



MEMORANDUM

TO: Board of Aldermen

CC: Bola Akande, City Administrator
Kevin O'Keefe, City Attorney

FROM: Chris Thornton, Mayor

DATE: October 19, 2015

SUBJECT: Board Member Conduct

I am writing to share my views with the Board on a very important issue which I believe is critically important to our City's well-being and ability to continue its growth and development.

Roberts Rules of Order states:

Although ordinary societies seldom have occasion to discipline members, an organization or assembly has the ultimate right to make and enforce its own rules, and to require that its members refrain from conduct injurious to the organization or its purposes. No one should be allowed to remain a member if his retention will do this kind of harm.

It is important to note that it is the responsibility of the organization or the assembly (in this case the Board of Aldermen) to require that members of the Board refrain from conduct injurious to the organization (in this case the Board of Aldermen and by extension the City) or its purposes. Thus, it is the Board of Aldermen who must decide what types of conduct are acceptable from its members in the execution of their office and whether a member's actions are injurious to the Board of Aldermen or the City and its purposes.

Of course, this responsibility must be exercised in a manner consistent with Missouri State Statutes and City ordinances. For example, Chapter 79.110 of the Missouri Revised Statutes provides:

The mayor and board of aldermen of each city governed by this chapter shall have the care, management and control of the city and its finances, and shall have power to enact and ordain any and all ordinances not repugnant to the constitution and laws of this state, and such as they shall deem expedient for the good government of the city, the preservation of peace and good order, the benefit of trade and commerce and the health of the inhabitants thereof, and such other ordinances, rules and regulations as may be deemed necessary to carry such powers into effect, and to alter, modify or repeal the same.

This section has been interpreted by Missouri courts to vest the care, management and control of the city and its finances in the mayor and the board of alderman *acting as a legislative body*. Thus, the responsibility for the care, management and control of the City and its finances is not vested in each individual alderman, but in the board of alderman as a whole.

The Board of Aldermen has the responsibility to ensure that each of its members conduct himself or herself in a manner that is consistent with Missouri State Statutes, the purposes of the Board and the best interests of the City. If the Board of Aldermen allows one or more of its members usurp the authority vested in the legislative body as a whole, it undermines the representative democratic nature of our municipal government and public faith in the legislative body and process. If the actions of a small number of the Board impede the Board's ability to effectively deliberate and reach consensus, the Board's ability to act in the best interest of the City will necessarily be impaired.

This is not to say that each Alderman is not entitled to seek out the information and opinions he or she feels necessary to evaluate the matters before them. Of course, they are. But the Board should not allow one of its members to carry investigation and inquiry further than the legislative body as a whole deems reasonable under the circumstances. The Board, as a whole, has the right; indeed the responsibility, to decide what information it requires in making its decisions and from what sources it will accept this information. The Board, as a whole, determines what information is relevant and to what extent it should be relied on in decision making. If the Board allows one of its members to demand excessive amounts of information or to make inquiry beyond the sphere relevant to a particular decision or issue, the Board implicitly condones the expenditure of time and resources required to satisfy these unreasonable demands. This is to say nothing of the time spent by the Board itself in considering such material.

I am very concerned that our Board of Alderman may be permitting one of its members to dominate consideration of certain topics and, by doing so, may be preventing the Board from reaching consensus and acting in the best interests of the City. I have no doubt that, to the extent this has taken place, it has been for noble reasons, preferring to allow a member to go farther than is proper rather than quashing debate; erring on the side of indulgence rather than rigidity. I applaud these sentiments, but I believe the Board's indulgence is being abused and it is preventing the Board from meaningful deliberation and possibly reaching consensus on issues of considerable importance to the City.

In the past five months, I have personally witnessed numerous occasions on which Alderwoman Saunders has exceeded her authority in the conduct of her office, potentially violated Missouri Statutes and putatively violated the confidentiality of the Board's closed sessions. I have included examples of these below. In each case, Alderwoman Saunders was admonished by the City attorney and/or other attorneys acting on the City's behalf, that her actions were improper. In some cases, one or more Aldermen have expressed similar opinions. The warnings have had little effect.

