

**CITY OF HAZELWOOD
REGULAR COUNCIL MEETING
JUNE 16, 2021**

CALL TO ORDER

A regular meeting of the Hazelwood City Council was called to order by Mayor Matthew G. Robinson at 7:30 p.m. on Wednesday, June 16, 2021, in the Council Chambers of Hazelwood City Hall, 415 Elm Grove Lane.

Mayor Robinson asked those present to join in a moment of silent meditation followed by the Pledge of Allegiance.

On roll call the following members of the Council were present:

Mary G. Singleton
Robert M. Aubuchon
Don W. Ryan
Daniel T. Herin
Matthew G. Robinson
Lisa M. Matlock
Warren H. Taylor
Rosalie Hendon

Council Member Carol A. Stroker was not present. City Clerk Julie Lowery declared a quorum was present. Also present were City Manager Matt Zimmerman and Associate City Attorney Robert Jones.

AGENDA

There being no amendments proposed, Mrs. Hendon moved, seconded by Mr. Aubuchon, the adoption of the agenda as printed. The motion passed unanimously.

CONSENT AGENDA

Mrs. Singleton moved, seconded by Mr. Taylor, the adoption of the consent agenda as printed. The following vote was recorded on the motion:

<u>AYE - 8</u>	<u>NAY - 0</u>
Mrs. Singleton	
Mr. Aubuchon	
Mr. Ryan	
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

The motion passed unanimously and the consent agenda was adopted.

**APPROVAL OF
MINUTES**

Mrs. Singleton moved, seconded by Mr. Taylor, to approve the minutes of the June 2 regular and closed Council meetings as submitted. The motion passed unanimously.

SPECIAL ORDER OF BUSINESS - None

PROCLAMATIONS AND RESOLUTIONS

**SALES TAX EXEMPTION
RESOLUTION** Mayor Robinson called for the reading of a resolution authorizing the provision of a sales tax exemption certificate for 8th Avenue Food & Provisions, Inc., in Hazelwood TradePort, Building 1.

Mark Spykerman of Gilmore & Bell, the City's bond counsel, explained the purpose of the bond issuance is to facilitate real and personal property tax abatement. Mr. Spykerman stated this project is requesting personal property tax abatement and a sales tax exemption on construction materials used in a tenant buildout.

8th Avenue Foods General Manager Julie Burns stated the company is planning to move a facility located in British Columbia to Hazelwood. Ms. Burns stated 8th Avenue Foods is a leading, private, brand-centric, consumer products holding company, manufacturing and selling private brand food products primarily to retail, foodservice and ingredient customers. Ms. Burns was available for questions.

Doug Rasmussen of Steadfast City, an economic development consulting firm, stated the facility would relocate into Hazelwood TradePort. The relocation would create 314 jobs. 8th Avenue Foods proposes to make a \$13 million capital investment into building improvements to outfit the manufacturing aspects of the project, and approximately \$22 million in new personal property and new equipment. Mr. Rasmussen stated the company would like to open in January of 2022 and all jobs relocated to Hazelwood by Fall 2022. Mr. Rasmussen stated there are 170 manufacturing jobs, 20 quality assurance jobs, 32 jobs in administration, 36 sanitation jobs, over 40 positions in the warehouse and five corporate positions.

Mr. Aubuchon asked what the average salary would be.

Mr. Rasmussen replied the average salary would be \$38,231. He stated the wages are at or above the county average.

There were no objections and Resolution 2102 was read by title only:

**RESOLUTION AUTHORIZING CITY STAFF AND CONSULTANTS TO TAKE CERTAIN
ACTIONS WITH RESPECT TO A PROPOSED PROJECT FOR 8TH AVENUE FOOD &
PROVISIONS, INC.**

Mrs. Hendon moved, seconded by Mrs. Singleton, the adoption of Resolution 2102. The following vote was recorded on the motion:

AYE - 8 NAY - 0

Mrs. Singleton
Mr. Aubuchon
Mr. Ryan
Mr. Herin
Mayor Robinson
Ms. Matlock
Mr. Taylor
Mrs. Hendon

Resolution 2102 was unanimously adopted.

CITIZENS HEARINGS AND PRESENTATION OF PETITIONS

Mayor Robinson explained the procedures to be followed during a hearing. He invited anyone desiring to make a comment to come forward at this time.

**CITIZENS COALITION
TOWN HALL MEETING** Jennifer Guyton of 1205 Woodcrest Lane notified the Council that a town hall meeting has been scheduled for June 22, 2021 at 7:30pm.

Ms. Guyton stated the meeting will be held at the Hazelwood Community Center and all residents are encouraged to attend.

