



**AGENDA REVIEW MEETING
CHESTERFIELD CITY COUNCIL
Monday, August 21, 2017
6:00 PM**

I. Appointments

A.Appointments

1. F&A Citizens Advisory Committee:

M. Peri Periasamy

B.Reappointments

1. Architectural Review Board:

Bud Gruchalla

Doug DeLong

2. Public Works Board of Variance:

Lauren Strutman

II. Planning and Public Works Committee – Chairperson Guy Tilman-Ward II

A. Bill No. 3163 – P.Z. 02-2017 Fienup Farms (McBride & Son) (Second Reading)

B. Bill No. 3164 – P.Z. 03-2017 Fienup Farms (McBride & Son) (Second Reading)

C. P.Z. 05-2014 Time Extension Request:18626 Olive Street Rd

D. Next Meeting – August 24, 2017 (5:45pm)

III. Finance and Administration Committee – Chairperson Tom DeCampi-Ward IV

IV. Parks, Recreation and Arts Committee – Chairperson Randy Logan-Ward III

V. Public Health and Safety Committee – Chairperson Barry Flachsbart-Ward I

VI. Report from the City Administrator – Mike Geisel

A. 2017 Selective Slab Replacement Projects A & B

B. Old Chesterfield Road Culvert Engineering Design Services

C. Bid Recommendation – River Valley Drive Closure

D. Bid Recommendation – Codification Proposal

E. Gamble & Schlemeier, LTD

VII. Unfinished Business – Mayor Bob Nation

A. CBIZ Report

VIII. New Business – Mayor Bob Nation

IX. Adjourn –

NOTE: *City Council will consider and act upon the matters listed above and such other matters as may be presented at the meeting and determined to be appropriate for discussion at that time.*

Notice is hereby given that the City Council may also hold a closed meeting for the purpose of dealing with matters relating to one or more of the following: legal actions, causes of action, litigation or privileged communications between the City's representatives and its attorneys (RSMo 610.021(1) 1994; lease, purchase or sale of real estate (RSMo 610.021(2) 1994; hiring, firing, disciplining or promoting employees with employee groups (RSMo 610.021(3) 1994; Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups (RSMo 610.021(9) 1994; and/or bidding specification (RSMo 610.021(11) 1994.



AGENDA
CHESTERFIELD CITY COUNCIL MEETING
Chesterfield City Hall
690 Chesterfield Parkway West
Monday, August 21, 2017
7:00PM

- I. CALL TO ORDER** – Mayor Bob Nation
- II. PLEDGE OF ALLEGIANCE** – Mayor Bob Nation
- III. MOMENT OF SILENT PRAYER** – Mayor Bob Nation
- IV. ROLL CALL** – City Clerk Vickie Hass
- V. APPROVAL OF MINUTES** – Mayor Bob Nation
 - A. **City Council Meeting Minutes** – August 7, 2017
 - B. **Executive Session Minutes** – August 7, 2017
- VI. COMMUNICATIONS AND PETITIONS** – Mayor Bob Nation
- VII. INTRODUCTORY REMARKS** – Mayor Bob Nation
 - A. **Thursday, August 24, 2017** – Planning and Public Works (5:45pm)
 - B. **Monday, August 28, 2017** – Planning Commission (7pm)
 - C. **Wednesday, September 6, 2017** – Next City Council meeting (7pm)

VIII. APPOINTMENTS – Mayor Bob Nation

A. Appointments

1. F&A Citizens Advisory Committee:

M. Peri Periasamy

B. Reappointments

1. Architectural Review Board:

Bud Gruchalla

Doug DeLong

2. Public Works Board of Variance:

Lauren Strutman

IX. COUNCIL COMMITTEE REPORTS

A. Planning and Public Works Committee – Chairperson Guy Tilman, Ward II

1. Bill No. 3163 – P.Z. 02-2017 Fienup Farms (McBride & Son) (Second Reading)

2. Bill No. 3164 – P.Z. 03-2017 Fienup Farms (McBride & Son) (Second Reading)

3. P.Z. 05-2014 Time Extension Request: 18626 Olive Street Rd

4. Next Meeting – August 24, 2017 (5:45pm)

B. Finance and Administration Committee – Chairperson Tom DeCampi, Ward IV

C. Parks, Recreation and Arts Committee – Chairperson Randy Logan, Ward III

D. Public Health and Safety Committee – Chairperson Barry Flachsbart, Ward I

X. REPORT FROM THE CITY ADMINISTRATOR – Mike Geisel

A. 2017 Selective Slab Replacement Projects A & B

B. Old Chesterfield Road Culvert Engineering Design Services

C. Bid Recommendation – River Valley Drive Closure

D. Bid Recommendation – Codification Proposal

E. Gamble & Schlemeier, LTD

XI. UNFINISHED BUSINESS – Mayor Bob Nation

A. CBIZ Report

XII. NEW BUSINESS – Mayor Bob Nation

XIII. LEGISLATION

XIV. LEGISLATION – PLANNING COMMISSION

A. BILL NO. 3163 - AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “NU” NON-URBAN DISTRICT TO AN “E-1” ESTATE ONE ACRE DISTRICT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 02-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201). **(SECOND READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

B. BILL NO. 3164 - AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “E-1” ESTATE ONE ACRE DISTRICT TO A “PUD” PLANNED UNIT DEVELOPMENT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 03-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201). **(SECOND READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

XV. ADJOURNMENT

NOTE: *City Council will consider and act upon the matters listed above and such other matters as may be presented at the meeting and determined to be appropriate for discussion at that time.*

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AGENDA REVIEW – Monday, 8/21/2017 – 6:00 PM

An AGENDA REVIEW meeting has been scheduled to start at **6:00 pm, on Monday, August 21, 2017.**

Please let me know, ASAP, if you will be unable to attend this meeting.



RECORD OF PROCEEDING

MEETING OF THE CITY COUNCIL OF THE CITY OF CHESTERFIELD AT 690 CHESTERFIELD PARKWAY WEST

AUGUST 7, 2017

The meeting was called to order at 7 p.m.

Mayor Bob Nation led everyone in the Pledge of Allegiance and followed with a moment of silent prayer.

A roll call was taken with the following results:

PRESENT

ABSENT

Mayor Bob Nation
Councilmember Barry Flachsbart
Councilmember Barbara McGuinness
Councilmember Ben Keathley
Councilmember Guy Tilman
Councilmember Dan Hurt
Councilmember Randy Logan
Councilmember Tom DeCampi
Councilmember Michelle Ohley

APPROVAL OF MINUTES

The minutes of the July 31, 2017 special City Council meeting were submitted for approval. Councilmember Tilman made a motion, seconded by Councilmember Logan, to approve the City Council minutes. A voice vote was taken with a unanimous affirmative result and the motion was declared passed.

The minutes of the July 31, 2017 Executive Session were submitted for approval. Councilmember Ohley made a motion, seconded by Councilmember Tilman, to approve the Executive Session minutes. A voice vote was taken with a unanimous affirmative result and the motion was declared passed.

COMMUNICATIONS AND PETITIONS

Mr. Eric Kirchner, Wentzville, Missouri, stated that he was available to answer questions related Bill No. 3160 (P.Z. 18-2016 17511 Chesterfield Airport Road [Palio Partners]).

Ms. Jeannie Aumiller, McBride Homes, stated that she was available to answer questions related to Bill No. 3163 (P.Z. 02-2017 Fienup Farms [McBride & Son]) and Bill No. 3164 (P.Z. 03-2017 Fienup Farms [McBride & Son]).

Mr. Paul Wislowski, Largo, Florida, encouraged the City of Chesterfield to participate in collective art projects.

Ms. Mary Brown, 62 Chesterfield Lakes, spoke in support of the employee compensation plan recommended by CBIZ.

INTRODUCTORY REMARKS

Mayor Nation announced that the next meeting of City Council has been scheduled for Monday, August 21, at 7 p.m.

APPOINTMENTS

There were no appointments.

COUNCIL COMMITTEE REPORTS

Planning/Public Works Committee

Councilmember Guy Tilman, Chairperson of the Planning/Public Works Committee, reported that Bill No. 3160 (P.Z. 18-2016 17511 Chesterfield Airport Road [Palio Partners]) will be considered for adoption under the "Legislation – Planning Commission" portion of the agenda.

Councilmember Tilman reported that Bill No. 3163 (P.Z. 02-2017 Fienup Farms [McBride & Son]) will be read for the first time under the "Legislation – Planning Commission" portion of the agenda.

Councilmember Tilman reported that Bill No. 3164 (P.Z. 03-2017 Fienup Farms [McBride & Son]) will be read for the first time under the "Legislation – Planning Commission" portion of the agenda.

Councilmember Tilman announced that the next meeting of this Committee has been scheduled for Thursday, August 24, at 5:45 p.m.

Finance and Administration Committee

Councilmember Tom DeCampi, Chairperson of the Finance and Administration Committee, indicated that he had no report this evening.

Parks, Recreation & Arts Committee

Councilmember Randy Logan, Chairperson of the Parks, Recreation & Arts Committee, reported that this committee met on Tuesday, August 1 and will be discussing items in Executive Session.

Public Health & Safety Committee

Councilmember Barry Flachsbart, Chairperson of the Public Health & Safety Committee, indicated that he had no report this evening.

REPORT FROM THE CITY ADMINISTRATOR

City Administrator Mike Geisel reported that Bill No. 3162 (Conflict of Interest Policy – Annual Adoption) will be considered for adoption under the “Legislation” portion of the agenda.

UNFINISHED BUSINESS

Councilmember Flachsbart made a motion to receive and file the CBIZ report for non-uniformed employees, and incorporate the compensation adjustment for those individual employees who have been identified to be below market as described in the memorandum from the City Administrator, of July 26. The motion died due to lack of a second.

NEW BUSINESS

There was no new business.

LEGISLATION

BILL NO. 3162	RE-ADOPTS THE PROCEDURE ESTABLISHED IN ORDINANCE NO. 605 OF THE CITY OF CHESTEFIELD AS THE PROCEDURE FOR DISCLOSURE OF CONFLICTS FOR CERTAIN MUNICIPAL OFFICIALS (SECOND READING)
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Councilmember Flachsbart made a motion, seconded by Councilmember Tilman, for the second reading of Bill No. 3162. A voice vote was taken with a unanimous affirmative

result and the motion was declared passed. Bill No. 3162 was read for the second time. A roll call vote was taken for the passage and approval of Bill No. 3162 with the following results: Ayes – DeCampi, Keathley, McGuinness, Logan, Ohley, Hurt, Tilman and Flachsbart. Nays – None. Whereupon Mayor Nation declared Bill No. 3162 approved, passed it and it became **ORDINANCE NO. 2968**.

LEGISLATION – PLANNING COMMISSION

BILL NO. 3160 AMENDS THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “NU” NON-URBAN DISTRICT TO A “PC” PLANNED COMMERCIAL DISTRICT FOR A 13.01 ACRE TRACT OF LAND LOCATED NORTH OF CHESTERFIELD AIRPORT ROAD, EAST OF LONG ROAD, WEST OF ARNAGE BLVD., AND SOUTH OF INTERSTATE 64/US 40. (P.Z. 18-2016 17511 CHESTERFIELD AIRPORT ROAD {PALIO PARTNERS} 17U510084) **(SECOND READING) (PLANNING COMMISSION RECOMMENDS APPROVAL) (PLANNING & PUBLIC WORKS COMMITTEE RECOMMENDS APPROVAL, AS AMENDED)**

Councilmember Tilman made a motion, seconded by Councilmember Logan, for the second reading of Bill No. 3160. A voice vote was taken with a unanimous affirmative result and the motion was declared passed. Bill No. 3160 was read for the second time. A roll call vote was taken for the passage and approval of Bill No. 3160 with the following results: Ayes – Ohley, McGuinness, DeCampi, Logan, Hurt, Flachsbart, Keathley and Tilman. Nays – None. Whereupon Mayor Nation declared Bill No. 3160 approved, passed it and it became **ORDINANCE NO. 2969**.

BILL NO. 3163 AMENDS THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “NU” NON-URBAN DISTRICT TO AN “E-1” ESTATE ONE ACRE DISTRICT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD (P.Z. 02-2017 FIENUP FARMS {MCBRIDE & SONS} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201) **(FIRST READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

Councilmember Tilman made a motion, seconded by Councilmember Ohley, for the first reading of Bill No. 3163. A voice vote was taken with a unanimous affirmative result and the motion was declared passed. Bill No. 3163 was read for the first time.

BILL NO. 3164 AMENDS THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN "E-1" ESTATE ONE ACRE DISTRICT TO A "PUD" PLANNED UNIT DEVELOPMENT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 03-2017 FIENUP FARMS {MCBRIDE & SONS} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201) **(FIRST READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

Councilmember Tilman made a motion, seconded by Councilmember Ohley, for the first reading of Bill No. 3164. A voice vote was taken with a unanimous affirmative result and the motion was declared passed. Bill No. 3164 was read for the first time.

ADJOURNMENT

Mayor Nation announced that City Council will re-convene into Executive Session (closed meeting), as provided by RSMO 610.021 (1) for the purpose of discussing legal actions, causes of action, litigation or privileged communications between the City's representatives and its attorneys; RSMO 610.021 (2) for the purpose of leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore; RSMO 610.021 (3) for the purpose of hiring, firing, disciplining or promotion of particular employees by a public governmental body when personal information about the employee is discussed or recorded; and RSMO 610.021 (9) for the purpose of preparation, including discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups.

There being no further business to discuss, Mayor Nation adjourned the meeting at 7:30 p.m.

Mayor Bob Nation

ATTEST:

Vickie J. Hass, City Clerk

APPROVED BY CITY COUNCIL: _____

UPCOMING MEETINGS/EVENTS

A. Thursday, August 24, 2017 – Planning and Public Works (5:45pm)

B. Monday, August 28, 2017 – Planning Commission (7pm)

C. Wednesday, September 6, 2017 – Next City Council meeting (7pm)

APPOINTMENTS

Statutory Committee Appointment/Re-Appointments

Mayor Nation intends to appoint M. Peri Periasamy to the Finance & Administration Citizens Advisory Committee at the August 21, 2017 City Council meeting.

Mayor Nation intends to reappoint Bud Gruchalla and Doug Delong to the Architectural Review Board, and Lauren Strutman to the Public Works Board of Variance for reappointments at the August 21, 2017 City Council meeting:

If you have any questions, please contact me prior to Monday's meeting.



DATE: August 16, 2017
TO: Michael O. Geisel, City Administrator
FROM: Vickie J. Hass, City Clerk 
SUBJECT: Statutory Committee Appointment/Re-Appointments

Mayor Nation intends to nominate the following individual for **appointment** at the August 21, 2017 City Council meeting (resume attached):

Finance & Administration Citizens Advisory Committee
M. Peri Periasamy
14640 Big Timber Lane
Chesterfield, MO 63017
mpperiasamy@att.net
Ward III
New term expires 8/21/20

Mayor Nation intends to nominate the following individuals for **reappointment** at the August 21, 2017 City Council meeting:

Architectural Review Board

Bud Gruchalla
14015 Camberra Court
Chesterfield, MO 63017
314-623-3316 – c
314-878-2676 – h
stlbckeye@aol.com
Ward I
New term expires 8/29/19

Doug DeLong
DeLong Landscape Architecture, LLC
7620 West Bruno Avenue
St. Louis, MO 63117
314-346-4856
delong.la@gmail.com
New term expires 8/17/19

Public Works Board of Variance

Lauren Strulman
16120 Walnut Hill Farm
Chesterfield, MO 63005
314-520-5333
636-537-0880 – w
laurens@lsa-stl.com
Ward IV
New term expires 8/21/22

Please add these appointment/reappointments to the August 21 City Council agenda.

M. Peri Periasamy
14640 Big Timber Lane
Chesterfield MO 63017

I am a long time resident of Chesterfield living in the Chesterfield Trails sub-division (since 1991) on Schoettler road (opposite to Logan) and currently retired. I am married and have three daughters and six grandchildren.

Prior to retirement (2012), I was a Director of R&D at Mallinckrodt, an internationally recognized pharmaceutical company based in St. Louis. During my 36 years career at Mallinckrodt, I have gained a broad experience in management, budgeting, strategic planning and project management, and a strong knowledge in the pharmaceutical industry. I have successfully led a major global product team developing a multimillions dollar valued new Radiology Imaging product and launching it across many countries around the world. During this 10 year development period, I closely worked with senior management, patent/legal, marketing, manufacturing, and medical-regulatory groups on a global basis.

I have always been very much interested in Business starting with my family business (located in South India). I was one of the co-founders and President of Niroga Drug Discovery, a startup that focused on novel antibiotics and anticancer agents. My other company, CRKL, Inc., is exploring import business opportunities from South India.

Following retirement, I joined the Chesterfield Chamber of Commerce to share my work experience and business knowledge with other chamber members and assist them in succeeding in their business efforts. I am currently one of the Directors on the Chamber Board (since Jan 2016) and on the Board Executive Committee as the Vice-Chairperson of Programs. I am actively involved in three additional Chamber committees, Business Education Committee, CUCO and Government Affairs committee.

I have a Ph.D. in Chemistry from Florida state University and law degree from Saint Louis University.

PLANNING AND PUBLIC WORKS COMMITTEE

The Planning and Public Works Committee canceled its August 10th meeting.

The following bills are on for Second Reading for the August 21, 2017 City Council meeting:

Bill No. 3163 - P.Z. 02-2017 Fienup Farms (McBride & Son)

(Second Reading) (PLANNING COMMISSION RECOMMENDS APPROVAL)

AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN "NU" NON-URBAN DISTRICT TO AN "E-1" ESTATE ONE ACRE DISTRICT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 02-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201).

Bill No. 3164 - P.Z. 03-2017 Fienup Farms (McBride & Son)

(Second Reading) (PLANNING COMMISSION RECOMMENDS APPROVAL)

AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN "E-1" ESTATE ONE ACRE DISTRICT TO A "PUD" PLANNED UNIT DEVELOPMENT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 03-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201).

Blue Sheet Amendment Provided

The following items are Department recommendations:

18626 Olive Street Rd (P.Z. 05-2014 Time Extension Request):

(DEPT. OF PLANNING & DEVELOPMENT SERVICES RECOMMENDS APPROVAL)

A request for an eighteen (18) month extension of time to submit a Site Development Concept Plan or Site Development Plan for a 2.391 acre tract of land zoned "PI" Planned Industrial District located southeast of the intersection of Olive Street Road and Spirit Valley East Drive (17W510060).

Next Meeting

The next meeting of the Planning and Public Works Committee is scheduled for Thursday, August 24, 2017 at 5:45 pm.

If you have any questions, please contact me prior to Monday's meeting.

City Council Memorandum

Department of Planning and Development Services

To: Michael O. Geisel, City Administrator

From: Justin Wyse, Director of Planning and Development Services *JW*

Date: July 31, 2017

CC Date: August 21, 2017

RE: **18626 Olive Street Rd (P.Z. 05-2014 Time Extension Request)**: A request for an eighteen (18) month extension of time to submit a Site Development Concept Plan or Site Development Plan for a 2.391 acre tract of land zoned "PI" Planned Industrial District located southeast of the intersection of Olive Street Road and Spirit Valley East Drive (17W510060).

Proposal Summary

Chesterfield Blue Valley LLC., on behalf of Simon Woodmont Development LLC, has submitted a request for an eighteen (18) month extension to the time period for submittal of Site Development Concept Plans and Site Development Plans listed in the governing ordinance for the site at 18626 Olive Street Road. This is the second eighteen (18) month extension as the last was approved by City Council on February 17, 2016. The current time period requirement expires on September 15, 2017. Chesterfield Blue Valley LLC has been unable to secure a buyer for the property and would like to extend the plan submission deadline to allow marketing to continue with the goal of the purchaser submitting plans that would address their development needs specifically.

Site History

The subject site was rezoned from an "NU" Non-Urban District to a "PI" Planned Industrial District in September of 2014 to allow for development similar to adjacent properties located in the Spirit Valley Business Park and Chesterfield Fence Company subdivisions. It is currently governed by [Ordinance 2813](#) which was a result of the rezoning process in 2014. Prior to this, the subject site was incorporated into the City of Chesterfield under an "NU" Non-Urban District from St. Louis County. The site contained one (1) residential structure along with two (2) out-buildings until February of 2013 when these buildings were demolished by the current owner. Proper permits were submitted for this demolition.

Surrounding Land Use and Zoning

The land use and zoning for the properties surrounding this parcel are shown in Figure 1 on the next page.

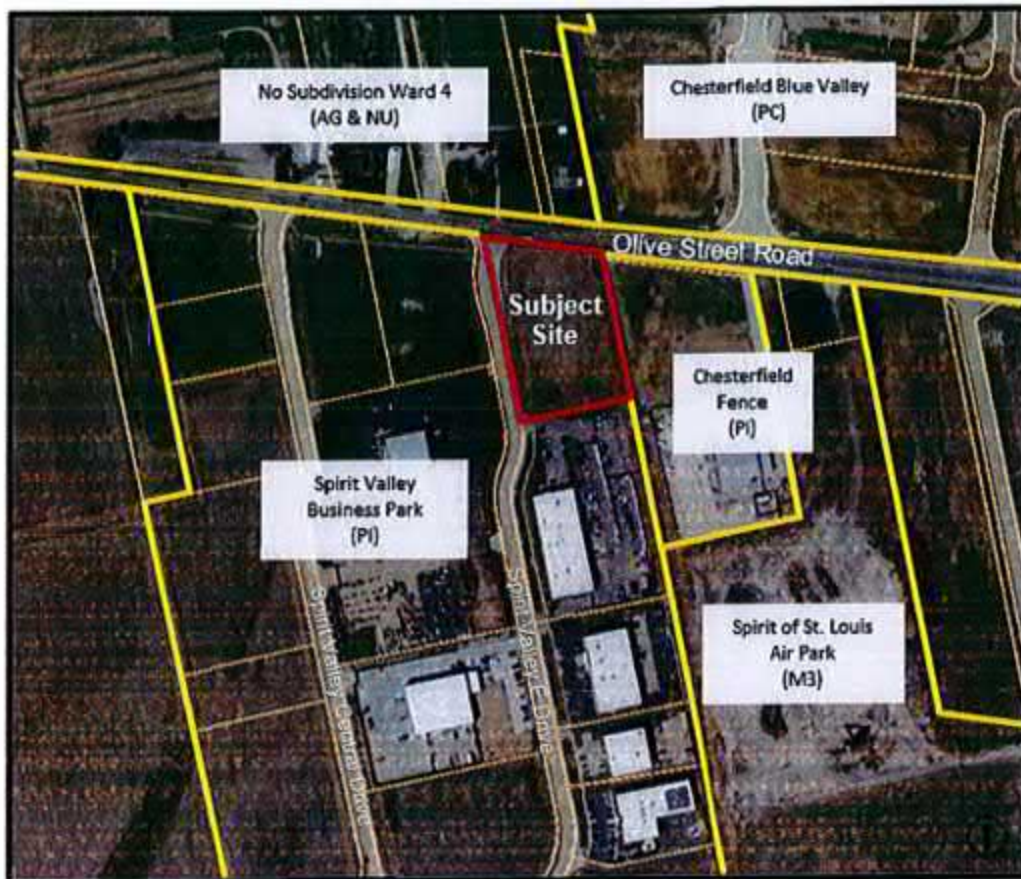


Figure 1

Request

City of Chesterfield Ordinance 2813 requires that a Site Development Concept Plan or Site Development Plan be submitted to the City within eighteen (18) months of the date of approval of the change of zoning. However, where due cause is shown by the developer, the time interval may be extended by the City Council for eighteen (18) months. Failure to comply with the established time limits will result in a new Public Hearing to be held at the time of the plan submittal. The applicant has requested the maximum extension permitted by Ordinance 2813. As previously stated, this is the second eighteen (18) month extension as the last was approved by City Council on February 17, 2016.

A copy of the request letter from the applicant is attached to this report. Staff has reviewed the request and recommends approval of an eighteen (18) month time extension to accommodate the time needed to secure a buyer. If approved, this extension would expire on March 15, 2019.



JUL 27 2017

July 24, 2017

Joseph M. Knight
Project Planner
City of Chesterfield
690 Chesterfield Parkway West
Chesterfield, Missouri 63017-0760

RE: PZ 05-2014 18626 Olive Street Road
Plan Submission – Request for Extension

Dear Joe:

In response to your letter of July 17, 2017, Chesterfield Blue Valley (CBV) respectfully requests an eighteen (18) month extension to the Time Period for Submittal of Site Development Concept Plans and Site Development Plans regarding the rezoning of the subject property. While we have experienced increased interest, to date CBV has been unable to secure a buyer for this property. An extension is necessary to continue our marketing efforts.

Thank you for your consideration of this request. Please do not hesitate to contact me or my assistant, Debbie Mueller, if you have any questions or need additional information.

Very truly yours,

A handwritten signature in black ink that reads "R. Dean Wolfe". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

R. Dean Wolfe

FINANCE AND ADMINISTRATION COMMITTEE

The next meeting of the Finance and Administration Committee has not yet been scheduled.

As always, if you have any questions or require additional information, please contact me prior to Monday's meeting.

PUBLIC HEALTH AND SAFETY COMMITTEE

The next meeting of the Public Health and Safety Committee has not yet been scheduled.

If you have any questions or require additional information, please contact Chief Ray Johnson or me prior to Monday's meeting.

CITY ADMINISTRATOR'S REPORT

2017 Selective Slab Replacement Projects A and B - *Transfer Projects to Amcon Municipal Concrete*

City Council has previously approved multiple contracts for our capital street reconstruction program. As work has progressed throughout the year, One contractor has lagged and is willing to reduce their contractual scope of work such that it can be transferred to another existing City contract. Accordingly, as we have done multiple times before, Staff recommends that work be shifted from one contract to another, simply removing previously authorized street replacement from two contracts and adding that same amount of work to another approved contractor, AMCON. That results in a reduction of contract authorization for two contracts and a like increase in the previously approved scope of for the AMCON contract. Accordingly, ***I join with Director of Public Works\City Engineer Jim Eckrich in recommending that the existing contracts for street reconstruction be amended as follows: Increase the existing contract with Amcon Municipal Concrete by \$550,000, and simultaneously reduce the contracts for E Meier and Marschuetz Construction by \$350,000 and \$200,000 respectively. Please note that there is no additional expenditure of City funds.*** The proposed work will be completed within the aggregate contract amounts previously approved by City Council.

Old Chesterfield Road Culvert Professional Engineering Design Services

As described more fully in the attached memo from Director of Public Works\City Engineer Jim Eckrich, the City has solicited professional engineering proposals for design services for removal and replacement of the storm culvert on Old Chesterfield Road. ***I join with Mr. Eckrich in recommending that City Council authorize the City Administrator to execute a contract for Professional Engineering Design Services with Oates Associates, Incorporated in an amount not to exceed \$145,000.*** This contract is fully funded by the 1/2 cent sales tax for Streets and Sidewalks passed by Chesterfield residents in 1996 and the 2017 budget includes \$150,000 for this effort.

Bid Recommendation - River Valley Drive Closure Project

As more fully described in the attached memo from Director of Public Works\City Engineer Jim Eckrich, the Department of Public Works solicited bids for construction of the permanent closure of River Valley Drive at the City's northern municipal boundary. ***I join with Mr. Eckrich in recommending that City Council accept the low bid as submitted by Krupp Construction and to authorize the City Administrator to enter into a contract for this work in an amount not to exceed \$178,000 for the River Valley Drive Closure Project.*** Funds have previously been transferred for this project in the correct amount.

Also included in the recommendation is a written policy regarding the operation of the emergency access gate which provides the closure to through traffic. Accordingly, ***I recommend that the River Valley Drive Closure Gate policy (Public Works Policy #37) be separately approved by Council.***

Codification Proposal

As approved and provided in the 2017 budget, Staff has obtained a proposal from General Code, the company that currently administers, maintains, and publishes the City's Code of Ordinances, for a Codification update. The 2017 Budget includes \$25,000 for this effort. Inasmuch as our Code has not been comprehensively codified and reviewed recently, there are substantial statutory changes in our criminal code that need to be reflected in our municipal code and a thorough review is necessary and warranted. ***I join with our City Clerk, Vickie Hass and City Attorney, Chris Graville in recommending that City Council accept the proposal for codification services as submitted by General Code and authorize the City Administrator to execute the contract for services at a cost not to exceed \$20,000.***

Gamble & Schlemeier, LTD

The City's contract for services is set to expire on August 30, 2017. I have included in the Council's packet, a copy of the current contract for services as well as a proposed contract for the upcoming year. ***I request that City Council provide direction relative to the continuation of this contract.***

If you have any questions, please contact me prior to Monday's meeting.

DATE: August 8, 2017

TO: Michael O. Geisel, P.E.
City Administrator

FROM: James A. Eckrich, P.E.
Public Works Director / City Engineer

RE: 2017 Selective Slab Replacement Projects A and B
Transfer Projects to Amcon Municipal Concrete



As you will recall, in March of 2017 the City of Chesterfield City Council authorized an Agreement with E.Meier Contracting in the amount of \$900,000 for construction of the 2017 Selective Slab Replacement Project B. While E. Meier's work has been satisfactory, their progress has been slow compared to other contractors. This is aggravating to area residents who would prefer to see the reconstruction of their streets completed quickly, and their inconvenience minimized. The City Staff has met with E. Meier, and both parties have agreed that it is in everyone's best interest to remove approximately 5,000 square yards from Project B. The result is a deduction in Purchase Order 2017-018 of \$350,000.

The second low bidder for the 2017 Selective Slab Replacement Project B was Amcon Municipal Concrete, as shown on the attached bid tab. As you know, Amcon has successfully performed concrete replacement projects for the City of Chesterfield in the past, and is currently working in the City of Chesterfield to remove and replace sidewalk. The City Staff has met with Amcon, and Amcon has expressed its desire to complete the remaining 5,000 square yards of concrete removal and replacement in Project B, at the costs provided during 2017 bidding. This slab replacement work, if approved, will be completed on Forsheer Drive and Forsheer Court.

As you will recall, in conjunction with the approval of Project B the City of Chesterfield City Council also authorized an Agreement with J.M. Marschuetz Construction Company in an amount not to exceed \$1,100,000. That amount included the low bid (\$1,001,927) and a ten percent contingency. In contrast to Project B, Selective Slab Replacement Project A has progressed quickly, and under budget. The City Staff believes that none of the contingency in Project A will be necessary, and that the project will actually be constructed at a cost approximately ten percent below the low bid, leaving approximately \$200,000 in this contract. The City Staff would like to use the remaining money to address streets in need of work this year, including Strollways Drive, Pembury Drive, Trailtop Drive, Orchard Hill Drive, and Lymington Common Street. Unfortunately, J.M. Marschuetz has several other projects at this time and is unable to accommodate a change order to increase the work on this project. Fortunately, Amcon is willing to add this work at its above-referenced bid prices.

Accordingly, I am highly recommending that the City Council authorize Staff to enter into an Agreement with Amcon Municipal Concrete for the \$350,000 remaining on 2017 Selective Slab Replacement Project B, and the \$200,000 remaining on 2017 Selective Slab

Replacement Project A. Please note that there is no additional expenditure of City funds. The proposed work will be completed within the contract amount (including contingency) previously approved by City Council.

Action Recommended

This matter should be forwarded to the City Council for consideration. Should Council concur with Staff's recommendation, it should authorize the City Administrator to approve a change order with Amcon Municipal Concrete in an amount of \$550,000.



