

CITY OF FRONTENAC



MINUTES OF THE CITY OF FRONTENAC BOARD OF ALDERPERSONS WEDNESDAY, SEPTEMBER 25, 2024

The September 25, 2024 the regular meeting of the Board of Alderpersons of the City of Frontenac was called to order at 5:00 p.m. with Kate Hatfield, presiding.

The Alderpersons present were Pat Kilker, Meg Mannion, Scott Mullis, Jamie Griesedieck, Tom O'Brien and Dan Millman.

Also, in attendance was City Attorney Kevin O'Keefe, Interim City Administrator/City Clerk, Leesa Ross; Police Chief, Mark Guttman; Fire Chief, Floyd Blake; Police Captain Craig Picha; Assistant Fire Chief, Kevin Halloran; Public Works Director, Jeff Wappelhorst; Finance Officer, Lea Ann Bennett; Building Commissioner, David Fairgrieve and Administrative Clerk, Shari Cooper.

The Pledge of Allegiance was stated.

MOTION TO APPROVE THE AMENDED AGENDA

Amended tonight's agenda as follows:

- Remove the August notes from the Ways & Means Committee from the Reports of Officers and Committees Approved Minutes.
- Remove the August finance report under City Staff Reports.
- Remove #6, Bill #2024-2097 under New Business.
- Move E. 1. Setting of City of Frontenac tax rate for 2024 to immediately follow the Public Hearing.

Mayor Hatfield asked for a motion to approve tonight's amended agenda.

MOTION: Alderperson Mannion made a motion and Alderperson Mullis made a second to approve the agenda. All Alderpersons presented voted "Aye". The vote was unanimous. **MOTION PASSED.**

PUBLIC HEARING:

Mayor Hatfield stated she has had several calls and emails about the State and County legislation freezing property taxes for those 62 and over. The applications are due by June of 2025 and are on the

County website under the Department of Revenue. While many support providing property tax relief to seniors, there is a lot of concern about preserving voter-approved funding for schools, fire districts and departments, paramedics and ambulances and other city services. It is not clear how this will play out in the future, but we will do our best to keep you informed as this plays out. As the property tax rate is set now, and as a result of the limits imposed by the Hancock Amendment, the city does not automatically receive more revenue when your property is assessed at a higher value.

Right now, the maximum approved by Frontenac residents is set at \$1.00 per \$100 assessed valuation and the tax rate for residential and commercial is less than this as a result of the application of the Hancock Amendment.

Any comments related to the Public Hearing?

Mayor Hatfield closed the Public Hearing and opened the Board of Alderman meeting.

Mayor Hatfield asked for a reading of Bill No. 2024-2096.

Bill No. 2024-2096: An ordinance to confirm, ratify and approve the rate of tax to be assessed and collected for each One Hundred Dollars (\$100) of assessed valuation for the year 2024 for general municipal purposes.

MOTION: Alderperson Kilker made a motion and Alderperson Mullis seconded for a second reading of Bill No. 2024-2096. All Alderpersons present voted “Aye”. The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

Mayor Hatfield asked for a second reading of Bill No. 2024-2096.

Bill No. 2024-2096: An ordinance to confirm, ratify and approve the rate of tax to be assessed and collected for each One Hundred Dollars (\$100) of assessed valuation for the year 2024 for general municipal purposes.

Mayor Hatfield asked for a motion to approve Bill No. 2024-2096.

MOTION: Alderperson Millman made a motion and Alderperson O’Brien seconded approval of Bill No. 2024-2096.

Mayor Hatfield asked Ms. Cooper to poll the Board.

ROLL CALL VOTE: Alderperson Kilker, “Aye”; Alderperson Mannion, “Aye”; Alderperson Mullis, “Aye”; Alderperson Griesedieck, “Aye”; Alderperson O’Brien, “Aye”; and Alderperson Millman, “Aye”. The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

MAYOR’S COMMENTS, REPORTS, APPOINTMENTS

No comments were made.

COMMENTS – BOARD OF ALDERMEN

No comments were made at this time.