PUBLIC HEARINGS - None

COMMUNICATIONS

**EWGCG
BRIEFINGS** The June 3 issue of Briefings was received from the East-West Gateway Council of Governments.

**CDBG FUND
APPLICATION** A letter concerning the 2022 Municipal Application for CDBG Funds and application requirements was received from St. Louis County Human Services.

**APPRECIATION FOR
DINNER** A letter of appreciation for their annual dinner was received from the Community Enrichment Commission.

**EWGCG
BRIEFINGS** The June 10 issue of Briefings was received from the East-West Gateway Council of Governments.

Mrs. Singleton moved, seconded by Mr. Taylor, to receive and file all communications.

UNFINISHED BUSINESS - None

MAYOR AND COUNCIL REPORTS

**WORK SESSION
AGENDA ITEMS** After discussion Mr. Ryan moved, seconded by Mrs. Hendon, to cancel the July 14 Council work session. The motion passed unanimously.

**BOARD/COMMISSION
APPOINTMENTS** Mayor Robinson nominated Marge Kauffeld for reappointment to the Community Enrichment Commission and Beverly Paulson for reappointment to the Parks and Recreation Board.

Mr. Taylor moved, seconded by Mr. Ryan, to approve the preceding appointments. The motion passed unanimously.

**RFPD FIRE SERVICES
UPDATE** City Attorney Kevin O'Keefe was not present to give an update.

CITY MANAGER'S REPORT

**MOU WITH LABORERS
LOCAL 42** Mr. Zimmerman reported staff recommends authorization of a Memorandum of Understanding with the International Union of North America and Laborer's Local 42, representing police officers.

Mr. Zimmerman stated there are no substantive changes in the new contract but the new contract does formalize a few current procedures such as departmental budget submittal process and adds ballistic vests and rifle plates to the uniforms provided by the City.

Mrs. Hendon moved, seconded by Mr. Aubuchon, to concur with the staff recommendation to authorize the Memorandum of Understanding with the International Union of North America and Laborer's Local 42 and to place the draft bill on this agenda for introduction. The motion passed unanimously and the bill was added to the agenda as item 17.a.

**AGREEMENT WITH
OPERATING
ENGINEERS** Mr. Zimmerman reported staff recommends authorization of an agreement with the International Union of Operating Engineers, Local #148 (AFL-CIO), with regard to terms and conditions of employment for certain employees of the Maintenance Division for the period from July 1, 2021 through June 30, 2024.

Mr. Zimmerman stated there are no substantive changes from the previous agreement.

Mr. Aubuchon moved, seconded by Mr. Taylor, to concur with the staff recommendation to authorize the agreement with the International Union of Operating Engineers, Local #148, and to place the draft bill on this agenda for introduction. The motion passed unanimously and the bill was added to the agenda as item 17.b.

**EXTENSION OF
LABOR CONTRACTS** Mr. Zimmerman reported staff recommends authorization to extend the two contracts with the International Association of Firefighters, Local 2665 through August 31, 2021.

Mr. Zimmerman stated both bargaining units request additional time to continue negotiations of their Memorandums of Understanding.

Mrs. Hendon moved, seconded by Mrs. Singleton, to concur with the staff recommendation to approve an agreement amending the agreement with firefighters Local 2665 of the International Association of Firefighters by extending the duration through August 31, 2021 and to place the draft bill on this agenda for introduction. The motion passed unanimously and the bill was added to the agenda as item 17.c.

Mrs. Singleton moved, seconded by Mr. Aubuchon, to concur with the staff recommendation to approve an agreement amending the agreement with company officers of Local 2665 of the International Association of Firefighters by extending the duration through August 31, 2021 and to place the draft bill on this agenda for introduction. The motion passed unanimously and the bill was added to the agenda as item 17.d.

CITY ATTORNEY'S REPORT - None

CITY CLERK'S REPORT - None

**COMMISSION AND
BOARD REPORTS** Mrs. Singleton moved, seconded by Mr. Taylor, to receive and file the minutes of the March 8 and April 12 Neighborhood Watch Commission meetings, the May 11 Community Enrichment Commission meeting, and the May 24 Historic Preservation Commission meeting. The motion passed unanimously.

NEW BUSINESS - None

INTRODUCTION AND FIRST READING OF BILLS

**MOU
LABORERS' LOCAL 42** Mayor Robinson called for the first reading of a bill to authorize a Memorandum of Understanding with the Laborers' International Union of North America and Laborers' Local 42.

There were no objections and Bill 4944 was read by title only:

AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HAZELWOOD AND THE LABORERS' INTERNATIONAL UNION OF

NORTH AMERICA AND LABORERS' LOCAL 42 WITH REGARD TO TERMS AND CONDITIONS OF EMPLOYMENT FOR CERTAIN EMPLOYEES OF THE HAZELWOOD POLICE DEPARTMENT FOR THE PERIOD FROM JULY 1, 2021 THROUGH JUNE 30, 2024.

