



CITY OF FLORISSANT
BUDGET MINUTES
NOVEMBER 2ND, 2017



The City Council met on Thursday, November 2nd, 2017 for a budget work session on the FY 2017-18 proposed budget at 6:30 pm in the Council Chambers at 955 rue St. Francois. Council members in attendance included: Lee, Jones, Siam, Schildroth, Caputa, Pagano, Henke, Eagan, and Parson. Also in attendance were Mayor Thomas P. Schneider, Director of Finance Randy McDaniel, and City Clerk Karen Goodwin. Council President Pagano stated that a quorum was present and the meeting was brought to order.

Police Department

Chief Lowery, Major Fagan.

Councilman Jones commented on the St. Louis County Proposition P plans. Chief Lowery stated that they have been looking at the numbers for St. Louis County to see where Florissant stands. Major Fagan explained the St. Louis County plan. He presented pay comparisons between St. Louis County and Florissant. Councilman Eagan is concerned with cross over of pay scales with higher ranking officers making less than a patrolman.

Major Fagan said that they are proposing an additional 2% increase in the pay scale. He gave an example of the new pay levels.

Councilman Eagan asked for the proposal for eliminating the overtime for the Lieutenants. They would increase the Lieutenants 7% after all of the increases to adjust for the loss of overtime.

***Councilman Eagan moved to approve the proposal for the new pay plan for the police department, seconded by Henke. Discussion: Councilwoman Pagano asked if it would be beneficial to increase the steps. Major Fagan stated that they discussed this issue and decided that they feel it is more appealing to keep it at 11 steps. Councilman Lee clarified some comparisons with the St. Louis County pay scale. Councilman Caputa asked about the benefits in St. Louis County compared to Florissant. Chief Lowery stated that they have defined benefit and it is better than Florissant's. He feels that the employees who get 8% may struggle to be able to retire. He feels that overall their benefits are better than Florissant's. Councilman Parson stated that he does not want to get into a back and forth with St. Louis County. Major Fagan stated that the scale presented does include moving the Lieutenants to salary. On voice vote the motion carried unanimously.

***Councilman Lee introduced a proposal to add \$45,000 for the purchase of a drone out of proposition P Funds. Council discussed training. Councilman Eagan stated that he is not in

favor of using drones. He feels that governmental entities could get in trouble, he is concerned about legalities. Chief Lowery stated that he is concerned about the justice center and the budget. He is willing to give up some things they have asked for to make sure they have a functional Police facility at the justice center. Chief Lowery stated that he was presented with a list from Mr. Lum that stated that some of the furnishing items and IT equipment needed to be sacrificed. Councilman Henke asked about other police departments and the use of the drones. The list of justice center expenses was presented. Councilman Parson asked if there is a difference between using a drone and a helicopter.

Break 7:05

Justice center

Council President Pagano gave a brief history of the numbers for the justice center. She asked for the total for the bond. Mr. McDaniel answered 4.2 million. Chief Lowery stated that he is the one that asked for the items that were removed from the Justice Center budget to be paid for out of Prop P Funds. Council discussed the changes to the budget for the justice center renovations. Councilman Eagan stated that he feels that it is legitimate to spend prop p money on the justice center. Councilwoman Pagano is frustrated with getting numbers at the last minute. She feels the council should be getting more information on the progress of the justice center. She is frustrated that she feels the council cannot understand the budget the way it is presented.

Councilwoman Pagano addressed the employees and stated that the council is trying to save the employees jobs and will not be taking away healthcare.

Councilman Lee stated that he appreciates Mr. McDaniel's frankness every year. He is concerned with using the reserves until they are gone. The city does not want employees to loose jobs.

Mr. McDaniel stated that what the Mayor is trying to do is maintain the services that have been provided for years. The revenue sources are changing through no fault of our own. General revenue fund is declining. The Prop P money was an opportunity to help the fund but the Council does not want to do that. He stated that they need to look at cutting 1 million out of the budget to be sustainable. The city needs to look at programs but also look at resources that we have and use them the best we can.

Councilman Caputa stated that using the money for expenses other than police is why people didn't want to vote for prop P. He stated that they promised the residents that these funds would only be used for police and public safety.

Councilman Schildroth stated that the budget process is by far the most difficult part of the Council's job. He made a statement regarding budget difficulties. He is puzzled as to why the employees are at the budget meeting. This council has not discussed layoffs or reduction of benefits.

Councilman Caputa discussed the council's efforts to have work sessions to discuss budget issues.

Councilman Jones stated that they campaigned on the fact that the prop p funds will only go to police and public safety. He has not lied to his residents and will not.

Councilman Lee discussed the budget that was submitted to the council. Over the past years the city has increased spending every year.

Mr. McDaniel presented a list of services the city offers that may need to be looked at in the future. He stated that the retirement incentives are issues to look at but they do not come close to solving the issue. If you take the police department off of the table that is half of the budget becomes a problem. Mayor stated that what Mr. McDaniel presented was not a proposal; it is an answer to the question the council asked. The proposed budget is what they submitted and stand behind.

Councilman Eagan stated he wants to spend the Prop P money right as well but feels does not want to let the rest of the city go.