REPORTS OF OFFICERS AND COMMITTEES AND APPROVED MINUTES:

1. Planning & Zoning CommissionNone
2. Ways & Means Committee:August, 2024 (changes needed)
3. Public Works Commission:.....None
4. Building Permit Report:.....July and August, 2024

CITY STAFF REPORTS:

City Clerk / Interim City Administrator Report:

Ms. Ross stated that the Frontenac Festival will be on Friday, October 11, 2024 from 5PM – 8PM here at the Municipal Complex. The City’s new website is a couple of weeks out from launch. We still need additional training for the staff.

Plaza Frontenac is almost fully occupied except for the former Cardwells space. The movie theatre is being renovated and will close one theatre at a time. The City was approached for a kiosk at the front entrance of the plaza but it was turned down due to building code regulations.

There has been an emergency road repair on Geyer Road near Timberwyck which Mr. Wappelhorst found. The City received a quote from Ideal Landscape of \$15,750. The work started today and should last another two days. The City will continue with the scarecrow festival. The former owner of Frontenac Racquetball Club has three sets of properties on sale.

Finance Report:

Nothing at this time.

CONSENT AGENDA:

1. **Minutes** of July 16, August 14 and August 29, 2024, Board of Alderpersons meetings.
2. **Warrant List:** June 28 – August 31, 2024
3. **Resolution No. 2024-575:** A resolution of the City of Frontenac, Missouri, adopting the 2025-2030 St. Louis Regional Hazard Mitigation Plan.

MOTION: Alderperson Griesedieck made a motion and Alderperson Mannion made a second to approve the consent agenda.

Mayor Hatfield asked Ms. Cooper for a roll call of the Board of Alderpersons.

ROLL CALL VOTE: Alderperson Mannion, “Aye”; Alderperson Mullis, “Aye”; Alderperson Griesedieck, “Aye”; Alderperson O’Brien, “Aye”; Alderperson Millman, “Aye”; and Alderperson Kilker, “Aye”. The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

UNFINISHED BUSINESS:

1. Discussion of the City Administrator position

The Mayor stated that she wanted to thank the many residents who have helped her personally over the last five-plus years by sharing your thoughts, concerns, recommendations and ideas, including your time to support resolving barriers around retaining a full-time qualified city administrator.

She stated that this is a particularly significant issue given the two largest infrastructure projects, which have current grant revenue at risk, claw back provisions, and risks to our ability to secure future grant revenue. How internal and external applicants are treated in this process is also significant.

The position has been vacant since April. After an extensive process with references from multiple respected sources, it is not reasonable to question the integrity of an applicant who, in the process of good faith negotiations, asks for market-competitive compensation similar to his current compensation which shows a 6-month severance package and benefits through the first year, 8 months through the second year and 12 months after this. Ending negotiations based on “uncomfortable or funny feelings is not reasonable.

While we are fortunate that both Leesa and Shari have stepped up on an interim basis, it is unreasonable for them to continue in interim roles indefinitely. As valuable as Leesa is in the City Clerk role, it is unfair to her and a risk to our city to expect her to continue in the role of Interim City Administrator without support for the education and training defined by management employees and the Board of Aldermen in the decision matrix as necessary for success in the role of Frontenac’s City Administrator.

Resident Speakers:

- Rita Diekemper, 41 Portland Drive

Ms. Diekemper stated that she is here to encourage the Board of Alderpersons to vote on one of the resolutions being presented. It is her understanding a City Administrator candidate was selected and unanimously voted upon by a committee of citizens and Frontenac staff. We either need to make an offer to the selected candidate or reopen the hiring process to internal and external candidates and have this overseen by a professional search recruitment firm. This is important for moving forward with the proposal and as a matter of professional government and transparency in hiring the best manager that our wonderful City deserves and expects.

- Margot Martin, 10431 Arthur Place (Read the statement attached)

- Kim Tompras, 994 Chapel Oaks Road

Ms. Tompras stated she would like to echo the statement of the first resident and ask the Board of Aldermen and Mayor to agree to restart the process of hiring a City Administrator. She stated she was one of the residents who participated in the resume reviews. The matrix that was used for all of the candidates was agreed to in advance. She does not understand what transpired but it is very important we fill this position. It is very important that we look at the candidates that spent time with us and negotiated in good faith. She thinks it is time to move forward and look at the candidates again and look at how highly they were evaluated and get this position filled.