As you can see in the Emails below, Alderwoman Saunders made direct requests to other municipalities seeking specific compensation data. These requests were largely made to the same municipalities who responded to the compensation survey conducted by the City's compensation consultant Higbee & Associates in the fall of 2014. In the requests, Alderwoman Saunders states that she is "assisting in coordinating the information to be presented at our workshop". This gives the false impression her actions have been authorized by Ms. Higbee, the Board or the Mayor, none of whom were consulted or involved in making these requests. In addition, the requests are for specific data that

Alderwoman Saunders is neither equipped nor experienced to analyze. The City, with the vigorous support of Alderwoman Saunders, engaged a consultant to obtain and analyze this information less than one year from the date of Alderwoman Saunders' requests. Alderwoman Saunders' attempt to gather this data, no matter how well intentioned, was improper, duplicative and wasteful.

In several of the Emails below you can see that Alderwoman Saunders is clearly engaging in deliberation of matters pending before the Board. She is not the only Alderman to do so, but you can see the tone and content of her Emails clearly ramp up the level of the discussion. I am concerned that such Email discussions deprive the public of the chance to hear and evaluate the views of the Aldermen, artificially frame the discussion so as to benefit the most aggressive participant and deprive other members of the Board of the opportunity to express their views. I do not think the Board should tolerate these activities and should insist that ALL discussion of matters before the Board take place in an open, public forum.

I encourage the Board to seriously consider how much delay, distraction and confusion it is willing to tolerate in the course of its deliberations due to the free-lance efforts of a single member. I encourage the Board take seriously its responsibility to require its members refrain from conduct injurious to the Board and the City. I hope that, in so doing, the Board will foster an atmosphere more conducive to the constructive exchange of ideas and thereby make decisions that are truly in the best interest of the City and its residents.

RE: Pay Philosophy and Questions for Linda

Thomas E. Kramer

Sent:Friday, September 18, 2015 10:13 AM**To:** Frank Albrecht; Maureen Saunders; David Plufka**Cc:** *Board of Aldermen; Chris Thornton; Bola Akande

Greetings!

I want to concur with attorney Albrecht that the city emails should not be used for posting comments, concerns, or "commercials" for or against business that is currently before the city, i.e. Bills already introduced, proposed, or, in this case, compensation issues currently being discussed in public session. Besides being opposed to the Sunshine clauses, there is a pronounced fairness issue. Those who post their "spin" on a city business topic, create a lack of fairness for those opposed or in agreement, but cannot or should not respond via city email. This, even though they would surely like to respond. Simply, if the topic is going to require a vote in public session, it should not be discussed here. We can all do a better job of adhering to this principle.

Thanks, and have a great day, Tom

Thomas E. Kramer
Alderman, Ward IV
President of the Board
City of Brentwood, MO
314-968-2378 Voice/Fax
tkramer@brentwoodmo.org
tekprod@charter.net

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From: Franklin H. Albrecht [fhalb@sbcglobal.net]
Sent: Thursday, September 17, 2015 1:36 PM
To: Maureen Saunders; David Plufka
Cc: *Board of Aldermen; Chris Thornton; Bola Akande
Subject: RE: Pay Philosophy and Questions for Linda

All:

I am concerned that these e-mails are getting into the realm of discussion of public matters with a quorum.

I ask that you refrain from public discussion via e-mail when there is a quorum copied.

Thank you.

Franklin H. Albrecht
Attorney at Law
2311 S. Big Bend Blvd.
St. Louis, MO 63143
(314) 645-1105
e-mail fhalb@sbcglobal.net

NOTE: Emails are not a secure method of communication. They may be copied

and held by various computers through which they pass. They may be intercepted by persons not participating in our communication. You have consented to receive communications from me via email. If you change your mind, please advise me immediately.

The information contained in this email is legally privileged and confidential, intended only for the use of the individual named above. If the reader of this email is not the intended recipient, then you are hereby notified that any dissemination, distribution, or copying of this transmission is strictly prohibited. If you have received this transmission in error, then please call (314) 645-1105.

-----Original Message-----

From: Maureen Saunders [<mailto:msaunders@brentwoodmo.org>]
Sent: Thursday, September 17, 2015 12:16 PM
To: David Plufka
Cc: *Board of Aldermen; Chris Thornton; Bola Akande
Subject: Re: Pay Philosophy and Questions for Linda

David,

Thank you for providing this detailed analysis. I agree with you. I did want to note that when you got off track as to how to implement especially when freezing employees salaries, you mentioned this would be difficult for the employees and I agree. However, when I got home last night I watched the recorded debate. And last night while I heard your concern for employees I wondered where is the concern for the resident/voter.