Bill 4944 will be on the agenda for second reading on July 7.

AGREEMENT WITH INT'L UNION OF OPERATING ENGINEERS Mayor Robinson called for the first reading of a bill to approve an agreement with the International Union of Operating Engineers, Local #148, regarding the terms and conditions of employment for Maintenance Division employees.

There were no objections and Bill 4945 was read by title only:

AN ORDINANCE ACCEPTING AND APPROVING THE ARTICLES OF AGREEMENT BETWEEN THE CITY OF HAZELWOOD AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL #148 (AFL-CIO), WITH REGARD TO TERMS AND CONDITIONS OF EMPLOYMENT FOR CERTAIN EMPLOYEES OF THE HAZELWOOD MAINTENANCE DIVISION FOR THE PERIOD FROM JULY 1, 2021 THROUGH JUNE 30, 2024.

Bill 4945 will be on the agenda for second reading on July 7.

AMEND AGREEMENT WITH LOCAL #2665 FOR FIREFIGHTERS Mayor Robinson called for the first reading of a bill to amend the agreement with Local #2665 of the International Association of Firefighters by extending the duration through August 31, 2021.

There were no objections and Bill 4946 was read by title only:

AN ORDINANCE APPROVING AN AGREEMENT AMENDING THE AGREEMENT WITH LOCAL #2665 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS BY EXTENDING THE DURATION THROUGH AUGUST 31, 2021.

Bill 4946 will be on the agenda for second reading on July 7.

AMEND AGREEMENT WITH LOCAL #2665 FOR COMPANY OFFICERS Mayor Robinson called for the first reading of a bill to amend the agreement with company officers of Local #2665 of the International Association of Firefighters by extending the duration through August 31, 2021.

There were no objections and Bill 4947 was read by title only:

AN ORDINANCE APPROVING AN AGREEMENT AMENDING THE AGREEMENT WITH COMPANY OFFICERS OF LOCAL #2665 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS BY EXTENDING THE DURATION THROUGH AUGUST 31, 2021.

Bill 4947 will be on the agenda for second reading on July 7.

SECOND READING OF BILLS AND ACTION ON BILLS

BILL 4939 Mayor Robinson called for the second reading of Bill 4939 to grant a Special Land Use Permit to Elusive Developments, LLC d/b/a Cuzzin's for a restaurant at 7213 C North Lindbergh Boulevard.

There were no objections and Bill 4939 was read by title only:

AN ORDINANCE AUTHORIZING AND GRANTING A PERMANENT SPECIAL LAND USE PERMIT TO ELUSIVE DEVELOPMENTS, LLC D/B/A CUZZIN'S FOR A RESTAURANT AT 7213 C NORTH LINDBERGH BOULEVARD AND PROVIDING THE CONDITIONS OF SUCH USAGE.

Mr. Aubuchon moved, seconded by Mrs. Hendon, the adoption of Bill 4939 as an ordinance. The following vote was recorded on the motion:

<u>AYE - 8</u>	<u>NAY - 0</u>
Mrs. Singleton	
Mr. Aubuchon	
Mr. Ryan	
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

Bill 4939 was unanimously adopted as Ordinance 4823-21.

BILL 4940 Mayor Robinson called for the second reading of Bill 4940 to amend *Chapter 405: Zoning Regulations* relative to gunsmiths and the sale of firearms and ammunition.

There were no objections and Bill 4940 was read by title only:

AN ORDINANCE AMENDING CHAPTER 405: ZONING REGULATIONS OF THE HAZELWOOD CITY CODE PERTAINING TO THE REGULATION OF ESTABLISHMENTS THAT SELL, DISTRIBUTE, REPAIR, BUILD, OR CUSTOMIZE FIREARMS OR FIREARM ACCESSORIES, AND THE REGULATION OF ESTABLISHMENTS THAT SELL OR DISTRIBUTE AMMUNITION.

Mr. Ryan moved, seconded by Mr. Aubuchon, the adoption of Bill 4940 as an ordinance. The following vote was recorded on the motion:

<u>AYE - 8</u>	<u>NAY - 0</u>
Mrs. Singleton	
Mr. Aubuchon	
Mr. Ryan	
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

Bill 4940 was unanimously adopted as Ordinance 4824-21.

BILL 4941 Mayor Robinson called for the second reading of Bill 4941 to
FY 2021-2022 BUDGET approve the 2021-2022 fiscal year budget.

