DRIVE: Several questions and issues were discussed with Ms. Gooden and the Board as to the proper way of hiring someone such as job description; essential duties; responsibility of the salary; pay on experience vs. education; cost of living adjustment; and length of time the salary is set.

PEG WARNUSZ, 100XX CRETE DRIVE: Agreed that the job posting should list the detailed job description.

There was a discussion as to whether the City Clerk is locked in to a 4-year contract as to the salary. Mayor Pierson read portions of Bill No. 2431.1 regarding the pay for City Clerk which states, *“the Board of Aldermen of the City of Bellefontaine Neighbors, Missouri, believes it is appropriate from time to time to re-examine the compensation paid to city employees and adjust compensation to reflect performance, market influence and other factors in order to attract and retain highly qualified and dedicated personnel to deliver services to the residents of the City”.*

The following topics were brought up regarding the City Clerk’s position:

- Should there be a step plan for the Department Heads vs. a matrix?
- Should a Step Plan be prepared?
- Experience vs. education;
- Hiring and training;
- The salary is fixed by Ordinance;
- It was suggested to keep the current salary with a cap of \$52,000;
- Comments regarding the jobs done by the City Clerk – detailed duties;
- What is the process to hire a City Clerk? Mayor vs. Board of Aldermen?
- What has happened in the past;
- The interview process needs to begin;
- Negotiate the salary with the market conditions in mind;
- Discuss the Parks & Rec Director’s salary at the next meeting;
- Let the Mayor recommend and bring to the Board for approval;
- Which Board members would like to sit in the interview session? Mayor Pierson said he didn’t care who or how many were in the interview.
- Mayor Pierson will proceed with the interviews.

Alderman Merz made a motion to pay the City Clerk from the current salary with a cap of \$52,000, and have the Mayor recommend an applicant with approval from the Board of Aldermen.

There was a question as to whether a motion needs to be made.

Alderwoman Avant-Elliott made a motion to adjourn, seconded by Alderman Jordan.

MEETING ADJOURNED: Meeting adjourned at 8:40 p.m.

Deni Donovan
Deni Donovan, City Clerk

Approved by the Board of Aldermen on June 6, 2019.