We have routinely overpaid employees both in salaries and benefits. We paid firemen enough to keep pace with fire districts, and if that wasn't enough they felt they should be paid more for hours they didn't work. Now I understand a firemen coming in from outside might not think much of taking pay that their supervisors authorized but we have employees who are residents. These same employees have campaigned for elected officials that will protect their pay. They have gone to neighbors soliciting support when the wanted voters to raise the ceiling for the pension tax to ensure this more than generous plan is totally funded. The voters were happy to support the firemen. These resident employees pay taxes and know where their tax dollars are spent as they are regularly at meetings. Staff then turns around and rewards these resident employees with promotions when Brentwood has the ability to receive 60 applicants on first day jobs announced. Staff continually rewards people who steal with sick pay and vacation pay. I have to ask where is the outrage for the taxpayer.

Oh know this outrage is rationalized because we have enough commercial development to have \$0 general real estate tax. Not that development doesn't come without problems. There is theft, traffic, wear and tear on infrastructure, big box phenomenon which adds sooo much character and very little police presence in our neighborhoods. Our city has not kept up with maintenance, technology, business practices etc. All slowly being improved but only when forced by the poor audit rating. This is good, but when worrying about senior employees who abused tax exempt credit cards, expense accounts, time sheets all while making way above market salaries where is the outrage for the taxpayer.

When I was going door to door campaigning residents asked me what I was going to do about Washington DC. I said "try trickle up. When you can lie and cheat your neighbor just think about how much easier it is when you don't know the voter."

Thanks for listening,
Maureen

Sent from my iPhone

On Sep 17, 2015, at 11:04 AM, David Plufka
<dplufka@brentwoodmo.org<mailto:dplufka@brentwoodmo.org>> wrote:

I've been thinking about last night's meeting and while I appreciate the effort, I think we've gotten off track from the original purpose. Somewhere along the way we have substituted "Philosophy" with "Policy". The Mayor was clear in his memos in advance of the original meeting that our philosophy is an underlying theory from which we define core values, prioritize the allocation of resources, and set strategic goals. What we have done to some extent instead is attempt to build policy based on an outcome we might hope to achieve.

Compensating our employees using a 75% comparator model is not a philosophy, but is instead a policy reflective of an underlying philosophy.

In the first meeting, our discussions started along the path of discerning a philosophy. We asked questions like: Do we wish to lead, meet, or lag the market in terms of compensation? But once we decided we wanted to meet the market, we jumped to a conversation about 75th percentiles and how that Policy might implement the Philosophy of how we would meet the market.

I would submit from both meetings we agree that Brentwood should try to meet the market, rather than lead or lag.

Consistent with that philosophy of Meeting the Market, I believe we agree that employees at or above range maximums should not receive base increases in pay until the market catches up.

Meeting the Market as a philosophy also means we will have to decide whether to provide non-base building lump sum merits to those at range maximums.

The Meet the Market philosophy also seems to favor a step plan for commissioned employees. This is where my own thinking went off track as I was more worried about implementation than philosophy. I was worried about individual impact, rather than crafting a way to think about pay.

I believe the compensation plan states a step plan for commissioned employees meets the market better than market range raises.

As to the issue of "Internal Equity" I am still struggling with a definition. As a philosophy, I believe there are two considerations: Internal and External. There was discussion last night about how our Fire Fighters feel about their employment when asked to assist other municipalities fighting fires. To me that seems like "External" equity, and is probably covered in our philosophy to Meet the Market on compensation.

Internal Equity seems to be more about how our various employments within Brentwood are valued, using pay as the comparator. It was mentioned that police and fire should be paid the same because they are both exposed to dangerous situations and are charged with protecting our community. But I read in the survey that internal equity has more to do with breaking out the elements of those jobs, and deciding which duties (and requisite skills) are required. The survey proposes two models to implement an internal equity philosophy.

I would like to know from Linda Higbee a definition of internal equity and whether this represents a separate philosophy from meeting the market, or is

a component part of that overarching philosophy.

If we meet again, I would like to keep the discussion out of the particulars of individual compensation, and focus more on developing a "mission statement" of perhaps just one or two concepts that we can go back to as we attempt to provide some sustainable, predictable structure to our plan for compensating the employees of Brentwood. We currently have no plan. And the current scheme of pay reflects this. Pay to our employees follows no rational logic. A short mission statement, adopted as a continuing resolution, and revisited annually, would go a long way in helping us make policy on the various issues we face. Then it will be up to staff, given our policy direction, to implement the plan.