BID TABULATION
2017 SELECTIVE SLAB REPLACEMENT PROJECT
2017-PW-03 B
February 23, 2017

ITEM #	DESCRIPTION	UNIT	QUANTITY	Project Estimate		E. Meier Contracting		Amcon Municipal Concrete		J.M. Marschuetz	
				UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE
1	REMOVE & REPLACE P.C.C. PAVEMENT	Sq. Yd.	12,810	\$51.00	\$653,310.00	\$45.00	\$576,450.00	\$46.60	\$596,946.00	\$47.00	\$602,070.00
2	JOINT SEALANT	Sq. Yd.	12,810	\$2.00	\$25,620.00	\$1.75	\$22,417.50	\$1.68	\$21,520.80	\$1.90	\$24,339.00
3	4" ROLLED STONE BASE	Sq. Yd.	12,810	\$4.80	\$61,488.00	\$5.00	\$64,050.00	\$3.95	\$50,599.50	\$5.15	\$65,971.50
4	UNDERGRADING	Cu. Ft.	400	\$1.00	\$400.00	\$3.00	\$1,200.00	\$0.25	\$100.00	\$0.50	\$200.00
5	GEOTEXTILE FABRIC	Sq. Yd.	12,810	\$1.25	\$16,012.50	\$1.00	\$12,810.00	\$0.95	\$12,169.50	\$1.00	\$12,810.00
6	STRUCTURAL GEOGRID	Sq. Yd.	325	\$1.00	\$325.00	\$3.00	\$975.00	\$0.01	\$3.25	\$1.50	\$487.50
7	SEEDING & MULCHING	Sq. Yd.	265	\$1.00	\$264.58	\$2.25	\$596.25	\$0.01	\$2.65	\$1.00	\$265.00
8	TRAFFIC CONTROL	L.S.	1	\$20,000.00	\$20,000.00	\$17,000.00	\$17,000.00	\$24,000.00	\$24,000.00	\$9,500.00	\$9,500.00
9	PAVED APPROACHES	Sq. Yd.	392	\$60.00	\$23,520.00	\$65.00	\$25,480.00	\$40.00	\$15,680.00	\$55.00	\$21,560.00
10	SAWCUTTING	Lin. Ft.	864	\$2.75	\$2,376.00	\$2.50	\$2,160.00	\$2.75	\$2,376.00	\$2.50	\$2,160.00
11	PAVEMENT LUGS	Each	1	\$2,000.00	\$2,000.00	\$1,000.00	\$1,000.00	\$50.00	\$50.00	\$50.00	\$50.00
12	UNDERDRAINS	Lin. Ft.	157	\$17.00	\$2,669.00	\$20.00	\$3,140.00	\$16.25	\$2,551.25	\$17.50	\$2,747.50
13.0	SIDEWALKS	Sq. Ft.	320	\$6.50	\$2,080.00	\$7.00	\$2,240.00	\$6.75	\$2,160.00	\$7.50	\$2,400.00
13.1	DETECTABLE WARNING SURFACE	Each	2	\$425.00	\$850.00	\$300.00	\$600.00	\$325.00	\$650.00	\$350.00	\$700.00
14	REPLACE INLET SILL	Each	3	\$450.00	\$1,350.00	\$500.00	\$1,500.00	\$400.00	\$1,200.00	\$400.00	\$1,200.00
15	ADJUSTMENT OF INLET SILL	Each	2	\$400.00	\$800.00	\$400.00	\$800.00	\$350.00	\$700.00	\$350.00	\$700.00
16	DRILLING AND DOWELING	Each	840	\$12.00	\$10,080.00	\$10.00	\$8,400.00	\$9.50	\$7,990.00	\$12.00	\$10,080.00
17	A2 JOINTS	Lin. Ft.	313	\$16.50	\$5,164.50	\$15.00	\$4,695.00	\$16.00	\$5,008.00	\$16.00	\$5,008.00
18	SILT FENCE	Lin. Ft.	140	\$1.50	\$210.00	\$3.00	\$420.00	\$0.50	\$70.00	\$1.00	\$140.00
19	INLET PROTECTION	Each	8	\$125.00	\$1,000.00	\$75.00	\$600.00	\$25.00	\$200.00	\$56.00	\$448.00
20	GRADED TROUGH REPLACEMENT	Each	2	\$23,000.00	\$46,000.00	\$16,000.00	\$32,000.00	\$19,000.00	\$38,000.00	\$20,000.00	\$40,000.00
	BID FORM TOTAL				\$875,519.58		\$778,533.75		\$781,866.95		\$802,836.50
									Corrected Total		

MEMORANDUM



DATE: August 7, 2017
TO: Jim Eckrich, PWD/CE
FROM: Mark Wilson, Project Manager
RE: Purchase Order Transfers

Per our discussions with the current contractors, E. Meier Contracting has agreed to dismiss a portion of their slab replacement contract (2017-PW-03B), due to the fact that they are unable to complete the contract on time. Conversely, Amcon Municipal Concrete has agreed to perform the portion of the project that E. Meier Contracting is dismissing. Amcon was second lowest bidder to this project.

In addition, we will have \$200,000 remaining on the second slab replacement contract (2017-PW-03A). The contractor, J.M. Marschuetz is not able to perform extra work on their project due to their commitment on other projects.

Fortunately, we currently have an open purchase order with Amcon since they have worked this season on our sidewalk replacement project (2017-PW-04A). Therefore, I would recommend a transfer of \$350,000.00 from the slab replacement project 'A' purchase order (PO# 2017-018), and a transfer of \$200,000 from the second slab replacement project 'B' (PO# 2017-019) to the sidewalk project purchase order (po# 2017-038).

Amcon Municipal Concrete is willing to accept all of the additional work and will start as soon we give them notification. Attached are maps of the areas to be replaced.

Should you need any further information, please advise.

Estimated**Forsheer Drive & Court**

	Unit	Estimated Quantities	Estimated Costs
	Seg_ID		
	Work Area	1	
REMOVAL & REPLACEMENT OF P.C.C. PAVEMENT	Sq. Yd.	4,930	\$229,738.00
JOINT SEALANT	Sq. Yd.	4,930	\$8,282.40
4" ROLLED STONE BASE	Sq. Yd.	4,930	\$19,473.50
UNDERGRADING	Cu. Ft.	100	\$25.00
GEOTEXTILE FABRIC	Sq. Yd.	4,930	\$4,683.50
STRUCTURAL GEOGRID	Sq. Yd.	50	\$0.50
SEEDING & MULCHING	Sq. Yd.	100	\$1.00
TRAFFIC CONTROL	L.S.	1	\$5,000.00
Paved Approaches - Total	Each	24	
Paved Approaches - Planned Replacement	Each	12	
PAVED APPROACHES	Sq. Yd.	168	\$6,720.00
SAWCUTTING	Lin. Ft.	26	\$71.50
PAVEMENT LUGS	Each	1	\$50.00
UNDERDRAINS	Lin. Ft.	90	\$1,462.50
SIDEWALKS	Sq. Ft.		
DETECTABLE WARNING STRIP	Each	2	\$650.00
REPLACE INLET SILL	Each	1	\$400.00
ADJUSTMENT OF INLET SILL	Each	1	\$350.00
DRILLING AND DOWELING	Each	25	\$237.50
A2 JOINTS	Lin. Ft.	104	\$1,664.00
SILT FENCE	Lin. Ft.	40	\$20.00
INLET PROTECTION	Each	2	\$50.00
GRATED TROUGH REPLACEMENT	Each	1	\$19,000.00
SUBTOTAL			\$297,879.40

WORK AREA 1

NOTES

1. 2 CURB RAMP THIS SHEET
2. / LIMITS OF WORK - SAW CUT & DRILL & DOWEL UNLESS OTHERWISE NOTED



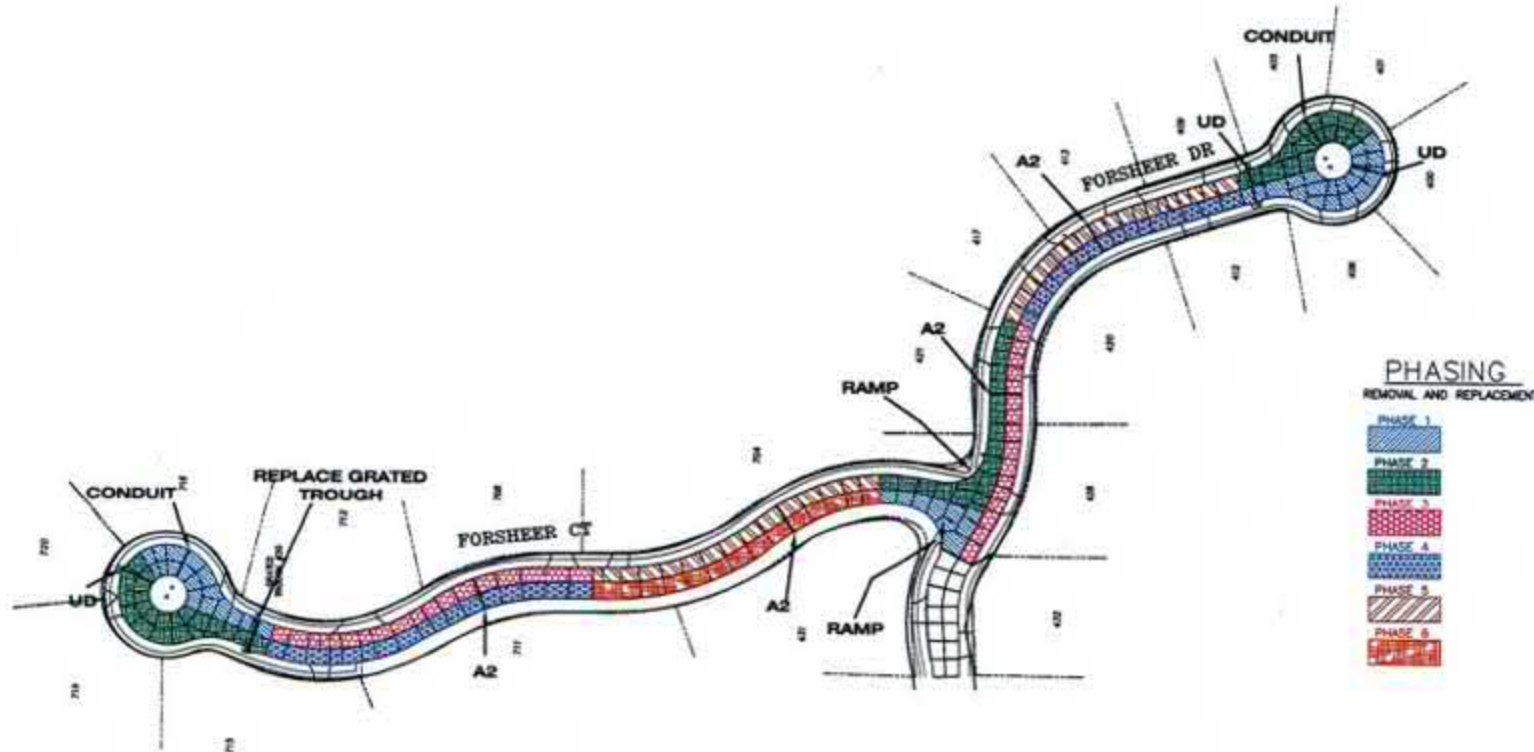
680 CHESTERFIELD PARKWAY WEST
CHESTERFIELD, MO 63017
PH: 636-837-4700
FAX: 636-537-4798



2017 SELECTIVE SLAB REPLACEMENT- AREA B
2017-PW-03-B

CONSTRUCTION
SHEET

SHEET NO. 03 OF 18
SCALE N.T.S.



SEE SHEET 14 FOR
TYPICAL TRAFFIC
CONTROL DETAILS

Estimated Cost

Strollways Drive	\$30,579.50
Pembury Drive	\$49,576.17
Trailtop Drive	\$16,790.50
Orchard Hill	\$43,925.42
Lymington Common	\$41,240.75
Traffic Control	\$8,000.00
Total	<u>\$190,112.33</u>

WORK AREA 4

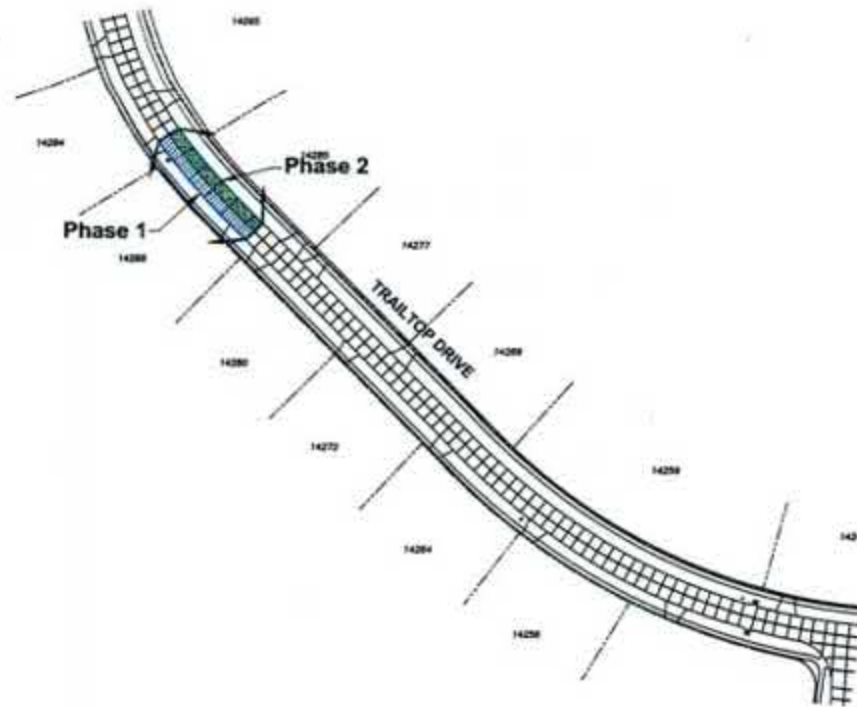


NOTES

1. NO CURB RAMP THIS SHEET
2. / LIMITS OF WORK - SAW CUT & DRILL & DOWEL UNLESS OTHERWISE NOTED

PHASING

REMOVAL AND REPLACEMENT



SEE SHEET 16 FOR
TYPICAL TRAFFIC
CONTROL DETAILS

880 CHESTERFIELD PARKWAY WEST
CHESTERFIELD, MO 63017
PH: 636-537-4700
FAX: 636-537-4798

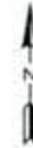


2017 - PW - 03A ADDITION

CONSTRUCTION
SHEET

SHEET NO. 08 OF 17 SCALE N.T.S.

WORK AREA 3

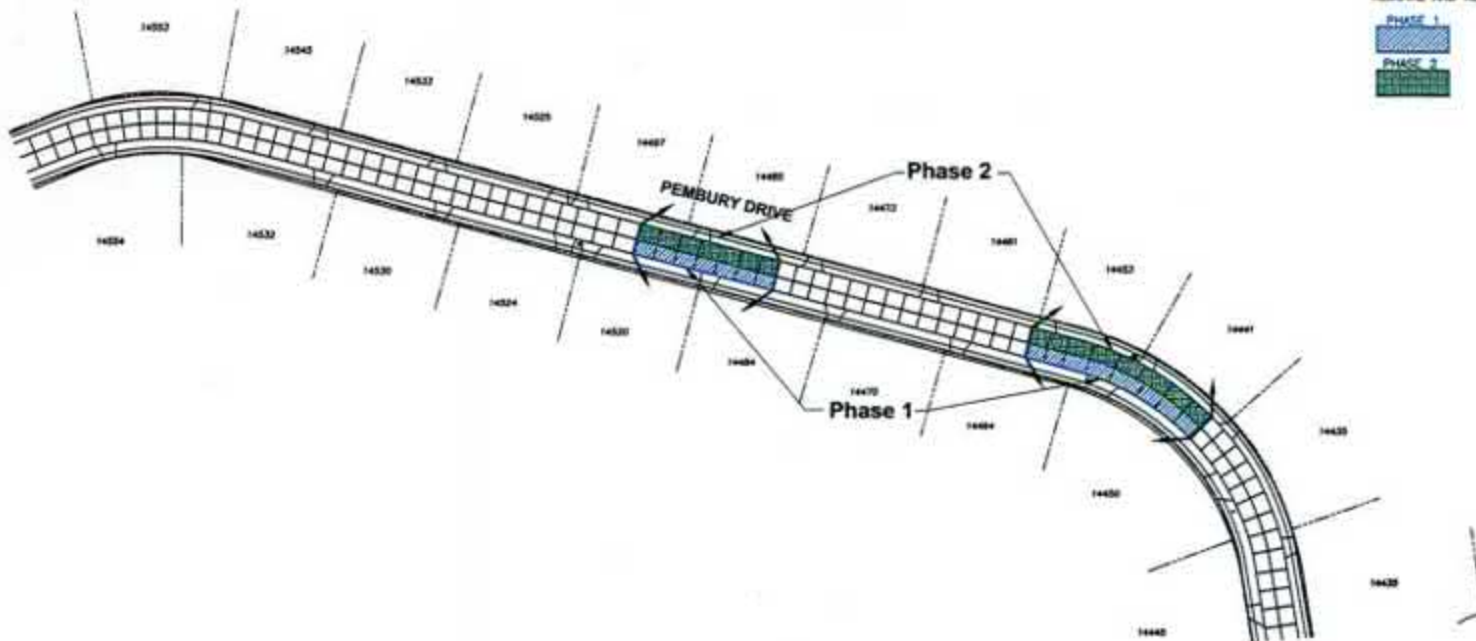


NOTES

1. NO CURB RAMPS THIS SHEET
2. LIMITS OF WORK - SAW CUT & DRILL & DOWEL UNLESS OTHERWISE NOTED

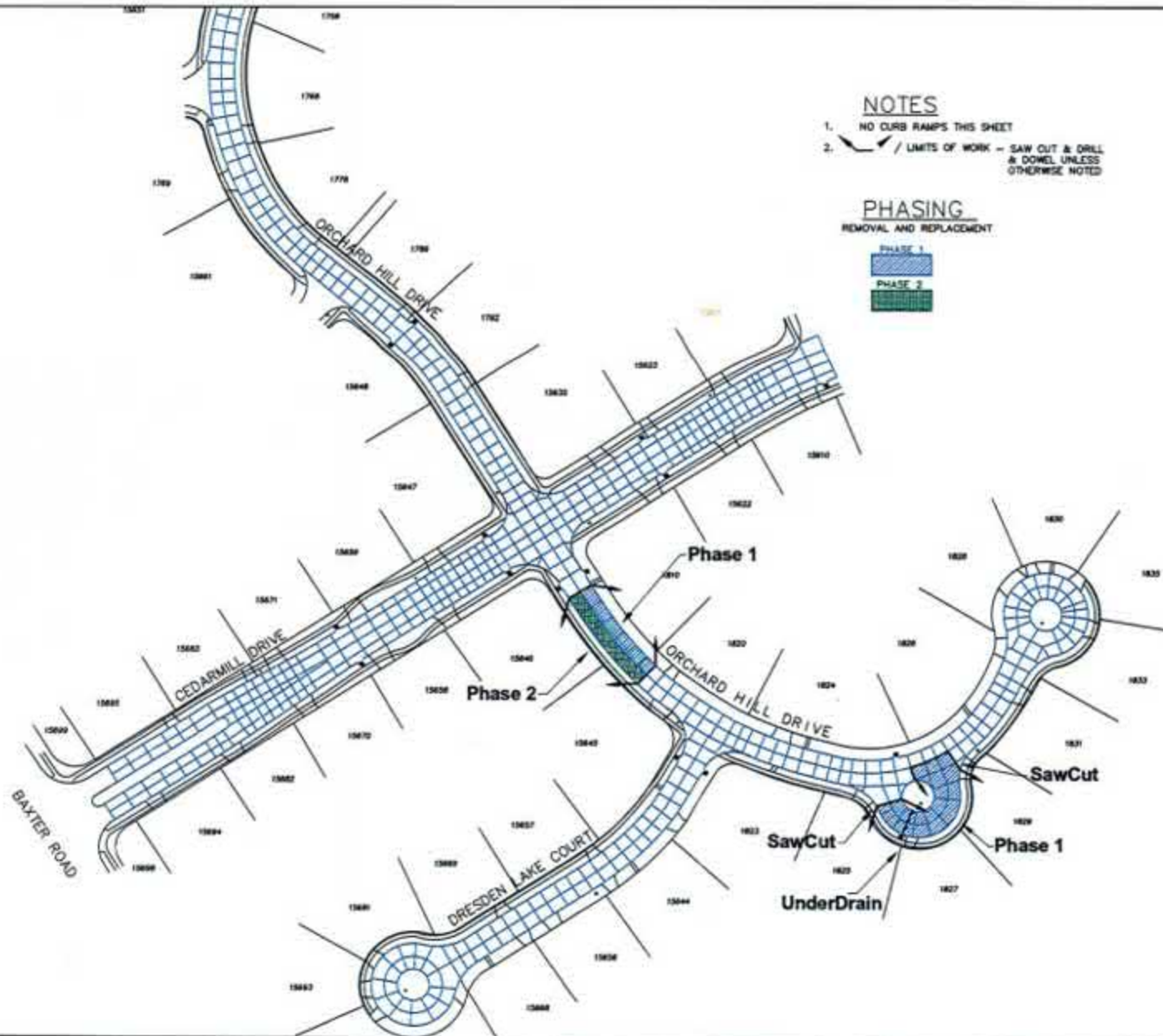
PHASING

REMOVAL AND REPLACEMENT





SEE SHEET 16 FOR
TYPICAL TRAFFIC
CONTROL DETAILS

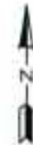


NOTES

1. NO CURB RAMPS THIS SHEET
2. / LIMITS OF WORK - SAW CUT & DRILL & DOWEL UNLESS OTHERWISE NOTED

PHASING

REMOVAL AND REPLACEMENT



SCALE 1"=100'

LEGEND

- 123 - LOT NUMBER
- 1234 - STREET ADDRESS
- 1234 - FIRE HYDRANT
- 1234 - STREET LIGHT
- 1234 - CURB INLET
- 1234 - DOUBLE CURB INLET

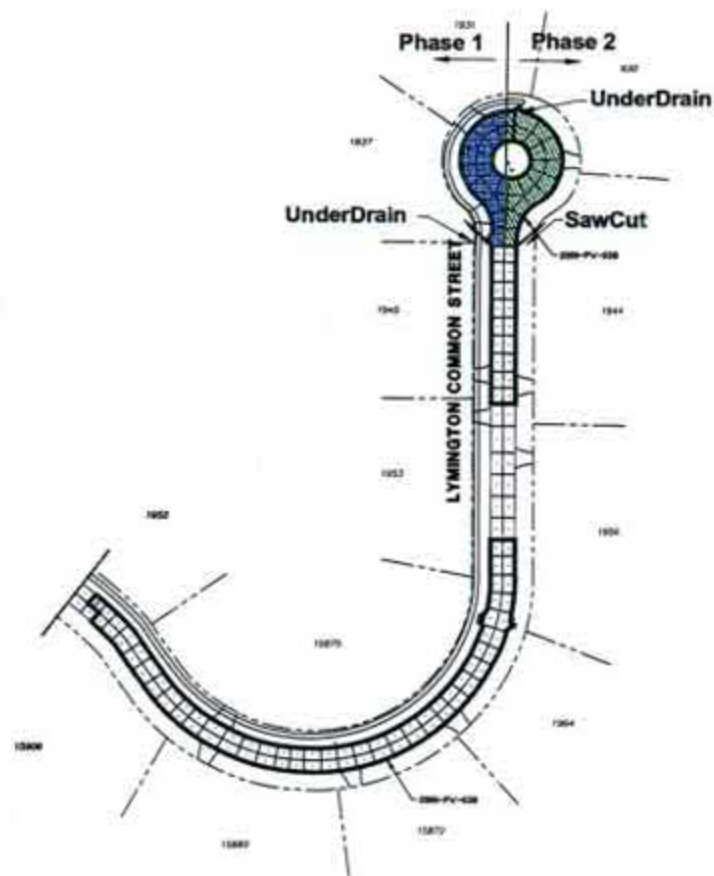
100 CHARTERFIELD PARKWAY WEST
CHARTERFIELD, MO 64617
PH: 816-837-4700
FAX: 816-837-4704



2017 - PW - 03A ADDITION

2017 PIMS BOOK

SHEET NO. 002-08



SCALE 1"=100'

NOTES

1. NO CURB RAMPS THIS SHEET
2.  LIMITS OF WORK - SAW CUT & DRILL
& DOWEL UNLESS
OTHERWISE NOTED

PHASING

REMOVAL AND REPLACEMENT



LEGEND

- 123 - LOT NUMBER
4567 - STREET ADDRESS
8 - FIRE HYDRANT
9 - STREET LIGHT
A - CURB INLET
AA - DOUBLE CURB INLET



DATE: August 9, 2017

TO: Michael O. Geisel, P.E.
City Administrator

FROM: James A. Eckrich, P.E. *[Signature]*
Public Works Director / City Engineer

RE: Old Chesterfield Road Culvert Engineering Design Services

As you know, the 2017 Budget contains \$150,000 for design services necessary to address the deficient roadway culvert on Old Chesterfield Road. The deficiencies with the culvert are described briefly in the attached memorandum from Senior Civil Engineer Chris Krueger. Public Works Staff attempted to secure funding for this project through the Transportation Improvement Program (TIP) administered by East West Gateway. Unfortunately, the City's grant submittal was unsuccessful. Nevertheless, the culvert will need to be improved in the near future to ensure Old Chesterfield Road continues to function appropriately.

The Department of Public Works issued a Request for Qualifications (RFQ) in May of 2017 for design services for the Old Chesterfield Culvert. After reviewing the submittals, it was determined that Oates Associates was the firm most qualified to perform this work. A scope of services has been negotiated, with a fee of \$136,600. This will include a field survey, utility coordination, a hydraulic analysis, all necessary geotechnical investigations, right of way documents, construction plans, bid documents, and construction engineering services. If approved, project design will begin immediately and the project will likely be constructed in 2019.

Please note that in 2018 Public Works Staff will once again submit an application for TIP funding for the Old Chesterfield Road project, which will include the above-described culvert replacement and an asphalt overlay of Old Chesterfield Road. That grant application will have a better chance of being successful after a design contract is approved due to the removal of design fees and the corresponding reduction in overall project costs.

Action Recommended

This matter should be forwarded to the City Council for consideration. Should Council concur with Staff's recommendation, it should authorize the City Administrator to execute an Agreement with Oates Associates, Incorporated for design services for the Old Chesterfield culvert in an amount not to exceed \$145,000. The \$145,000 includes the contract amount and a modest contingency to allow for change orders, if necessary.

For City Council



MEMORANDUM

DATE: August 9, 2017
TO: James A. Eckrich, PE – Public Works Director/City Engineer
FROM: Chris Krueger, PE - Senior Civil Engineer *CK*
RE: Old Chesterfield Road Culvert Replacement
Engineering Services Contract 2017-PW-16

Every two years, the Department of Public Works completes an inspection on all fifty-two (52) cross road culverts that are not maintained by the Metropolitan St. Louis Sewer District, and therefore maintained by the City of Chesterfield. The most recent inspection found that an old Stone Arch Culvert under Old Chesterfield Road is in a deficient state. The upstream headwall is partially collapsed which has caused erosion of the embankment on the south side of Old Chesterfield Road. A few face stones are also missing throughout the barrel and downstream headwall. The location of the culvert is shown on the attached location map.

In May of 2017, a Request for Qualifications (RFQ) was released to seek the services of a consulting engineering firm to perform professional engineering services for the design of a replacement culvert on Old Chesterfield Road. The City invited four local consulting firms to submit a Letter of Interest and Statement of Qualifications. The City received submittals from three consulting firms. The submittals were evaluated based on the criteria presented in the RFQ which included experience and competence, capacity and capability, and past record of performance. The top scoring firm was Oates Associates, Inc. and as such, they were selected as the most qualified firm to provide professional engineering services for this project.

Contract negotiations began with Oates Associates, Inc. in June of 2017 and after several review and revision cycles a scope of services and corresponding fee estimate of \$136,600.00 was determined. The scope of services includes a field survey, utility/agency coordination, hydraulic analysis, a geotechnical investigation, plans for a cast-in-place structure, right-of-way documents, final project documents for bidding, and construction phase services. The anticipated schedule is design and easement acquisition in August 2018 and construction in summer of 2019.

I recommend requesting authorization to execute the enclosed Engineering Services Contract with Oates Associates, Inc. to provide professional services for the Old Chesterfield Road Culvert Replacement Project in amount not to exceed \$145,000.00. Please note that this amount includes allowances for contingency funding to account for any unforeseen conditions and/or additional work.

Please let me know if you have any questions, or need additional information.

Attachments: Location Map of the Old Chesterfield Road Culvert
Old Chesterfield Road Culvert (#52) Replacement - Engineering Services Contract

cc: File 2017-PW-16



★ Old Chesterfield Road Culvert Location (#52)

ENGINEERING SERVICES CONTRACT

This Contract (the "CONTRACT") is by and between the City of Chesterfield, hereinafter referred to as "CITY" and **Oates Associates, Inc.**, hereinafter referred to as "CONSULTANT".

The CITY has selected CONSULTANT to perform professional engineering and surveying services.

CITY and CONSULTANT hereby mutually agree as follows:

ARTICLE 1 - SCOPE OF SERVICES

The services covered by this CONTRACT shall include furnishing the professional, technical and other personnel necessary for **Old Chesterfield Road Culvert (#52) Replacement** hereinafter referred to as the "PROJECT". CONSULTANT agrees to perform all those services described in Exhibit A, attached hereto, and made a part hereof, in accordance with the terms and conditions stated, such services being hereinafter referred to as the "WORK".

ARTICLE 2 – STANDARDS AND PERMITS

Design criteria and project planning will be in accordance with the standards of the CITY, St. Louis County Department of Highways and Traffic, and the Metropolitan St. Louis Sewer District (MSD). Permits for this PROJECT may be required from the MSD, Missouri Department of Natural Resources and possibly other agencies. The CONSULTANT shall be responsible for applying for all permits that are required for the the PROJECT, with the exception of MSD for which the CONSULTANT shall only be responsible for obtaining plan approval. The CONSULTANT shall prepare all documents required to apply for the required permits and approvals, and shall represent the CITY at all meetings in which the various agencies requests the CITY'S attendance. The CONSULTANT shall provide any additional information requested by the agencies, and shall revise the permit applications and/or plans, as required by the agencies, in order for the agencies to properly evaluate the permit applications.

ARTICLE 3 - FEES AND PAYMENT

1. For the services described in Exhibit A - Scope of Services, the CITY will pay and the CONSULTANT will accept as full compensation, actual costs of services and supplies based upon the hourly rates provided in the Scope of Services, with the total amount not to exceed: **One hundred-thirty six thousand, six hundred Dollars (\$136,600.00)**.
2. Progress payments for services rendered shall be made monthly upon submission of a detailed invoice, in form reasonably satisfactory to the City Representative (as defined in Article 16 below) for work performed during the previous month. The CITY will make progress payments not later than (30) thirty days after receipt of acceptable invoices with appropriate documentation.

ARTICLE 4 - SUBCONTRACTING

Except as listed on Exhibit A attached hereto, no part of the services to be performed by CONSULTANT hereunder shall be subcontracted without the prior written consent of the CITY. The subcontracting of the work shall in no way relieve the CONSULTANT of CONSULTANT'S primary responsibility for the quality and performance of the work. CONSULTANT shall assure that any subcontractor, as provided for herein, is in full compliance with all laws, rules, regulations, ordinances, provisions of this CONTRACT, and, without limiting the generality of the foregoing, compliance with all federal laws applicable to contracts of this type.

ARTICLE 5 - RESPONSIBILITY OF CONSULTANT

The CONSULTANT shall be responsible for the professional quality, technical accuracy, and the coordination of designs, drawings, specifications, and other services furnished under this CONTRACT. The CONSULTANT shall, without additional compensation, correct or revise any errors or deficiencies in his designs, drawings, specifications and other services.

All plans, specifications and other documents shall be endorsed by the CONSULTANT and shall reflect the name and seal of the Professional Engineer endorsing the work.

The CONSULTANT shall defend suits or claims for infringement of any copyright or patent rights arising out of use or adoption of any design, drawings or specifications furnished by him, and shall indemnify the CITY or other agency of government from loss or damage on account thereof.

Neither the CITY'S review, approval, acceptance of, nor payment for, any of the services required under this CONTRACT shall be construed to operate as a waiver of any rights under this CONTRACT or any cause of action arising out of the performance of this CONTRACT, and the CONSULTANT shall be and remain liable to the CITY in accordance with applicable CITY codes and Ordinances and State and Federal laws for all damages to the CITY caused by the CONSULTANT'S negligent performance of any of the services furnished under this CONTRACT.

ARTICLE 6 - TIME OF COMPLETION

The services of the CONSULTANT shall commence upon receipt of a Notice to Proceed from the CITY, which Notice shall be in writing, and the CONSULTANT shall within ten days proceed with the schedule as set forth in Exhibit A.

The times specified herein may be extended by written order of the City Representative in the event of unavoidable delay. The CONSULTANT may submit to City Representative timely requests for extension of time before plans are due, citing reasons why the delay involved is unavoidable.

ARTICLE 7 - INFORMATION BY THE CITY

The CITY will provide upon request available information of record to the CONSULTANT.

The CITY will provide representatives to attend meetings with interested property owners and public utilities, upon request of the CONSULTANT.

ARTICLE 8 - INSURANCE REQUIREMENTS

The CONSULTANT and its Subconsultants shall procure and maintain during the life of this CONTRACT insurance of the types and minimum amounts as follows:

1. General Liability: Commercial General Liability (Occurrence)

Each occurrence	\$1,000,000
Personal & Adv injury	\$1,000,000
General Aggregate (Project)	\$2,000,000
2. Automobile Liability: (Any Auto)

Combined Single Limit	\$1,000,000 each accident
-----------------------	---------------------------
3. Excess/Umbrella Liability \$2,000,000
4. Worker's Compensation and Employers Liability in full compliance with statutory requirements of Federal and State of Missouri law in the amount of \$500,000 for E.L. each accident, E.L. Disease – ea employee, and E.L. Disease – policy limit.
5. Professional Liability

\$1,000,000 each claim
\$2,000,000 aggregate

The Comprehensive General Liability policy shall be endorsed to cover the liability assumed by the CONSULTANT hereunder. To the extent permitted by law, the Said insurance shall be written by a company or companies licensed to do business in the State of Missouri. CONSULTANT shall name the CITY, its officers, officials, employees, and agents as additional insureds for general liability, automobile liability, and umbrella liability insurance policies required by the CONTRACT. Coverage under such policies shall be primary and non-contributory coverage with the Additional Insureds coverage being excess. Certificates evidencing such insurance shall be furnished the CITY prior to CONSULTANT commencing the work. The insurance evidenced by the certificate shall indicate that it will not be canceled or altered, except that it may be canceled or altered upon twenty days prior written notice thereof to the CITY. The certificate(s) must state the CITY as an additional insured on those policies applicable. The cost of such insurance shall be included in the CONSULTANT'S basic

service fee.

ARTICLE 9 - INDEMNIFICATION

The CONSULTANT and his SUBCONSULTANTS shall indemnify and save harmless the CITY against injury, loss or damage and costs and expenses (including reasonable attorney fees) suffered or incurred by the CITY for personal injuries including death, or property damages sustained, caused by negligent acts, errors or omissions of the CONSULTANT, any subcontractors of CONSULTANT their respective agents, employees or contractors arising out of the WORK of this CONTRACT.

ARTICLE 10 - TERMINATION

The CITY may terminate this CONTRACT at any time, with or without cause, effective upon delivery of Notice thereof to the CONSULTANT.

Should the CONTRACT be so terminated, all drawings and documents in connection with the project shall become the property of the CITY who shall, in that event, make reasonable allowance for expenses incurred and services satisfactorily performed by the CONSULTANT to the date of termination. The CITY shall indemnify CONSULTANT for any use or re-use of plans by persons with CITY's express approval.