There were no objections and Bill 4941 was read by title only:

**AN ORDINANCE APPROVING THE BUDGET OF THE CITY OF HAZELWOOD,
MISSOURI, FOR FISCAL YEAR 2021-2022 AND APPROPRIATING THE SUMS
CONTAINED THEREIN FOR THE PURPOSES AND OBJECTS THEREIN.**

Mrs. Singleton moved, seconded by Mrs. Hendon, the adoption of Bill 4941 as an ordinance.

Mr. Zimmerman stated the City has had a pay plan since at least 1978 and the earliest records he could find show a pay study was conducted by DMG Maximus in 1999. A preliminary pay study was conducted in 2001 by DMG Maximus and no records were found showing a new pay plan was adopted. Mr. Zimmerman stated a pay study was conducted by the Archer Group in 2004. A pay study conducted by Higbee & Associates in 2007/2008 placed pay grades at 95% of the median market and new pay grades were established. A pay study conducted by Higbee & Associates in 2010/2011 placed pay grades at 97.5% of the median market. That pay plan was not adopted by the Council until December 2011 and two steps, along with new pay grades, were granted. Mr. Zimmerman stated a pay study was conducted in 2015 using an employee committee. CBIZ Human Capital Resources was hired by the committee to finalize the pay grades for the committee's review. Pay grades were placed at 100% of the median market. The number of grades was reduced from 66 to 17 and a new pay plan was adopted in November 2015. Mr. Zimmerman provided the Council with a history of Cost of Living Adjustment (COLA) raises.

Mrs. Singleton stated in order to keep in line with the pattern of alternating step increases and COLA's, it would seem appropriate to give a step increase and a COLA in the next fiscal year.

Mayor Robinson stated giving a COLA adds value to comparables in the future, and he suggested giving a one and one-half percent COLA for all employees instead of a step

increase for eligible employees. Mayor Robinson stated 20% of employees have reached the top of their pay grade.

Mrs. Singleton stated one and one-half percent COLA does not seem adequate.

Mayor Robinson stressed the point of not being able to accommodate raises in future budgets due to projected budget deficits.

Mrs. Singleton moved, seconded by Mayor Robinson, to amend the motion on the floor by adopting an amended budget to include a 2% COLA for all employees and remove step increases, for fiscal year 2021-2022. The following vote was recorded on the motion:

<u>AYE - 6</u>	<u>NAY - 2</u>
Mrs. Singleton	Mr. Aubuchon
Mrs. Stroker	Mr. Ryan
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

The motion passed by a vote of six in favor and two opposed, with Messrs. Aubuchon and Taylor casting the dissenting votes.

Mrs. Singleton moved, seconded by Mrs. Hendon, the adoption of Bill 4941, as amended, as an ordinance. The following vote was recorded on the motion:

<u>AYE - 8</u>	<u>NAY - 0</u>
Mrs. Singleton	
Mr. Aubuchon	
Mr. Ryan	
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

Bill 4941, as amended, was unanimously adopted as Ordinance 4825-21.

BILL 4942 CONTRACT WITH REPUBLIC SERVICES	The second reading of Bill 4942, to approve a contract with Allied Services, LLC d/b/a Republic Services of Bridgeton for collection of refuse, compostables and recyclables from single-family dwellings and City facilities, was postponed.
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BILL 4943 CONTRACT	Mayor Robinson called for the second reading of Bill 4943 to authorize a contract with Copal Constructors, Inc., for
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**FIREHOUSE #2
ROOF** removal and replacement of the Firehouse #2 roof at a cost not to exceed \$49,722.

There were no objections and Bill 4943 was read by title only:

AN ORDINANCE AUTHORIZING A CONTRACT WITH COPAL CONSTRUCTION, INC., FOR THE FIREHOUSE #2 ROOF REPLACEMENT PROJECT AT A COST NOT TO EXCEED \$49,722.

Mr. Aubuchon moved, seconded by Mrs. Hendon, the adoption of Bill 4943 as an ordinance. The following vote was recorded on the motion:

<u>AYE - 8</u>	<u>NAY - 0</u>
Mrs. Singleton	
Mr. Aubuchon	
Mr. Ryan	
Mr. Herin	
Mayor Robinson	
Ms. Matlock	
Mr. Taylor	
Mrs. Hendon	

Bill 4943 was unanimously adopted as Ordinance 4826-21.

MISCELLANEOUS BUSINESS AND ANNOUNCEMENTS

CITY HALL CLOSED Mayor Robinson announced City Hall will be closed on July 5 in observance of Independence Day.

COUNCIL MEETING Mayor Robinson announced the next regular Council meeting will be held Wednesday, July 7, at 7:30 p.m. in the Council Chambers.

ADJOURNMENT There being no further business to come before the Council, the meeting was adjourned at 8:14 p.m.

Matthew G. Robinson - Mayor
City of Hazelwood, Missouri

ATTEST:

Julie Lowery - City Clerk
City of Hazelwood, Missouri