Thanks for reading this. David

Re: ATTORNEY-CLIENT COMMUNICATION

Maureen Saunders

Sent: Wednesday, August 19, 2015 12:58 PM**To:** Brian C. Hey [hey@mcmahonberger.com]**Cc:** Bola Akande; Ted Jury; James N. Foster, Jr. [foster@mcmahonberger.com]; *Board of Aldermen; Andy Leahy [aleahy@seilerinst.com]

Brian,

One question. As our attorney do you want documentation to support the allegation that the city can't compete with the fire districts? And if this allegation is false, isn't upon you to challenge the "good faith" assertion. It always makes one wonder why someone would protest supplying basic public information. Is it ok if I email the attorney general regarding this matter? I don't see why information is being withheld. I don't want to negotiate pay scale I just want information needed when it is time to negotiate. I believe you opened the emails to the Board.

Maureen

Sent from my iPhone

> On Aug 19, 2015, at 11:42 AM, Brian C. Hey <hey@mcmahonberger.com> wrote:

>

> Maureen --

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> Our last email addressed our concerns in responding to an individual board member's inquiries, but in order to be absolutely clear and avoid any confusion, please take important notice of the following:

>

> 1. Under Missouri law, a Member of the Board of Aldermen, in his or her individual capacity, does not have the power to direct city staff/employees, including the City's attorneys. This ensures all Board of Aldermen members are equally informed on these type of matters as well as ensure that all members of the Board of Aldermen are receiving the same information/documents. It also ensures that the majority of members of the Board of Aldermen agree with expending the manpower and financial resources for tasks completed by city staff/employees, including the City's attorneys;

>

> 2. McMahon Berger does not respond to individual Board Member's requests unless specifically authorized by the entire Board of Aldermen;

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> 3. You are not a member of the negotiating team and you have not been given authorization by the Board to make these requests on behalf of the City; and

>

> 4. E-mailing the entire Board of Aldermen to discuss city business, may, in some circumstances, constitute a public meeting pursuant to Section 610.010(5) RSMo.

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> As always, we would be more than happy to answer your inquiries during Executive Session and in the presence of the entire Board of Aldermen.

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>

> Brian C. Hey

> 2730 North Ballas Road, Suite 200

> St. Louis, MO 63131

> (314) 567-7350

> (314) 567-5968 (fax)

> www.mcmahonberger.com

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> -----Original Message-----
> From: Maureen Saunders [<mailto:msaunders@brentwoodmo.org>]
> Sent: Tuesday, August 18, 2015 4:28 PM
> To: Maureen Saunders; Brian C. Hey
> Cc: Bola Akande; Ted Jury; James N. Foster, Jr.; *Board of Aldermen; Andy Leahy
> Subject: Re: ATTORNEY-CLIENT COMMUNICATION
>
> Brian,
> I have not received a reply to my email. Do you know when I will be receiving the data from the fire districts?
> The request for this data is not just basic to negotiating but follows simple common sense. I hate to be so harsh but there really is no other way to express this basic concept.
> I need the adopted step plans for FY 2015, the 2015 benefits, and the actual pension plans in effect for 2015.
> Also, after last night's meeting, I question why you advised the city to terminate paying sick and vacation pay when an employee is terminated for cause, primarily stealing. Upon your advise, the city does not follow the policy. Again, there must be a common sense reason why employees who steal receive accrued sick and vacation pay. Please explain.
> Perplexed,
> Maureen
>
> Sent from my iPhone
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>> On Aug 14, 2015, at 11:23 AM, Maureen Saunders <msaunders@brentwoodmo.org> wrote:
>>
>> Brian,
>> How can the city negotiate with the union without data? We just take their word. It is difficult to believe this data wasn't obtained from the start.
>> When will I be receiving this data, including Monarch Fire District which has been under fire in the news?
>> Maureen
>>
>>

>> From: Maureen Saunders
>> Sent: Thursday, August 13, 2015 3:41 PM
>> To: Brian C. Hey
>> Cc: Bola Akande; Ted Jury; James N. Foster, Jr.; *Board of Aldermen; Andy Leahy
>> Subject: Re: ATTORNEY-CLIENT COMMUNICATION
>>
>> Brian,
>> Sorry I hit send by mistake. The idea that the unions don't have this information seems absurd especially when their negotiation stance has been we can't compete with the fire districts.
>> I hope you can see how this makes absolutely no sense.
>> I have been waiting since July 21 for this information. It's such a shame that in order to get public information you have to beg and usually resort to the court of public opinion to get results.
>> Respectfully
>> Maureen
>>
>> Sent from my iPhone
>>
>>> On Aug 13, 2015, at 3:28 PM, Maureen Saunders <msaunders@brentwoodmo.org> wrote:
>>>
>>> Brian,

>>> Thank you for your detailed email. I will follow your directions. I was not going to file a lawsuit but email the attorney who emailed the aldermen when he felt we were not negotiating in good faith. I will not act alone unless basic business practices are not adhered to by the city.