ARTICLE 11 - OWNERSHIP OF DOCUMENTS

Upon payment of all amounts due CONSULTANT under this agreement, all original documents, studies, or graphic material, drawings, photographs, or plans prepared by the CONSULTANT, pertaining to the design of the project, shall be deemed the property of the CITY and the CITY shall be entitled to physical possession of said documents whether complete or in progress.

ARTICLE 12 - DECISIONS UNDER THIS AGREEMENT

The City Representative will determine the acceptability of work performed under this CONTRACT, and will decide all questions which may arise relative to the proper performance of this CONTRACT, and his decision shall be final and conclusive.

ARTICLE 13 - EQUAL OPPORTUNITY CLAUSE

During the performance of this CONTRACT, the CONSULTANT agrees as follows:

The CONSULTANT, with regard to the work performed by it after award and prior to completion of the CONTRACT, will not discriminate on the ground of race, color, religion, sex, national origin or disability in the selection and retention of subcontractors.

The CONSULTANT will comply with Title VI of the Civil Rights Act of 1964, as amended. In all solicitations either by competitive bidding or negotiations made by the CONSULTANT for work to be performed under a subcontract, including procurement of materials or equipment, each potential subcontractor or supplier shall be notified of the CONSULTANT'S obligations under this CONTRACT and the regulations relative to nondiscrimination on the ground of color, race, religion, sex, national origin or disability.

The CONSULTANT will take action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, national origin or disability. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The CONSULTANT agrees to post notices in conspicuous places available to employees and applicants for employment.

The CONSULTANT will, in all solicitation, or advertisements for employees placed by or on behalf of the CONSULTANT, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin or disability.

The CONSULTANT will comply with all provisions of State and Federal laws and regulations governing the regulations of Equal Employment Opportunity and Non-Discrimination.

ARTICLE 14 - SUCCESSORS AND ASSIGNS

The CITY and the CONSULTANT agree that this CONTRACT and all contracts entered into under the provisions of this CONTRACT shall be binding upon the parties hereto and their successors and assigns.

ARTICLE 15 - CHANGES

The CITY may make changes within the general scope of services of the CONTRACT. However, no changes will be made in the Scope of Service, the Time of Performance, the fees to be paid or other provisions which may affect the cost of the project without prior written order of the CITY and the execution of a suitable Amendment to this CONTRACT. Neither the CITY staff nor the CONSULTANT may authorize any substantive change in this CONTRACT by oral or other directions intended to substitute for a written contract Amendment.

This CONTRACT may be amended or supplemented only by an instrument in writing executed by the parties hereto.

ARTICLE 16 - CITY REPRESENTATIVE

For purposes of this CONTRACT, the City Representative will be the Public Works Director of the CITY. The City Administrator, in his sole discretion, may designate another City Representative from time to time. In such event, CONSULTANT shall be notified by the CITY, in writing.

ARTICLE 17 - NOTICE

Any notice required or permitted to be delivered under this CONTRACT shall be in writing and shall be deemed to have been delivered on the earliest to occur of (a) actual receipt; or (b) three business days after having been deposited with the U.S. Postal Service, postage prepaid, certified mail, return receipt requested; or (c) one business day after having been deposited with a reputable overnight express mail service that provides tracking and proof of receipt of items mailed. All notices shall be addressed to the parties at the addresses set forth below:

If to CONSULTANT: Oates Associates, Inc.
 720 Olive, Suite 700
 St. Louis, MO 63101

Attn.: Mike Busch, PE, PTOE, Project Manager

If to CITY: City of Chesterfield
 690 Chesterfield Pkwy W
 Chesterfield, MO 63017-0760

Attn.: James A. Eckrich, P.E., Public Works Director

ARTICLE 18- CHOICE OF LAW

This CONTRACT, and all work and other activities governed hereby shall be governed by the laws of the State of Missouri.

ARTICLE 19 - CONFLICTS

In the event of any conflict or discrepancy between the terms of this CONTRACT and those set forth in Exhibit A hereto, it is expressly understood and agreed that the terms and provisions of this CONTRACT shall govern.

ARTICLE 20 - SEVERABILITY

If any provision of this CONTRACT is held to be illegal, invalid or unenforceable under

present or future laws, such provision shall be fully severable. In such event, this CONTRACT shall be construed and enforced as if such illegal, invalid, or unenforceable provision had never comprised a part of this CONTRACT and the remaining provisions of this CONTRACT shall remain in full force and effect, and shall not be affected by the illegal, invalid or unenforceable provision.

Executed by the CONSULTANT this _____ day of _____, 20_____.

Executed by the CITY this _____ day of _____, 20_____.

CITY OF CHESTERFIELD

OATES ASSOCIATES, INC.

Signature – Michael O. Geisel

Signature – Joseph G. Hagerty

City Administrator
Title

CEO
Title

ATTEST:

ATTEST:

(SEAL)

(SEAL)

Proposed Scope of Services

Engineering services are required for the preparation of contract plans, special provisions and estimates (PS&E) for the reconstruction of the deteriorating box culvert and associated road reconstruction on Old Chesterfield Road. The proposed improvements include box culvert removal and replacement, minimal roadway widening and replacement, and the associated work. The project will include plans, specifications, and estimates with construction anticipated in 2018. Alternate methods of construction utilizing the existing culvert will be investigated to attempt to minimize the impact to traffic and the adjacent properties.

Our proposed services include field survey, hydraulic analysis, box culvert / wingwall design, plan preparation, and preparation of right of way documents for the box culvert replacement. The plans will follow the standards of the City of Chesterfield, St. Louis County, and the Metropolitan St. Louis Sewer District. Construction services are included in this scope of work and are based on a 3 month construction duration.

1. Field Survey

This work will include full topographic survey. Field work will also include stream profile survey and upstream and downstream cross sections to allow for hydraulic modeling of the stream. LiDAR will be used where available to assist with the hydraulic survey. We will establish existing topographic features. Included in this scope are:

- Establish permanent horizontal and vertical control
- Tie in roadway and ditches ~125 feet on each side of each culvert
- Six stream cross sections ~1,000 feet upstream and downstream of the culvert
- Call Missouri One Call to locate the existing utilities within project limits so they can be tied in during topographic survey. A separate locate will be called in prior to soil borings being taken.
- Tie in soil boring locations once complete
- Create electronic base map of all existing information

2. Utility Coordination

All available information will be compiled and key facilities identified. Two submittals will be made to the utility companies, the first at the preliminary plan submittal, and the second at the final plan submittal. A coordination meeting is anticipated to discuss the overhead lines and construction restrictions. It is assumed that the City will coordinate any utility relocation agreements that may be required.

3. Hydraulic Analysis / Permitting

This work will include review of available hydraulic information, drainage area and discharge calculations, creation of a HEC-RAS model, culvert sizing, and the required permits. Included in this scope are:

- Review of all available information
- Compare stream cross sections with FIRM maps
- Field check to verify existing conditions
- Discharge calculations
- Analyze backwater conditions from Bonhomme Creek to the tributary
- Box culvert sizing
- HEC-RAS model
- Floodplain certification
- 404 Permit (Nationwide permit is assumed)
- NPDES permit
- Scour analysis
- A no-rise certification is not anticipated since the structure is not in a floodway.

4. Geotechnical Report

SCI Engineering will be subcontracted to complete two soil borings and a summary report at the box culvert location. See attached proposal letter dated 7/10/2017 for geotechnical scope of work.

5. Structure Plans

Structure replacement plans will be developed for the culvert. Options will be evaluated to determine the most cost effective and feasible structure. The structure type will be coordinated, reviewed and approved by the City prior to final design. It is anticipated that the culvert will be a similar size as the existing structure. For this estimate, we have assumed that a cast-in-place concrete culvert will be constructed to avoid impacts to the utilities. The scope of work and estimate of hours also includes cast-in-place concrete wingwalls to fit the existing terrain.

6. Preliminary Plans

Preliminary plans will consist of establishing the design criteria and conceptual box culvert layout. Preliminary plan and profile sheets will be developed to identify utility conflicts and other impacts. Existing right of way limits will be reviewed to determine the limits of right of way and easement acquisition required for the project. No public coordination or meeting is anticipated. Preliminary design will be about 40% complete and will include a preliminary estimate of probable cost. This stage includes:

- Set alignments
- Determine pavement removal limits and tie-in locations for the project limits to match into existing roadway
- Identify utility conflicts and review for constructability
- Develop preliminary plans
- Prepare preliminary estimate of construction cost

7. Final Plans, Specifications, Contract Documents, and Estimates

This phase includes two submittals – one complete pre-final submittal of all documents for review and comments by the City, and one final submittal of all documents (PS&E) for bidding and construction. The final plans include the following:

- Cover Sheet, including location map, project limits, and index of sheets
- General Notes, Commitments, and List of State Standards
- Summary of Quantities and Schedules
- Typical Sections
- Alignment and Ties
- Plan and Profile Sheets
- Traffic Control / Detour Plans
- Erosion Control Plans
- Box Culvert Plans and Details, Soil Boring Logs
- Special Provisions, Estimate of Time, and Engineer's Opinion of Probable Construction Cost

8. Right of Way Documents

This item will consist of surveying the existing property lines and setting the proposed right-of-way and easement limits and preparing plats and legal descriptions for the affected parcels. It is assumed that up to three parcels may be acquired, and that the City will handle the negotiation and acquisition process.

9. Construction Phase Services

Construction services are based on the construction of a cast-in-place box culvert with cast-in-place wingwalls and the associated limited roadway improvements. Construction observation and concrete testing will be provided by Oates Associates and any compaction testing will be provided by SCI Engineering. The anticipated construction schedule is three months. Below is a summary of the task included in the construction phase services:

- Preconstruction meeting attendance
- On-site construction observation when major items are being performed
- Measurement of quantities
- Review pay applications for accuracy
- Prepare progress reports monthly
- Prepare daily field reports when onsite
- Inspection of reinforcing steel for structural concrete
- Compaction testing of aggregate base for pavement
- Compaction testing of asphalt base and surface
- Concrete testing – slump, air, temperature, test cylinders, gradations
- Construction staking – centerline and box culvert limits

10. Project Schedule

Anticipated Notice to Proceed -	September 11, 2017
Box Culvert Inspection & Recommendations -	October 6, 2017
Surveys (Allowing some leaves to fall) -	November 17, 2017
Preliminary Plans / ROW Plans -	January 26, 2018
ROW Acquisition -	February – July 2018
Prefinal Plans	July 2018
Final Plans, Specs and Estimates -	Anticipated August 2018
Anticipated Construction -	March 2019

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 PTB NO.: Tributary to Bonhomme Creek

SUMMARY OF PERSON HOURS & COST

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL HOURS	TOTAL COST
BILLING RATES:	\$180	\$165	\$105	\$85	\$105	\$85		
1.0 FIELD SURVEYS	6	2	28	0	52	50	138	\$14,060
2.0 UTILITY COORDINATION	0	7	8	0	0	0	15	\$1,995
3.0 HYDRAULIC ANALYSIS/REPORT	0	27	107	0	0	0	134	\$15,690
4.0 GEOTECHNICAL REPORT	0	6	0	0	0	0	6	\$990
5.0 STRUCTURE PLANS	0	48	126	0	0	0	174	\$21,150
6.0 PRELIMINARY PLANS - ROAD	0	34	0	100	0	0	134	\$14,110
7.0 FINAL PLANS - ROAD	0	35	0	86	0	0	121	\$13,085
8.0 RIGHT OF WAY	22	0	46	0	16	8	92	\$11,150
9.0 CONSTRUCTION PHASE SERVICES	0	34	8	0	16	330	388	\$36,180
TOTAL HOURS:	28	193	323	186	84	388	1,202	
ESTIMATE OF LABOR COST:	\$5,040	\$31,845	\$33,915	\$15,810	\$8,820	\$32,980		\$128,410
ESTIMATE OF SUBCONSULTANTS (SCI - DESIGN):								\$ 6,685
ESTIMATE OF SUBCONSULTANTS (SCI - CONSTRUCTION TESTING):								\$ 1,530
ESTIMATE OF TOTAL COST:								\$136,625

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
1.0 FIELD SURVEYS	6	2	28		52	50	138	Old Chesterfield Road
1.1 horizontal & vertical control	3		6		10	10	29	NAD 83 (2011) & NAVD 88, GPS derived
research control location / coordinates, elevations, closure route	1		2				3	
set control point monuments in field								
set control point coordinates & elevations / GPS					4	4	8	Assume 6 CPs
traverse between control points in field					4	4	8	
elevation loop between benchmarks in field					2	2	4	Included above Only at Old Chesterfield Road - assume 2 TBMs
office calculations / coordinates, elevations, closure	2		4				6	
1.2 topography	1		6		16	16	39	Assume 250 feet of roadway - substation entrance to access entrance
locate existing utilities			2				2	coord. w/ One Cal
topo / profile / cross sections (surface features)	1		2		16	16	35	
project photos			2				2	document existing conditions
supplemental field surveys								(see hydraulic survey)
1.3 hydraulic survey	2				24	24	50	
Stream cross sectioning	2				16	16	34	Use LIDAR for overbanks, tie in stream bank and flow line
Stream profile					8	8	16	Shots every 100' where possible
Structure openings								Completed with the topo
1.4 process survey data for CADD		2	16				18	
draw existing topo			8				8	includes data collector processing
create & process TIN surface			4				4	
field review and edit topo & TIN		2	4				6	
1.5 staking					2		2	
set proposed centerline control points & ties								
set / tie boring locations for soil surveys / foundations					2		2	
stake centerline for field check								
locate utility conflict potholes								

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
2.0 UTILITY COORDINATION		7	8				15	
2.1 utilities		7	8				15	
request type, size & location of existing facilities			2				2	send topo drawing to utilities
verify type, size & location of existing facilities		1	2				3	send preliminary plans to utilities
confirm conflicts & verify adjustment / relocation work		2	2				4	send pre-final plans & schedule to utilities
coordination meetings with utilities		2					2	
review utility adjustment / relocation plans from utilities		2	2				4	
utility agreements								
3.0 HYDRAULIC ANALYSIS/REPORT		27	107				134	
3.1 data collection		5	11				16	
assemble USGS mapping			2				2	
coordination, with DNR/MSD		2	4				6	
review flood insurance studies		1	1				2	
site visit (photos, "n" values, field coordination)		2	4				6	
3.2 computations		2	10				12	
drainage area computations			2				2	
discharge computations & analysis		1	2				3	
determine structure size and type		1	4				5	
scour analysis			2				2	
3.3 water surface profiles (includes field note processing for input)		8	28				36	
natural condition (10-,30-,50-,100-year)		2	8				10	
existing condition (10-,30-,50-,100-yr & overtopping)		2	8				10	
proposed condition (10-,30-,50-,100-yr & overtopping)		4	12				16	
3.4 permits		4	16				20	
No-rise certificate		2	8				10	
"404" Permit Application		2	8				10	Assumes a nationwide permit
IEPA / NPDES Permit								n/a, assume disturbance less than 1.0 acre

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17676
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
3.5 prefinal report		4	22				26	
narrative & photographs			4				4	
location map & drainage area map			4				4	
cross sections			2				2	
cross section location map			2				2	
waterway information table			4				4	
streambed profile			2				2	
collate data & assemble report		4	4				8	
3.6 final report		4	20				24	
address comments		2	8				10	
review final structure opening								
assemble report/submittal		2	12				14	
4.0 GEOTECHNICAL REPORT		6					6	Coordination & review only. Report by SCL
4.1 roadway								
4.2 structural		6					6	
coordination		2					2	
review report		4					4	
5.0 STRUCTURE PLANS		48	126				174	
structure assumptions								
Structure Type Assumptions: Assumed Data	(Y/N)	Special C: Assumed Codes, Manuals, and Referen						
General Description: Tributary to Bonhomme Creek	N	Staged Construction						
Length = 70'	N	Variable 1AASHTO LRFD - 2018						
Width =	N/A	Curved Structure						
Spans = 1	N/A	On Curved Alignment						
Skew = 0	N/A	Super Transition On Bridge						
Superstructure Type = Cast-in-place 10' x 10' Box Culvert	N/A	Two or more Interior Beam Designs						
SPZ =	N/A	Special Pile Design For LF						
Abutment Type = N/A	N/A	Special scour design						
Pier / Foundation Type = N/A	N/A	Unsymmetrical Spans						
	Y	Attached Utilities						
	Y	Add coord with DNR						

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17676
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
5.1 bridge - plan sheets								
5.2 bridge - design tasks								
5.3 three-sided structure - plan sheets								
5.4 three-sided structure - design tasks								
5.5 culvert - plan sheets		8	42				50	Assumes Cast-in-Place box section is recommended
general plan & elevation		2	12				14	
structure details		4	20				24	
railing details								Assume no railing
construction details		1	8				9	
soil boring logs		1	2				3	
5.6 culvert - design tasks		40	84				124	Assumes Cast-in-place box section is recommended
layout		2	8				10	
barrel design		4	16				20	Assume standard plan details
wingwall design		8	24				32	Assume Cast-in-place
railing layout & design								N/A
site visit and alternate construction options		12	16				28	site visit to review the existing conditions and provide recommendations
quantities		2	8				10	
special provisions		4					4	Structure only
estimate of cost								Included in 11.7
estimate of time								Included in 12.11
coordination and assembly		4	4				8	
final plans/ comments		4	8				12	
5.7 retaining wall - plan sheets								
5.8 retaining wall - design tasks								
6.0 PRELIMINARY PLANS - ROAD		34		100			134	Limited roadway to replace the culvert - three entrances near limits
6.1 data collection/ criteria		2		8			10	
develop design criteria		2		4			6	
develop existing & proposed typical sections				4			4	
pavement cross								N/A
6.2 horizontal alignment		4		12			16	
set centerline location		1		2			3	
lay out pavement/ shoulders/ medians		1		2			3	
review right-of-way requirements		1		4			5	
review utility conflicts		1		4			5	All utilities anticipated from field visit

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
6.3 vertical alignment		2		6			8	
set centerline profile		1		2			3	Match existing
review storm sewers/ culverts/ ditches		1		4			5	Connections near the end of the box
review utility conflicts								Included in 11.2
develop preliminary earthwork								No profile change anticipated
6.4 preliminary design development		4		18			22	
pavement analysis & design								St. Louis County or Chesterfield standards
intersection / interchange geometrics design								N/A
develop construction staging		1		8			9	Assume detour - no staged construction
guardrail/ barriers requirements								N/A
signage/ pavement markings								N/A
utility relocation requirements		1		4			5	Identify conflicts within construction limits and constructibility
layout entrances		2		6			8	Review possible impacts - depending on roadway limits - 3 entrances
s/w ramp layouts								N/A
6.5 preliminary plan development		6		26			32	
plan- alignment/ stationing/ curve data		1		2			3	
pavement/ shoulders/ medians/ curbs/ sidewalks		1		4			5	
intersections/ interchanges labeling								
intersection site distance								
entrances/ access roads labeling		1		4			5	Assume 3 entrances
guardrail/ barriers								
bridge approach pavement								
construction limits		1		4			5	
right-of-way/ owners				2			2	
benchmarks/ control points		1		4			5	
profile- grades/ elevations/ curve data				2			2	
storm sewers/ culverts/ ditches labeling		1		4			5	
retaining walls								
parking								
structural plan coordination								
6.6 preliminary cross-sections/ earthwork		4		18			22	
cut existing sections/ develop existing cross-section elevations		2		12			14	
proposed roadway templates								
end areas/ earthwork estimate		2		6			8	Around box and sideslopes
plot & label ROW								

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
6.7 submittals		12		12			24	
preliminary alignment								N/A
preliminary plan		4		4			8	
pre-final plan (field check)		4		4			8	
cost estimate		4		4			8	
7.0 FINAL PLANS - ROAD		35		86			121	
7.1 cover sheet		2		5			7	
location map/ project limits				1			1	
index of sheets				1			1	
standard drawings index				1			1	
general notes		2		2			4	
7.2 quantities		4		22			26	
pay items & code numbers		1		2			3	
pavement schedule & quantities				2			2	
entrances schedule & quantities				2			2	
storm sewer schedule & quantities				2			2	
pavement markings schedule & quantities				2			2	
removals schedule & quantities				2			2	
earthwork schedule & quantities				2			2	
other schedules & quantities		1		4			5	
summary of quantity schedule		2		4			6	
7.3 typical sections		1		1			2	
existing/ proposed typical sections - label pay-items/ thicknesses		1		1			2	
structural pavement design table								
7.4 construction detail sheets		1		4			5	
side streets & entrances				2			2	Assume three entrances - substation, trailers and field access
pavement details								
s/w ramp details/ sheets								
drainage structures								
retaining walls								
guardrail/ barriers								
survey tie points		1		2			3	
7.5 intersection/ interchange sheets								

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

	TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
7.6	maintenance of traffic		4		12			16	Detour Sheet
	develop construction staging								
	staging notes								
	staging details								
	detour plans		2		6			8	
	traffic control plans		2		6			8	
7.7	traffic signal plans								
7.8	specialty plan sheets		1		4			5	
	pavement markings								included on plan and profile
	signing plans								
	lighting plans								
	erosion control		1		4			5	
	landscape plans								
7.9	road plan/profile sheets		4		12			16	
	plan- alignment/ stationing/ curve data				2			2	
	pavement/ shoulders/ medians				2			2	
	intersections/ interchanges								
	entrances/ access roads		1		2			3	
	guardrail/ barriers								
	storm sewers/ culverts/ ditches		1		2			3	
	construction limits		1		2			3	
	cross-references		1		2			3	
7.10	cross sections		2		6			8	
	hand edits		1		2			3	
	proposed ditches/ culverts/ storm sewer				1			1	
	proposed ROW limits				1			1	
	earthwork end areas		1		2			3	
	matchlines/ cross-references								
7.11	contract documents		10		6			16	
	check sheets								
	supplemental specifications								
	interim special provisions (ISP)								
	special provisions		8		2			10	
	estimate of time		1		2			3	
	estimate of cost		1		2			3	update cost

FIRM: OATES ASSOCIATES, INC.
 ROUTE: Old Chesterfield Road - Culvert 52
 SECTION: n/a
 COUNTY: St. Louis
 JOB NO.: 17076
 Tributary to Bonhomme Creek

ESTIMATE OF PERSON HOURS

TASK	SR. PROF. II	SR. PROF. I	PROF. I	JR. PROF.	TECH. II	TECH. I	TOTAL	SCOPE OF WORK
7.12 bidding documents (local letting only)								letting by City
7.13 final PS&E submittal		6		14			20	
plot and assemble final plans		1		4			5	
copy and review final CADD files		1		2			3	
copy and assemble computations		1		2			3	
copy and assemble contract documents		2		4			6	
final submittal and close-out		1		2			3	
obtaining signatures								
8.0 RIGHT OF WAY	22		46		16	8	92	Assume 3 property owners
8.1 survey	10		20		16	8	54	
research record information	2		4				6	
review title reports	2		4				6	Assume title reports for 3 properties, title work by subconsultant
review locations in field / set survey limits	1						1	
locate and tie existing monumentation					16	8	24	
reconcile monumentation with record information	1		4				5	
establish existing ROW & property lines	4		8				12	
8.2 documents	8		24				32	
set proposed easements	1		2				3	
calculate bearings / distances, stations / offsets	1		2				3	
calculate lot closures and areas			2				2	Assume 0.5 hr per parcel
prepare legal descriptions	4		6				10	Assume 2 hrs per easement to prepare, 1 hr to check
prepare ROW conveyance documents								By City
prepare ROW plans								n/a
prepare statutory plats								n/a
prepare parcel plats	2		12				14	Assume 4 hrs per parcel to prepare exhibits, 1 hr to check
prepare monument records								n/a
8.3 submittals	4		2				6	
review ROW/ needs with Client	4						4	
pre-final submittal - ROW plan only								
ROW conveyance documents								Engineer / Public Works Director & Attorney
final submittal - all documents			2				2	
8.4 negotiations / acquisitions								comply w/ federal "Uniform Act" requirements
9.0 CONSTRUCTION PHASE SERVICES		34	8		16	330	388	Estimated 3 months for construction

SUMMARY OF DIRECT COSTS

FIRM: OATES ASSOCIATES, INC.
ROUTE: Old Chesterfield Road - Culvert 52
SECTION: n/a
COUNTY: St. Louis
JOB NO.: 17076
Tributary to Bonhomme Creek

SERVICES BY OTHERS - GEOTECHNICAL REPORT		NO. OF UNITS	COST PER UNIT	TOTAL
SCI - (base proposal for 60' of borings)		1	\$ 6,685.00	\$ 6,685.00
SCI - (compaction testing)		1	\$ 1,530.00	\$ 1,530.00
				\$ -
				\$ -
TOTAL:				\$ 8,215.00

**SCI ENGINEERING, INC.****EARTH • SCIENCE • SOLUTIONS**GEOTECHNICAL
ENVIRONMENTAL
NATURAL RESOURCES
CULTURAL RESOURCES
CONSTRUCTION SERVICES

July 10, 2017

Mr. Jeff Rensing, P.E., S.E.
Oates Associates, Inc.
Eastport Plaza Drive
100 Lanter Court, Suite 1
Collinsville, Illinois 62234-6124

RE: Proposal for Geotechnical Exploration
City of Chesterfield Culvert Replacement
Chesterfield, Missouri
SCI No. 2017-0464.10

Dear Mr. Rensing:

SCI Engineering, Inc. (SCI) is providing this proposal for a geotechnical exploration for the above project. The purpose of our geotechnical services will be to explore the subsurface conditions and develop design and construction recommendations for the foundations phase of the project.

PROJECT DESCRIPTION

The project site is located along Old Chesterfield Road at an existing stone arch culvert in Chesterfield, Missouri. We understand that the existing culvert will be replaced with a precast concrete structure, likely 9 by 9 or 10 by 10 single box culvert. Proposed lengths were not available at the time of this proposal. We anticipate that the proposed length will be slightly increased from existing and integrate integral wing walls. Additional design information for the replacement structure was not available at the time of this proposal.

GEOTECHNICAL SERVICES

SCI will locate the borings in the field, by measuring from the existing structures. We will reference the surface elevations at the boring locations to on-site benchmarks. Please indicate where benchmarks are located along with the acceptance for the project.

We will then explore the subsurface conditions by drilling two borings to a depth of 30 feet. We anticipate that traffic control will be required for completion of the borings. These services have been included within this proposal. If the city wishes to perform traffic control, please contact us to coordinate the effort. The borings will be sampled with Standard Penetration Tests (SPTs) at 2½-foot intervals in the upper 10 feet and at 5-foot intervals thereafter. Relatively undisturbed Shelby tube samples will be obtained at selected locations in lieu of the SPTs. At the completion of drilling, the boreholes will be grouted closed and patched with asphalt.

Our engineering staff will analyze the results of the field exploration and laboratory testing. Our findings and recommendations, along with supporting data, will be presented in a formal Geotechnical Report. We will provide recommendations for the culvert foundation design, as well as settlement and seismic considerations based on LFD design, if applicable.

COST AND SCHEDULE

SCI will provide the above geotechnical services for a lump sum fee of **\$6,685.00**. We will schedule the fieldwork following your verbal authorization of this proposal, and should be able to start drilling the site, weather permitting, about seven to ten business days thereafter. We anticipate that the exploration will be completed in one day; however, we cannot mobilize the drill rig unless formal authorization has been received. Laboratory testing and report preparation will require approximately three to four weeks following the field exploration; however, verbal findings should be available within a few days after completion of the drilling.

Table 1 – Fees and Schedule

Geotechnical Service	Fee (\$)
Field Investigation	1,985.00
Traffic Control	1,015.00
Laboratory Testing	580.00
Engineering Analysis and Report	3,105.00
Lump Sum Fee	\$6,685.00

CONDITIONS

- The above fee is based on a maximum of 60 feet of soil drilling. If the encountered subsurface conditions indicate that more than the planned total of soil drilling would be beneficial, and you authorize additional exploration, it would be provided for \$23.00 per foot for soil drilling.
- No costs associated with union labor, prevailing wage or permits are included in this proposal.
- Our fee, which is valid for up to 90 days from the date of this proposal, does not include out-of-scope services that might be added during the course of our work; nor does it include additional services that might be requested following completion of our report, such as attendance at project meetings; subsequent consultation; or review, signing, and sealing of project plans. Such services will be provided in accordance with the enclosed *Acceptance of Proposal for Professional Services*, and billed at our then-current hourly rates, or as otherwise agreed.
- This proposal assumes that you will provide site access authorization, including access to the proposed boring locations for a conventional, rubber-tired, truck mounted, drill rig. No clearing, grading, or other removal of site obstacles, has been included in this proposal. It also assumes that you will provide marked locations of privately owned, below-grade, utility lines within the project area, prior to mobilization of the drill rig.
- We routinely contact the Missouri One-Call system to have the locations of public utilities marked; however, we will only be responsible for utilities brought to our attention prior to drilling.

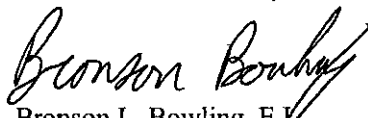
CLIENT RESPONSIBILITIES AND AUTHORIZATION

Please provide formal authorization for this project by completing, signing, and returning the enclosed *Acceptance of Proposal for Professional Services* sheet.

We appreciate the opportunity to be of service to you on this project. Please call if you have any questions; if you would like to discuss the above scope or schedule in any way; or if you would like us to address environmental services, archaeological or wetlands issues, or construction testing and observation.

Respectfully,

SCI ENGINEERING, INC.


Bronson L. Bowling, E.I.
Staff Engineer


Thomas J. Casey, P.E.
Senior Engineer

BLB/TJC/tlw

Enclosures

Acceptance of Proposal for Professional Services
General Terms and Conditions



SCI ENGINEERING, INC.

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GEOTECHNICAL
ENVIRONMENTAL
NATURAL RESOURCES
CULTURAL RESOURCES
CONSTRUCTION SERVICES

August 4, 2017

Mr. Jeff Rensing
Oates Associates, Inc.
Eastport Plaza Drive
100 Lanter Court, Suite 1
Collinsville, Illinois 62234

RE: Construction Observation/Testing Services Proposal
City of Chesterfield Culvert Replacement
Chesterfield, Missouri
SCI No. 2017-0464.00

Dear Mr. Rensing:

SCI Engineering, Inc. (SCI) is pleased to present our proposal to provide Construction Testing/Observation Services for the City of Chesterfield Culvert Replacement. We understand our services may include compaction testing of aggregative base and asphaltic concrete.

SCI personnel will make trips to the project site, as scheduled by your representative, to perform the requested testing/inspection services. As part of the construction team, SCI's on-site personnel will work with the contractor's personnel to perform the requested tests and inspections and provide verbal results as the tests and inspections are performed. A copy of our field report can be provided to your representative during our visit which will summarize our services that day and list any non-conforming items. Formal test reports are typically issued weekly and concrete compression test reports are issued the day of the test.

COST OF SERVICES

In accordance with your request, SCI has prepared a cost estimate to provide the testing/observation services listed above during the construction of the culvert replacement. This estimate is based on a brief review of the plans and specification and information provided by you. In addition to this information, we made necessary assumptions regarding schedule, scope, time required on site and many other items in order to develop this estimate. Variables that will influence our costs include the contractor's production rate, the weather, and site conditions.

SCI proposes to invoice our services on an hourly/test basis using the enclosed *Rate Schedule* and *Price List*. Personnel rates and test charges we anticipate will be required on this project are shown on the enclosed *Cost Estimate*. Please note that our actual fees may be more or less than shown on the estimate, and that by requesting specific services each day, you agree to pay the fees associated with the requested visits in accordance with the enclosed *Rate Schedule* and *Price List*.

We have assumed access to the areas requiring inspections or tests will be provided by the contractor, which includes use of lifts, ladders, scaffolding, etc. If SCI is required to provide equipment to access these areas, an additional fee of the rental cost plus 15 percent will be charged.

AUTHORIZATION

To formally authorize the material testing services outlined in this proposal, please sign the *Acceptance of Proposal for Professional Services* form and return one copy to our office. The sheet provides important information regarding report distribution and invoicing, and describes the General Terms and Conditions of our services. Please note that our payment terms are "net due upon receipt of invoice." Should your company's regular accounts payable process not be conducive to payment within these terms, please indicate in writing what your payment policy is and we will make every attempt to invoice according to your system. Unless notified otherwise, SCI will assume that you understand our policy and plan to pay your account within our terms.

Respectfully,

SCI ENGINEERING, INC.



Karl T. Koenigsfeld, P.E.
Senior Engineer

KTK/sle

Enclosures

- Cost Estimate
- Rate Schedule
- Price List
- Acceptance of Proposal for Professional Services
- General Terms and Conditions



SCI ENGINEERING, INC.
 130 Point West Boulevard
 St. Charles, Missouri 63301
 636-949-8200
www.sciengineering.com

City of Chesterfield Culvert Replacement

Chesterfield, Missouri

SCI Job No. 2017-464.00

Construction Testing Services Cost Estimate

Aggregate Base

Item	Rate	Quantity/day	Cost/day
Project Manager	\$105.00	1	\$105.00
Technician	\$54.00	4	\$216.00
Clerical	\$50.00	0.5	\$25.00
Nuclear Gauge	\$49.00	1	\$49.00
Mileage	\$0.65	50	\$32.50
Total			\$427.50

Sample Pick up	\$200.00	1	\$200.00
Modified Proctor	\$256.00	1	\$256.00
Days: 1		Cost:	\$883.50

Asphaltic Concrete

Item	Rate	Quantity/day	Cost/day
Project Manager	\$105.00	1	\$105.00
Technician	\$54.00	8	\$432.00
Clerical	\$50.00	0.5	\$25.00
Nuclear Gauge	\$49.00	1	\$49.00
Mileage	\$0.65	50	\$32.50
Total			\$643.50

Days: 1 **Cost: \$643.50**

Total Estimated Fee: \$1,527.00
--

DATE: August 9, 2017

TO: Michael O. Geisel, P.E.
City Administrator

FROM: James A. Eckrich, P.E. 
Public Works Director City Engineer

RE: River Valley Drive Closure Project



As directed by City Council in January of 2017, Public Works Staff has redesigned the closure of River Valley drive near the northern City Limits. The revised design has shifted the cul-de-sac to the southwest and incorporated a retaining wall in order to completely avoid the property at 178 River Valley Drive. Bids for the River Valley Drive Closure Project were opened on August 8, 2017, as detailed in the attached memorandum from Senior Civil Engineer Chris Krueger. **City Staff recommends that this project be awarded to Krupp Construction in the amount of \$178,000, which includes the low bid amount of \$165,609 and a modest contingency.** The City has contracted with Krupp Construction previously and their work has been satisfactory. Please note that \$178,000 is the exact amount previously authorized by City Council from the General Fund – Fund Reserves (see attached Budget Transfer DPW #3).