- Steven Dallman, 35 Lynnbrook Road

Mr. Dallman stated Leesa Ross has been a very valuable employee and has gone well above and beyond the duties and responsibilities and I don't think anyone can take that away from her or the way she has supported the City. He stated that what is in front of us now is a professional position, it is the number one position in our entire community. Our community deserves the highest level of professionalism, capability, cross-functioning and leadership they can provide. Not only for the administration purposes but to serve the individuals of our community. The emotional decision would be to honor someone who has been committed to the City but the professional decision can be a disservice to Ms. Ross, if she doesn't have the certifications, qualifications and if she does fall or stumble in any measure of the position it would not be fair to her. He suggests Ms. Ross continue her career within the City of Frontenac and continue to advance her certifications and qualifications and if this position or any other position becomes available similar to it. The professional decision really should be to get the highest-level candidate. He understands that there has been a selection process already conducted and I feel we are conflicted emotionally. Our expectations as property owners and citizens of Frontenac, as we make the right business decision because that is what it is.

- Julie Ferrie, 11 Geyer Wood Lane

Ms. Ferrie thanked the Alderpersons and the Mayor for their service to the City of Frontenac and she stated she couldn't agree with the person who proceeded her and he put it as well as anyone could have. Our City deserves and needs a City Administrator. There are too many projects going on and she lives off Geyer Road and every day she is always stopped in traffic. Very thankful the City has taken on the infrastructure project and it is important work but there is more work to be done, like our sidewalks down Geyer Road. And to continue with all these projects we need a highly qualified City Administrator and to leave that position vacant is not fair to the citizens of Frontenac. We are very lucky to live in an amazing and beautiful City. See no reason why we are having any dispute on filling this position and hopes that we will all come together and hire the candidate before us or quickly resolving the situation by opening up a search and finding a qualified candidate.

- Connie Burkhardt, 12 Huntleigh Downs

Ms. Burkhardt would like to agree with what has already been said. It's not just unfair to the residents of Frontenac but the developers, all the MSD projects present and future and risk of fall backs. Implore you all to move past this and if need be getting a mediator to help. Whatever is going on here I have been trusting that everyone will do the right thing. Come to a decision that will serve us all well.

Mayor Hatfield stated that she had received at her residence and has submitted to Ms. Ross signed petitions from Stonington, Portland, High Meadow, Conwyck Lane, Spoede, Jaccard, Outer Ladue, Countryside Lane, West Geyer Lane, and Frontenac Woods Lane subdivisions. Total signatures are 38.

- Matthew Cerretti, 1 Clayton Downs

Mr. Cerretti stated that he is disappointed in the Board and how unprofessional the City is proceeding without a City Manager. He implored the Board to find a solution whether it is in-house, out of house or someone we have already interviewed or identified. He requested that the Board please do their jobs for the City.

- Robert Dunaway, 24 Portland Drive

Mr. Dunaway fully supports the Mayor's proposal with three alternatives to get this situation resolved. He requested that someone on the Board tell the citizens why they have opposed this process.

- Carol Watkins, 2815 Stonington Place

Mrs. Watkins stated that she was part of the first City Administrator hiring process when the City hired Scott Schaefer. It was a matrix system and it was really awesome. It was a great time to be a resident of Frontenac. On the last day we all convened and who ever had the most points was selected. Ms. Watkins doesn't understand that she heard someone was selected but there were people saying that they have "funny feelings" in regards to the candidate. This should have been caboched and gone nowhere. She is very disappointed in that outcome.

- Greg Diekemper, 41 Portland Drive

Mr. Diekemper stated the bottom line is to ask the Board to hire the person that was recommended by the search committee. It is his understanding that this person is still available for hire. The process that was gone through by this committee to select and vet this person was extensive, objective, professional and you asked a committee to take on a task, you agreed on the process, the committee does a lot of work and comes to an objective conclusion. I've never seen a recommendation that wasn't followed. He understands that there have been some suggestive reasons which have been discussed this evening of why this person hasn't been hired but makes no sense and lacks professionalism, courtesy, diplomacy, transparency and accountability. Strongly again, recommends to hire the person that was recommended by the committee. In regards to Leesa, he enjoyed the write-up in the newsletter and she obviously is a great employee and have accomplished a lot and no disrespect but she doesn't have the experience objectively or the credentials to do the job as City Administrator. His recommendation strongly is to hire the person recommended by the committee and if you can't come to that conclusion then re-open the search.