Councilwoman Pagano stated that she is ok with funds being spent for public safety. She said there is a trust issue.

Councilman Henke agreed with Councilman Eagan and stated that one of the big problems is the drop off of the revenues. He feels that the city needs to look into increase revenues.

Councilman Lee stated that he understands that the revenues have reduced but feels that the expenditures need to be reduced.

Councilman Henke moved to adjourn, seconded by Eagan, discussion. Councilman Eagan stated that when tensions are high nothing is achieved. Councilwoman Pagano asked how the issues get resolved if the council does not continue to discuss them. Councilman Eagan withdrew his motion.

Councilman Parson stated that they left the last meeting with the request that departments come with a 10 % reduction. He stated that they have not seen that to this point. He also stated that if expenses are strictly used for the police department then it could be put in Prop P.

Councilman Henke stated that he agrees that the departments need to come back with reductions and come back with a proposal. He feels that this cannot be finished tonight because they do not have the recommendations from the departments.

Councilman Parson stated that he feels that the insurance should be put back into the prop P again.

***Councilman Lee moved to remove the \$25,000 in overtime for the police department, seconded by Parson, discussion: On voice vote the motion carried unanimously.

***Councilman Parson moved to move the insurance and the telephone service expenses to prop p funds, seconded by Henke, discussion: Henke would like to hear from the department heads first. Councilman Eagan asked what will the city pay with Prop P and what will they not. Councilman Lee stated that his opinion is anything new in the police department qualifies. Mayor Schneider stated that it is not a one year thing; it maintains a sustainable budget for the future. Councilman Caputa stated that street lights should be considered public safety. Councilman Lee stated that there is not enough money in Prop P with the recent changes. Councilman Parson withdrew his motion to obtain additional information regarding available funds.

Council President Pagano stated that they needed to set a date for another meeting. After some discussion it was decided that the next meeting would be scheduled for November 15, 6pm.

Break, resumed at 8:50pm.

**Councilman Lee stated that they talked about the Senior Department. He discussed the bus trips and the cost to the city. He suggested offsetting some of the costs of running the busses by adding or increasing fees. He stated that he does not have the numbers of ridership. Council discussed the use of the busses on Sunday. He would like to get the numbers for the trips and usage

Retirement incentive.

Councilman Lee explained his proposal. 2 options (See Attached). Councilwoman Pagano asked about dependent coverage. Councilman Lee answered that the proposal is just for employee coverage, not dependent. Councilwoman Pagano sated that in no way is the council trying to tell someone to retire. Councilman Lee moved to implement the retirement proposal, seconded by Jones, On roll call the council voted as follows: Lee-yes, Jones-yes, Siam-yes, Schildroth-yes, Caputa-yes, Pagano-yes, Henke-yes, Eagan-yes, Parson-yes. Motion carried unanimously.

Councilman Jones discussed the Community Development program. It costs the city \$200,000 to give \$100,000 to the residents. Mayor Schneider stated that the office does more than community development. There is a housing component and a volunteer coordinator to help residents who need assistance. We are the only city that has our own community development and that could change if we go below 50,000. Council discussed the benefits of the program and the future of the funding.

Councilman Lee stated that he would like the mayor to ask the department heads to propose cuts and asked if he would share that information prior to the next budget meeting so they could review it.

Mayor continued to explain the functions of the Housing and Community Development Office.

Councilman Jones stated that he sends people to the community development office and does not want to take a way services but they need to make tough decisions.

Councilman Lee asked the Mayor for his response to the exempt employee issue. Mayor Schneider stated that he sent something to them in email. Councilman Eagan stated that he would like to see the salary committee meet to come up with a plan. He would like to meet with impacted employees. Councilman Eagan stated that the practice of paying exempt employees overtime has been that way for many years. He feels they need a plan to start to move away from this practice. Councilwoman Pagano stated that she would like Councilman Lee to have input on the salary committee.

Councilwoman Pagano added Councilman Lee to the salary committee and referred the exempt employee issue to the salary committee.

Councilman Caputa asked about the Economic Development Director. He asked if there are any benefits that goes with the position. He asked about the car and the mayor said that he would keep the vehicle unless the council directed him otherwise. Councilman Lee moved that they extend the opportunity for Mr Russell if he is eligible to take advantage of the early retirement, seconded by Parson, on roll call the council voted as follows: Lee-yes, Jones-yes, Siam-yes, Schildroth-yes, Caputa-yes, Pagano-yes, Henke-yes, Eagan-yes, Parson-yes. Motion carried unanimously.

Mayor stated that he is willing to adhere to the will of the council regarding the Economic developer's car. Council discussed the branded city vehicles.

Mr. McDaniel called the councils attention to the A&R department. He presented a projected revenue and asked the council to let them know what they they would like to spend it on. This item was referred to the A&R Committee.

Councilman Lee made a closing statement. He thinks that the emotions are indicative of how much everyone cares about the city.

There being no further business to discuss, Councilman Parson moved to adjourn meeting, seconded by Eagan. Meeting adjourned at 9:53 pm.

Karen Goodwin
City Clerk

***Motions made