As you may recall, when this project was previously submitted to City Council some area residents expressed concerns about motorists parking on the new cul-de-sac. To alleviate these concerns and to ensure sufficient space for motorists to turn around using the cul-de-sac, City Staff recommended a parking restriction on both sides of River Valley Drive from Ridgecrest Drive to the northern City Limits. That parking restriction was approved via ordinance 2892 (attached) on May 15, 2016 and no further action is necessary at this time.

During previous deliberations regarding this matter, there was concern about the use of the gate closing River Valley Drive. **Accordingly, as directed by City Council, Public Works Staff has drafted a River Valley Drive Gate Closure Policy (attached), and recommends that it be adopted by City Council in conjunction with the contract approval.**

The River Bend Association is proposing a memorial to former Councilmember Nancy Greenwood which will be in the form of a bronze plaque. An initial proof of the proposed plaque is attached. The shape and size of the text are generic and may change slightly. The River Bend Association is providing the memorial plaque at no cost to the City, and will have the plaque placed near the road closure.

Action Recommended

I request and recommend that this matter be forwarded to City Council for consideration of approval. Should City Council concur with this recommendation it should authorize the City Administrator to execute the necessary contract documents with Krupp Construction in an amount not to exceed \$178,000. Additionally, City Council should vote to approve proposed Public Works Policy 37 – River Valley Drive Gate Closure.

**CITY OF CHESTERFIELD
POLICY STATEMENT**

PUBLIC WORKS		NO.	37
SUBJECT	River Valley Drive Gate Closure	INDEX	PW
DATE ISSUED	8/21/2017	DATE REVISED	

POLICY

The City of Chesterfield will construct a gate to close River Valley Drive to through traffic near the City Limits. A cul-de-sac will be constructed to allow vehicles which approach the closure from the south to safely turn around.

Utility companies and the Monarch Fire Protection District will be provided keys to allow those agencies to open and close the gate. It is expected that these agencies will close and lock the gate immediately after their vehicle(s) has passed through the gate. In the case of an emergency, the gate will be closed and locked after the emergency response is complete.

The gate on River Valley Drive will remain permanently closed at all times, except for the access described above, unless directed by the City of Chesterfield City Council. However, there may be times that it serves a public purpose to temporarily open the gate. If such conditions should occur, the gate may be temporarily opened at the direction of the City of Chesterfield Mayor, City Administrator, Police Chief, or Public Works Director. Keys to the gate will be maintained by the Chesterfield Public Works Department and provided to the Chesterfield Police Department.

The City of Chesterfield City Council finds that characteristics of the northern portion of River Valley Drive make that road unsuitable for bus traffic. Accordingly, the City of Chesterfield will not provide keys to the gate to the Parkway School District.

The River Bend Subdivision and adjacent property owners will not be provided keys to the gate. Should these persons desire the gate be open for any reason, they should contact the City of Chesterfield Police Department.

There will be a collapsible bollard located just to the southwest of the gate within the River Valley Drive right of way. The adjacent property owner at 76 River Valley Drive will be provided a key to the collapsible bollard. No other agency will be provided a key to the collapsible bollard, except the City of Chesterfield Public Works Department and Police Department.

RECOMMENDED BY:

Department Head/Council Committee (if applicable)

Date

City Administrator

Date

City Council (if applicable)

Date

MEMORANDUM



DATE: August 9, 2017
TO: Jim Eckrich, PE - Public Works Director/City Engineer
FROM: Chris Krueger, PE - Senior Civil Engineer *CK*
SUBJECT: River Valley Drive Closure Project, 2015-PW-14 – Construction Contract

As you are aware, bids were publicly opened for the above referenced project on August 8, 2017. This project will consist of a roadway gate, the addition of a turn around, and the replacement of 180 LF of pavement on River Valley Drive.

Staff opened four bids for the project with Krupp Construction providing the lowest and responsive bid of \$165,609.00 (bid attached). With positive project experience with the City of Chesterfield and favorable reference checks, I recommend the bid from Krupp Construction.

<u>Contractor</u>	<u>Total Bid</u>
Krupp Construction	\$ 165,609.00
Spencer Contracting	\$ 170,213.98
Lejas Corporation	\$ 189,359.00
R.V. Wagner	\$ 215,479.00

Accordingly, I recommend acceptance of the bid of \$165,609.00 submitted by Krupp Construction and request authorization of work up to the amount of \$178,000. This amount includes a contingency to allow for any unforeseen conditions and/or additional work as may be necessary to complete the project.

A copy of the lowest and responsive bid from Krupp Construction is attached for the Department of Finance and Administration's use in preparing a purchase order for the project. Should you require additional information, please advise.

Attachments: 2017 River Valley Drive Closure Project Bid Tabulation
Krupp Construction Bid Submittal



**BID TABULATION
RIVER VALLEY DRIVE CLOSURE
2015-PW-14
August 8, 2017**

ITEM #	DESCRIPTION	UNITS	QTY	KRUPP CONSTRUCTION		SPENCER CONTRACTING		LEJAS CORPORATION		R.V. WAGNER	
				UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE	UNIT PRICE	EXTENDED PRICE
1	Traffic Control	LS	1	\$2,350.00	\$2,350.00	\$1,500.00	\$1,500.00	\$6,500.00	\$6,500.00	\$8,000.00	\$8,000.00
2	Portable Changeable Message Sign-Rental	LS	1	\$4,000.00	\$4,000.00	\$7,200.00	\$7,200.00	\$3,600.00	\$3,600.00	\$11,500.00	\$11,500.00
3	Silt Fence	LF	260	\$3.00	\$780.00	\$5.75	\$1,495.00	\$5.85	\$1,521.00	\$7.00	\$1,820.00
4	Clearing and Grubbing	LS	1	\$11,500.00	\$11,500.00	\$92.52	\$92.52	\$15,840.00	\$15,840.00	\$26,500.00	\$26,500.00
5	Removal of Improvements Mechanically Stabilized Earth Wall System	LS	1	\$32,320.00	\$32,320.00	\$19,252.00	\$19,252.00	\$7,920.00	\$7,920.00	\$23,500.00	\$23,500.00
6	(Small Block)	SF	408	\$38.00	\$15,504.00	\$45.19	\$18,437.52	\$43.00	\$17,544.00	\$46.00	\$18,768.00
7	12" Class III RCP	LF	101	\$50.00	\$5,050.00	\$41.97	\$4,238.97	\$40.00	\$4,040.00	\$72.00	\$7,272.00
8	12" Class III RCP Flared End Section	EA	2	\$885.00	\$1,770.00	\$650.40	\$1,300.80	\$781.00	\$1,562.00	\$1,150.00	\$2,300.00
9	6" PVC Pipe	LF	140	\$20.00	\$2,800.00	\$33.63	\$4,708.20	\$13.75	\$1,925.00	\$35.00	\$4,900.00
10	5" Channel Trench Grate	LF	30	\$200.00	\$6,000.00	\$135.19	\$4,055.70	\$156.00	\$4,680.00	\$221.00	\$6,630.00
11	4" PVC Conduit	LF	200	\$12.00	\$2,400.00	\$12.82	\$2,564.00	\$15.50	\$3,100.00	\$19.00	\$3,800.00
12	Cul-de-Sac Embankment	CY	160	\$40.00	\$6,400.00	\$45.51	\$7,281.60	\$6.85	\$1,096.00	\$82.50	\$13,200.00
13	Geotextile Fabric	SY	860	\$2.10	\$1,806.00	\$1.60	\$1,376.00	\$3.90	\$3,354.00	\$2.00	\$1,720.00
14	Type 5 Aggregate Base (4" Thick)	SY	860	\$5.65	\$4,859.00	\$6.19	\$5,323.40	\$18.50	\$15,910.00	\$10.00	\$8,600.00
15	Concrete Pavement (7" Non-Reinforced)	SY	860	\$49.50	\$42,570.00	\$58.11	\$49,974.60	\$42.95	\$36,937.00	\$54.00	\$46,440.00
16	PCC Type "A" Vertical Curb (Monolithic)	LF	45	\$20.00	\$900.00	\$12.00	\$540.00	\$49.00	\$2,205.00	\$19.00	\$855.00
17	Rock Lining	SY	89	\$50.00	\$4,450.00	\$53.63	\$4,773.07	\$63.00	\$5,607.00	\$46.00	\$4,094.00
18	Guardrail Type A	LF	110	\$40.00	\$4,400.00	\$51.50	\$5,665.00	\$150.00	\$16,500.00	\$38.00	\$4,180.00
19	Aesthetic 42 inch Pedestrian Fence	LF	64	\$125.00	\$8,000.00	\$221.65	\$14,185.60	\$195.00	\$12,480.00	\$150.00	\$9,600.00
20	Barrier Roadway Gate	LS	1	\$4,250.00	\$4,250.00	\$6,950.00	\$6,950.00	\$23,438.00	\$23,438.00	\$5,600.00	\$5,600.00
21	Steel Bollards	EA	2	\$700.00	\$1,400.00	\$2,100.00	\$4,200.00	\$750.00	\$1,500.00	\$1,150.00	\$2,300.00
22	Permanent Street Signage	EA	6	\$350.00	\$2,100.00	\$850.00	\$5,100.00	\$350.00	\$2,100.00	\$650.00	\$3,900.00
TOTAL BID					\$165,609.00		\$170,213.98		\$189,389.00		\$215,479.00

Math Error in Bid - Corrected Values Shown

EXHIBIT A

BID FORM

BID TIME: 10:00 a.m.

BID DATE: Tuesday, August 8, 2017

TO: THE CITY OF CHESTERFIELD

The undersigned, having carefully examined the site and all the Contract Documents, adding Addenda N/A through N/A, for the

River Valley Drive Closure Project
2015-PW-14

being familiar with the local conditions affecting the work, hereby proposes to furnish all labor, materials, equipment and services required for the performance and completion of said project in accordance with the said Contract Documents for the following itemized bid.

The City is requesting unit price proposals for this work, consisting of all work necessary to remove and reconstruct approximately 180 feet of existing roadway, install a turn-around and roadway gate.

The Contract contains a binding arbitration provision which may be enforced by the parties.

Bid submitted by:

Company Name: KRUPP CONSTRUCTION

Address: 415 OLD STATE RD.

City, State: EDDYSVILLE, MO

Phone number: 636 391.8844 Fax: 636 391.7544

E-mail address: bid@kruppmo.com

Type of Firm: Sole Partnership _____ Partnership _____
Corporation ☒ Other _____

Officer: MARK REBER

Title: PRESIDENT

Signature: [Signature]

Date: 8/8/2017

ITEMIZED BID FORM

The bid items shall include all materials, labor, delivery and installation necessary for

Item	Description	Unit	Quantity	Unit Price	Extended Price
1	Traffic Control	LS	1	2350.00	2350.00
2	Portable Changeable Message Sign – Rental	LS	1	4000.00	4000.00
3	Silt Fence	LF	260	3.00	780.00
4	Clearing and Grubbing	LS	1	11500.00	11500.00
5	Removal of Improvements	LS	1	32320.00	32320.00
6	Mechanically Stabilized Earth Wall (Small Block)	SF	408	38.00	15504.00
7	12" Class III RCP	LF	101	50.00	5050.00
8	12" Class III RCP Flared End Section	EA	2	885.00	1770.00
9	6" PVC Pipe	LF	140	20.00	2800.00
10	5" Channel Trench Grate	LF	30	200.00	6000.00
11	4" PVC Conduit	LF	200	12.00	2400.00
12	Cul-de-Sac Embankment	CY	160	40.00	6400.00
13	Geotextile Fabric	SY	860	2.10	1806.00
14	Type 5 Aggregate Base (4" Thick)	SY	860	5.65	4859.00
15	Concrete Pavement (7" Non-Reinforced)	SY	860	49.50	42570.00
16	PCC Type "A" Vertical Curb (Monolithic)	LF	45	20.00	900.00
17	Rock Lining	SY	89	50.00	4450.00
18	Guardrail Type A	LF	110	40.00	4400.00
19	Aesthetic 42" Pedestrian Fence	LF	64	125.00	8000.00
20	Barrier Roadway Gate	LS	1	4250.00	4250.00
21	Steel Bollards	EA	2	700.00	1400.00
22	Permanent Street Signage	EA	6	350.00	2100.00

Total Bid 165609.00

Transfer No. _____

Transfer From:

Transfer TO:

EXPLANATION:

APPROVALS:

Date: 1/19/2018

Date: 1/19/2011

Date: 1/20/17

Date: 1/20/2017

Date: 1/18/17

Transfers up to \$2,500 can be transferred (within object level) with approval of Director of Finance.
Transfers up to \$5,000 can be transferred (within object level) with approval of the City Administrator.
Transfers in excess of \$5,000 or between Departments or Funds require approval by City Council.

DATE: December 5, 2016 (original)
January 6, 2017 (revised)

TO: Michael O. Geisel, P.E.
City Administrator



FROM: James A. Eckrich, P.E. *[Signature]*
Public Works Director City Engineer

RE: River Valley Drive Closure - Redesign

The memorandum below was considered by the Planning and Public Works Committee at its 12/8/2016 meeting. At that time the PPW Committee directed Staff and the River Bend residents to meet to determine whether the 178 River Valley Drive property could be used for grading only and/or if the property owner at 76 River Valley Drive would consider eliminating the requirement of a concrete fence in order to reduce project costs. Myriad discussions were conducted and a meeting was held on January 3, 2017 at which time it was determined definitively that the property at 178 River Valley Drive could not be used for grading associated with the project. However, the property owner at 76 River Valley Drive indicated she would support the project, including any easement acquisition necessary, without the construction of additional landscaping or a concrete fence. The revised project estimate is as follows:

Original Construction Bid	\$140,282	
Additional Survey	\$6,000	
Retaining Wall / Geotechnical Eng.	\$15,000	
Easement Exhibits	\$4,000	
Retaining Wall Construction	\$25,000	
Landscaping at 76 River Valley Drive	\$10,000	
Eight Feet Concrete Fence at 176 RVD	\$28,000	
Reduction in Pavement Costs	-\$6,000	
Project Sub-total	\$222,282	\$184,282
Ten Percent Contingency	\$22,228	\$18,428
Total Project Cost (rounded)	\$245,000	\$203,000

Action Recommended for City Council

The PPW Committee considered the matter again at its January 5, 2017 meeting, at which time it recommended 4-0 to proceed with the project and to authorize a transfer from General Fund - Fund Reserves above the 40% Policy in the amount of the project estimate (shown above as \$203,000). The matter should now be forwarded to the full City Council for approval. If Council concurs with the PPW recommendation to proceed with this project, design will begin immediately, with the expectation that the project will be re-bid and a construction contract will be submitted to City Council during the summer of 2017.

Below is the original memorandum submitted to PPW

As directed by City Council, in May of 2015 Public Services Staff provided a report detailing the impacts of the closure and / or vacation of River Valley Drive and Hog Hollow Road. This report was generated in response to the potential development of the Howard Bend area within the City of Maryland Heights. At that time City Council directed Staff to prepare plans and a cost estimate for the closure of River Valley Drive. As you may recall, the City Attorney reviewed this matter and advised that a closure could be effected so long as the closure was constructed in conformance with City road standards and the public impacts were thoroughly considered.

In November of 2015 City Staff submitted plans and an estimate for the closure of River Valley Drive to the Planning and Public Works Committee. These plans proposed the use of portions of properties to the northeast of River Valley Drive, specifically 178 River Valley Drive and 180 River Valley Drive. At that time it was Staff's understanding that those properties were controlled by the River Bend Trustees, who were supportive of the project and could convey the necessary easements.

The plans and estimate were reviewed by the PPW Committee and were positively recommended for approval to City Council, who unanimously authorized Staff to create a bid package. Bids for the River Valley Drive Closure Project were opened on March 8, 2016. After reviewing the bids, I sent a memorandum to City Council recommending that the project be awarded to Krupp Construction in the amount of \$155,000, which included the low bid amount of \$140,282 and a ten percent contingency.

Prior to Council consideration, a River Bend resident contacted the City and contested the right of way dedication. The resident asserted that the River Bend Trustees had no authority to convey an easement for the property at 178 River Valley Drive. After a lengthy review involving two City Attorneys, it was determined that the River Bend Trustees did not have the authority to grant an easement over 178 River Valley Drive. At that time the project stalled as residents of the River Bend subdivision met to discuss how to proceed with this project. It is my understanding that it has now been determined that the River Bend Subdivision does not desire to address the title issues related to the property conveyance. Instead, the property owner across the street, 76 River Valley Drive, has offered to convey to the City the property necessary to construct a standard cul-de-sac. Of course, this will necessitate a redesign of the cul-de-sac utilizing a portion of the property at 76 River Valley Drive, and entirely avoiding the property at 178 River Valley Drive.

Attached is a drawing (Exhibit A) showing the original cul-de-sac design, and a second drawing (Exhibit B) showing a schematic of a more conventional cul-de-sac design. You will note the original design incorporated what is commonly referred to as a "golf club" cul-de-sac, whereby the cul-de-sac is offset to one side of the street. The original cul-de-sac was designed in this configuration because the property to

the northeast is not usable, and it was our understanding that it could be conveyed by the River Bend Trustees. In order to entirely avoid construction on the 178 River Valley Drive parcel, the cul-de-sac will be re-designed as a more of a conventional, or "bulb" cul-de-sac. The cul-de-sac will still be slightly offset toward the property at 180 River Valley Drive (in order to minimize the impact to 76 River Valley drive) but will be moved approximately 24 feet to the southwest. The result is a pavement and drainage section which abuts the right of way / property line at 76 River Valley Drive. Please note that this does not mean that the City will not need an easement at 76 River Valley Drive. At a minimum a Temporary Slope and Construction License (TSCL) will be necessary to allow grading and working room for the contractor. However, it appears a permanent easement may not be required unless it is determined during detailed design that the cul-de-sac needs to be moved farther southwest, or if retaining walls are necessary on the southwest side of the road.

Please note that the cul-de-sac location and distances described above are only an estimate at this time, based upon preliminary data. After we obtain survey information and perform a detailed design, we will be able to determine the optimal location of the cul-de-sac in order to minimize costs and impacts to the parcel at 76 River Valley Drive.

The City Staff completed the original cul-de-sac design in such a manner that construction would have minimal impacts to adjacent property, including avoiding the need for retaining walls and substantial drainage structures. It is our opinion that the original design would have resulted in the lowest overall project cost. Moving the cul-de-sac as shown on Exhibit B will necessitate a re-design resulting in additional design costs and construction costs, which are detailed as follows:

DESIGN

- A) The existing survey acquired for the original design did not include data on the property at 76 River Valley Drive. Accordingly, additional survey data on that property will be required, at an estimated cost of \$6,000.
 - B) The previous right of way dedication was recorded prior to the execution of a construction contract. That right of way dedication must be repealed in order to return the properties at 178 and 180 River Valley Drive to their original condition. This will be accomplished by City Staff at minimal cost (recording fees).
 - C) After the survey is completed we can commence preliminary design. This will include laying out the exact location of the cul-de-sac, grading, drainage, and retaining walls. Once a preliminary design is complete we will contact area utilities and address any conflicts or comments. It is possible that the redesign will result in conflicts with Laclede Gas and/or Missouri American Water Company, due to their facilities being located on the west side of River Valley Drive. However, these facilities are located within the public right-of-way, so any costs associated with their relocation will not financially impact the City of Chesterfield. After utility conflicts are addressed a final design will be completed, including plans, specifications, and estimate. There is no out-of-pocket cost for this design work, which will be completed utilizing existing City Staff.
-

- D) As you can see on Exhibit A, at the most northeastern point of the cul-de-sac, the elevation of the road (470) is approximately seven feet higher than the existing ground (463). The existing design allowed for that elevation difference to be made up by grading over the adjacent properties, extending approximately 34 feet outside the edge of pavement. With the City no longer able to utilize the property at 180 River Valley Drive for grading, it is likely that a retaining wall will be necessary. Such a wall will require a St. Louis County permit, which necessitates plans and calculations from a retaining wall / geotechnical engineer. The cost for this service is estimated at \$15,000.
- E) New right-of-way (ROW) and temporary slope construction license (TSCL) exhibits, including legal descriptions, will need to be assembled for 76 River Valley Drive and 180 River Valley Drive (the River Bend Bath and Tennis Club). These will be completed once the survey and design are complete. The estimated cost for these documents is \$4,000.

The cost of re-designing the cul-de-sac, using in-house engineering staff, is estimated at \$25,000. We believe this work, including survey, site layout, utility coordination, geotechnical design, exhibit creation, and right of way acquisition, will take approximately seven months. This is partially due to the City being short one Civil Engineer and one GIS Analyst / CAD Technician at this time. However, even if fully staffed, re-design would likely take nearly six months due the time required in order to complete the survey and obtain agency approvals.

CONSTRUCTION

- F) As referenced above, the reconfigured cul-de-sac may require a retaining wall along the northeast side of the cul-de-sac due to the elevation difference between the edge of pavement and the existing grade at 178 River Valley Drive. It is estimated that a retaining wall could add \$25,000 to the construction costs of this project. The actual size and location of any retaining wall would be determined during design.
 - G) Moving the cul-de-sac southwest will have an impact to the frontage of the property at 76 River Valley Drive. We believe we can design the cul-de-sac in such a manner that we will avoid any negative impact to the circular concrete paver driveway (with an integrated ice melting system) and private gates. However, there will certainly be some impact to the extensive landscaping, which includes a pond and waterfall system. It is estimated that there will be approximately \$10,000 in landscaping restoration costs associated with the relocated cul-de-sac.
 - H) It is my understanding that the property owner at 76 River Valley Drive has consented to the property donation in exchange for an eight feet high concrete fence / wall to be located between his property and the new cul-de-sac. City Staff has obtained an estimate for 100 LF of concrete fence / wall at a cost of \$28,000.
 - I) Moving the cul-de-sac to the southwest will necessitate redesigning and reconstructing the roadside drainage. At this time we anticipate a ditch / channel along the side of the roadway. However, if this cannot be accomplished, a drainage structure and pipes of some kind may be required. At this time no costs
-

have been added for storm sewer facilities in the expectation that a roadside ditch can be utilized.

- J) In the original design, the cul-de-sac was being constructed adjacent to the existing roadway. The new design incorporates the cul-de-sac into the existing roadway. The result is that slightly less pavement will need to be constructed, and there is no longer a need for an island with vertical curb. Preliminary calculations show that the proposed project includes approximately 70 fewer square yards of concrete. This will correlate to a cost avoidance, or savings, of an estimated \$6,000.

In addition to the \$25,000 in design costs detailed above, there is an estimated \$57,000 in additional construction costs, for a total cost increase of \$82,000. Adding this to the original bid of \$140,282 yields a cost of \$222,282. The addition of a ten percent contingency results in a total estimated project cost of \$245,000. A table summarizing these costs is below:

Original Construction Bid	\$140,282
Additional Survey	\$6,000
Retaining Wall / Geotechnical Eng.	\$15,000
Easement Exhibits	\$4,000
Retaining Wall Construction	\$25,000
Landscaping at 76 River Valley Drive	\$10,000
Eight Feet Concrete Fence at 176 RVD	\$28,000
Reduction in Pavement Costs	-\$6,000
Project Sub-total	\$222,282
Ten Percent Contingency	\$22,228
Total Project Cost (rounded)	\$245,000

Action Recommended

This matter should be presented to the Planning and Public Works Committee for consideration. Should the Committee desire to proceed with this project, it should make a positive recommendation to City Council. Such a recommendation should include the allocation of \$25,000 from General Fund – Fund Reserves above the 40% Policy for design costs. If Council elects to proceed with this project, design will begin immediately, with the expectation that a construction contract will be submitted to City Council during the summer of 2017.

BILL NO. 3079

ORDINANCE NO. 2892

AN ORDINANCE AMENDING SCHEDULE IX PARKING RESTRICTIONS OF SECTION 300 OF THE CITY OF CHESTERFIELD CODE OF ORDINANCES BY ADDING PROVISIONS THERETO TO RESTRICT PARKING ON RIVER VALLEY DRIVE.

WHEREAS, The City of Chesterfield will be closing River Valley Drive to through traffic by constructing a gate and a cul-de-sac; and

WHEREAS, parking vehicles in this area could prohibit emergency access through the gate and a sufficient turning radius within the cul-de-sac.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD AS FOLLOWS:

Section 1. Schedule IX: Parking Restrictions of Section 300 of the Code of the City of Chesterfield is hereby amended by adding provisions thereto as follows:

Part of Road or Street Where Parking is Regulated	Parking Restrictions
River Valley Drive, both sides, from Ridgecrest Drive to the northern City Limits	No parking anytime

Section 3. In all other respects, Section 300 is in full force and effect.

Section 4. This ordinance shall be in full force and effect from and after its passage and

Passed and approved this 15TH day of May, 2016.

Bob Nation
Mayor

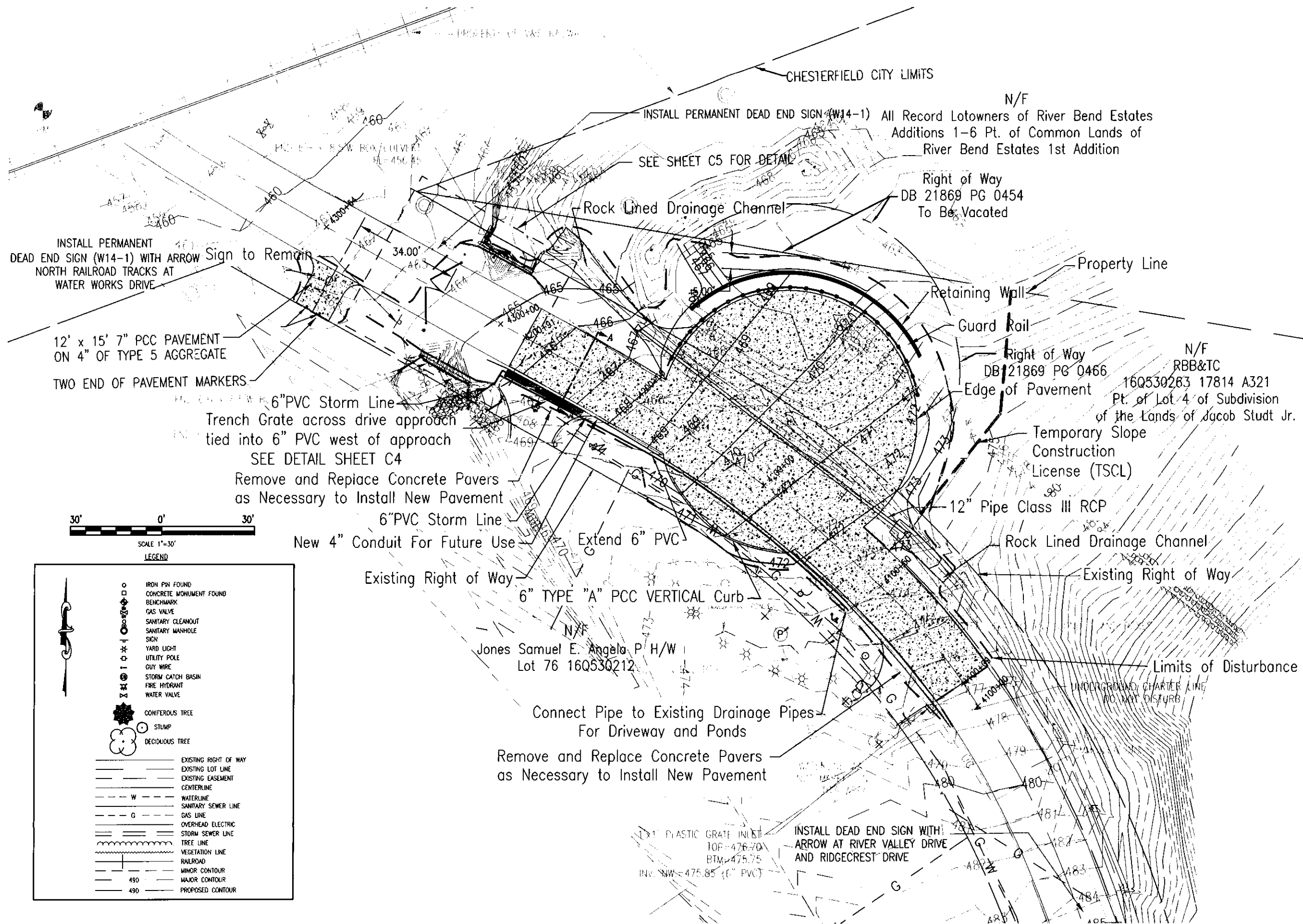
ATTEST:

Vickie Hass
City Clerk

FIRST READING HELD 5/2/2016



Forever Grateful
to
**NANCY
GREENWOOD**
Loyal Friend of
River Bend
2016





Codification Division

PROPOSAL *for* CODIFICATION SERVICES

Prepared for:

City of Chesterfield
St. Louis County
Missouri

July 12, 2017

Valid for 6 months

Susan Lane
Codification Account Manager

(855) GEN CODE

Cell: 314-603-6405

slane@generalcode.com

Missouri's Municipal Code Experts



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Executive Summary



GENERAL CODE Codification Division

Serving the needs of communities for 53 years, General Code provides codification and enterprise content management solutions to more than 3,000 municipal governments throughout the United States and Canada. Our staff has developed, implemented, and maintained codification projects for a wide variety of local governments, ranging from small townships and villages to major cities and counties.

Situation Analysis

Thank you for the opportunity to present this proposal for comprehensive codification services.

The proposed Code of Ordinances of the City of Chesterfield was originally published by Sullivan Publications in 2012, but was never formally adopted. Presently, the City of Chesterfield wishes to undertake a comprehensive review of the 2012 proposed Code of Ordinances to include all legislation of a general and permanent nature through Ordinance No. 2961. The scope of services is to include research and editorial and Code review to identify conflicts, inconsistencies and other problem areas in need of updating or correction; the incorporation of any necessary revisions; the creation of an index; the printing of 3 copies of the two-volume Code sets; and the preparation of Code adoption materials and a disposition list to document the final disposition of all Code-relevant legislation.

For more detail, see the full Situation Analysis on page 3.

General Code Solution

The City of Chesterfield's objectives will be met and goals achieved through our proposed Codification Solution, which includes:

- An Editorial and Code Analysis and recodification of existing materials
- Updating the City's Premium eCode360® online code
- 3 Custom printed two-volume Code sets, with an option for additional printed books

Investment Summary

The cost of General Code's recommended solution will be \$18,000.

A detailed breakdown of the investment and available options can be found on page 10.

Accepting This Proposal

This document serves both as a proposal and as an agreement. To accept this proposal, complete the form on the last page, including authorized signatures. Scan and email the completed form to ezsupp@generalcode.com, fax the completed form to General Code at (585) 328-8189, or return it by mail to General Code, 781 Elm Grove Road, Rochester, NY 14624.

Situation Analysis



The City of Chesterfield is located in St. Louis County in Missouri and was originally incorporated in 1988. Today the City is home to more than 47,400 residents.

Prior Codification

The 2012 proposed Code of Ordinances of the City of Chesterfield was originally published by Sullivan Publications in 2012, but was never formally adopted.

Source Materials

General Code will use the following source materials for the codification project:

- General Code's library copy of the City's 2012 proposed Code of Ordinances, as updated through Ordinance No. 2683
- Uncodified legislation adopted from Ordinance No. 2684 through Ordinance No. 2961

This proposal only takes into account legislation submitted for review, which will be included within the scope of this project. General Code requests that the City continue to routinely send any new legislation upon adoption. These additional materials will be included in the Code up to the point where the editorial work has been completed and may be subject to an additional charge at the end of the project.

Recommended Solution



General Code will provide the City of Chesterfield with professional codification services and solutions designed to meet the specific needs of your community, based on your requirements and 55 years of experience working with local governments. We will provide you with a variety of options for publishing the Code of the City of Chesterfield, including posting on the Internet and traditional print formats.

Services Included



Publication of New Code Volumes

The base price includes the publication of 3 new two-volume Code sets in high-quality, custom-imprinted post binders, which shall be blue with gold silk-screen lettering. The Code pages will be designed in an 8 ½-by-11-inch page size, using an 11-point Times New Roman font in a single-column format on 100% recycled paper. Each Code will also include a set of Title tab dividers. Each copy of the Code will be serial-numbered, and we will provide forms for you to keep track of the distribution of the Codes.

Comprehensive Index

General Code will prepare and publish a comprehensive Index for the Code. The Index is specifically designed to be easy to use, so that the information in the Code can be quickly located.

Code Adoption Legislation

The editor assigned to your codification project will prepare adoption legislation for the proposed Code. This material will be furnished to the City Attorney for review and enactment by the governing body. If the Code adoption legislation is enacted and returned to us within 90 days of submission, we will include this material in the Code free of charge. Once the Code is adopted, it can be amended directly to change, add or delete material.

Disposition List

The Disposition List sets forth, in chronological order, the subject matter, date of adoption and disposition of each item of new legislation reviewed with the project and indicates its inclusion in or omission from the Code. The Disposition List is designed to assist you in locating not only legislation that is included in the Code but also legislation that is not included.