>>> How can the union negotiate if they don't have the step plans of the fire districts as well as pensions and benefits. We have been told by the union not the districts that the city can't compete with the fire districts.

>>> I

>>>

>>> Sent from my iPhone

>>>

>>>> On Aug 13, 2015, at 3:01 PM, Brian C. Hey <hey@mcmahonberger.com> wrote:

>>>>

>>>> Maureen ---

>>>>

>>>> The documents you have requested are not documents in the possession of the Union. The documents are in the possession of the public entities and several Sunshine Requests have been made to obtain those documents on behalf of the City. City staff will inform the Board of Aldermen when the documents are produced. Also, at this time, we advise against filing a lawsuit against the Union for bad faith negotiations. We will explain our position in greater during Monday's Executive Session. Finally, for your convenience, we have attached McMahon Berger's December 12, 2012 memorandum, which states that a member of the Board of Aldermen, in his or her individual capacity, does not have the power to direct city staff/employees (attached). This is not intended to dissuade you from enthusiastically representing your contingency, but rather to remind you that it is far more efficient to have a majority of the Board of Aldermen instruct city staff/employees. This will keep all Board of Aldermen members informed on these type of matters as well as ensure that all members of the Board of Aldermen are receiving the same information/documents you are receiving. It will also ensure that the majority of members of the Board of Aldermen agree with expending the manpower and financial resources for tasks completed by city staff/employees.

>>>>

>>>> Feel free to call me if you have any questions. We look forward to discussing this matter with you and the rest of the Board Monday night.

>>>>

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>>>>

>>>> Brian C. Hey

>>>> 2730 North Ballas Road, Suite 200

>>>> St. Louis, MO 63131

>>>> (314) 567-7350

>>>> (314) 567-5968 (fax)

>>>> www.mcmahonberger.com

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>>>> -----Original Message-----

>>>> From: Maureen Saunders [<mailto:msaunders@brentwoodmo.org>]

>>>> Sent: Thursday, August 13, 2015 9:19 AM

>>>> To: Bola Akande; Ted Jury; Brian C. Hey; James N. Foster, Jr.

>>>> Cc: *Board of Aldermen; Andy Leahy

>>>> Subject: Re: Compensation

>>>>

>>>> Good Morning,

>>>> I still have not received the step plans from the fire districts. I met with Chris yesterday and was supplied with some rough estimates. Monarch was not included. I need the actual adopted pay plans from the districts. I need a list of all their benefits, ie longevity, disability, tuition etc. in addition I need a pdf of their pension plans.

>>>> If this information is not provided I am going to have to report them for not

negotiating in good faith.

>>>> Please get in touch with their attorney and have them email the information by tomorrow so I can review over the weekend.

>>>> My initial request was July 21, 2015, ample time to comply with the request.

>>>> I look forward to receiving this information.

>>>> Maureen

>>>>

>>>> Sent from my iPhone

>>>>

>>>>> On Jul 21, 2015, at 10:33 AM, Maureen Saunders <msaunders@brentwoodmo.org> wrote:

>>>>>

>>>>> Good Morning,

>>>>> As the negotiating committee for the city in the firefighters union collective bargaining process, I would request that the union provide us with a copy of the current step plans in effect, voted and approved by the surrounding fire districts. Chief Jury indicated to me that this would be difficult to obtain and that the union would withhold information or supply one number at a time.

>>>>> The union has always contended that our competition is the fire districts, therefore, they should substantiate their claim. In the spirit of cooperating in the collective bargaining process, I feel it is upon them to comply in providing this information. It is also necessary to have the fire districts benefits and pension plans to properly compare total compensation.

>>>>> I know this information is easily accessible and hope it is readily provided.

>>>>> Thank you in advance for your assistance.

>>>>> Have a great day!