- Kris Anderson, 3 Outer Ladue Drive

Mr. Anderson stated he is a 36-year resident of the City of Frontenac. He is a member of the Architectural Review Board and various committees over the years. He has participated in city councils all over the United States with groups getting things accomplished. He has had the experience here in the last six months with a lot of people in this room including the Mayor, Ms. Ross and some of the Alderpersons

relative to some issues that are once in a lifetime issues for Frontenac. He has experienced contention that makes no sense. He stated that the Board is to be accountable to the residents and the only choice we have is to vote you in or vote you out. Here we are. He has seen things get stonewalled and we have a major decision in the City Manager position which is very important and we can't screw up these major deals. There is a lot of government monies around right now that is available to municipalities and we need to take advantage of that. We need to be able to be in the position to take advantage of that for many years to come. Mr. Anderson is requesting get over what ever is going on within this Board. He stated that Ms. Ross is a great person and it isn't fair to her to have this duty just before she retires. And for the City to go through this process all over again in two or three years. He stated there are some good candidates out there and the one that has been approved in the past. We need it and need it now.

- Richard Pearce, 2106 North Geyer Road

Mr. Pearce stated he doesn't know the background of all of this because he just got into town. But he thinks its silly to set up a committee, set up guidelines to select somebody and unanimous vote on that committee and don't follow through on it. If you want people on committees then set up guidelines that are correct and set up and agree with the committee or have ample answers as to why you disagree.

- Jorge Sanchez, 10420 Arthur Place

Mr. Sanchez stated a lot has been said and he won't repeat. But one thing, he is a business owner, and one thing consistently is to hire or fire people for cause. If he finds a candidate for a job I am offering and that person proves through scrutiny to be the best then they are hired. If the person is not doing the job then they will be fired. The only reason he has heard so far is that there was a funny feeling as to why this person was not hired. We have a lot of intelligent people in front of us this evening but you have to do the right thing and no company would accept the reasons given for not hiring the most qualified candidate.

The Mayor read a letter from Burt and Carol Corley of 40 Portland Drive.

Alderman Kilker stated he would like to give his perspective on things. He stated the Board was concerned over an email from the Mayor. Alderman Kilker expressed that if he was armed with the information that was presented in the email, he would have been upset too. Looking at all the information provided there were risk, claw backs, danger of \$18 million dollars at risk, and \$1.2 million dollars that was miscommunication that was cited. This was sent to 28 people including someone in his ward and was forwarded to him and he sent it on to the Board. The Mayor did not include the Alderpersons in this email. He stated it was interesting to see the way the City status is communicated. He thinks there was a lot of miscommunication that the City is at risk.

Alderman Kilker stated he would like to point out that this is Ms. Ross' third time acting as interim administrator and she is being compensated for that because we respect the job she is doing. We have heard all about Ms. Ross this evening and she does a great job. She has also been recognized as Missouri's Outstanding City Clerk of the Year for 2024. He stated that Ms. Ross, being the City Clerk, deals with every document within the City, retention and security of all of those documents. She is aware about everything that is in dealings with the City. The City Administrator is our CEO and all of our department heads report to that position. We are very lucky that when Ms. Ross is unavailable we have

Chief Mark Guttman whom has 34 years with the City as her back-up. Chief Guttman's back-up is Captain Picha and he has been with the City for over 30 years, so the Police Department is in great shape. The Fire Department has Chief Floyd Blake and Assistant Chief Kevin Halloran and they do an excellent job and we benefit from this because our ISO rating is two (2), top tier elite, best of the best. Director of Public Works, Jeff Wappelhorst has been here for 20 years. Mr. Wappelhorst works with multiple major engineering companies and we have a commission that is very active. Alderperson Kilker stated he has been on the committee for eight years. He stated that we could thank Mayor Margot Martin who started the process for Geyer Road in 2018. He also included our Finance Officer, Lea Ann Bennett who is a CPA. We hired Ms. Bennett away from our auditors 10 years ago. Last year we received an award regarding our finances, so they are in order. The City is trending exactly where we thought we would be on our budget. He would like to have everyone take the "gloom and doom" of our City off the table.