Derivation Table

As there may be some adjustments in numbering of Chapters and Sections due to addition or deletion of material by the City in this process, and to ease the transition from any old numbering to new numbering, we will prepare a Derivation Table. The Derivation Table, which will be included at the end of the published Code, will clearly show the chapter and section numbers from the City's existing 2012 Code of Ordinances and where they have been included in the new Code.

Updated *eCode360*

The City's current online Code will remain available for the City's staff and general public for the duration of this project. Once the project has been completed, General Code will update the City's *eCode360* with the new version of the City's Code.

The annual maintenance fee for *eCode360* is an annual recurring flat fee. Therefore it is our recommendation that the City should continue to budget for this service each year. The fee covers annual licensing, web hosting, posting of new legislation between regular Code supplements and the PubDocs Module. Please note that this does not include the cost for codifying new legislation.

The General Code Codification Process



We see you as a partner in the codification process.

General Code's unique and easily accessible style is readily discernible. Your legislation is organized into a systematized, clean format, designed to provide you and your community with an easily readable, simple to reference, and logically indexed Code.

Including You in the Process

The unique project workflow that General Code has developed engages the City with a Code editor at key stages throughout the process. Our Code editors bring a breadth of knowledge and expertise acquired over the half century we've invested in working with local governments. Combining our experience with your involvement ensures that your Code will accurately reflect your community's particular needs and requirements for a reliable resource tool.

Process Outline



Beginning a Code Project

To begin the project, the City of Chesterfield has provided the source materials for the new Code. For more detail, see the source materials listed on page 3.

Preliminary Telephone Conference

At the beginning of the project, General Code will consult with the City's designated contact person to review the project generally and to clarify any initial questions for both General Code and the City.

Manuscript and Model Code Provisions

As applicable, a Manuscript will be prepared using the materials obtained from the City. Amendments will be incorporated into the Manuscript, and repealed or superseded material will be noted. The Manuscript will show exactly the legislation that is currently in effect.

In some instances, we will recommend the use of sample material from our "Model Code," including subjects such as Offenses, Traffic and Alcoholic Beverages, as well as others as deemed appropriate. Subject matter from the current Code not covered by the "Model Code" provisions shall be retained so the City does not lose its ability to enforce laws that are unique to the City.



Editorial and Code Analysis

For the second part of the analysis of the City's legislation, an Editorial and Code Analysis will be prepared for your review. Our staff of editors and attorneys is in contact with hundreds of communities. They will provide you with the benefit of their experience and with information that you can use to determine how your legislation can be revised and improved. The project team will do a thorough review and analysis of your legislation and provide specific recommendations and input for improvement. The Analysis will be compiled into a workbook, with an easy-to-use checklist format, for the use of City officials, including the Attorney, who will have the final decision-making authority for the resolution of any and all issues.

The Editorial and Code Analysis will include the following:

- Identification of duplications, conflicts and inconsistencies between or within various sections of the Code
- Identification of duplications, conflicts and inconsistencies with Missouri statutes
- Identification of Model Code provisions that can replace outdated City provisions, including subjects such as Offenses, Traffic and Alcoholic Beverages and any others deemed appropriate by the City
- Any practical recommendations to make your legislation more enforceable
- Suggestions regarding fines, fees and penalties
- Suggestions on ways to modernize your legislation

The City will review the Editorial and Code Analysis and make the final decisions on any changes that are deemed necessary. All final decisions regarding the sufficiency of the legislation which is to be codified, and any changes to be made to said legislation, shall be the province of the City officials and the City Attorney.

A review period is set by the performance schedule. We stress the importance of staying within the allotted time period to avoid disruptions in the production process and delays in the delivery of the Code.



Final Editing of the Manuscript

Once the Editorial and Code Analysis is returned, an editor will begin the final editing process. During the editing process, we will:

- Prepare a Table of Contents listing all chapters and articles included in the Code
- Include cross-references and Editor's Notes, as required, and add historical notations indicating the source and date of adoption of each enactment
- Edit the text to incorporate any revisions and additions previously approved in the Editorial and Code Analysis phase
- Copyread to correct typographical and spelling errors

Draft

General Code will submit a Draft of the Code for final review by the City. Any specific questions that arise during the editing process shall be submitted with the Guidelines for Draft Review. Such questions may include missing wording or incomplete information, conflicts with incorporating new ordinances, and inconsistencies within chapter provisions. Minor changes in content as a result of the City's review may be made. Any substantial changes in organization or content shall be subject to additional charges.

Comprehensive Index; Code Adoption Legislation

During final publication, General Code will prepare a comprehensive index. We will also prepare the proposed Code adoption legislation and/or any other necessary information to establish the Code as an official document. This material will be furnished to the City Attorney for review and enactment by the governing body.



Code Delivery; Recordkeeping; Supplement Distribution

After the Code is delivered, we will review the project with the City to ensure that everything meets your expectations. At that time, we will work with you to set up an effective recordkeeping system to keep track of the distribution, sale and maintenance of Codes and supplements.

Performance and Payment Schedule



Performance Schedule

Deliverable	Delivery Date
Preliminary telephone conference	Within 30 days of contract signing
Submission of the Manuscript and Editorial and Code Analysis	Within 180 days of receipt of the responses to the Organizational Analysis; the City has 100 days for review
Submission of Draft	Within 145 days of receipt of responses to the Editorial and Code Analysis; the City has 45 days to review
Delivery of the Code	Within 40 days of approval to proceed with the publication of the Code

Performance schedule reflects business days excluding legal holidays.

Payment Schedule

Percentage of Total Project Price	Milestone
20%	Invoiced within 30 days of contract signing
50%	Invoiced upon submission of the Manuscript and Editorial and Code Analysis
20%	Invoiced upon submission of the Draft
Balance	Invoiced upon delivery of the Code

Investment Detail and Options



Base Codification Project Price (Estimated Pages: 1,000*)

\$ 18,000

Your base codification project includes the following:

- Preliminary Telephone Conference
- Creation of a New Code Through Ordinance No. 2961
- Conversion of the Code into an XML Document
- Editorial and Code Analysis
- Manuscript
- Editorial Work
- Proofreading
- Draft
- Duplication and Publication of 3 Two-Volume Code Sets in Custom-Imprinted Post Binders
- Title Tabs
- Comprehensive Index
- Disposition List
- Derivation Table
- Code Adoption Legislation
- Updated Premium eCode360
- Shipping
- Cost for pages* in excess of estimate: \$ 18.00
- Rebate for pages* less than estimate: \$ 18.00

Yearly Supplementation Charges

The charges for publishing supplements are based upon \$18 per page and \$10 per table, image, chart, or diagram included in each supplement. There is no minimum annual fee or retainer fee. Our Codes are set up in a style and format designed to keep the number of pages affected and your costs to a minimum.

*A "page" shall be defined as the printed area on one side of a sheet of paper; a sheet of paper may include two pages.

Optional Components

Please note: Additional Code books (in addition to the 3 two-volume Code sets included in the base price) may also be ordered; pricing is available upon request.

Future Services

Code Watch - No Charge

This is an annual state law review which reports on the passage of new statutes that make it necessary to revise corresponding local ordinances, provided at no charge to our customers.

Prices noted are valid for 6 months from the date of this proposal.

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References By Position



We recently asked some of our clients if we could use their names as references when sending out new proposals. The message sent was as follows:

"Each time we respond to a request for a proposal from a new prospective city we are asked to give references. While I usually look for three or four cities in close proximity to the new city, it occurs to me that I have worked with and for you for many years. Therefore I would like to ask your permission to use your name as a reference that would put together satisfied clients by group i.e., city attorneys, city administrators, city clerks and other city officials. As always, I am truly grateful for your support.

Thanks

Mike"

Having sent out some forty plus requests, we got a tremendously supportive response from all. The following are direct quotations that epitomize the tone of those responses:

"Absolutely, Mike. I'm honored that you asked."

Paul Martin, City Attorney

"You may always use my name as a reference. You are the greatest ! I don't know what I would do without you !"

Diane Monteleone, City Administrator

"I would be honored for you to use my name and city as a reference."

June Waters, City Clerk

"Sure. I would be glad to help. Thank you for helping us through our re-codification process."

Sheila Smail, City Clerk

"Mike, use my name however you see fit. I am happy to assist you as I believe you do a great job and provide a great service."

Steve Garrett, City Attorney

"Mike, I absolutely will provide you with a strong reference."

Greg Beavers, City Administrator

"Of course, you can use me as reference. Thanks for thinking of me."

John Hessel, City Attorney

"Mike, I would be honored. Please do."

Kevin O'Keefe, City Attorney

"Mike - absolutely! Please add my name. I appreciate and respect all of the work that you have done."

Stephanie Karr, City Attorney

"I would be glad to be a reference for you. I think you and your staff do an outstanding job and I am very glad we chose Sullivan."

Cindy Simpson, City Clerk

References



City Attorneys:

City of Florissant	Mr. John Hessel/City Attorney	314-921-5700
City of Blue Springs	Ms. Nancy K. Yendes/City Attorney	816-228-0110
City of Hazelwood	Mr. Kevin O'Keefe/City Attorney	314-621-9550
City of St. Peters	Mr. Randy Weber/City Attorney	636-947-4700
City of Richmond Heights	Mr. Ken Heinz/City Attorney	314-645-0404
City of Town & Country	Mr. Steve Garrett/City Attorney	314-725-8788
City of Warrenton	Mr. Chris Gravelle/City Attorney	636-456-3535
City of Battlefield	Mr. Jim Kelly/City Attorney	417-732-8800
City of Ozark	Mr. David Colignon/City Attorney	417-581-2407
City of Olivette	Mr. Paul Martin/City Attorney	314-961-0097
City of Centralia	Mr. Merritt Beck/City Attorney	573-682-2114

City Administrators:

City of St. John	Mr. Connie Poteet/City Administrator	314-427-8700
City of Festus	Mr. Happy Welch/City Administrator	636-937-4694
City of Farmington	Mr. Greg Beavers/City Administrator	573-756-4413
City of Dexter	Mr. Mark Stidham/City Administrator	573-624-5959
City of Harrisonville	Mr. Keith Moody/City Administrator	816-380-8900
City of Louisiana	Mr. Bob Jenne/City Administrator	573-754-4132
City of Higginsville	Mr. Lee Barker/City Administrator	660-584-2106
City of Desloge	Mr. Greg Camp/City Administrator	573-431-3700
City of Brentwood	Ms. Bola Akande/City Administrator	314-962-4800

City Clerks:

City of Clayton	Ms. June Waters/City Clerk	314-727-8100
City of Eureka	Mr. Ralph Lindsey/City Clerk	636-938-5233
City of Fenton	Ms. Diane Monteleone/City Clerk	636-343-1183
City of Wildwood	Ms. Lynne Greene-Beldner/City Clerk	636-458-0440
City of Ste. Genevieve	Ms. Pam Meyer/City Clerk	573-883-5400
City of Sikeston	Ms. Linda Lowes/ Gov. Services Dir.	573-471-2512
City of Aurora	Ms. Kathie Needham/City Clerk	417-678-5121
City of Monett	Ms. Janie Knight/City Clerk	417-235-3763
City of Carl Junction	Ms. Marybeth Matney/City Clerk	417-649-7237
City of Charleston	Ms. Marsha Hart/City Clerk	573-683-3325
City of Caruthersville	Ms. Melinda Scifres/City Clerk	573-333-2142
City of Kennett	Ms. Diane Risner/City Clerk	573-888-9001
City of Maryville	Ms. Sheila Smail/City Clerk	660-562-8001
City of Trenton	Ms. Cindy Simpson/City Clerk	660-359-2013
City of Parkville	Ms. Melissa McChesney/City Clerk	816-741-7676
City of Platte City	Ms. Amy Hubbard/City Clerk	816-858-3046
City of Hermann	Mrs. Patricia Heaney/City Clerk	573-486-5400
City of Washington	Mrs. Mary Trentmann/City Clerk	636-390-1000
City of Union	Mrs. Jonita Copeland/City Clerk	636-583-3600
City of Sullivan	Mrs. Janice Koch/City Clerk	573-468-4612
City of Osage Beach	Ms. Diann Warner/City Clerk	573-302-2000

Municipalities Completed 2006-2016



Year	Municipality	Year	Municipality	Year	Municipality
2006	Florissant Vinita Park Crystal Lake Park Kahoka Velda City Grant City Mound City Webb City Ste. Genevieve Cole Camp Paris Calverton Park Lake Waukomis Marionville	2009	Airport Drive Pierce City Bowling Green New Melle Bolivar Olivette Weston Marthasville Paola Miller Creve Coeur	2012	Seymour Chesterfield Bull Creek Woodson Terrace Puxico Reeds Spring Van Buren Belle Noel
2007	Blackburn Country Club Hills Ellisville Greenfield Huntleigh Lake Waukomis Lincoln Ozark Pagedale Pineville Rosebud Steele Stover Troy Walnut Grove	2010	Maryville Quin Miller Weston Highlandville Clever Breckenridge Hills Bonne Terre Maitland Laurie Jefferson County Truesdale Bella Villa Sikeston Pasadena Hills New Franklin Verona	2013	Riverside Kirbyville Parma Theodosia Appleton City University City Salem Savannah Edmundson Fayette Fairfax
2008	Watson Willow Springs Thayer Bellerive Fair Grove Riverview Clayton Platte City Dearborn Billings Willard King City	2011	Poplar Bluff Perry Cool Valley Festus LaGrange Glendale St. Charles Floridell Hills Chaffee Dellwood Chillicothe	2014	Excelsior Springs Libbourn Pierce City Tarkio Unionville
		2012	Oronogo Brentwood New Florence Branson West	2015	Paris Valley Park Indian Park Marshfield Buckner Hallsville
				2016	Anderson Arnold Bloomfield Cassville Iberia Ironton Ladsonia

Future Supplementation Services



Your Code is an evolving document.

After your new Code is delivered, in order to protect your investment and maintain an accurate and reliable resource, your Code should be kept up-to-date. General Code's supplementation services are designed to make the process easy, fast and accurate.



Materials

After the enactment of new legislation, the City can forward a copy by whatever method is most convenient.

- Electronic copies of the legislation can be sent via email to ezsupp@generalcode.com. A reply email will be sent confirming receipt of your transmission. We have other options for transferring large files and will provide the necessary information if requested.
- In addition, paper copies of as-adopted legislation can be sent via U.S. Mail or by Fax to 585-328-8189, and a confirmation postcard will be returned upon receipt of materials.

General Code will hold legislation pending a pre-approved schedule, or begin the job, as directed by the City. Please note that charges for supplementation services are outside of the scope of this proposal and will be billed separately. An estimate of the charges applicable to a particular supplement is available upon request.

Posting of New Laws

Between regular Code supplements, General Code will temporarily attach (append) verbatim copies of new legislation to your online electronic Code to provide ready access to information until such time as the legislation can be codified through supplementation. If supplementation does not occur within one year of appending, General Code will remove the link to that new legislation.

Schedule

Supplements will be provided on a schedule designed to meet the needs of the City. Typical schedules may be quarterly, semiannual, or annual, or upon authorization by the City. Updates to the electronic version of the Code can occur on a more frequent schedule than printed supplements.

Our average turnaround time for processing routine supplementation is between 4 and 6 weeks.

Editorial Work on Your Supplement

The editorial work on your supplement specifically focuses on the new legislation being incorporated with each supplement. As part of our process for new legislation, we will do the following:

- Review the legislation to determine proper placement within the Code.
- Adhere to the structure and style contained in the ordinance, unless changes are required to ensure consistency in the Code.
- Use or impose section and subsection numbering.
- Create chapter, article, and section titles as appropriate.
- Add historical annotations as applicable.
- Correct misspellings so that searchability in eCode360 is not compromised.
- Check and correct internal section hierarchy, capitalization, grammar, and punctuation.
- Check internal and statutory references.
- Correct any missing wording.

General Code will also update the Table of Contents and index. Editorial notes will be appended to sections that require additional explanation. Any tables, drawings, or other graphics as are required by the City shall be incorporated into the supplement, with improved presentation as necessary. Additionally, for print supplements, an Instruction Page will be created to advise how to insert and remove pages.



Printed Supplements

Amendments to the printed Code occur in the form of printed supplement pages that are issued as replacement pages. Printed supplements include updated Table of Contents, Disposition List, Index and text pages, as well as an Instruction Page.



Electronic Updates

Amendments to the electronic version of the Code can be provided on their own schedule or can accompany printed supplements. Electronic updates will have been incorporated into the Code, and a fully searchable, complete Code will be delivered online.



Delivery

Printed supplements to the Code will be delivered in bulk to the City, unless the City chooses to utilize General Code's Distribution Services. The website will be updated within one or two business days as electronic updates are delivered.

Why General Code?



Welcome to Civility.

As a values-based company, we adhere to the principles outlined in our Code of Engagement. We are committed to providing a higher standard of customer service, and believe that how we work with our clients is just as important as how we work amongst ourselves.

General Code brings civility to codification, by learning from 55 years of experience and the constantly changing concerns and needs of our 3,000 customers, including 273 in Missouri. We civilize your experience by listening to you and focusing our efforts on meeting your objectives. Our editorial and technical professionals will offer you options, designed to meet your particular needs so that your Code can be constructed and used accordingly. This collaboration will enhance the long-term viability of your legislation and will allow you a level of customization that you will find invaluable.



Experience

- Over 3,000 clients in 39 states in the United States and Canada
- Serving local governments since 1962 — over 50 years of broad experience in all aspects of municipal codification
- Margaret A. Perry, your editor with over 30 years of experience in all aspects of editorial work and supervision of production
- Unparalleled reputation for quality and service
- Leader in providing technical and innovative codification solutions

Customer Service Orientation

- Highest customer satisfaction ratings
- Susan Lane, your local Account Manager in Missouri
- Quick responses to questions and commitment to person-to-person interaction
- Training and support on an ongoing basis
- Flexible billing plans tailored to meet the specific needs of each client



Professional and Experienced Staff

- Your Project Team will include members of our professional staff of over 100 employees, including attorneys, editors, and other codification specialists, producing over 100 new Code projects and over 2,000 supplements annually
- Team approach, to ensure availability of required personnel and resources until work is complete, as well as consistency and accessibility
- Full-time attorney editors, with extensive experience in both new Code projects, as well as supplementation of existing Codes, in numerous states
- Full-time Code editors, with experience in codification averaging over 15 years
- Specially trained data entry, proofreading, indexing and research staff

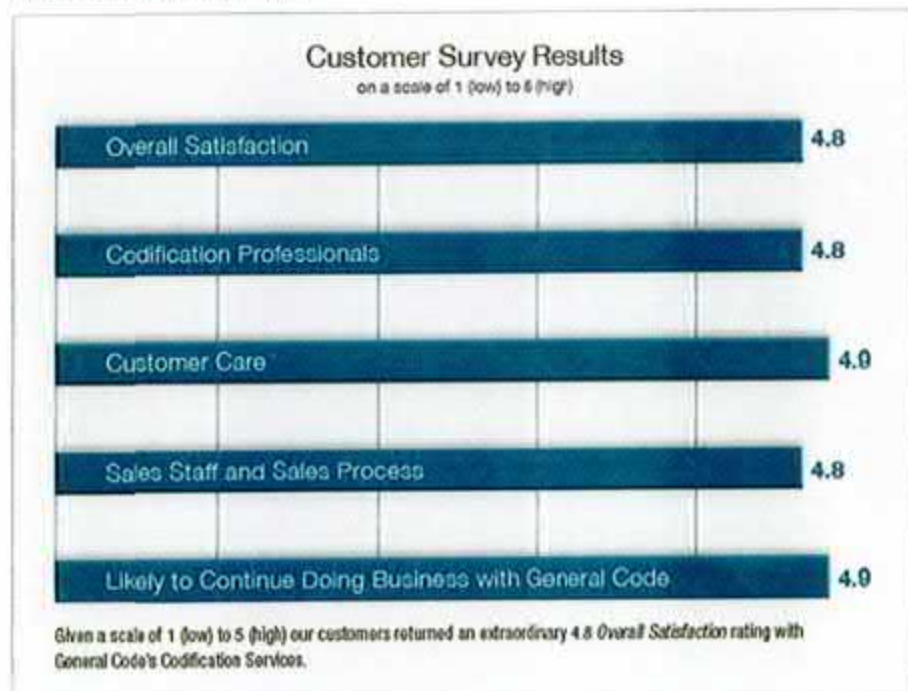


Client Experience

- User-friendly Code format and organizational system
- Fast, reliable, accurate supplementation
- Creative solutions for specific needs
- Free sample legislation service for clients

Customer Satisfaction

These survey results demonstrate the way our customers recognize and appreciate our passion for excellence and customer focus.



The Code of Engagement



Our Pledge to You

Our Code of Engagement is General Code's pledge to achieve a high standard, cultivate a long-term working relationship, and earn the status of being your trusted partner.

General Code is a values-based company. As such, our Code of Engagement is the set of principles guiding the way we conduct ourselves. It encompasses how we interact with our co-workers and our community, the way we treat you, the way we communicate with you, and the fact that you are not just our customer, you are our partner. Our Code of Engagement is founded on a set of seven values.

Honesty and Integrity

Every interaction will confirm that you are working with an ethical, conscientious, and trustworthy partner.

Delighting the Customer

We will anticipate, and often surpass, your expectations. We will be proactive and responsive to your needs.

Efficiency

You will receive high-quality products and services in the shortest possible time frame. These solutions will save you time and ease your workload.

Innovation and Creativity

We will stay in front of your ever-changing needs. Visionary thinking, resourcefulness, and technology leadership will make this possible.

Personal Responsibility

Every General Code employee will meet and exceed your expected level of product quality and service excellence.

Caring and Concern

You will receive service that is personable, warm, and reliable—an attentive relationship you can trust.

Teamwork

Across departments and at every level of our company, we will collaborate with each other and with you to meet your needs.

Authorization and Agreement



Base Codification Project

\$ 18,000



The City of Chesterfield, Missouri, hereby agrees to the procedures outlined above, and to General Code's Codification Terms and Conditions, which are available at www.generalcode.com/TCdocs, and are incorporated herein by reference, and authorizes General Code to proceed with the project.

CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI

By: _____ Witnessed by: _____

Title: _____ Title: _____

Date: _____ Date: _____

GENERAL CODE, LLC

By: _____ Witnessed by: _____

Title: _____ Title: _____

Date: _____ Date: _____

Please sign and return this page to General Code. A signed copy of this agreement will be mailed back to the City for its records.

General Code • 781 Elmgrove Road Rochester, NY 14624 • p: 1.855.GEN CODE • f: 585.328.8189

GAMBLE & SCHLEMEIER, LTD.

Governmental Relations Services Contract

This agreement, made as of September 1, 2017, is by and between the **City of Chesterfield, Missouri** (hereinafter "Client"), and **Gamble & Schlemeier, Ltd.**, 213 East Capitol Avenue, Jefferson City, Missouri, 65101 (hereinafter "Gamble"). By this agreement it is intended that Gamble will provide to Client governmental relations services, as an independent contractor, as governed by the terms and conditions set forth below.

The parties to this agreement, in consideration of the mutual covenants and stipulations set out herein below, agree as follows:

Term and Scope of Services

Gamble will provide to Client the following services:

Governmental relations services before the Missouri legislature and executive branch related to the establishment and maintenance, on behalf of Client, of contacts with members of the Missouri General Assembly; monitoring of pertinent legislation affecting Client's municipal interests; and preparation of or lobbying on behalf of legislation proposed in Client's interest, which may include, without limitation, legislation affecting the St. Louis County municipal sales tax pooling requirements imposed by RSMo Section 66.620 and legislation directly related to a merger of St. Louis City and St. Louis County. Included in such services, during the legislative session, Gamble will provide to Client a written monthly summary of services performed and legislation monitored on behalf of Client for the previous month. This agreement shall be in effect from the date first above stated through August 30, 2018.

Payment

Client agrees to pay Gamble:

A total fee of **\$40,000**, which shall be due and payable, in 12 equal monthly installments, upon the 1st day of each month, beginning on September 1, 2017.

No expense reimbursement shall be made for, and Client, shall not be obligated for, any expenses associated with employee retirement benefits, taxes (FICA, withholding or FUTA), unemployment insurance, workers' compensation insurance benefits, health insurance, office equipment, office expenses or repairs, maintenance or utilities, or other direct expense of the services provided by Gamble as consultant under this agreement.

Independent Contractor Status

Neither Gamble, nor any of its subcontractors, employees or agents shall be deemed to be employees of Client, it being understood that Gamble is an independent contractor for all purposes and at all times. Gamble shall be solely responsible for withholding or payment of all federal, state and local personal income taxes, social security taxes, unemployment and disability insurance, and all other payroll taxes and obligations with respect to Gamble or its employees. It is the intent of the parties to this agreement that Gamble is retained based upon its expertise in governmental affairs consulting. Therefore, Gamble shall have complete control and discretion in choosing the appropriate means, manner and methods for providing the services hereunder; Client shall exercise no supervisory or other control over the means, manner and method by which Gamble provides such services. Further, Client acknowledges

GAMBLE & SCHLEMEIER, LTD.

that Gamble may and will be providing the same or similar services to other entities and Gamble acknowledges that Client may retain or employ additional management or governmental affairs consultants.

This instrument contains the entire agreement between the parties and no statement, promise or inducement made by either party or agent of either party that is not contained in this written agreement shall be valid or binding. This agreement may not be enlarged, modified or altered except in writing signed by the parties. This agreement shall inure to the benefit of and be binding only upon Gamble and Client. This agreement is entered into between the parties in the state of Missouri and shall be subject to interpretation and construction according to the internal laws of the state of Missouri.

IN WITNESS WHEREOF, the parties hereto have set their hands the day aforesaid.

Gamble:
Gamble & Schlemeier, Ltd.

Client:
City of Chesterfield, Missouri

Jorgen Schlemeier, authorized officer

GAMBLE & SCHLEMEIER, LTD.

Governmental Relations Services Contract

This agreement, made as of September 8, 2016, is by and between the **City of Chesterfield, Missouri** (hereinafter "Client"), and **Gamble & Schlemeier, Ltd.**, 213 East Capitol Avenue, Jefferson City, Missouri, 65101 (hereinafter "Gamble"). By this agreement it is intended that Gamble will provide to Client governmental relations services, as an independent contractor, as governed by the terms and conditions set forth below.

The parties to this agreement, in consideration of the mutual covenants and stipulations set out herein below, agree as follows:

Term and Scope of Services

Gamble will provide to Client the following services:

Governmental relations services before the Missouri legislature and executive branch related to the establishment and maintenance, on behalf of Client, of contacts with members of the Missouri General Assembly; monitoring of pertinent legislation affecting Client's municipal interests; and preparation of or lobbying on behalf of legislation proposed in Client's interest, including without limitation, legislation affecting the St. Louis County municipal sales tax pooling requirements imposed by RSMo Section 66.620. Included in such services, during the legislative session, Gamble will provide to Client a written monthly summary of services performed on behalf of Client for the previous month. This agreement shall be in effect from the date first above stated through August 30, 2017.

Payment

Client agrees to pay Gamble:

A total fee of **\$40,000**, which shall be due and payable, in 12 equal monthly installments, upon the 15th day of each month, beginning in September 1, 2016.

No expense reimbursement shall be made for, and Client, shall not be obligated for, any expenses associated with employee retirement benefits, taxes (FICA, withholding or FUTA), unemployment insurance, workers' compensation insurance benefits, health insurance, office equipment, office expenses or repairs, maintenance or utilities, or other direct expense of the services provided by Gamble as consultant under this agreement.

Independent Contractor Status

Neither Gamble, nor any of its subcontractors, employees or agents shall be deemed to be employees of Client, it being understood that Gamble is an independent contractor for all purposes and at all times. Gamble shall be solely responsible for withholding or payment of all federal, state and local personal income taxes, social security taxes, unemployment and disability insurance, and all other payroll taxes and obligations with respect to Gamble or its employees. It is the intent of the parties to this agreement that Gamble is retained based upon its expertise in governmental affairs consulting. Therefore, Gamble shall have complete control and discretion in choosing the appropriate means, manner and methods for providing the services hereunder; Client shall exercise no supervisory or other control over the means, manner and method by which Gamble provides such services. Further, Client acknowledges that Gamble may and will be providing the same or similar services to other entities and Gamble

GAMBLE & SCHLEMEIER, LTD.

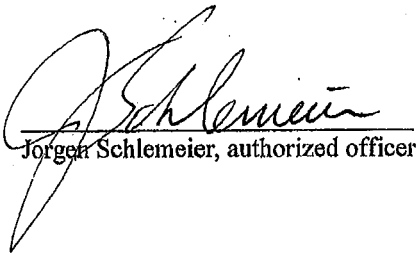
acknowledges that Client may retain or employ additional management or governmental affairs consultants.

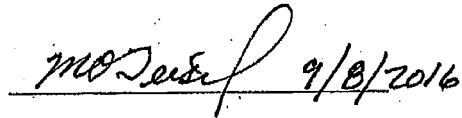
This instrument contains the entire agreement between the parties and no statement, promise or inducement made by either party or agent of either party that is not contained in this written agreement shall be valid or binding. This agreement may not be enlarged, modified or altered except in writing signed by the parties. This agreement shall inure to the benefit of and be binding only upon Gamble and Client. This agreement is entered into between the parties in the state of Missouri and shall be subject to interpretation and construction according to the internal laws of the state of Missouri.

IN WITNESS WHEREOF, the parties hereto have set their hands the day aforesaid.

Gamble:
Gamble & Schlemeier, Ltd.

Client:
City of Chesterfield, Missouri


Jorgen Schlemeier, authorized officer

 9/8/2016

UNFINISHED BUSINESS

Action on the CBIZ report that was presented at the July 31st Special Meeting of Council was deferred and appears under the unfinished section of this agenda. Please note; per City Council's direction, information was forwarded from CBIZ under separate cover in response to questions of market comparisons and source data.

If you have any questions or require additional information, please contact me prior to Monday's meeting.

Memorandum

TO: Mayor & City Council

FROM: Mike Geisel, City Administrator

DATE: August 3, 2017

RE: CBIZ Compensation and Benefits Study



All, per your request at the last Council meeting (2017-7-31), we have received data from CBIZ related to the different market comparisons and have forwarded the raw data from the custom survey. As indicated by Mr. Rice, they are unable to provide you with the source data from their proprietary market database, but can provide general information about the sources (included).

We are still awaiting specific revised exhibits from CBIZ and we will provide supplemental additional information via e mail as it is received.

Given the additional information included and having the benefit of the conversation from our special council meeting, I can offer additional summary information.

A great deal of time was spent on the relative market position and the importance of a formal pay philosophy. As previously established by the City, a stated policy of compensating employees in the "TOP FIVE" of the comparable market study may no longer be applicable. In addition, it is important to recognize that application of that policy was inconsistent and difficult. The "Top Five" reference was unclear as to which metric was being used to establish the comparison; starting pay, top end pay, average actual, midpoint, or other. CBIZ recommended, based on Council's input, to use the 75th percentile (3/4th or top 25%) to establish the midpoints of the pay classification system.

In reviewing the pay plan, delving deeper into the numbers, it should be stated that for each job classification (with one notable exception for the Customer Service Representative), the ACTUAL recommended starting pay proposed is LESS THAN THE MARKET MEDIAN, less than the 50th percentile. Accordingly, if the City adopts the CBIZ recommendation, we will be attempting to hire new employees at below the market average.

We also discussed the initial cost of implementation of the CBIZ recommendations for the Non-Uniformed employee population to be \$53,732.

That value represents the total cost of bringing 31 individual employees, 21 of which are in the Maintenance Labor category, to the new minimum of the market. That means that 31 of the City's existing employees, specifically identified, are currently compensated at rates less than the 50th percentile, or market average. No management level employee was recommended for an increase, nor were any shown to be below market average.

The philosophical decision to position the City in the market, whether it be at 75th percentile (top 25%), or the 60th percentile (top 40%), determines the pay classification for the position. It does not directly cause increases in pay or decreases. It only serves to create a minimum and maximum pay. Once that minimum pay is established, you can compare it to an employee's existing compensation and see if they are below the minimum of the new category or not. In some cases, the minimum pay actually goes down, not up.

As was presented by CBIZ, if the City positions itself at the 75th percentile, (otherwise stated in the top 25% of the market) Out of the more than 60 job titles in the City, there are a number of individual employees within positions that would fall out of the new ranges.

As previously noted, the cost to the City to bring these 31 employees up to the new minimum of their pay ranges, using the 75th percentile comparison to establish the midpoint, would be \$53,732. Please note, this represents employees in the General Fund, Parks Fund, and non-uniformed employees in the Police Department. The substantial majority of these adjustments are in the maintenance worker function.

We have also calculated the cost to bring these employees up to the new minimum if the 70th Percentile is used to establish the midpoints and that cost is also \$53,732. No change.

The cost to bring these employees up to the new minimum if the 65th Percentile is used is \$51,632. That is only \$2,100 below the 75th percentile and represents one employee position, the Customer Service Representative.

The cost to bring these employees up to the new minimum if the 60th Percentile is used is also \$51,632. No change from 65th percentile.

The primary reason for this is that those specific positions are at the low end, entry level for their respective positions. Understandably, in these positions there is generally a larger labor market and the City has not been as aggressive in setting their initial pay. This is further borne out by the prior statements that the 31 employees are actually below the 50th percentile of the labor market. So, decreasing the City's market position has no impact on the initial

implementation of the CBIZ recommendations, but has dramatic future implications.

However, we have to be extremely carefully, while going from the 75th percentile to the 60th percentile does not really save us any money (1 position, a customer service representative at \$2,100), the impact is that it leaves us with dramatically lower specific pay classifications systems (without the benefit of any current savings), below our current pay classification system. It would make it absolutely impossible for me the City to attract talent at the mid-level and professional positions in the future. If the proposed use of the 75th percentile to establish midpoint results in starting pay below the market average, lowering the pay philosophy further would diminish the starting pay even lower such that it would be extremely difficult to attract quality employees. You simply cannot attract quality candidates with compensation offers below average.