>>>>> Maureen

>>>>>

>>>>> Sent from my iPhone

>>>> <20150813145207525.pdf>

Fwd: Legal

Maureen Saunders

Sent: Sunday, September 13, 2015 7:52 PM**To:** Thomas E. Kramer; Andy Leahy**Cc:** David Plufka; Keith Slusser; Steve Lochmoeller; Patrick Toohey; Cindy Manestar; Chris Thornton; Bola Akande

Hi Tom and Andy,

After talking with Tom yesterday, it occurred to me that you were both on Board when the firehouse was approved. The contract with Musick and the architect were approved in 2009. Bob Kurtz was the building official. Do you know what specifically is wrong with the carbon monoxide system? Did you approve the plans for the firehouse and did the plans not include an elevator? I know Wolffe Bond?? were architects because Tom asked about the approval process. This architect did the work for library and police station. Who set the specifics actions for the firehouse? Maybe Bob Kurtz as building official?

These items can be deliberated at a meeting but your history with the project should prove beneficial.

Thanks for your cooperation in seeing that these matters are resolved in the best interest of the city.

Enjoy the rest of your Sunday,

Maureen

Sent from my iPhone

Begin forwarded message:

From: <msaunders@brentwoodmo.org>**Date:** September 9, 2015 at 3:42:39 PM CDT**To:** Bola Akande <bakande@brentwoodmo.org>, Chris Thornton <cthorton@brentwoodmo.org>**Cc:** David Plufka <dplufka@brentwoodmo.org>, Keith Slusser <ksslusser@brentwoodmo.org>, Steve Lochmoeller <slochmoeller@brentwoodmo.org>, "Thomas E. Kramer" <tkramer@brentwoodmo.org>, Patrick Toohey <ptoohey@brentwoodmo.org>, Cindy Manestar <cmanestar@brentwoodmo.org>, Frank Albrecht <fhalb@sbcglobal.net>**Subject:** Legal

Good Afternoon,

I just wanted to put into writing my request to know all pending, ongoing matters Frank will be handling and if Kevin O'Keefe will assist with these matters. Chris mentioned two other matters but I would like to know all matters. Also, a record of any insurance claims the city has filed in the last two years.

I would like to know the cost of the firehouse HVAC, the repair costs to date and any costs incurred to date in obtaining repairs ie architect fees, legal etc. I understand we will be putting out an RFP for the redesign. We did not discuss the actual problem with the carbon monoxide system but if you could please detail the problem and provide costs requested for HVAC.

I understand these items are confidential and will be placed in my box sealed and marked confidential.

I would like to be kept abreast of the issues as they happen and the corresponding actions taken. We were not informed of the developer requesting additional utilities fees from Meridian. I would like a copy of the request and to be kept abreast on a regular basis. That way we don't have to sift through the past to understand when called upon to vote on an action.

The senior aldermen attributed the past mistakes with unearned overtime, embezzlement etc occurred

because they were not informed. Let's not repeat the past.

Thank you,

Maureen

Sent from my iPhone

Fwd: Compensation

Maureen Saunders [moeandmatt1@sbcglobal.net]

Sent: Tuesday, August 25, 2015 11:14 AM**To:** *Board of Aldermen**Attachments:** FY15 Uniform Salary Struct~1.pdf (7 KB) ; ATT00001.htm (280 B) ; FY15 Open Structure Salary~1.pdf (8 KB) ; ATT00002.htm (280 B) ; UERF PLAN - CURRENT.pdf (279 KB) ; ATT00003.htm (280 B) ; Clayton Non-Uniformed plan~1.pdf (3 MB) ; ATT00004.htm (232 B)

Good Morning,

I am forwarding pay information I requested from Clayton and future emails will be forwarded from other comparator cities selected by staff and the compensation consultant. Hopefully this information supports the compensation data we received. I am hoping to have time to put this information into meaningful format but I have a family, job and other obligations.

Have a nice day,

Maureen

Sent from my iPhone

Begin forwarded message:

From: Janet Watson <jwatson@claytonmo.gov>**Date:** August 24, 2015 at 1:53:49 PM CDT**To:** Maureen Saunders <moeandmatt1@sbcglobal.net>**Cc:** "Bola Akande (CityAdministrator@brentwoodmo.org)" <CityAdministrator@brentwoodmo.org>, Craig Owens <cowens@claytonmo.gov>**Subject: RE: Compensation**

Ms. Saunders -

Attached are the current salary schedules for the City of Clayton. We may have revised schedules around mid-September as the budget is planned to be approved at that time. Also attached are copies of our two pension plans. I hope this is helpful for your discussion.