As far as the email, Alderman Kilker stated that there were five attachments and two included information regarding the candidates including how they rated on the matrix, comments that people had made about them, some negative and some judging their trustworthiness. Those are closed records and should have never been sent out of this City Hall. It was a violation of our ordinance. Also included in that email was correspondence between our attorney which is also client privilege information which should not have been shared. The process had us concerned. The word gets out, if you are a good place to work people know it and if not, people know that as well.

President of the Board, Dan Millman stated that we will be talking about an executive search firm and it is not the case that the Board has voted that down. The Board authorized the RFP process and we are going to discuss it tonight. Alderman Millman stated the Department Heads were not as involved as they were on the last interview process. He stated he would like to go through the actual week and some of the comments that were made.

Alderman Millman stated that on Tuesday, June 18, 2024 the Board of Aldermen met in Executive Session and we were unanimously in favor of hiring one candidate. Subsequent to that meeting, various Board of Aldermen members had interactions with numerous Frontenac employees, Department Heads and others about our lead candidate. Much like many industries, government employees know each other very well and are very tight niche. We heard some very negative feedback about our lead candidate from city employees and how he treats his subordinates and potential damage this could cause Frontenac. Alderman Millman reiterated that we don't have a good staff or a great staff, we have an excellent staff and part of the CEO we would not have anyone in that position jeopardize that staff for one position.

The majority of our reference checks, majority not all, came from people that he reported to. There was one negative feedback that was addressed and vetted out. It came clear to several of our Board Members that our lead candidate was not exactly whom he seemed. Alderman Millman stated that some people are very good at interviewing and some are very good at managing others. It came to us that this person was going to be detrimental to Frontenac not an improvement. That was our opinion based on feedback and hard evidence from people giving specific examples.

The morning of Friday, June 21, 2024, Alderman Millman had a ten-minute conversation with the Mayor to express what the Board of Aldermen had learned in regards to the candidate's behavior that he may not be a good fit for Frontenac. The agenda for hiring that person was supposed to go out later that day and Alderman Millman asked the Mayor to hold off publishing the agenda until she could speak with the other members at Jim McClain's retirement lunch that same day. The Mayor and I discussed the things and in Alderman Millman's opinion she was not going to stop the process based on the feedback. She had heard some of the feedback and had explanations for it. She had shared with the Board some of the feedback that we had learned from the Fire Department specifically and she felt it was vetted to her satisfaction, that was her opinion. Alderman Millman reiterated our concerns and expressed we do not have the votes for the approval, but the process moved forward.

As the result of the feedback, the majority of the Board voted not to hire the lead candidate. The decision was based on hard feedback from people we have known and trusted for years as opposed to an hour interview or a resume. These people run the City, we do not. We oversee, give guidance and we make sure that our tax dollars get spent correctly, but the people around the perimeter of this room run the City and make it happen and are amazing. It was not a funny feeling, it was a business decision. As the former Mayor Martin pointed out, our talent pool has dwindled. What the Board did is they did not address the question is this candidate the most qualified applicant for the CA position. Alderman Millman stated this is the wrong question. The correct question is this candidate worthy and qualified to be the City Administrator of Frontenac. Alderman Millman's answer was no, due to the potential harm it could cause to the city employees, specifically by people we have trusted and known all these years. We absolutely agree with all the comments, and absolutely need a great city administrator. As was mentioned, we didn't feel any of these candidates were qualified.

Alderman Millman wanted to defer to the Mayor in regards to hiring and search firm process.

Mayor Hatfield stated that our process was vetted. When we went through the process to hire Scott Schaefer, the position was posted for an entire month and we posted it nationally and in multiple different sources, also posted locally and LinkedIn along with several social media sites. When Mr. Schaefer left we posted statewide and locally and on LinkedIn. We did not post nationally or on any other social media sites. At two weeks, we had 12 qualified applications, we pulled down the posting for the position, we scheduled a meeting and during that time we sent out the decision matrix. We shared feedback from the candidates that had applied and participated in the previous process. We had two people that were called by two Aldermen call their current employer. One was fired and they believe it was because of the call to their current employer. The other feedback is that they liked the decision matrix and liked the interview panel. Then we sent the decision matrix out to the Department Heads and the Board of Aldermen. Requested any and all feedback. She stated we did get some feedback stating that they didn't like being a part of the interview process.