-----Original Message-----

From: Craig Owens

Sent: Monday, August 24, 2015 9:21 AM

To: Maureen Saunders

Cc: Bola Akande (CityAdministrator@brentwoodmo.org); Janet Watson

Subject: RE: Compensation

Yes. The person who will respond was out on Friday. We are at the very end of the process of adopting a new plan which we will send. As you noted, I understand we also sent comprehensive responses to Brentwood for the recent study that was conducted by your city. Best of luck.

Craig S. Owens

City Manager

City of Clayton

-----Original Message-----

From: Maureen Saunders [<mailto:moeandmatt1@sbcglobal.net>]

Sent: Sunday, August 23, 2015 12:13 PM

To: Craig Owens

Cc: Janet Watson; Maureen Saunders

Subject: Re: Compensation

Good Afternoon Mr. Owens

I am resending my request because Brentwood is hosting a compensation workshop this Wednesday so I need the requested information as soon as possible on Monday. I have already received the information from several cities. It seems the information was readily available for these cities and they just needed to send me an email with documents attached. I am hoping this is the same for Clayton. I often presented Clayton's ordinances and policies as a stepping stone to updating our code and policies.

It is so nice having cities working together to ensure we are providing transparency and fiscal responsibility with the residents' tax dollars.

Thank you in advance for your assistance, Maureen Saunders

Sent from my iPhone

On Aug 21, 2015, at 11:01 AM, Maureen Saunders <moeandmatt1@sbcglobal.net> wrote:

Good Morning Mr. Owens,

My name is Maureen Saunders. I am an alder women for the City of Brentwood. Our city is going to have a compensation workshop next week and I am trying to assemble needed information to determine where our city's compensation lies within the market. First, thank you for participating in our compensation survey last year. It is wonderful to have cities cooperating with each other to ensure transparency and fiscal responsibility with the residents' tax dollars.

I am assisting in coordinating the information to be presented at our workshop. It would be very helpful if you could email me a copy of the following information. I am hoping that in today's electronic age you already have a pdf copy of this information on file or it can easily be scanned and emailed. The items are listed in order of importance:

1. Copy of actual step plans in effect for the current fiscal year for both public safety and non-public safety employees. If you don't have a step plan then the list of salary ranges for the positions.
2. A copy of pension plan or retirement for public safety employees 3.
A copy of the lagers or retirement plan for non-public safety employees.

I hope this request is not too burdensome. If there is an issue please let me know and I will try to assist you in obtaining this information. If you could please email me the information as soon as possible, I would be so grateful.

Thank you in advance for your assistance.

Sincerely,

Maureen Saunders

(314) 973-7397

Sent from my iPhone

From: bschwer@ellisville.mo.us [<mailto:bschwer@ellisville.mo.us>]

Sent: Sunday, August 23, 2015 4:14 PM

To: Maureen Saunders

Cc: Bola Akande

Subject: Re: Compensation

Ms. Saunders,

Thank you

It entails me retrieving the information and making sure it's current. I have a meeting at 8 and 10 and plan reviews pending.

Either file a records request or work with your staff and we will provide the information in a timely manner. I just don't anticipate it being available Monday.

Thank you

Bill Schwer, P.E.

City Manager

City of Ellisville

1 Weis Ave

Ellisville, MO 63011

636.227.9660

636.227.9486 fax

www.ellisville.mo.us

> On Aug 23, 2015, at 4:00 PM, Maureen Saunders <moeandmatt1@sbcglobal.net> wrote:

>

> Mr. Schwer,

> Thank you again for the prompt reply. I was hoping this information was readily available and just needed an email and the documents attached. I don't want to create work for you or your staff. Will you please let me know what work my request entails. Perhaps I could simplify my request. Do you have a step plan or pay scale? Also, I was just hoping the documents could be emailed. I really don't want to add to your workload.

> Sincerely,

> Maureen

>

> Sent from my iPhone

>

>> On Aug 23, 2015, at 3:10 PM, bschwer@ellisville.mo.us wrote:

>>

>> Good idea- you can send a records request via our website. The issue isn't getting the information. The issue is making it a priority. I am extremely busy and we have a small staff. Thank you.

>>

>> Bill Schwer, P.E.

>> City Manager

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>>

>>> On Aug 23, 2015, at 2:53 PM, Maureen Saunders <moeandmatt1@sbcglobal.net> wrote:

>>>

>>> Mr. Schwer,

>>> Thank you for the prompt reply. I have requested this information from staff multiple times. I'm not sure why they aren't forwarding the request. I will send your reply to Bola Akande, City Administrator. If needed, I will file a sunshine request. I never thought it would be so difficult to obtain public information. Many of the cities were eager to assist. I now understand why individuals get dismayed with the political process.