Mayor Hatfield stated that previous Mayors told her that they never involved employees and that she should just recruit and maybe have one other person make the hiring decision in isolation. This was not the way she wanted to do it. In the end we had eight (8) people review the resumes and score them using the decision matrix that the leadership team of City of Frontenac employees and Board of

Aldermen unanimously agreed to. From that process two (2) candidates came out and interviews were scheduled with those two (2) candidates. Two (2) panels were set up for these in-person interviews.

Throughout the entire process the Mayor received multiple requests to share all the applications for all the candidates. Due to the previous process and complaints that the current employers of all the applicants had been called, we initially agreed to not share everyone's applications at any point in the process. We would only share information on a need to know basis in order to protect the applicants. Personal identification of all applicants was redacted and all resumes were shared with the Board of Aldermen. The only thing they could not see was the name, address, phone number and any personal identifying information of any of the applicants. A separate interview was set up for the remaining three Aldermen and those three did not use the decision matrix, so their scoring was not included.

We did have a unanimous agreement for the selected candidate. We reached out to multiple references. Ferguson being the most significant test to the people that he worked with. The references and decision matrix were shared with everyone. The decision matrix is public information. There is essentially nothing that we do within Frontenac City Hall that remains confidential at all times unless it is legal exchange with our City Attorney and even then, after a period of time becomes available by Sunshine Law Request. It was never a confidential document.

Everyone that participated received a blinded copy of all the results. Feedback was never identified by who said what. After the agreement, we did not meet again or talk to each other until the time of the vote and it was after the candidate was turned down that she spoke with Alderman Millman and in the next meeting that Alderman Millman agreed that he was uncomfortable feelings and would not suggest bringing it up for a second vote because he would vote against it. At no time, was she told that people in Dardenne Prairie had given him a bad reference or said he was a problem to work with.

Alderman Millman stated there were four (4) of us out of six (6) that didn't like the process. Anything to do with that process really was irrelevant, because at the end it was unanimous in favor of this person. Within the week, how did the Board go from a 6-0 to a 3-2 vote. It was numerous feedbacks and they were vehemently opposed to this person.

Alderman Millman stated that a lot of the municipal employees go to conferences and talk and know more about each other. I am going to take the word of someone that has worked with the City for over 15 years before an hour interview. It was not a funny feeling but hard evidence based on people I know and trust.

Alderman Griesedieck stated that we did come to Mayor about our reservations through Alderman Millman.

Alderman Millman stated what he heard in regards to the candidate was significantly unprofessional and not that they just didn't like him.

Alderman Mannion stated that she was in the minority that did not vote against this candidate, and we are not going to agree. We have to move on.

Mayor Hatfield stated that at this point we have an internal candidate who she requested be appointed and with that its critical to go to an outside professional firm.

NEW BUSINESS:

1. **Liquor License Application Approval:** John A. Spanos, c/o Vetta Frontenac Racquet, LLC, 10455 German Boulevard, Frontenac, MO 63131.

Mr. Spanos introduced himself and confirmed the new name. No further questions were asked.

MOTION: Alderperson Mannion made a motion and Alderperson Millman made a second to approve the liquor license for Vetta Frontenac Racquet, LLC.

Mayor Hatfield asked Ms. Cooper to poll the Board.

ROLL CALL VOTE: Alderperson O'Brien, "Aye"; Alderperson Millman "Aye"; Alderperson Kilker, "Aye"; Alderperson Mannion "Aye"; Alderperson Mullis "Aye"; and Alderperson Griesedieck "Aye". The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

2. **Resolution No. 2024-570:** A resolution of the City of Frontenac, Missouri authorizing purchase of drones for use by the fire and police departments.

Mayor Hatfield asked for a motion to remove this resolution from the table.

MOTION: Alderperson Millman made a motion and Alderperson O'Brien made a second to remove Resolution No. 2024-570 from the table.

Mayor Hatfield previously sent a question to Attorney O'Keefe in regards to parts made overseas being outlawed and if they contract is applicable. Attorney O'Keefe stated he felt everything was acceptable and confirmed that there were no issues the City should consider in regard to potential congressional actions.