>>> Sincerely,

>>> Maureen Saunders

>>>

>>> Sent from my iPhone

>>>

>>>> On Aug 23, 2015, at 12:29 PM, bschwer@ellisville.mo.us wrote:

>>>>

>>>> Ms. Saunders,

>>>> It's normal protocol for requests like yours to be funneled through

>>>> city staff. I'll be happy to provide the desired information but

>>>> it's doubtful it will be available Monday. Please have your staff

>>>> contact me. Thank you

>>>>

>>>> Bill Schwer, P.E.

>>>> City Manager

>>>> City of Ellisville

>>>> 1 Weis Ave

>>>> Ellisville, MO 63011

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>>>>

>>>>> On Aug 23, 2015, at 12:04 PM, Maureen Saunders <moeandmatt1@sbcglobal.net> wrote:

>>>>>

>>>>> Good Morning Mr. Schwer,

>>>>> I am red ending my request because Brentwood is hosting a compensation workshop this Wednesday so I need the requested information as soon as possible on Monday. I have already received the information from several cities. It seems the information was readily available for these cities and they just needed to send me an email with documents attached. I am hoping this is the same for Ellisville. It is so nice having cities working together to ensure we are providing transparency and fiscal responsibility with the residents' tax dollars.

>>>>> Thank you in advance for your assistance, Maureen Saunders

>>>>>

>>>>> Sent from my iPhone

>>>>

>>>>> On Aug 21, 2015, at 11:10 AM, Maureen Saunders <moeandmatt1@sbcglobal.net> wrote:

>>>>>

>>>>> Good Morning Mr. Schwer,

>>>>> My name is Maureen Saunders. I am an alder women for the City of Brentwood. Our city is going to have a compensation workshop next week and I am trying to assemble needed information to determine where our city's compensation lies within the market. First, thank you for participating in our compensation survey last year. It is wonderful to have cities cooperating with each other to ensure transparency and fiscal responsibility with the residents' tax dollars.

>>>>> I am assisting in coordinating the information to be presented at our workshop. It would be very helpful if you could email me a copy of the following information. I am hoping that in today's electronic age you already have a pdf copy of this information on file or it can easily be scanned and emailed. The items are listed in order of importance:

>>>>> 1. Copy of actual step plans in effect for the current fiscal year for both public safety and non-public safety employees. If you don't have a step plan then the list of salary ranges for the positions.

>>>>> 2. A copy of pension plan or retirement for public safety

>>>>> employees 3. A copy of the lagers or retirement plan for non-public safety employees.

>>>>> I hope this request is not too burdensome. If there is an issue please let me know and I will try to assist you in obtaining this information. If you could please email me the information as soon as possible, I would be so grateful.

>>>>> Thank you in advance for your assistance.

>>>>> Sincerely,

>>>>> Maureen Saunders

>>>>> (314) 973-7397

>>>>>

>>>>> Sent from my iPhone

From: Maureen Saunders [<mailto:moeandmatt1@sbcglobal.net>]
Sent: Sunday, May 17, 2015 7:08 PM
To: Thomas E. Kramer
Cc: Steve Lochmoeller; cstar1118@aol.com; Leahy, Andrew
Subject: Re: BrentwoodRevisedStandingCommittees2015

Tom,
Hope your having a relaxing weekend. Thank you for sending the draft of this bill. I'm not sure I follow. How does the board select committee members if there is a conflict? The President of the Board, formerly known as Mayor Pro Tem, should not select because the president is serving as the executive branch. What happens if both Ward 2 aldermen want to serve on Public Works? How is the decision made? I'm a bit confused.
Last Frank has confirmed this bill is in compliance with state statutes.
Enjoy the rest if your Sunday,
Maureen

Sent from my iPhone

On May 17, 2015, at 3:32 PM, "Thomas E. Kramer" <tekprod@charter.net> wrote:
Hello Maureen...

Here attached is proposed Bill #5981... Please take a look when you get a chance 😊.

Thanks, Tom

Thomas E. Kramer
Alderman, Ward IV
City of Brentwood, MO
314-968-2378 Voice/Fax
tkramer@brentwoodmo.org
tekprod@charter.net

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<BrentwoodRevisedStandingCommittees2015.pdf>

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