MOTION: Alderperson Millman made a motion and Alderperson Mannion made a second to approve Resolution No. 2024-570.

Mayor Hatfield asked Ms. Cooper for a roll call of the Board of Alderpersons.

ROLL CALL VOTE: Alderperson Mullis "Aye"; Alderperson Griesedieck "Aye"; Alderperson O'Brien, "Aye"; Alderperson Millman "Aye"; Alderperson Kilker, "Aye"; and Alderperson Mannion "Aye". The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

3. **Bill No. 2024-2095:** An ordinance of the City of Frontenac, Missouri temporarily adjusting the duties and compensation of the city's administrative clerk.

Mayor Hatfield asked for a motion to remove this bill from the table.

MOTION: Alderperson Griesedieck made a motion and Alderperson O’Brien made a second to remove tabled Bill No. 2024-2095. All alderpersons presented voted “Aye”. The vote was unanimous. **MOTION PASSED.**

Mayor Hatfield stated that she had tabled this bill because it was taking an hourly waged employee and adding a monthly salary. This could be a discrepancy in regards to hourly and salary issues. The way it read would be more than two people in the Fire Department and these employees had come to the City with employment agreements. Mayor stated that she believed the Union might have an issue along with the employee that exceeds those employment agreements.

Attorney O’Keefe stated that the legislation it is in that form of an ordinance and fair labor standard acts, it does not establish a salary basis of employment or classification of exempt or non-exempt. This isn’t setting pay for the position, it is setting compensation for an employee who is performing more work than the position requires.

Mayor Hatfield asked for a motion and second for a second reading of Bill No. 2024-2095.

MOTION: Alderperson Griesedieck made a motion and Alderperson Mannion seconded for a second reading of Bill No. 2024-2095.

Bill No. 2024-2095: An ordinance of the City of Frontenac, Missouri temporarily adjusting the duties and compensation of the city’s administrative clerk.

MOTION: Alderperson Griesedieck made a motion to approve and Alderperson Mannion seconded an approval for Bill No. 2024-2095.

Mayor Hatfield asked Ms. Cooper for a roll call of the Board of Alderpersons.

ROLL CALL VOTE: Alderperson Mullis “Aye”; Alderperson Griesedieck “Aye”; Alderperson O’Brien, “Aye”; Alderperson Millman “Aye”; Alderperson Kilker, “Aye”; and Alderperson Mannion “Aye”. The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

4. Resolution No. 2024-576: A resolution authorizing an agreement for human resources recruiting services.

Discussion was held on regards to the different recruiting services and references. The Board suggested hiring MGT/Gov HR for these services at a cost not to exceed \$25,000.

Mayor Hatfield asked for a motion for a second reading of Resolution No. 2024-576.

MOTION: Alderperson Griesedieck made a motion and Alderperson Mannion seconded for a second reading of Resolution No. 2024-576.

Resolution No. 2024-576: A resolution authorizing an agreement for human resources recruiting services.

Mayor Hatfield asked Ms. Cooper for a roll call of the Board of Alderpersons.

ROLL CALL VOTE: Alderperson Millman “Aye”; Alderperson Kilker, “Aye”; Alderperson Mannion “Aye”; Alderperson Mullis “Aye”; Alderperson Griesedieck “Aye”; and Alderperson O’Brien, “Aye”. The vote was unanimous. **MOTION PASSED by a vote of 6-0.**

Mayor Hatfield read the Ordinance on appointment of City Administrator and stated she would present her choices to the Board of Aldermen for the appointment.

5. Discuss the Comprehensive Land Use Plan and the status of action items defined in the implementation matrix.

An update was provided about the meeting with the Bucksbaums and their concerns about the commercial zoning ordinance updates being completed as promised, by the end of the year. No further discussion.

Alderman O’Brien requested that when Mayor Hatfield meets with developers, he would like her to include other elected officials in those meetings.

MEETING ADJOURNMENT

Mayor Hatfield asked for a motion to adjourn the meeting.

MOTION: Alderperson Kilker made a motion and Alderperson Mullis made a second to the motion to adjourn the meeting.

The meeting was adjourned at 7:15 p.m.