Accordingly, it continues to be staff's recommendation, that we accept the recommendation provided by CBIZ that the City position its midpoint compensation at the 75th percentile (top 25%), which results in offering minimum starting compensation levels at or below the market median (50th percentile).

The \$53,732 implementation cost is divided between the three fiscal funds as follows:

Parks \$16,522

Capital Projects Fund \$857

General Fund \$36,352 (includes non-uniform Police)

It should also be recognized that this data represents the employee population provided to CBIZ earlier this spring and our employee roster is a dynamic entity. Employees have separated and others have been hired. The actual cost to implement may decrease marginally below the \$53,732, but in no event will implementation exceed that value.

Kaw Vorta

Ballwin	City Clerk	101	Deputy City Clerk	1.99	\$39,644	\$52,271	\$39,644	\$39,644	Nonexempt
Ballwin	Adm Asst I	102	Administrative Assistant	15	\$36,040	\$47,519	\$41,288	\$41,288	Nonexempt
Ballwin	Adm Asst I	102	Administrative Assistant	18.18	\$36,040	\$47,519	\$36,040	\$36,040	Nonexempt
Ballwin	Adm Asst1	102	Administrative Assistant	9	\$36,040	\$47,519	\$37,654	\$37,654	Nonexempt
Ballwin	HR Coordinator	103	HR Generalist	22	\$57,349	\$78,055	\$67,000	\$67,000	Exempt
Ballwin	Adm Asst I	200	Court Clerk	13.6	\$36,537	\$51,122	\$39,217	\$39,217	Nonexempt
Ballwin	Court Clerk	201	Court Administrator	14.19	\$51,640	\$71,098	\$53,976	\$53,976	Nonexempt
Ballwin	Finance Officer	300	Finance Director	4.46	\$91,395	\$127,388	\$100,000	\$100,000	Exempt
Ballwin	Finance Clerk II	301	Accountant	20.76	\$45,902	\$60,512	\$49,681	\$49,681	Nonexempt
Ballwin	Finance Clerk II	301	Accountant	19.23	\$45,902	\$60,512	\$49,183	\$49,183	Nonexempt
Ballwin	Finance Clerk I	302	Accounting Clerk	13.84	\$41,729	\$55,011	\$44,878	\$44,878	Nonexempt
Ballwin	Police Chief	400	Police Chief	24.22	\$105,834	\$135,216	\$107,100	\$107,100	Exempt
Ballwin	Police Captain	401	Police Captain	19.93	\$86,832	\$110,549	\$86,832	\$86,832	Exempt
Ballwin	Police Lieutenant	402	Police Lieutenant	28.49	\$74,256	\$91,272	\$78,341	\$78,341	Exempt
Ballwin	Police Lieutenant	402	Police Lieutenant	33.94	\$74,256	\$91,272	\$81,382	\$81,382	Exempt
Ballwin	Police Lieutenant	402	Police Lieutenant	29.11	\$74,256	\$91,272	\$78,365	\$78,365	Exempt
Ballwin	Police Sergeant	403	Police Sergeant	36.78	\$69,986	\$83,048	\$72,556	\$72,556	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	31.6	\$69,986	\$83,048	\$69,986	\$69,986	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	26.68	\$69,986	\$83,048	\$73,710	\$73,710	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	21.26	\$69,986	\$83,048	\$71,166	\$71,166	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	19.52	\$69,986	\$83,048	\$71,166	\$71,166	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	14.55	\$69,986	\$83,048	\$71,864	\$71,864	Nonexempt
Ballwin	Police Sergeant	403	Police Sergeant	20.42	\$69,986	\$83,048	\$69,986	\$69,986	Nonexempt
Ballwin	Police Officer	404	Police Officer	0.04	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	36.78	\$54,160	\$71,533	\$67,390	\$67,390	Nonexempt
Ballwin	Police Officer	404	Police Officer	34.78	\$54,160	\$71,533	\$69,728	\$69,728	Nonexempt
Ballwin	Police Officer	404	Police Officer	29.87	\$54,160	\$71,533	\$65,572	\$65,572	Nonexempt
Ballwin	Police Officer	404	Police Officer	21.97	\$54,160	\$71,533	\$65,551	\$65,551	Nonexempt
Ballwin	Police Officer	404	Police Officer	20.42	\$54,160	\$71,533	\$65,147	\$65,147	Nonexempt
Ballwin	Police Officer	404	Police Officer	0.5	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	20.13	\$54,160	\$71,533	\$65,482	\$65,482	Nonexempt
Ballwin	Police Officer	404	Police Officer	1.73	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	1.45	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	0.5	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	13.84	\$54,160	\$71,533	\$60,271	\$60,271	Nonexempt
Ballwin	Police Officer	404	Police Officer	2.62	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	0.13	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	10.04	\$54,160	\$71,533	\$58,344	\$58,344	Nonexempt
Ballwin	Police Officer	404	Police Officer	10.57	\$54,160	\$71,533	\$57,778	\$57,778	Nonexempt
Ballwin	Police Officer	404	Police Officer	2.26	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	2.32	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	21.21	\$54,160	\$71,533	\$66,300	\$66,300	Nonexempt
Ballwin	Police Officer	404	Police Officer	3.69	\$54,160	\$71,533	\$55,058	\$55,058	Nonexempt
Ballwin	Police Officer	404	Police Officer	8.89	\$54,160	\$71,533	\$57,514	\$57,514	Nonexempt
Ballwin	Police Officer	404	Police Officer	8.76	\$54,160	\$71,533	\$57,778	\$57,778	Nonexempt
Ballwin	Police Officer	404	Police Officer	8.12	\$54,160	\$71,533	\$56,958	\$56,958	Nonexempt
Ballwin	Police Officer	404	Police Officer	6.71	\$54,160	\$71,533	\$55,879	\$55,879	Nonexempt
Ballwin	Police Officer	404	Police Officer	4.08	\$54,160	\$71,533	\$55,323	\$55,323	Nonexempt
Ballwin	Police Officer	404	Police Officer	6.61	\$54,160	\$71,533	\$55,879	\$55,879	Nonexempt
Ballwin	Police Officer	404	Police Officer	4.72	\$54,160	\$71,533	\$55,469	\$55,469	Nonexempt
Ballwin	Police Officer	404	Police Officer	2.56	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	2.16	\$54,160	\$71,533	\$54,160	\$54,160	Nonexempt
Ballwin	Police Officer	404	Police Officer	5.23	\$54,160	\$71,533	\$55,734	\$55,734	Nonexempt

Ballwin	Detective	405	Detective	29.85	\$54,160	\$71,533	\$70,767	\$70,767	Nonexempt
Ballwin	Detective	405	Detective	26.43	\$54,160	\$71,533	\$70,423	\$70,423	Nonexempt
Ballwin	Detective	405	Detective	8.87	\$54,160	\$71,533	\$58,344	\$58,344	Nonexempt
Ballwin	Detective	405	Detective	11.5	\$54,160	\$71,533	\$57,778	\$57,778	Nonexempt
Ballwin	Dispatcher Lead	406	Dispatcher, Sr.	28.63	\$43,675	\$58,068	\$54,235	\$54,235	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	1.07	\$40,628	\$54,017	\$40,628	\$40,628	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	24.58	\$40,628	\$54,017	\$50,911	\$50,911	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	12.17	\$40,628	\$54,017	\$45,309	\$45,309	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	3.47	\$40,628	\$54,017	\$45,309	\$45,309	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	5.71	\$40,628	\$54,017	\$45,309	\$45,309	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	0.45	\$40,628	\$54,017	\$40,628	\$40,628	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	5.39	\$40,628	\$54,017	\$45,309	\$45,309	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	5.02	\$40,628	\$54,017	\$44,870	\$44,870	Nonexempt
Ballwin	Dispatcher	407	Dispatcher	3.75	\$40,628	\$54,017	\$45,309	\$45,309	Nonexempt
Ballwin	Parks & Rec Director	500	Director	32.73	\$86,370	\$121,491	\$110,376	\$110,376	Exempt
Ballwin	Parks/Building Super	501	Maintenance Superintendent	38.38	\$59,807	\$84,183	\$81,809	\$81,809	Exempt
Ballwin	Deputy Director of Recreation	502	Recreation Supervisor	10.44	\$65,167	\$90,134	\$73,692	\$73,692	Exempt
Ballwin	Parks Tech II	503	Groundskeeper	27.09	\$43,336	\$63,592	\$58,332	\$58,332	Nonexempt
Ballwin	Building Systems Tech II	505	Maintenance Worker	28.44	\$43,336	\$63,592	\$61,998	\$61,998	Nonexempt
Ballwin	Parks Building Laborer	505	Maintenance Worker	10.72	\$38,883	\$52,290	\$41,851	\$41,851	Nonexempt
Ballwin	Parks Building Laborer	505	Maintenance Worker	7.57	\$38,883	\$52,290	\$40,054	\$40,054	Nonexempt
Ballwin	Parks Laborer	505	Maintenance Worker	1.68	\$38,883	\$52,290	\$38,883	\$38,883	Nonexempt
Ballwin	Parks Laborer	505	Maintenance Worker	0.64	\$38,883	\$52,290	\$38,883	\$38,883	Nonexempt
Ballwin	Parks Laborer	505	Maintenance Worker	21.87	\$38,883	\$52,290	\$49,187	\$49,187	Nonexempt
Ballwin	Aquatics Specialist	506	Parks & Arts Specialist	0.13	\$38,663	\$56,227	\$38,663	\$38,663	Nonexempt
Ballwin	Recreation Specialist	506	Parks & Arts Specialist	1.49	\$38,663	\$56,227	\$39,436	\$39,436	Nonexempt
Ballwin	Recreation Specialist	506	Parks & Arts Specialist	0.84	\$38,663	\$56,227	\$38,663	\$38,663	Nonexempt
Ballwin	PWDirector	600	Director	31.1	\$97,892	\$135,530	\$113,081	\$113,081	Exempt
Ballwin	Mechanic TechI	602	Mechanic	2.49	\$46,122	\$59,060	\$46,122	\$46,122	Nonexempt
Ballwin	Street ForemanI	602	Mechanic	36.81	\$46,850	\$68,748	\$67,566	\$67,566	Nonexempt
Ballwin	Street TechI	602	Mechanic	26.48	\$46,122	\$59,060	\$50,098	\$50,098	Nonexempt
Ballwin	Street Superintendent	603	Street Supervisor	9.18	\$69,251	\$94,194	\$77,000	\$77,000	Exempt
Ballwin	Street Laborer	606	Laborer	32.42	\$34,594	\$49,934	\$47,748	\$47,748	Nonexempt
Ballwin	Street Laborer	606	Laborer	28.82	\$34,594	\$49,934	\$47,447	\$47,447	Nonexempt
Ballwin	Street Laborer	606	Laborer	23.24	\$34,594	\$49,934	\$44,269	\$44,269	Nonexempt
Ballwin	Street Laborer	606	Laborer	14.42	\$34,594	\$49,934	\$46,022	\$46,022	Nonexempt
Ballwin	Street Laborer	606	Laborer	4.12	\$34,594	\$49,934	\$39,705	\$39,705	Nonexempt
Ballwin	Street Laborer	606	Laborer	1.01	\$34,594	\$49,934	\$37,247	\$37,247	Nonexempt
Ballwin	Street Laborer	606	Laborer	26.48	\$34,594	\$49,934	\$49,755	\$49,755	Nonexempt
Ballwin	Street Laborer	606	Laborer	21.36	\$34,594	\$49,934	\$45,727	\$45,727	Nonexempt
Ballwin	Street Laborer	606	Laborer	0.49	\$34,594	\$49,934	\$36,517	\$36,517	Nonexempt
Ballwin	Street Laborer	606	Laborer	0.44	\$34,594	\$49,934	\$36,517	\$36,517	Nonexempt
Ballwin	Street Laborer	606	Laborer	0.51	\$34,594	\$49,934	\$36,517	\$36,517	Nonexempt
Ballwin	Street Laborer	606	Laborer	17.39	\$34,594	\$49,934	\$41,650	\$41,650	Nonexempt
Ballwin	Street Laborer	606	Laborer	14.63	\$34,594	\$49,934	\$45,946	\$45,946	Nonexempt
Ballwin	Street Laborer	606	Laborer	11.79	\$34,594	\$49,934	\$41,914	\$41,914	Nonexempt
Ballwin	Street Laborer	606	Laborer	10.79	\$34,594	\$49,934	\$41,930	\$41,930	Nonexempt
Ballwin	Street Laborer	606	Laborer	10.33	\$34,594	\$49,934	\$42,634	\$42,634	Nonexempt
Ballwin	Street Laborer	606	Laborer	2.91	\$34,594	\$49,934	\$39,138	\$39,138	Nonexempt
Ballwin	Street Laborer	606	Laborer	4.31	\$34,594	\$49,934	\$39,628	\$39,628	Nonexempt
Ballwin	Street Laborer	606	Laborer	30.89	\$34,594	\$49,934	\$54,758	\$54,758	Nonexempt
Ballwin	Street Laborer	606	Laborer	28.55	\$46,122	\$59,060	\$49,101	\$49,101	Nonexempt
Ballwin	Street TechI	607	Laborer, Sr.	28.51	\$46,122	\$59,060	\$52,892	\$52,892	Nonexempt

Ballwin	Street Tech I	607	Laborer, Sr.	17.39	\$46,122	\$59,060	\$46,939	\$46,939	Nonexempt
Ballwin	Street Tech I	607	Laborer, Sr.	21.4	\$46,122	\$59,060	\$50,783	\$50,783	Nonexempt
Ballwin	Insp I	701	Code Enforcement/Inspector	8.85	\$50,465	\$67,401	\$52,332	\$52,332	Nonexempt
Ballwin	Insp I	701	Code Enforcement/Inspector	16.85	\$50,465	\$67,401	\$52,332	\$52,332	Nonexempt
Ballwin	Insp I	701	Code Enforcement/Inspector	14.07	\$50,465	\$67,401	\$52,332	\$52,332	Nonexempt
Ballwin	Network Administrator	800	IT Director	20.1	\$77,128	\$106,050	\$78,596	\$78,596	Nonexempt
Ballwin	PC Technician	801	Computer Programmer/Analyst	17.75	\$49,682	\$74,918	\$55,684	\$55,684	Nonexempt
Ballwin	Aquatics Manager			11.1	\$46,457	\$64,408	\$53,347	\$53,347	Exempt
Ballwin	Asst. Golf Course Superintendent			3.06	\$45,081	\$62,248	\$45,322	\$45,322	Nonexempt
Ballwin	Business Manager			10.98	\$46,457	\$64,408	\$57,401	\$57,401	Exempt
Ballwin	Custodian			18.06	\$30,939	\$39,016	\$40,522	\$40,522	Nonexempt
Ballwin	Custodian			0.55	\$30,939	\$39,016	\$30,939	\$30,939	Nonexempt
Ballwin	Custodian			15.92	\$30,939	\$39,016	\$34,002	\$34,002	Nonexempt
Ballwin	Custodian			4.74	\$30,939	\$39,016	\$31,123	\$31,123	Nonexempt
Ballwin	Fitness Manager			17.1	\$46,457	\$64,408	\$53,357	\$53,357	Exempt
Ballwin	Golf Course Superintendent			6.34	\$48,737	\$67,295	\$51,511	\$51,511	Exempt
Ballwin	Golf Mechanic			20.86	\$46,122	\$59,060	\$51,499	\$51,499	Nonexempt
Ballwin	Golf Professional			26.68	\$55,306	\$70,433	\$76,638	\$76,638	Exempt
Ballwin	Golf Tech			21.967	\$46,122	\$59,060	\$50,867	\$50,867	Nonexempt
Ballwin	Insp II			14.83	\$57,565	\$74,507	\$65,555	\$65,555	Nonexempt
Ballwin	Parks Tech I			21.09	\$46,122	\$59,060	\$48,041	\$48,041	Nonexempt
Ballwin	Recreation Manager			0.95	\$46,457	\$64,408	\$49,278	\$49,278	Exempt
Ballwin	Street Foreman II			31.75	\$51,535	\$75,623	\$62,950	\$62,950	Nonexempt
Ballwin	Street Foreman II			17.45	\$51,535	\$75,623	\$59,475	\$59,475	Nonexempt
Chesterfield	City Clerk	100	City Clerk	4	\$69,574	\$97,404	\$74,804	\$74,804	Exempt
Chesterfield	Asst to CA/Deputy City Clerk	101	Deputy City Clerk	1	\$37,588	\$52,625	\$40,274	\$40,274	Non-Exempt
Chesterfield	Executive Assistant	102	Administrative Assistant	1	\$37,588	\$52,625	\$37,588	\$37,588	Non-Exempt
Chesterfield	Executive Assistant	102	Administrative Assistant	2	\$37,588	\$52,625	\$40,533	\$40,533	Non-Exempt
Chesterfield	Executive Assistant - Engr.	102	Administrative Assistant	2	\$37,588	\$52,625	\$42,503	\$42,503	Non-Exempt
Chesterfield	Executive Assistant - Parks	102	Administrative Assistant	9	\$37,588	\$52,625	\$49,990	\$49,990	Non-Exempt
Chesterfield	Office Manager - Planning	102	Administrative Assistant	9	\$43,844	\$61,381	\$53,698	\$53,698	Non-Exempt
Chesterfield	Court Assistant	200	Court Clerk	4	\$32,871	\$46,019	\$36,015	\$36,015	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	9	\$34,804	\$48,726	\$39,437	\$39,437	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	26	\$34,804	\$48,726	\$43,867	\$43,867	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	19	\$34,804	\$48,726	\$42,640	\$42,640	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	1	\$34,804	\$48,726	\$34,804	\$34,804	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	4	\$34,804	\$48,726	\$39,080	\$39,080	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	10	\$34,804	\$48,726	\$38,977	\$38,977	Non-Exempt
Chesterfield	Records Clerk	200	Court Clerk	9	\$34,804	\$48,726	\$39,437	\$39,437	Non-Exempt
Chesterfield	Assistant Court Administrator	201	Court Administrator	4	\$37,588	\$52,625	\$40,187	\$40,187	Non-Exempt
Chesterfield	Court Administrator	201	Court Administrator	29	\$52,162	\$73,027	\$70,256	\$70,256	Exempt
Chesterfield	Finance Director	300	Finance Director	3	\$87,643	\$122,700	\$100,620	\$100,620	Exempt
Chesterfield	Senior Accountant	301	Accountant	4	\$45,597	\$63,836	\$58,090	\$58,090	Exempt
Chesterfield	Accounting Clerk	302	Accounting Clerk	3	\$41,407	\$57,971	\$43,625	\$43,625	Non-Exempt
Chesterfield	Police Chief	400	Police Chief	29	\$102,227	\$143,118	\$141,983	\$141,983	Exempt
Chesterfield	Police Captain	401	Police Captain	6	\$87,643	\$122,700	\$101,847	\$101,847	Exempt
Chesterfield	Police Captain	401	Police Captain	28	\$87,643	\$122,700	\$117,934	\$117,934	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	28	\$73,749	\$103,248	\$91,682	\$91,682	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	4	\$73,749	\$103,248	\$79,338	\$79,338	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	6	\$73,749	\$103,248	\$85,814	\$85,814	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	28	\$73,749	\$103,248	\$95,070	\$95,070	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	28	\$73,749	\$103,248	\$90,659	\$90,659	Exempt
Chesterfield	Police Lieutenant	402	Police Lieutenant	6	\$73,749	\$103,248	\$82,838	\$82,838	Exempt

Chesterfield	Police Lieutenant	402	Police Lieutenant	2	\$73,749	\$103,248	\$84,431	\$84,431	Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	8	\$63,227	\$88,519	\$76,136	\$76,136	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	28	\$63,227	\$88,519	\$87,175	\$87,175	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	2	\$63,227	\$88,519	\$77,575	\$77,575	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	3	\$63,227	\$88,519	\$69,891	\$69,891	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	7	\$63,227	\$88,519	\$71,438	\$71,438	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	4	\$63,227	\$88,519	\$67,419	\$67,419	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	28	\$63,227	\$88,519	\$83,676	\$83,676	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	28	\$63,227	\$88,519	\$87,816	\$87,816	Non-Exempt
Chesterfield	Police Sergeant	403	Police Sergeant	28	\$63,227	\$88,519	\$86,755	\$86,755	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	3	\$54,207	\$75,890	\$56,118	\$56,118	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	18	\$54,207	\$75,890	\$63,338	\$63,338	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$74,681	\$74,681	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	17	\$54,207	\$75,890	\$66,832	\$66,832	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	22	\$54,207	\$75,890	\$71,335	\$71,335	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	17	\$54,207	\$75,890	\$68,112	\$68,112	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,676	\$56,676	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	11	\$54,207	\$75,890	\$59,464	\$59,464	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	11	\$54,207	\$75,890	\$61,291	\$61,291	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,627	\$56,627	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$75,288	\$75,288	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	10	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$71,353	\$71,353	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	9	\$54,207	\$75,890	\$59,653	\$59,653	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,701	\$56,701	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	8	\$54,207	\$75,890	\$57,094	\$57,094	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	9	\$54,207	\$75,890	\$60,432	\$60,432	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$66,081	\$66,081	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,319	\$55,319	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	21	\$54,207	\$75,890	\$66,310	\$66,310	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,460	\$55,460	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,701	\$56,701	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	10	\$54,207	\$75,890	\$62,323	\$62,323	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	1	\$54,207	\$75,890	\$54,207	\$54,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$75,288	\$75,288	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	18	\$54,207	\$75,890	\$65,050	\$65,050	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	5	\$54,207	\$75,890	\$59,864	\$59,864	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	7	\$54,207	\$75,890	\$58,696	\$58,696	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	10	\$54,207	\$75,890	\$60,755	\$60,755	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,780	\$56,780	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,701	\$56,701	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	7	\$54,207	\$75,890	\$60,121	\$60,121	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$59,017	\$59,017	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	13	\$54,207	\$75,890	\$60,109	\$60,109	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,861	\$55,861	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$60,502	\$60,502	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	20	\$54,207	\$75,890	\$65,279	\$65,279	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,245	\$56,245	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	12	\$54,207	\$75,890	\$60,134	\$60,134	Non-Exempt

Chesterfield	Police Officer	404	Police Officer	25	\$54,207	\$75,890	\$71,428	\$71,428	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	27	\$54,207	\$75,890	\$68,869	\$68,869	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	14	\$54,207	\$75,890	\$60,207	\$60,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	16	\$54,207	\$75,890	\$63,750	\$63,750	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	11	\$54,207	\$75,890	\$56,283	\$56,283	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	10	\$54,207	\$75,890	\$57,417	\$57,417	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	10	\$54,207	\$75,890	\$58,685	\$58,685	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	1	\$54,207	\$75,890	\$54,207	\$54,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	9	\$54,207	\$75,890	\$59,653	\$59,653	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	21	\$54,207	\$75,890	\$68,187	\$68,187	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	3	\$54,207	\$75,890	\$56,089	\$56,089	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	22	\$54,207	\$75,890	\$68,951	\$68,951	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	6	\$54,207	\$75,890	\$59,475	\$59,475	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	2	\$54,207	\$75,890	\$55,068	\$55,068	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	18	\$54,207	\$75,890	\$64,620	\$64,620	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$61,859	\$61,859	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	3	\$54,207	\$75,890	\$55,795	\$55,795	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	8	\$54,207	\$75,890	\$56,998	\$56,998	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	1	\$54,207	\$75,890	\$54,207	\$54,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	27	\$54,207	\$75,890	\$72,476	\$72,476	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	28	\$54,207	\$75,890	\$74,602	\$74,602	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$58,265	\$58,265	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$57,420	\$57,420	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	11	\$54,207	\$75,890	\$62,646	\$62,646	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	1	\$54,207	\$75,890	\$54,207	\$54,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	3	\$54,207	\$75,890	\$56,399	\$56,399	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	19	\$54,207	\$75,890	\$65,294	\$65,294	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	1	\$54,207	\$75,890	\$54,207	\$54,207	Non-Exempt
Chesterfield	Police Officer	404	Police Officer	4	\$54,207	\$75,890	\$56,681	\$56,681	Non-Exempt
Chesterfield	Detective/Evidence Secretary	405	Detective	28	\$34,804	\$48,726	\$46,220	\$46,220	Non-Exempt
Chesterfield	Parks, Recreation & Art Director	500	Director	2	\$87,643	\$122,700	\$101,585	\$101,585	Exempt
Chesterfield	Superint. of Maint. Operation	501	Maintenance Superintendent	22	\$72,357	\$101,300	\$100,488	\$100,488	Exempt
Chesterfield	Superint. of Maint. Operations	501	Maintenance Superintendent	9	\$72,357	\$101,300	\$89,570	\$89,570	Exempt
Chesterfield	Super. of Recreation Operations	502	Recreation Supervisor	16	\$72,357	\$101,300	\$87,779	\$87,779	Exempt
Chesterfield	Asst. Building Maint. Supervisor	504	Maintenance Worker, Sr.	7	\$51,139	\$71,595	\$61,564	\$61,564	Non-Exempt
Chesterfield	Building Maintenance Supervisor	504	Maintenance Worker, Sr.	7	\$64,420	\$90,189	\$76,469	\$76,469	Non-Exempt
Chesterfield	Maintenance Supervisor	504	Maintenance Worker, Sr.	17	\$48,298	\$67,617	\$59,080	\$59,080	Non-Exempt
Chesterfield	Maintenance Supervisor	504	Maintenance Worker, Sr.	19	\$48,298	\$67,617	\$62,553	\$62,553	Non-Exempt
Chesterfield	Parks Maintenance Supervisor	504	Maintenance Worker, Sr.	9	\$48,298	\$67,617	\$58,618	\$58,618	Non-Exempt
Chesterfield	Parks Maintenance Supervisor	504	Maintenance Worker, Sr.	11	\$48,298	\$67,617	\$57,292	\$57,292	Non-Exempt
Chesterfield	Parks Maintenance Supervisor	504	Maintenance Worker, Sr.	13	\$48,298	\$67,617	\$58,133	\$58,133	Non-Exempt
Chesterfield	Parks Maintenance Supervisor	504	Maintenance Worker, Sr.	12	\$48,298	\$67,617	\$59,482	\$59,482	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	9	\$39,093	\$54,729	\$44,758	\$44,758	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	11	\$39,093	\$54,729	\$46,554	\$46,554	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	6	\$39,093	\$54,729	\$45,193	\$45,193	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	9	\$39,093	\$54,729	\$47,347	\$47,347	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	6	\$39,093	\$54,729	\$44,284	\$44,284	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	3	\$39,093	\$54,729	\$41,296	\$41,296	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	2	\$39,093	\$54,729	\$40,158	\$40,158	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	6	\$39,093	\$54,729	\$44,354	\$44,354	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	5	\$39,093	\$54,729	\$42,990	\$42,990	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	2	\$39,093	\$54,729	\$40,458	\$40,458	Non-Exempt
Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	9	\$39,093	\$54,729	\$46,064	\$46,064	Non-Exempt

Chesterfield	Sr. Parks Maintenance Worker	504	Maintenance Worker, Sr.	3	\$39,093	\$54,729	\$43,619	\$43,619	Non-Exempt
Chesterfield	Building Attendant	505	Maintenance Worker	0	\$34,804	\$48,726	\$34,804	\$34,804	Non-Exempt
Chesterfield	Building Attendant	505	Maintenance Worker	15	\$34,804	\$48,726	\$43,286	\$43,286	Non-Exempt
Chesterfield	Building Attendant	505	Maintenance Worker	11	\$34,804	\$48,726	\$39,775	\$39,775	Non-Exempt
Chesterfield	Building Maint. Technician	505	Maintenance Worker	2	\$39,093	\$54,729	\$40,317	\$40,317	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	3	\$36,197	\$50,675	\$38,429	\$38,429	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	5	\$36,197	\$50,675	\$41,333	\$41,333	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	4	\$36,197	\$50,675	\$40,271	\$40,271	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	6	\$36,197	\$50,675	\$40,958	\$40,958	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	3	\$36,197	\$50,675	\$38,190	\$38,190	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	5	\$36,197	\$50,675	\$39,816	\$39,816	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	2	\$36,197	\$50,675	\$36,987	\$36,987	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	2	\$36,197	\$50,675	\$36,987	\$36,987	Non-Exempt
Chesterfield	Parks Maintenance Worker	505	Maintenance Worker	0	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	1	\$39,093	\$54,729	\$39,093	\$39,093	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	1	\$39,093	\$54,729	\$19,171	\$19,171	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	3	\$39,093	\$54,729	\$41,849	\$41,849	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	2	\$39,093	\$54,729	\$19,800	\$19,800	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	1	\$39,093	\$54,729	\$42,640	\$42,640	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	2	\$39,093	\$54,729	\$39,093	\$39,093	Non-Exempt
Chesterfield	Recreation Specialist	506	Parks & Arts Specialist	4	\$39,093	\$54,729	\$42,645	\$42,645	Non-Exempt
Chesterfield	Seas Parks & Rec Aide	506	Parks & Arts Specialist	1	#N/A	#N/A	\$12,288	\$12,288	Non-Exempt
Chesterfield	Seas Parks & Rec Aide	506	Parks & Arts Specialist	1	#N/A	#N/A	\$12,288	\$12,288	Non-Exempt
Chesterfield	City Arborist/Urban Forester	507	City Forester/Arborist	1	\$49,245	\$68,944	\$49,245	\$49,245	Non-Exempt
Chesterfield	Forestry Technician	507	City Forester/Arborist	1	\$37,588	\$52,625	\$37,588	\$37,588	Non-Exempt
Chesterfield	Pub Works Dir. - City Engineer	600	Director	5	\$87,643	\$122,700	\$105,916	\$105,916	Exempt
Chesterfield	Sr. Engineering Const. Inspect	601	Construction Inspector	2	\$48,298	\$67,617	\$59,069	\$59,069	Exempt
Chesterfield	Sr. Engineering Const. Inspect	601	Construction Inspector	9	\$48,298	\$67,617	\$64,482	\$64,482	Exempt
Chesterfield	Fleet Maintenance Mechanic	602	Mechanic	13	\$43,032	\$60,244	\$57,866	\$57,866	Non-Exempt
Chesterfield	Fleet Maintenance Mechanic	602	Mechanic	11	\$43,032	\$60,244	\$53,099	\$53,099	Non-Exempt
Chesterfield	Fleet Maintenance Mechanic	602	Mechanic	3	\$43,032	\$60,244	\$45,942	\$45,942	Non-Exempt
Chesterfield	Fleet Maintenance Mechanic	602	Mechanic	13	\$43,032	\$60,244	\$56,106	\$56,106	Non-Exempt
Chesterfield	Fleet Maintenance Mechanic	602	Mechanic	27	\$43,032	\$60,244	\$59,766	\$59,766	Non-Exempt
Chesterfield	Maintenance Supervisor	606	Laborer	2	\$48,298	\$67,617	\$53,206	\$53,206	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	2	\$36,197	\$50,675	\$37,202	\$37,202	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	3	\$36,197	\$50,675	\$38,494	\$38,494	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	4	\$36,197	\$50,675	\$38,924	\$38,924	Non-Exempt
Chesterfield	Maintenance Worker	606	Laborer	1	\$36,197	\$50,675	\$36,197	\$36,197	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	20	\$39,093	\$54,729	\$54,078	\$54,078	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	2	\$39,093	\$54,729	\$40,458	\$40,458	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	4	\$39,093	\$54,729	\$42,706	\$42,706	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	6	\$39,093	\$54,729	\$45,304	\$45,304	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	19	\$39,093	\$54,729	\$49,836	\$49,836	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	9	\$39,093	\$54,729	\$46,444	\$46,444	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	8	\$39,093	\$54,729	\$44,976	\$44,976	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	6	\$39,093	\$54,729	\$44,749	\$44,749	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	3	\$39,093	\$54,729	\$41,575	\$41,575	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	15	\$39,093	\$54,729	\$48,948	\$48,948	Non-Exempt

Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	14	\$39,093	\$54,729	\$44,523	\$44,523	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	17	\$39,093	\$54,729	\$47,603	\$47,603	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	1	\$39,093	\$54,729	\$39,093	\$39,093	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	28	\$39,093	\$54,729	\$54,295	\$54,295	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	3	\$39,093	\$54,729	\$41,575	\$41,575	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	19	\$39,093	\$54,729	\$48,735	\$48,735	Non-Exempt
Chesterfield	Senior Maintenance Worker	607	Laborer, Sr.	9	\$39,093	\$54,729	\$44,929	\$44,929	Non-Exempt
Chesterfield	Code Enforcement Inspector	701	Code Enforcement/Inspector	2	\$40,596	\$56,834	\$41,247	\$41,247	Non-Exempt
Chesterfield	Planning and Dvlp. Ser. Dir.	702	City Planner	0	\$87,643	\$122,700	\$92,000	\$92,000	Exempt
Chesterfield	Senior Planner	702	City Planner	1	\$66,997	\$93,796	\$66,997	\$66,997	Exempt
Chesterfield	Civil Engineer	703	Civil Engineer	0	\$66,997	\$93,796	\$66,997	\$66,997	Exempt
Chesterfield	Civil Engineer	703	Civil Engineer	1	\$66,997	\$93,796	\$66,997	\$66,997	Exempt
Chesterfield	Project Manager	703	Civil Engineer	1	\$56,335	\$78,868	\$76,282	\$76,282	Exempt
Chesterfield	Project Manager	703	Civil Engineer	1	\$56,335	\$78,868	\$76,661	\$76,661	Exempt
Chesterfield	Senior Civil Engineer	703	Civil Engineer	1	\$75,140	\$105,196	\$76,069	\$76,069	Exempt
Chesterfield	Senior Civil Engineer	703	Civil Engineer	1	\$75,140	\$105,196	\$75,140	\$75,140	Exempt
Chesterfield	GIS Administrator	704	GIS Analyst	4	\$64,420	\$90,189	\$70,201	\$70,201	Exempt
Chesterfield	GIS Analyst - CAD Tech	704	GIS Analyst	2	\$47,351	\$66,291	\$51,057	\$51,057	Non-Exempt
Chesterfield	Lead GIS Analyst - CAD Tech.	704	GIS Analyst	2	\$51,139	\$71,595	\$55,975	\$55,975	Non-Exempt
Chesterfield	IT Director	800	IT Director	1	\$87,643	\$122,700	\$97,578	\$97,578	Exempt
Chesterfield	Technical Operations Admin.	800	IT Director	1	\$64,420	\$90,189	\$68,190	\$68,190	Exempt
Chesterfield	Computer Programmer	801	Computer Programmer/Analyst	2	\$54,207	\$75,890	\$56,534	\$56,534	Exempt
Chesterfield	City Administrator	999	City Manager/City Administrator	1	\$136,258	\$190,761	\$170,000	\$170,000	Exempt
Chesterfield	Business Assistance Coordinator			8	\$39,093	\$54,729	\$47,020	\$47,020	Non-Exempt
Chesterfield	Comm. Svcs./Econ. Dev. Director			12	\$87,643	\$122,700	\$116,947	\$116,947	Exempt
Chesterfield	Command Staff Coordinator			5	\$37,588	\$52,625	\$52,207	\$52,207	Non-Exempt
Chesterfield	Communication Specialist			3	\$44,720	\$62,609	\$48,277	\$48,277	Exempt
Chesterfield	Custodian			4	#N/A	#N/A	\$12,488	\$12,488	Non-Exempt
Chesterfield	Customer Service Rep-PT			3	#N/A	#N/A	\$12,348	\$12,348	Non-Exempt
Chesterfield	Customer Service Representative			1	\$32,226	\$45,117	\$31,971	\$31,971	Non-Exempt
Chesterfield	Employee Services Administrator			5	\$54,207	\$75,890	\$60,305	\$60,305	Exempt
Chesterfield	Fleet Maintenance Supervisor			19	\$50,192	\$70,269	\$63,998	\$63,998	Non-Exempt
Chesterfield	Parks Facility Attendant			1	\$34,804	\$48,726	\$34,804	\$34,804	Non-Exempt
Chesterfield	Planning Technician			2	\$37,588	\$52,625	\$40,533	\$40,533	Non-Exempt
Chesterfield	Planning Technician			1	\$37,588	\$52,625	\$37,588	\$37,588	Non-Exempt
Chesterfield	Project Planner			1	\$49,245	\$68,944	\$49,245	\$49,245	Exempt
Chesterfield	PT Recreation Aide			1	#N/A	#N/A	\$18,631	\$18,631	Non-Exempt
Chesterfield	Recreation Aide			1	\$34,804	\$48,726	\$34,804	\$34,804	Non-Exempt
Chesterfield	Recreation Manager			1	\$49,245	\$68,944	\$49,245	\$49,245	Exempt
Chesterfield	Recreation Mgr Concessions			6	\$49,245	\$68,944	\$54,650	\$54,650	Exempt
Chesterfield	Seasonal Field Technician			5	#N/A	#N/A	\$11,988	\$11,988	Non-Exempt
Chesterfield	Super. of Arts & Entertainment			2	\$72,357	\$101,300	\$75,002	\$75,002	Exempt
Clayton	CITY CLERK	100	City Clerk	38313	\$54,789	\$75,609	\$63,623	\$63,623	Nonexempt
Clayton	ADMIN SPECIALIST II-POLICE	102	Administrative Assistant	42681	\$38,938	\$53,734	\$46,423	\$46,423	Nonexempt
Clayton	ADMIN SPECIALIST II-PW	102	Administrative Assistant	34568	\$38,938	\$53,734	\$50,763	\$50,763	Nonexempt
Clayton	ADMIN SPECIALIST II-RECREATION	102	Administrative Assistant	38626	\$38,938	\$53,734	\$46,640	\$46,640	Nonexempt
Clayton	HUMAN RESOURCES MANAGER	103	HR Generalist	42676	\$60,405	\$83,359	\$76,000	\$76,000	Exempt
Clayton	COURT ASSISTANT	200	Court Clerk	42821	\$36,734	\$50,693	\$48,444	\$48,444	Nonexempt
Clayton	COURT ASSISTANT	200	Court Clerk	37263	\$36,734	\$50,693	\$43,186	\$43,186	Nonexempt
Clayton	COURT ADMINISTRATOR	201	Court Administrator	42268	\$49,696	\$68,580	\$51,637	\$51,637	Exempt
Clayton	ICE & ADMIN (oversees Finance	300	Finance Director	40868	\$112,623	\$140,779	\$125,629	\$125,629	Exempt
Clayton	ACCOUNTANT	301	Accountant	42627	\$47,329	\$65,314	\$56,000	\$56,000	Nonexempt
Clayton	ACCOUNTANT	301	Accountant	42695	\$47,329	\$65,314	\$52,000	\$52,000	Nonexempt

Clayton	FISCAL SPECIALIST II - FINANCE	302	Accounting Clerk	40665	\$38,938	\$53,734	\$46,235	\$46,235	Nonexempt
Clayton	FISCAL SPECIALIST II - FINANCE	302	Accounting Clerk	39185	\$38,938	\$53,734	\$51,571	\$51,571	Nonexempt
Clayton	POLICE CHIEF	400	Police Chief	41712	\$112,623	\$140,779	\$123,067	\$123,067	Exempt
Clayton	POLICE CAPTAIN	401	Police Captain	41729	\$96,530	\$116,384	\$109,703	\$109,703	Exempt
Clayton	POLICE LIEUTENANT	402	Police Lieutenant	42322	\$83,179	\$100,287	\$91,777	\$91,777	Exempt
Clayton	POLICE LIEUTENANT	402	Police Lieutenant	41783	\$83,179	\$100,287	\$91,777	\$91,777	Exempt
Clayton	POLICE LIEUTENANT	402	Police Lieutenant	41783	\$83,179	\$100,287	\$91,777	\$91,777	Exempt
Clayton	POLICE SERGEANT	403	Police Sergeant	41783	\$74,267	\$89,542	\$79,557	\$79,557	Nonexempt
Clayton	POLICE SERGEANT	403	Police Sergeant	42413	\$74,267	\$89,542	\$76,866	\$76,866	Nonexempt
Clayton	POLICE SERGEANT	403	Police Sergeant	37618	\$74,267	\$89,542	\$89,542	\$89,542	Nonexempt
Clayton	POLICE SERGEANT	403	Police Sergeant	41783	\$74,267	\$89,542	\$79,557	\$79,557	Nonexempt
Clayton	POLICE SERGEANT	403	Police Sergeant	37177	\$74,267	\$89,542	\$89,542	\$89,542	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	37835	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	35096	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	38565	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	42532	\$59,414	\$71,633	\$61,493	\$61,493	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	37702	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40754	\$59,414	\$71,633	\$69,547	\$69,547	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	29598	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	39326	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40166	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	34734	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	39445	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	38521	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41307	\$59,414	\$71,633	\$65,555	\$65,555	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	35994	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40243	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	42434	\$59,414	\$71,633	\$61,493	\$61,493	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	38521	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40285	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41454	\$59,414	\$71,633	\$65,555	\$65,555	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41848	\$59,414	\$71,633	\$63,645	\$63,645	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	38521	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	42371	\$59,414	\$71,633	\$61,493	\$61,493	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	37445	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40075	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	40754	\$59,414	\$71,633	\$69,547	\$69,547	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	39326	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41860	\$59,414	\$71,633	\$63,645	\$63,645	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41860	\$59,414	\$71,633	\$63,645	\$63,645	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	39445	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	36988	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	41853	\$59,414	\$71,633	\$63,645	\$63,645	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	36148	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	36003	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	POLICE OFFICER	404	Police Officer	39227	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	DETECTIVE	405	Detective	28606	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	DETECTIVE	405	Detective	39363	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	DETECTIVE	405	Detective	39363	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	DETECTIVE	405	Detective	39227	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	tion by appointment with a spec	405	Detective	39067	\$59,414	\$71,633	\$71,633	\$71,633	Nonexempt
Clayton	FIRE CHIEF	408	Fire Chief	37179	\$112,623	\$140,779	\$126,142	\$126,142	Exempt
Clayton	ASSISTANT FIRE CHIEF	409	Assistant Fire Chief	39503	\$96,530	\$116,384	\$116,384	\$116,384	Exempt

Clayton	FIRE CAPTAIN	410	Fire Captain	41615	\$78,627	\$94,799	\$84,228	\$84,228	Nonexempt
Clayton	FIRE CAPTAIN	410	Fire Captain	41615	\$78,627	\$94,799	\$84,228	\$84,228	Nonexempt
Clayton	FIRE CAPTAIN	410	Fire Captain	42820	\$78,627	\$94,799	\$81,379	\$81,379	Nonexempt
Clayton	FIRE CAPTAIN	410	Fire Captain	39055	\$78,627	\$94,799	\$89,357	\$89,357	Nonexempt
Clayton	FIRE CAPTAIN	410	Fire Captain	32495	\$78,627	\$94,799	\$89,357	\$89,357	Nonexempt
Clayton	FIRE CAPTAIN	410	Fire Captain	36344	\$78,627	\$94,799	\$89,357	\$89,357	Nonexempt
Clayton	IRE LIEUTENANT - Medical Officer	411	Fire Lieutenant	42854	\$68,144	\$82,159	\$72,997	\$72,997	Nonexempt
Clayton	IRE LIEUTENANT - Medical Officer	411	Fire Lieutenant	37291	\$68,144	\$82,159	\$82,159	\$82,159	Nonexempt
Clayton	on - all hires are now required to	412	Firefighter	33852	\$58,553	\$70,595	\$70,595	\$70,595	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	42592	\$61,027	\$76,154	\$63,163	\$63,163	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	40528	\$61,027	\$76,154	\$71,782	\$71,782	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	36261	\$61,027	\$76,154	\$76,154	\$76,154	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39216	\$61,027	\$76,154	\$76,154	\$76,154	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	42816	\$61,027	\$76,154	\$61,027	\$61,027	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39972	\$61,027	\$76,154	\$73,936	\$73,936	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39216	\$61,027	\$76,154	\$76,154	\$76,154	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	40796	\$61,027	\$76,154	\$71,782	\$71,782	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39699	\$61,027	\$76,154	\$73,936	\$73,936	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41626	\$61,027	\$76,154	\$65,374	\$65,374	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	40968	\$61,027	\$76,154	\$69,692	\$69,692	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39972	\$61,027	\$76,154	\$73,936	\$73,936	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41472	\$61,027	\$76,154	\$67,662	\$67,662	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	36532	\$61,027	\$76,154	\$76,154	\$76,154	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41476	\$61,027	\$76,154	\$67,662	\$67,662	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	39131	\$61,027	\$76,154	\$76,154	\$76,154	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41920	\$61,027	\$76,154	\$63,163	\$63,163	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	42826	\$61,027	\$76,154	\$63,163	\$63,163	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41640	\$61,027	\$76,154	\$65,374	\$65,374	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	40888	\$61,027	\$76,154	\$69,692	\$69,692	Nonexempt
Clayton	FIREFIGHTER/PARAMEDIC	412	Firefighter	41026	\$61,027	\$76,154	\$69,692	\$69,692	Nonexempt
Clayton	RECTOR OF PARKS & RECREATION	500	Director	37721	\$106,249	\$132,811	\$118,383	\$118,383	Exempt
Clayton	PARKS SUPERINTENDENT	501	Maintenance Superintendent	42198	\$60,405	\$63,359	\$67,801	\$67,801	Nonexempt
Clayton	RECREATION MANAGER	502	Recreation Supervisor	41568	\$57,529	\$79,390	\$63,704	\$63,704	Exempt
Clayton	FIELD TECHNICIAN	503	Groundskeeper	42364	\$45,075	\$62,204	\$55,286	\$55,286	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	34613	\$36,734	\$50,693	\$47,147	\$47,147	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	42801	\$36,734	\$50,693	\$39,520	\$39,520	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	38559	\$36,734	\$50,693	\$48,599	\$48,599	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	42814	\$36,734	\$50,693	\$36,734	\$36,734	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	35809	\$36,734	\$50,693	\$47,547	\$47,547	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	39412	\$36,734	\$50,693	\$43,286	\$43,286	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	38523	\$36,734	\$50,693	\$44,588	\$44,588	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	505	Maintenance Worker	33653	\$36,734	\$50,693	\$48,619	\$48,619	Nonexempt
Clayton	A & COMMUNITY OUTREACH SPECIALIST	506	Parks & Arts Specialist	39552	\$47,329	\$65,314	\$55,389	\$55,389	Nonexempt
Clayton	CITY FORESTER	507	City Forester/Arborist	42338	\$49,696	\$68,580	\$51,642	\$51,642	Nonexempt
Clayton	DIRECTOR OF PUBLIC WORKS	600	Director	41673	\$106,249	\$132,811	\$118,998	\$118,998	Exempt
Clayton	ENGINEERING TECH	601	Construction Inspector	42184	\$49,696	\$68,580	\$51,600	\$51,600	Nonexempt
Clayton	MECHANIC I	602	Mechanic	36780	\$45,075	\$62,204	\$59,680	\$59,680	Nonexempt
Clayton	MECHANIC I	602	Mechanic	37144	\$45,075	\$62,204	\$60,561	\$60,561	Nonexempt
Clayton	MECHANIC I	602	Mechanic	41648	\$45,075	\$62,204	\$51,223	\$51,223	Nonexempt
Clayton	UBLIC WORKS SUPERINTENDENT	603	Street Supervisor	27150	\$69,768	\$94,187	\$90,746	\$90,746	Exempt
Clayton	FACILITY MAINT WORKER II	604	Building Official	42662	\$40,885	\$56,421	\$41,787	\$41,787	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER	606	Laborer	42556	\$36,734	\$50,693	\$36,899	\$36,899	Nonexempt
Clayton	MUNICIPAL SERVICE WORKER I	606	Laborer	38523	\$36,734	\$50,693	\$45,221	\$45,221	Nonexempt

Clayton	MUNICIPAL SERVICE WORKER I	606	Laborer	38523	\$36,734	\$50,693	\$45,073	\$45,073	Nonexempt
Clayton	RECTOR OF PLANNING & DVLPM	700	Director	40365	\$100,234	\$125,293	\$113,753	\$113,753	Exempt
Clayton	ary here is shared by the Direct	702	City Planner	42744	\$49,696	\$68,580	\$49,696	\$49,696	Nonexempt
Clayton	CIVIL ENGINEER (Public Works)	703	Civil Engineer	42135	\$54,789	\$75,609	\$58,255	\$58,255	Exempt
Clayton	IT MANAGER	800	IT Director	41435	\$84,420	\$113,967	\$104,689	\$104,689	Exempt
Clayton	IT SUPPORT SPECIALIST	801	Computer Programmer/Analyst	42765	\$47,329	\$65,314	\$51,000	\$51,000	Nonexempt
Clayton	IT SUPPORT SPECIALIST	801	Computer Programmer/Analyst	42758	\$47,329	\$65,314	\$53,500	\$53,500	Nonexempt
Crestwood	City Clerk	100	City Clerk	13	\$46,229	\$72,028	\$49,754	\$49,754	Nonexempt
Crestwood	Deputy City Clerk	101	Deputy City Clerk	5	\$34,319	\$53,472	\$38,783	\$38,783	Nonexempt
Crestwood	Administrative Assistant	102	Administrative Assistant	7	\$30,883	\$48,118	\$36,645	\$36,645	Nonexempt
Crestwood	Assistant to City Administrator	102	Administrative Assistant	2	\$34,319	\$53,472	\$36,936	\$36,936	Nonexempt
Crestwood	Records Clerk	102	Administrative Assistant	7	\$30,883	\$48,118	\$41,602	\$41,602	Nonexempt
Crestwood	Recreation Secretary	102	Administrative Assistant	2	\$27,705	\$43,166	\$29,818	\$29,818	Nonexempt
Crestwood	Secretary	102	Administrative Assistant	9	\$27,705	\$43,166	\$34,517	\$34,517	Nonexempt
Crestwood	Human Resources	103	HR Generalist	13	\$38,007	\$59,218	\$38,640	\$38,640	Nonexempt
Crestwood	Court Administrator	201	Court Administrator	>1	\$38,007	\$59,218	\$40,905	\$40,905	Nonexempt
Crestwood	Finance Officer	300	Finance Director	2	\$72,391	\$112,791	\$90,192	\$90,192	Exempt
Crestwood	Accounting Clerk	302	Accounting Clerk	8	\$34,319	\$53,472	\$40,722	\$40,722	Nonexempt
Crestwood	Chief	400	Police Chief	34	\$85,544	\$133,284	\$92,067	\$92,067	Exempt
Crestwood	Assistant Chief	401	Police Captain	28	\$72,391	\$112,791	\$77,911	\$77,911	Nonexempt
Crestwood	Lieutenant	402	Police Lieutenant	33	\$60,877	\$94,851	\$72,235	\$72,235	Nonexempt
Crestwood	Lieutenant	402	Police Lieutenant	24	\$60,877	\$94,851	\$65,519	\$65,519	Nonexempt
Crestwood	Sergeant	403	Police Sergeant	20	\$52,007	\$81,031	\$66,091	\$66,091	Nonexempt
Crestwood	Sergeant	403	Police Sergeant	19	\$52,007	\$81,031	\$64,795	\$64,795	Nonexempt
Crestwood	Sergeant	403	Police Sergeant	9	\$52,007	\$81,031	\$55,973	\$55,973	Nonexempt
Crestwood	Sergeant	403	Police Sergeant	20	\$52,007	\$81,031	\$66,091	\$66,091	Nonexempt
Crestwood	Sergeant	403	Police Sergeant	9	\$52,007	\$81,031	\$55,973	\$55,973	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	10	\$41,979	\$65,406	\$53,758	\$53,758	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	4	\$41,979	\$65,406	\$47,439	\$47,439	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	5	\$41,979	\$65,406	\$49,811	\$49,811	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	3	\$41,979	\$65,406	\$47,439	\$47,439	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	3	\$41,979	\$65,406	\$47,439	\$47,439	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	9	\$41,979	\$65,406	\$49,811	\$49,811	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	18	\$41,979	\$65,406	\$56,295	\$56,295	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	10	\$41,979	\$65,406	\$53,758	\$53,758	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	2	\$41,979	\$65,406	\$53,758	\$53,758	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	9	\$41,979	\$65,406	\$53,758	\$53,758	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	3	\$41,979	\$65,406	\$47,439	\$47,439	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	2	\$41,979	\$65,406	\$47,439	\$47,439	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	>1	\$41,979	\$65,406	\$45,180	\$45,180	Nonexempt
Crestwood	Patrol Officer	404	Police Officer	2	\$41,979	\$65,406	\$53,758	\$53,758	Nonexempt
Crestwood	Detective	405	Detective	19	\$41,979	\$65,406	\$56,016	\$56,016	Nonexempt
Crestwood	Coordinator	406	Dispatcher, Sr.	1	\$34,319	\$53,472	\$38,783	\$38,783	Nonexempt
Crestwood	Dispatcher	407	Dispatcher	2	\$30,883	\$48,118	\$31,655	\$31,655	Nonexempt
Crestwood	Dispatcher	407	Dispatcher	>1	\$30,883	\$48,118	\$31,655	\$31,655	Nonexempt
Crestwood	Dispatcher	407	Dispatcher	6	\$30,883	\$48,118	\$36,645	\$36,645	Nonexempt
Crestwood	Chief of Fire Services	408	Fire Chief	20	\$85,544	\$133,284	\$87,683	\$87,683	Exempt
Crestwood	Captain	410	Fire Captain	35	\$52,007	\$81,031	\$77,973	\$77,973	Nonexempt
Crestwood	Captain	410	Fire Captain	21	\$52,007	\$81,031	\$66,091	\$66,091	Nonexempt
Crestwood	Captain	410	Fire Captain	16	\$52,007	\$81,031	\$66,091	\$66,091	Nonexempt
Crestwood	Captain	410	Fire Captain	20	\$52,007	\$81,031	\$69,396	\$69,396	Nonexempt
Crestwood	Lieutenant	411	Fire Lieutenant	20	\$46,229	\$72,028	\$65,186	\$65,186	Nonexempt
Crestwood	Lieutenant	411	Fire Lieutenant	18	\$46,229	\$72,028	\$65,186	\$65,186	Nonexempt

Crestwood	FF/Equipment Specialist	412	Firefighter	29	\$41,979	\$65,406	\$62,938	\$62,938	Nonexempt
Crestwood	FF/Equipment Specialist	412	Firefighter	28	\$41,979	\$65,406	\$59,375	\$59,375	Nonexempt
Crestwood	FF/Equipment Specialist	412	Firefighter	27	\$41,979	\$65,406	\$59,375	\$59,375	Nonexempt
Crestwood	FF/Equipment Specialist	412	Firefighter	21	\$41,979	\$65,406	\$56,014	\$56,014	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	4	\$46,229	\$72,028	\$52,242	\$52,242	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	4	\$46,229	\$72,028	\$52,242	\$52,242	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	5	\$46,229	\$72,028	\$54,854	\$54,854	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	4	\$46,229	\$72,028	\$52,242	\$52,242	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	2	\$46,229	\$72,028	\$52,242	\$52,242	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	7	\$46,229	\$72,028	\$57,596	\$57,596	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	>1	\$46,229	\$72,028	\$49,754	\$49,754	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	4	\$46,229	\$72,028	\$52,242	\$52,242	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	6	\$46,229	\$72,028	\$54,854	\$54,854	Nonexempt
Crestwood	FF/Paramedic	412	Firefighter	21	\$46,229	\$72,028	\$61,686	\$61,686	Nonexempt
Crestwood	Recreation Manager	500	Director	29	\$52,007	\$81,031	\$55,973	\$55,973	Nonexempt
Crestwood	Superintendent of Maintenance	501	Maintenance Superintendent	21	\$60,877	\$94,851	\$72,235	\$72,235	Nonexempt
Crestwood	Recreation Supervisor	502	Recreation Supervisor	12	\$38,007	\$59,218	\$48,300	\$48,300	Nonexempt
Crestwood	Custodian	503	Groundskeeper	32	\$22,058	\$34,368	\$38,583	\$38,583	Nonexempt
Crestwood	Park Maintenance Crew Leader	504	Maintenance Worker, Sr.	20	\$41,979	\$65,406	\$52,301	\$52,301	Nonexempt
Crestwood	Maintenance Worker	505	Maintenance Worker	1	\$27,705	\$43,166	\$31,308	\$31,308	Nonexempt
Crestwood	Maintenance Worker	505	Maintenance Worker	2	\$27,705	\$43,166	\$32,874	\$32,874	Nonexempt
Crestwood	Maintenance Worker	505	Maintenance Worker	1	\$27,705	\$43,166	\$31,308	\$31,308	Nonexempt
Crestwood	Maintenance Worker	505	Maintenance Worker	33	\$27,705	\$43,166	\$44,029	\$44,029	Nonexempt
Crestwood	Maintenance Worker	505	Maintenance Worker	1	\$27,705	\$43,166	\$32,874	\$32,874	Nonexempt
Crestwood	Maintenance Worker II	505	Maintenance Worker	4	\$30,883	\$48,118	\$33,238	\$33,238	Nonexempt
Crestwood	Program Supervisor	506	Parks & Arts Specialist	6	\$30,883	\$48,118	\$36,645	\$36,645	Nonexempt
Crestwood	Director of Public Works	600	Director	3	\$85,544	\$133,284	\$92,067	\$92,067	Exempt
Crestwood	Fleet Crew Leader	602	Mechanic	6	\$46,229	\$72,028	\$54,854	\$54,854	Nonexempt
Crestwood	Crew Leader	603	Street Supervisor	26	\$41,979	\$65,406	\$53,347	\$53,347	Nonexempt
Crestwood	Building Maintenance Tech. I	604	Building Official	3	\$30,883	\$48,118	\$36,645	\$36,645	Nonexempt
Crestwood	Facilities Crew Leader	605	Building Coordinator	22	\$41,979	\$65,406	\$52,301	\$52,301	Nonexempt
Crestwood	Code Enforcement Officer	701	Code Enforcement/Inspector	11	\$30,883	\$48,118	\$39,250	\$39,250	Nonexempt
Crestwood	City Planner	702	City Planner	2	\$52,007	\$81,031	\$64,795	\$64,795	Exempt
Crestwood	Project Manager	703	Civil Engineer	3	\$52,007	\$81,031	\$55,973	\$55,973	Nonexempt
Crestwood	City Administrator	999	City Manager/City Administrator	1			\$96,500	\$96,500	Exempt
Eureka	City Clerk	100	City Clerk	39			\$87,150	\$87,150	Exempt
Eureka	Administrative Assistant	102	Administrative Assistant	22			\$57,548	\$57,548	Nonexempt
Eureka	Administrative Assistant	102	Administrative Assistant	5			\$30,611	\$30,611	Nonexempt
Eureka	Receptionist	102	Administrative Assistant	1			\$29,070	\$29,070	Nonexempt
Eureka	Records Clerk	102	Administrative Assistant	3			\$29,714	\$29,714	Nonexempt
Eureka	Court Clerk	200	Court Clerk	16			\$42,096	\$42,096	Nonexempt
Eureka	Finance Director	300	Finance Director	5			\$76,890	\$76,890	Exempt
Eureka	Accounts Payable Clerk	301	Accountant	3			\$34,075	\$34,075	Nonexempt
Eureka	Utility Department Coordinator	301	Accountant	10			\$37,450	\$37,450	Nonexempt
Eureka	Chief	400	Police Chief	37			\$102,731	\$102,731	Exempt
Eureka	Lieutenant	402	Police Lieutenant	29			\$87,278	\$87,278	Exempt
Eureka	Sergeant	403	Police Sergeant	31			\$78,707	\$78,707	Nonexempt
Eureka	Sergeant	403	Police Sergeant	19			\$68,500	\$68,500	Nonexempt
Eureka	Sergeant	403	Police Sergeant	24			\$73,681	\$73,681	Nonexempt
Eureka	Patrol Officer	404	Police Officer	17			\$54,955	\$54,955	Nonexempt
Eureka	Patrol Officer	404	Police Officer	15			\$54,526	\$54,526	Nonexempt
Eureka	Patrol Officer	404	Police Officer	0			\$40,000	\$40,000	Nonexempt

Eureka	Patrol Officer	404	Police Officer	13			\$52,672	\$52,672	Nonexempt
Eureka	Patrol Officer	404	Police Officer	4			\$44,299	\$44,299	Nonexempt
Eureka	Patrol Officer	404	Police Officer	0			\$40,000	\$40,000	Nonexempt
Eureka	Patrol Officer	404	Police Officer	16			\$55,788	\$55,788	Nonexempt
Eureka	Patrol Officer	404	Police Officer	1			\$40,800	\$40,800	Nonexempt
Eureka	Patrol Officer	404	Police Officer	2			\$41,208	\$41,208	Nonexempt
Eureka	Patrol Officer	404	Police Officer	5			\$45,185	\$45,185	Nonexempt
Eureka	Patrol Officer	404	Police Officer	2			\$42,024	\$42,024	Nonexempt
Eureka	Patrol Officer	404	Police Officer	2			\$41,616	\$41,616	Nonexempt
Eureka	Patrol Officer	404	Police Officer	24			\$67,626	\$67,626	Nonexempt
Eureka	Patrol Officer	404	Police Officer	9			\$47,937	\$47,937	Nonexempt
Eureka	Patrol Officer	404	Police Officer	18			\$56,335	\$56,335	Nonexempt
Eureka	Patrol Officer	404	Police Officer				\$40,000	\$40,000	Nonexempt
Eureka	Patrol Officer	404	Police Officer	16			\$55,788	\$55,788	Nonexempt
Eureka	Patrol Officer	404	Police Officer	17			\$55,788	\$55,788	Nonexempt
Eureka	Patrol Officer	404	Police Officer	3			\$40,000	\$40,000	Nonexempt
Eureka	Police Clerk	407	Dispatcher	21			\$45,807	\$45,807	Nonexempt
Eureka	Police Clerk	407	Dispatcher	8			\$32,313	\$32,313	Nonexempt
Eureka	Director of Parks & Recreation	500	Director	12			\$73,440	\$73,440	Exempt
Eureka	Maintenance Supervisor	501	Maintenance Superintendent	3			\$29,714	\$29,714	Nonexempt
Eureka	Maintenance Supervisor	501	Maintenance Superintendent	0			\$29,000	\$29,000	Nonexempt
Eureka	Recreation Superintendent	502	Recreation Supervisor	11			\$47,302	\$47,302	Nonexempt
Eureka	Recreation Supervisor	502	Recreation Supervisor	0			\$34,000	\$34,000	Nonexempt
Eureka	Recreation Coordinator	506	Parks & Arts Specialist	0			\$32,000	\$32,000	Nonexempt
Eureka	Public Works Supervisor	600	Director	33			\$67,252	\$67,252	Nonexempt
Eureka	Building Commissioner	604	Building Official	1			\$73,076	\$73,076	Exempt
Eureka	Maintenance Worker	606	Laborer	8			\$32,795	\$32,795	Nonexempt
Eureka	Maintenance Worker	606	Laborer	0			\$27,498	\$27,498	Nonexempt
Eureka	Maintenance Worker	606	Laborer	16			\$38,868	\$38,868	Nonexempt
Eureka	Maintenance Worker	606	Laborer	31			\$51,763	\$51,763	Nonexempt
Eureka	Maintenance Worker	606	Laborer	13			\$37,923	\$37,923	Nonexempt
Eureka	Maintenance Worker	606	Laborer	0			\$27,500	\$27,500	Nonexempt
Eureka	Maintenance Worker	606	Laborer	11			\$35,746	\$35,746	Nonexempt
Eureka	Maintenance Worker	606	Laborer	2			\$28,210	\$28,210	Nonexempt
Eureka	Skilled Maintenance Worker	607	Laborer, Sr.	20			\$60,061	\$60,061	Nonexempt
Eureka	Skilled Maintenance Worker	607	Laborer, Sr.	2			\$38,953	\$38,953	Nonexempt
Eureka	Wastewater Operator	607	Laborer, Sr.	12			\$56,000	\$56,000	Nonexempt
Eureka	Water Operator	607	Laborer, Sr.	11			\$46,535	\$46,535	Nonexempt
Eureka	Water Operator	607	Laborer, Sr.	23			\$60,166	\$60,166	Nonexempt
Eureka	Water Operator	607	Laborer, Sr.	14			\$53,744	\$53,744	Nonexempt
Eureka	Building Department Assistant	700	Director	12			\$41,437	\$41,437	Nonexempt
Eureka	Building Inspector	701	Code Enforcement/Inspector	0			\$38,500	\$38,500	Nonexempt
Eureka	Building Inspector	701	Code Enforcement/Inspector	16			\$50,495	\$50,495	Nonexempt
Eureka	City Administrator	999	City Manager/City Administrator	23			\$108,972	\$108,972	Contract
Eureka	Economic Development Director			6			\$62,546	\$62,546	Nonexempt
Florissant	City Clerk	100	City Clerk	15	\$60,674	\$80,226	\$67,038	\$67,038	Exempt
Florissant	Deputy City Clerk	101	Deputy City Clerk	23	\$37,669	\$49,858	\$45,136	\$45,136	Nonexempt
Florissant	Administrative Assistant	102	Administrative Assistant	10	\$34,258	\$45,365	\$42,723	\$42,723	Nonexempt
Florissant	Administrative Assistant	102	Administrative Assistant	17	\$34,258	\$45,365	\$41,870	\$41,870	Nonexempt
Florissant	Human Resources Director	103	HR Generalist	3	\$60,674	\$80,226	\$64,418	\$64,418	Exempt
Florissant	Court Clerk	200	Court Clerk	34	\$50,149	\$66,290	\$52,187	\$52,187	Exempt
Florissant	Director of Finance	300	Finance Director	28	\$72,197	\$95,410	\$88,088	\$88,088	Exempt
Florissant	Asst. Director of Finance	301	Accountant	31	\$60,674	\$80,226	\$67,038	\$67,038	Nonexempt

Florissant	Accounting Clerk	302	Accounting Clerk	22	\$37,669	\$49,858	\$44,242	\$44,242	Nonexempt
Florissant	Accounting Clerk	302	Accounting Clerk	18	\$37,669	\$49,858	\$45,136	\$45,136	Nonexempt
Florissant	Accounting Clerk	302	Accounting Clerk	38	\$37,669	\$49,858	\$45,136	\$45,136	Nonexempt
Florissant	Accounting Clerk	302	Accounting Clerk	17	\$37,669	\$49,858	\$45,136	\$45,136	Nonexempt
Florissant	Police Chief	400	Police Chief	28	\$87,360	\$115,419	\$100,422	\$100,422	Exempt
Florissant	Police Captain	401	Police Captain	28	\$72,197	\$95,410	\$82,992	\$82,992	Nonexempt
Florissant	Police Captain	401	Police Captain	30	\$72,197	\$95,410	\$81,349	\$81,349	Nonexempt
Florissant	Police Lieutenant	402	Police Lieutenant	36	\$66,747	\$88,275	\$76,752	\$76,752	Nonexempt
Florissant	Police Lieutenant	402	Police Lieutenant	28	\$66,747	\$88,275	\$76,752	\$76,752	Nonexempt
Florissant	Police Lieutenant	402	Police Lieutenant	17	\$66,747	\$88,275	\$75,234	\$75,234	Nonexempt
Florissant	Police Lieutenant	402	Police Lieutenant	20	\$66,747	\$88,275	\$75,234	\$75,234	Nonexempt
Florissant	Police Lieutenant	402	Police Lieutenant	16	\$66,747	\$88,275	\$73,757	\$73,757	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	13	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	14	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	13	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	12	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	15	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	26	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	16	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	15	\$60,674	\$80,226	\$68,390	\$68,390	Nonexempt
Florissant	Police Sergeant	403	Police Sergeant	9	\$60,674	\$80,226	\$67,038	\$67,038	Nonexempt
Florissant	Police Officer	404	Police Officer	7	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	10	\$50,149	\$66,290	\$58,802	\$58,802	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt
Florissant	Police Officer	404	Police Officer	20	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	10	\$50,149	\$66,290	\$57,658	\$57,658	Nonexempt
Florissant	Police Officer	404	Police Officer	2	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	2	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	4	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	6	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	4	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt
Florissant	Police Officer	404	Police Officer	28	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	29	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$57,658	\$57,658	Nonexempt
Florissant	Police Officer	404	Police Officer	4	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	5	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$51,168	\$51,168	Nonexempt
Florissant	Police Officer	404	Police Officer	13	\$50,149	\$66,290	\$63,710	\$63,710	Nonexempt
Florissant	Police Officer	404	Police Officer	26	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	10	\$50,149	\$66,290	\$58,802	\$58,802	Nonexempt
Florissant	Police Officer	404	Police Officer	2	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$56,514	\$56,514	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$57,658	\$57,658	Nonexempt
Florissant	Police Officer	404	Police Officer	7	\$50,149	\$66,290	\$54,309	\$54,309	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$58,802	\$58,802	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt

Florissant	Police Officer	404	Police Officer	11	\$50,149	\$66,290	\$58,802	\$58,802	Nonexempt
Florissant	Police Officer	404	Police Officer	18	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	6	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	1	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	15	\$50,149	\$66,290	\$64,979	\$64,979	Nonexempt
Florissant	Police Officer	404	Police Officer	13	\$50,149	\$66,290	\$63,710	\$63,710	Nonexempt
Florissant	Police Officer	404	Police Officer	5	\$50,149	\$66,290	\$54,309	\$54,309	Nonexempt
Florissant	Police Officer	404	Police Officer	13	\$50,149	\$66,290	\$62,442	\$62,442	Nonexempt
Florissant	Police Officer	404	Police Officer	37	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$51,168	\$51,168	Nonexempt
Florissant	Police Officer	404	Police Officer	13	\$50,149	\$66,290	\$63,710	\$63,710	Nonexempt
Florissant	Police Officer	404	Police Officer	13	\$50,149	\$66,290	\$63,710	\$63,710	Nonexempt
Florissant	Police Officer	404	Police Officer	17	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	3	\$50,149	\$66,290	\$52,187	\$52,187	Nonexempt
Florissant	Police Officer	404	Police Officer	18	\$50,149	\$66,290	\$66,290	\$66,290	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$57,658	\$57,658	Nonexempt
Florissant	Police Officer	404	Police Officer	8	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	8	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	5	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt
Florissant	Police Officer	404	Police Officer	5	\$50,149	\$66,290	\$54,309	\$54,309	Nonexempt
Florissant	Police Officer	404	Police Officer	6	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	4	\$50,149	\$66,290	\$55,411	\$55,411	Nonexempt
Florissant	Police Officer	404	Police Officer	4	\$50,149	\$66,290	\$57,658	\$57,658	Nonexempt
Florissant	Police Officer	404	Police Officer	9	\$50,149	\$66,290	\$56,514	\$56,514	Nonexempt
Florissant	Police Officer	404	Police Officer	1	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	0	\$50,149	\$66,290	\$51,168	\$51,168	Nonexempt
Florissant	Police Officer	404	Police Officer	2	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	1	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Police Officer	404	Police Officer	2	\$50,149	\$66,290	\$50,149	\$50,149	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	1	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	1	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	0	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	0	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	1	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	0	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	2	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Probationary Police Officer	404	Police Officer	1	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Dispatcher	407	Dispatcher	4	\$37,669	\$49,858	\$39,208	\$39,208	Nonexempt
Florissant	Dispatcher	407	Dispatcher	2	\$37,669	\$49,858	\$47,902	\$47,902	Nonexempt
Florissant	Dispatcher	407	Dispatcher	9	\$37,669	\$49,858	\$46,030	\$46,030	Nonexempt
Florissant	Dispatcher	407	Dispatcher	34	\$37,669	\$49,858	\$49,858	\$49,858	Nonexempt
Florissant	Dispatcher	407	Dispatcher	19	\$37,669	\$49,858	\$49,858	\$49,858	Nonexempt
Florissant	Dispatcher	407	Dispatcher	1	\$37,669	\$49,858	\$37,669	\$37,669	Nonexempt
Florissant	Dispatcher	407	Dispatcher	14	\$37,669	\$49,858	\$49,858	\$49,858	Nonexempt
Florissant	Dispatcher	407	Dispatcher	1	\$37,669	\$49,858	\$38,438	\$38,438	Nonexempt
Florissant	Dispatcher	407	Dispatcher	0	\$37,669	\$49,858	\$37,669	\$37,669	Nonexempt
Florissant	Director of Parks & Recreation	500	Director	28	\$72,197	\$95,410	\$81,349	\$81,349	Exempt
Florissant	Park Superintendent	501	Maintenance Superintendent	48	\$60,674	\$80,226	\$71,178	\$71,178	Nonexempt
Florissant	Superintendent of Recreation	502	Recreation Supervisor	4	\$60,674	\$80,226	\$64,418	\$64,418	Nonexempt
Florissant	Class C Laborer	503	Groundskeeper	18	\$34,258	\$45,365	\$40,227	\$40,227	Nonexempt
Florissant	Class C Laborer	503	Groundskeeper	18	\$34,258	\$45,365	\$45,365	\$45,365	Nonexempt

Florissant	Class C Laborer	503	Groundskeeper	11	\$34,258	\$45,365	\$34,944	\$34,944	Nonexempt
Florissant	Class C Laborer	503	Groundskeeper	2	\$34,258	\$45,365	\$34,258	\$34,258	Nonexempt
Florissant	Class C Laborer	503	Groundskeeper	9	\$34,258	\$45,365	\$34,944	\$34,944	Nonexempt
Florissant	Class A Laborer	504	Maintenance Worker, Sr.	16	\$45,594	\$60,320	\$52,458	\$52,458	Nonexempt
Florissant	Class A Laborer	504	Maintenance Worker, Sr.	45	\$45,594	\$60,320	\$53,518	\$53,518	Nonexempt
Florissant	Class A Laborer	504	Maintenance Worker, Sr.	23	\$45,594	\$60,320	\$53,518	\$53,518	Nonexempt
Florissant	Class A Laborer	504	Maintenance Worker, Sr.	23	\$45,594	\$60,320	\$53,518	\$53,518	Nonexempt
Florissant	Class A Laborer	504	Maintenance Worker, Sr.	11	\$45,594	\$60,320	\$51,438	\$51,438	Nonexempt
Florissant	Class B Laborer	505	Maintenance Worker	6	\$41,454	\$54,912	\$43,160	\$43,160	Nonexempt
Florissant	Class B Laborer	505	Maintenance Worker	17	\$41,454	\$54,912	\$50,669	\$50,669	Nonexempt
Florissant	Class B Laborer	505	Maintenance Worker	19	\$41,454	\$54,912	\$48,672	\$48,672	Nonexempt
Florissant	Class B Laborer	505	Maintenance Worker	10	\$41,454	\$54,912	\$48,372	\$48,372	Nonexempt
Florissant	Recreation Specialist	506	Parks & Arts Specialist	2	\$41,454	\$54,912	\$42,307	\$42,307	Nonexempt
Florissant	Recreation Specialist	506	Parks & Arts Specialist	11	\$41,454	\$54,912	\$41,454	\$41,454	Nonexempt
Florissant	Forester	507	City Forester/Arborist	14	\$45,594	\$60,320	\$48,443	\$48,443	Nonexempt
Florissant	Public Works Director	600	Director	36	\$79,414	\$104,957	\$104,957	\$104,957	Exempt
Florissant	Equipment Mechanic	602	Mechanic	9	\$41,454	\$54,912	\$44,034	\$44,034	Nonexempt
Florissant	Equipment Mechanic	602	Mechanic	1	\$41,454	\$54,912	\$41,454	\$41,454	Nonexempt
Florissant	Street Superintendent	603	Street Supervisor	22	\$60,674	\$80,226	\$69,784	\$69,784	Nonexempt
Florissant	Chief Engineer	605	Building Coordinator	17	\$60,674	\$80,226	\$65,728	\$65,728	Nonexempt
Florissant	Class B Laborer	606	Laborer	38	\$41,454	\$54,912	\$49,650	\$49,650	Nonexempt
Florissant	Class B Laborer	606	Laborer	34	\$41,454	\$54,912	\$50,669	\$50,669	Nonexempt
Florissant	Class B Laborer	606	Laborer	21	\$41,454	\$54,912	\$49,650	\$49,650	Nonexempt
Florissant	Class A Laborer	607	Laborer, Sr.	17	\$45,594	\$60,320	\$54,579	\$54,579	Nonexempt
Florissant	Class A Laborer	607	Laborer, Sr.	34	\$45,594	\$60,320	\$54,579	\$54,579	Nonexempt
Florissant	Class A Laborer	607	Laborer, Sr.	19	\$45,594	\$60,320	\$49,421	\$49,421	Nonexempt
Florissant	Building Commissioner	700	Director	8	\$60,674	\$80,226	\$69,784	\$69,784	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	10	\$45,594	\$60,320	\$57,949	\$57,949	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	25	\$45,594	\$60,320	\$59,426	\$59,426	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	2	\$45,594	\$60,320	\$47,466	\$47,466	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	13	\$45,594	\$60,320	\$59,426	\$59,426	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	17	\$45,594	\$60,320	\$59,426	\$59,426	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	1	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	Multi-Building Inspector	701	Code Enforcement/Inspector	0	\$45,594	\$60,320	\$45,594	\$45,594	Nonexempt
Florissant	City Engineer	703	Civil Engineer	3	\$66,747	\$88,275	\$68,099	\$68,099	Nonexempt
Florissant	Information Technology Manage	800	IT Director	17	\$50,149	\$66,290	\$53,248	\$53,248	Nonexempt
Frontenac	City Clerk	100	City Clerk	26	\$54,918	\$74,208	\$87,835	\$87,835	Non-Exempt
Frontenac	Administrative Assistant	102	Administrative Assistant	13	\$36,199	\$47,686	\$47,686	\$47,686	Exempt Status
Frontenac	Prosecutor's Assistant	200	Court Clerk	2.5	\$28,163	\$35,797	\$15	\$30,784	Non-Exempt
Frontenac	Court Administrator	201	Court Administrator	6	\$43,489	\$59,366	\$59,366	\$59,366	Exempt Status
Frontenac	Finance Officer	300	Finance Director	2	\$72,398	\$91,264	\$85,874	\$85,874	Exempt Status
Frontenac	Police - Chief	400	Police Chief	11	\$98,343	\$121,311	\$121,311	\$121,311	Exempt Status
Frontenac	Police - Asst. Chief	401	Police Captain	27	\$84,199	\$98,343	\$98,343	\$98,343	Exempt Status
Frontenac	Police - Lieutenant	402	Police Lieutenant	29.75	\$81,343	\$84,199	\$84,199	\$84,199	Non-Exempt
Frontenac	Police - Lieutenant	402	Police Lieutenant	23	\$81,343	\$84,199	\$82,975	\$82,975	Non-Exempt
Frontenac	Police - Corporal	403	Police Sergeant	16.5	\$71,767	\$76,556	\$76,556	\$76,556	Non-Exempt
Frontenac	Police - Corporal	403	Police Sergeant	17	\$71,767	\$76,556	\$76,556	\$76,556	Non-Exempt
Frontenac	Police - Corporal	403	Police Sergeant	21	\$71,767	\$76,556	\$76,556	\$76,556	Non-Exempt
Frontenac	Police - Corporal	403	Police Sergeant	13.75	\$71,767	\$76,556	\$76,556	\$76,556	Non-Exempt
Frontenac	Police - Sergeant	403	Police Sergeant	15.5	\$76,556	\$81,343	\$81,343	\$81,343	Non-Exempt
Frontenac	Police - Sergeant	403	Police Sergeant	24.75	\$76,556	\$81,343	\$81,343	\$81,343	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	1	\$54,863	\$71,767	\$59,692	\$59,692	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	15	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt

Frontenac	Police - Officer	404	Police Officer	13.5	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	0.5	\$54,863	\$71,767	\$54,863	\$54,863	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	14.5	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	10	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	13	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	16	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Officer	404	Police Officer	7.5	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Detective	405	Detective	9.75	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Police - Detective	405	Detective	10	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Chief	408	Fire Chief	39	\$98,343	\$121,311	\$121,311	\$121,311	Exempt Status
Frontenac	Fire - Asst Chief	409	Assistant Fire Chief	33	\$84,199	\$98,343	\$98,343	\$98,343	Exempt Status
Frontenac	Fire - Captian	410	Fire Captain	5.5	\$76,556	\$81,343	\$77,240	\$77,240	Non-Exempt
Frontenac	Fire - Captian	410	Fire Captain	42.5	\$76,556	\$81,343	\$81,343	\$81,343	Non-Exempt
Frontenac	Fire - Captian	410	Fire Captain	20	\$76,556	\$81,343	\$81,343	\$81,343	Non-Exempt
Frontenac	Fire - Captian	410	Fire Captain	27	\$76,556	\$81,343	\$81,343	\$81,343	Non-Exempt
Frontenac	Fire - Lieutenant	411	Fire Lieutenant	7	\$71,767	\$76,556	\$73,820	\$73,820	Non-Exempt
Frontenac	Fire - Lieutenant	411	Fire Lieutenant	7	\$71,767	\$76,556	\$74,504	\$74,504	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	0.5	\$54,863	\$71,767	\$54,863	\$54,863	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	5	\$54,863	\$71,767	\$66,938	\$66,938	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	16	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	16.5	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	7	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	4	\$54,863	\$71,767	\$64,522	\$64,522	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	5	\$54,863	\$71,767	\$66,938	\$66,938	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	7	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	15	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	0.75	\$54,863	\$71,767	\$54,863	\$54,863	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	15.5	\$54,863	\$71,767	\$66,938	\$66,938	Non-Exempt
Frontenac	Fire - Private	412	Firefighter	5.5	\$54,863	\$71,767	\$71,767	\$71,767	Non-Exempt
Frontenac	Public Works Director	600	Director	14.5	\$61,959	\$84,523	\$84,523	\$84,523	Exempt Status
Frontenac	Public Works - Laborer	606	Laborer	32.5	\$39,060	\$51,408	\$51,408	\$51,408	Non-Exempt
Frontenac	Public Works - Laborer	606	Laborer	11.5	\$39,060	\$51,408	\$51,408	\$51,408	Non-Exempt
Frontenac	Public Works - Supervisor	607	Laborer, Sr.	27.5	\$51,408	\$57,046	\$57,046	\$57,046	Non-Exempt
Frontenac	Building Commissioner	700	Director	8	\$61,623	\$90,470	\$90,470	\$90,470	Exempt Status
Frontenac	Building Inspector	701	Code Enforcement/Inspector	12.5	\$46,752	\$65,542	\$65,542	\$65,542	Non-Exempt
Frontenac	City Administrator	999	City Manager/City Administrator	11	\$144,941	\$144,941	\$144,941	\$144,941	Exempt Status
Hazelwood	City Clerk	100	City Clerk	20 YRS, 10 M	Not on Plan		\$60,000	\$60,000	exempt
Hazelwood	Deputy City Clerk	101	Deputy City Clerk	0	\$44,453	\$54,012	\$47,163	\$47,163	Nonexempt
Hazelwood	Adm. Dv. Secretary - PW Supt.	102	Administrative Assistant	18 YRS, 6 M	\$40,419	\$49,096	\$45,482	\$45,482	Nonexempt
Hazelwood	Admin. Secretary - Fire	102	Administrative Assistant	9 YRS, 8 M	\$42,440	\$51,550	\$45,021	\$45,021	Nonexempt
Hazelwood	Admin. Secretary - Police	102	Administrative Assistant	13 YRS, 7 M	\$42,440	\$51,550	\$46,367	\$46,367	Nonexempt
Hazelwood	Admin. Secretary to City Mgr.	102	Administrative Assistant	17 YRS, 8 M	\$44,453	\$54,012	\$52,688	\$52,688	Nonexempt
Hazelwood	Secretary - Code Enforcement	102	Administrative Assistant	4 YRS, 1 M	\$36,743	\$44,642	\$37,835	\$37,835	Nonexempt
Hazelwood	Secretary - Code Enforcement	102	Administrative Assistant	3 YRS, 9 M	\$36,743	\$44,642	\$37,835	\$37,835	Nonexempt
Hazelwood	Human Resource Asst.	103	HR Generalist	17 YRS, 2 M	\$40,419	\$49,096	\$44,159	\$44,159	Nonexempt
Hazelwood	Court Clerk	200	Court Clerk	2 YRS, 0 M	\$48,907	\$59,411	\$50,377	\$50,377	exempt
Hazelwood	Director of Finance	300	Finance Director	5 YRS, 3 M	\$96,511	\$117,267	\$99,410	\$99,410	exempt
Hazelwood	Accounting Coordinator	302	Accounting Clerk	10 YRS, 10 M	\$54,285	\$65,944	\$55,902	\$55,902	Nonexempt
Hazelwood	Acctg. Specialist	302	Accounting Clerk	2 YRS, 6 M	\$44,453	\$54,012	\$45,797	\$45,797	Nonexempt
Hazelwood	Police Chief	400	Police Chief	37 YRS, 10 M	\$96,511	\$117,267	\$105,460	\$105,460	exempt
Hazelwood	Police Manager (Captain)	401	Police Captain	27 YRS, 8 M	\$76,259	\$92,645	\$88,192	\$88,192	exempt
Hazelwood	Police Manager (Captain)	401	Police Captain	27 YRS, 11 M	\$76,259	\$92,645	\$88,192	\$88,192	exempt
Hazelwood	Police Inspector (Lieutenant)	402	Police Lieutenant	31 YRS, 3 M	\$67,793	\$82,351	\$82,351	\$82,351	Nonexempt

Hazelwood	Police Inspector (Lieutenant)	402	Police Lieutenant	27 YRS, 8 M	\$67,793	\$82,351	\$78,381	\$78,381	Nonexempt
Hazelwood	Police Inspector (Lieutenant)	402	Police Lieutenant	25 YRS, 7 M	\$67,793	\$82,351	\$78,381	\$78,381	Nonexempt
Hazelwood	Police Inspector (Lieutenant)	402	Police Lieutenant	24 YRS, 10 M	\$67,793	\$82,351	\$76,280	\$76,280	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	20 YRS, 9 M	\$60,251	\$73,213	\$73,213	\$73,213	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	28 YRS, 2 M	\$60,251	\$73,213	\$67,814	\$67,814	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	14 YRS, 6 M	\$60,251	\$73,213	\$67,814	\$67,814	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	22 YRS, 0 M	\$60,251	\$73,213	\$71,427	\$71,427	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	21 YRS, 11 M	\$60,251	\$73,213	\$73,213	\$73,213	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	22 YRS, 8 M	\$60,251	\$73,213	\$67,814	\$67,814	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	29 YRS, 7 M	\$60,251	\$73,213	\$73,213	\$73,213	Nonexempt
Hazelwood	Police Supervisor (Sergeant)	403	Police Sergeant	22 YRS, 0 M	\$60,251	\$73,213	\$67,814	\$67,814	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 7 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	16 YRS, 4 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 11 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	28 YRS, 4 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	22 YRS, 8 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	11 YRS, 7 M	\$54,285	\$65,944	\$62,772	\$62,772	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 3 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	3 YRS, 9 M	\$54,285	\$65,944	\$55,902	\$55,902	Nonexempt
Hazelwood	Police Officer	404	Police Officer	24 YRS, 11 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	14 YRS, 8 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	2 YRS, 2 M	\$54,285	\$65,944	\$54,285	\$54,285	Nonexempt
Hazelwood	Police Officer	404	Police Officer	5 YRS, 3 M	\$54,285	\$65,944	\$55,902	\$55,902	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 10 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 7 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	10 YRS, 0 M	\$54,285	\$65,944	\$61,091	\$61,091	Nonexempt
Hazelwood	Police Officer	404	Police Officer	22 YRS, 0 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	8 YRS, 6 M	\$54,285	\$65,944	\$57,583	\$57,583	Nonexempt
Hazelwood	Police Officer	404	Police Officer	22 YRS, 8 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	11 YRS, 9 M	\$54,285	\$65,944	\$62,772	\$62,772	Nonexempt
Hazelwood	Police Officer	404	Police Officer	1 YRS, 6 M	\$54,285	\$65,944	\$54,285	\$54,285	Nonexempt
Hazelwood	Police Officer	404	Police Officer	27 YRS, 4 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	1 YRS, 3 M	\$54,285	\$65,944	\$54,285	\$54,285	Nonexempt
Hazelwood	Police Officer	404	Police Officer	8 YRS, 9 M	\$54,285	\$65,944	\$57,583	\$57,583	Nonexempt
Hazelwood	Police Officer	404	Police Officer	1 YRS, 3 M	\$54,285	\$65,944	\$54,285	\$54,285	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 3 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	6 YRS, 5 M	\$54,285	\$65,944	\$55,902	\$55,902	Nonexempt
Hazelwood	Police Officer	404	Police Officer	15 YRS, 10 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	15 YRS, 6 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	6 YRS, 5 M	\$54,285	\$65,944	\$55,902	\$55,902	Nonexempt
Hazelwood	Police Officer	404	Police Officer	10 YRS, 6 M	\$54,285	\$65,944	\$61,091	\$61,091	Nonexempt

Hazelwood	Police Officer	404	Police Officer	11 YRS, 7 M	\$54,285	\$65,944	\$62,772	\$62,772	Nonexempt
Hazelwood	Police Officer	404	Police Officer	13 YRS, 3 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	22 YRS, 0 M	\$54,285	\$65,944	\$64,348	\$64,348	Nonexempt
Hazelwood	Police Officer	404	Police Officer	8 YRS, 9 M	\$54,285	\$65,944	\$57,583	\$57,583	Nonexempt
Hazelwood	Police Officer	404	Police Officer	11 YRS, 9 M	\$54,285	\$65,944	\$62,772	\$62,772	Nonexempt
Hazelwood	Police Officer	404	Police Officer	1 YRS, 3 M	\$54,285	\$65,944	\$54,285	\$54,285	Nonexempt
Hazelwood	Police Officer	404	Police Officer	8 YRS, 0 M	\$54,285	\$65,944	\$57,583	\$57,583	Nonexempt
Hazelwood	Administrative Supervisor	407	Dispatcher	31 YRS, 8 M	\$48,907	\$59,411	\$57,961	\$57,961	exempt
Hazelwood	Telecommunicator	407	Dispatcher	10 YRS, 9 M	\$42,440	\$51,550	\$47,756	\$47,756	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	9 YRS, 8 M	\$42,440	\$51,550	\$46,367	\$46,367	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	0 YRS, 8 M	\$42,440	\$51,550	\$42,440	\$42,440	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	0 YRS, 2 M	\$42,440	\$51,550	\$42,440	\$42,440	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	4 YRS, 11 M	\$42,440	\$51,550	\$43,698	\$43,698	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	21 YRS, 3 M	\$42,440	\$51,550	\$50,293	\$50,293	Nonexempt
Hazelwood	Telecommunicator	407	Dispatcher	12 YRS, 10 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Fire Chief	408	Fire Chief	0 YRS, 4 M	\$96,511	\$117,267	\$105,460	\$105,460	exempt
Hazelwood	Deputy Fire Chief	409	Assistant Fire Chief	17 YRS, 4 M	\$83,223	\$101,114	\$88,276	\$88,276	exempt
Hazelwood	Fire Captain	410	Fire Captain	11 YRS, 8 M	\$67,793	\$82,351	\$71,910	\$71,910	Nonexempt
Hazelwood	Fire Captain	410	Fire Captain	23 YRS, 9 M	\$67,793	\$82,351	\$82,351	\$82,351	Nonexempt
Hazelwood	Fire Captain	410	Fire Captain	16 YRS, 6 M	\$67,793	\$82,351	\$74,074	\$74,074	Nonexempt
Hazelwood	Fire Captain	410	Fire Captain	35 YRS, 2 M	\$67,793	\$82,351	\$74,074	\$74,074	Nonexempt
Hazelwood	Fire Captain	410	Fire Captain	35 YRS, 10 M	\$67,793	\$82,351	\$82,351	\$82,351	Nonexempt
Hazelwood	Fire Captain	410	Fire Captain	22 YRS, 9 M	\$67,793	\$82,351	\$69,810	\$69,810	Nonexempt
Hazelwood	Firefighter	412	Firefighter	28 YRS, 8 M	\$54,285	\$65,944	\$65,944	\$65,944	Nonexempt
Hazelwood	Firefighter Inspector	412	Firefighter	29 YRS, 8 M	\$60,251	\$73,213	\$69,684	\$69,684	Nonexempt
Hazelwood	Firefighter Inspector	412	Firefighter	23 YRS, 3 M	\$60,251	\$73,213	\$71,427	\$71,427	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	0 YRS, 11 M	\$60,251	\$73,213	\$60,251	\$60,251	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	1 YRS, 0 M	\$60,251	\$73,213	\$60,251	\$60,251	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	2 YRS, 5 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	1 YRS, 0 M	\$60,251	\$73,213	\$60,251	\$60,251	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	0 YRS, 11 M	\$60,251	\$73,213	\$65,839	\$65,839	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	6 YRS, 6 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	3 YRS, 3 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	8 YRS, 4 M	\$60,251	\$73,213	\$63,927	\$63,927	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	10 YRS, 7 M	\$60,251	\$73,213	\$67,814	\$67,814	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	9 YRS, 4 M	\$60,251	\$73,213	\$65,839	\$65,839	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	17 YRS, 4 M	\$60,251	\$73,213	\$71,427	\$71,427	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	3 YRS, 3 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	20 YRS, 1 M	\$60,251	\$73,213	\$71,427	\$71,427	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	4 YRS, 9 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	4 YRS, 3 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	3 YRS, 5 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	12 YRS, 5 M	\$60,251	\$73,213	\$69,684	\$69,684	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	3 YRS, 11 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter Paramedic	412	Firefighter	4 YRS, 10 M	\$60,251	\$73,213	\$62,058	\$62,058	Nonexempt
Hazelwood	Firefighter/Paramedic	412	Firefighter	0 YRS, 3 M	\$60,251	\$73,213	\$60,251	\$60,251	Nonexempt
Hazelwood	Firefighter/Paramedic	412	Firefighter	0 YRS, 3 M	\$60,251	\$73,213	\$60,251	\$60,251	Nonexempt
Hazelwood	rk and Recreation Superintende	500	Director	24 YRS, 5 M	\$83,223	\$101,114	\$98,649	\$98,649	exempt
Hazelwood	Head Custodian	501	Maintenance Superintendent	21 YRS, 10 M	\$40,419	\$49,096	\$46,743	\$46,743	Nonexempt
Hazelwood	Facility Manager	502	Recreation Supervisor	27 YRS, 7 M	\$54,285	\$65,944	\$64,348	\$64,348	exempt
Hazelwood	Facility Manager	502	Recreation Supervisor	32 YRS, 3 M	\$54,285	\$65,944	\$65,944	\$65,944	exempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	1 YRS, 4 M	\$42,440	\$51,550	\$42,440	\$42,440	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	1 YRS, 4 M	\$42,440	\$51,550	\$42,440	\$42,440	Nonexempt

Hazelwood	Maintenance Worker II	503	Groundskeeper	1 YRS, 11 M	\$42,440	\$51,550	\$43,698	\$43,698	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	3 YRS, 7 M	\$42,440	\$51,550	\$43,698	\$43,698	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	4 YRS, 1 M	\$42,440	\$51,550	\$43,698	\$43,698	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	10 YRS, 10 M	\$42,440	\$51,550	\$45,021	\$45,021	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	19 YRS, 6 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Maintenance Worker II	503	Groundskeeper	40 YRS, 9 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Crew Leader	504	Maintenance Worker, Sr.	21 YRS, 10 M	\$48,907	\$59,411	\$51,890	\$51,890	Nonexempt
Hazelwood	Crew Leader	504	Maintenance Worker, Sr.	15 YRS, 7 M	\$48,907	\$59,411	\$57,961	\$57,961	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	18 YRS, 2 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	28 YRS, 4 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	1 YRS, 11 M	\$42,440	\$51,550	\$43,698	\$43,698	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	28 YRS, 5 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	30 YRS, 6 M	\$42,440	\$51,550	\$49,080	\$49,080	Nonexempt
Hazelwood	Maintenance Worker II	505	Maintenance Worker	10 YRS, 10 M	\$42,440	\$51,550	\$45,021	\$45,021	Nonexempt
Hazelwood	Recreation Supervisor	506	Parks & Arts Specialist	23 YRS, 1 M	\$44,453	\$54,012	\$52,688	\$52,688	exempt
Hazelwood	Recreation Supervisor	506	Parks & Arts Specialist	8 YRS, 2 M	\$44,453	\$54,012	\$51,407	\$51,407	exempt
Hazelwood	Recreation Supervisor - Aquatics	506	Parks & Arts Specialist	2 YRS, 2 M	\$44,453	\$54,012	\$47,476	\$47,476	exempt
Hazelwood	Public Works Superintendent	600	Director	44 YRS, 11 M	\$76,259	\$92,645	\$85,818	\$85,818	exempt
Hazelwood	Engineering Inspector/Code Enforcement	601	Construction Inspector	4 YRS, 11 M	\$48,907	\$59,411	\$50,377	\$50,377	Nonexempt
Hazelwood	Mechanic	602	Mechanic	6 YRS, 0 M	\$44,453	\$54,012	\$47,163	\$47,163	Nonexempt
Hazelwood	Mechanic	602	Mechanic	17 YRS, 8 M	\$44,453	\$54,012	\$52,688	\$52,688	Nonexempt
Hazelwood	Code Administrator	700	Director	43 YRS, 11 M	\$76,259	\$92,645	\$85,818	\$85,818	exempt
Hazelwood	Code Enforcement Officer	701	Code Enforcement/Inspector	2 YRS, 5 M	\$44,453	\$54,012	\$45,797	\$45,797	Nonexempt
Hazelwood	Code Enforcement Officer	701	Code Enforcement/Inspector	2 YRS, 5 M	\$44,453	\$54,012	\$45,797	\$45,797	Nonexempt
Hazelwood	Code Enforcement Officer	701	Code Enforcement/Inspector	2 YRS, 5 M	\$44,453	\$54,012	\$45,797	\$45,797	Nonexempt
Hazelwood	Code Enforcement Officer	701	Code Enforcement/Inspector	28 YRS, 8 M	\$44,453	\$54,012	\$50,041	\$50,041	Nonexempt
Hazelwood	City Planner	702	City Planner	14 YRS, 2 M	\$60,251	\$73,213	\$69,684	\$69,684	exempt
Hazelwood	Law Enf.Info.Spec.	800	IT Director	17 YRS, 8 M	\$54,285	\$65,944	\$64,348	\$64,348	exempt
Hazelwood	Information Specialist	801	Computer Programmer/Analyst	2 YRS, 11 M	\$54,285	\$65,944	\$57,583	\$57,583	exempt
Hazelwood	City Manager	999	City Manager/City Administrator	3 YRS, 6 M	Not on Plan		\$125,240	\$125,240	exempt
Hazelwood	Adult Abuse Coord			1 YRS, 9 M	\$44,453	\$54,012	\$44,453	\$44,453	Nonexempt
Hazelwood	Animal Control/Code Enforcement Officer			4 YRS, 2 M	\$40,419	\$49,096	\$41,617	\$41,617	Nonexempt
Hazelwood	Assistant City Manager			9 YRS, 8 M	\$96,511	\$117,267	\$99,410	\$99,410	exempt
Hazelwood	Battalion Chief			15 YRS, 11 M	\$76,259	\$92,645	\$85,818	\$85,818	Nonexempt
Hazelwood	Battalion Chief			32 YRS, 6 M	\$76,259	\$92,645	\$88,192	\$88,192	Nonexempt
Hazelwood	Battalion Chief			28 YRS, 8 M	\$76,259	\$92,645	\$88,192	\$88,192	Nonexempt
Hazelwood	Communications Coordinator			8 YRS, 5 M	\$48,907	\$59,411	\$57,961	\$57,961	exempt
Hazelwood	Dep.Fire Marshall			1 YRS, 10 M	\$67,793	\$82,351	\$67,793	\$67,793	exempt
Hazelwood	Deputy Court Clerk			1 YRS, 1 M	\$40,419	\$49,096	\$40,419	\$40,419	Nonexempt
Hazelwood	Director of Public Works			7 YRS, 9 M	\$96,511	\$117,267	\$117,267	\$117,267	exempt
Hazelwood	Economic Developer			9 YRS, 9 M	\$60,251	\$73,213	\$67,814	\$67,814	exempt
Hazelwood	Payroll Specialist			14 YRS, 9 M	\$40,419	\$49,096	\$47,898	\$47,898	Nonexempt
Hazelwood	Police Major			37 YRS, 3 M	\$85,797	\$104,242	\$93,738	\$93,738	exempt
Hazelwood	Police Records Clerk			8 YRS, 9 M	\$40,419	\$49,096	\$40,419	\$40,419	Nonexempt
Hazelwood	Project Manager			1	\$48,907	\$59,411	\$48,907	\$48,907	Nonexempt
Hazelwood	Prosecutors Assistant			8 YRS, 8 M	\$40,419	\$49,096	\$40,419	\$40,419	Nonexempt
Hazelwood	Receptionist			8 YRS, 6 M	\$30,357	\$36,890	\$35,125	\$35,125	Nonexempt
Kirkwood	City Clerk	100	City Clerk				\$87,602	\$87,602	
Kirkwood	Deputy City Clerk	101	Deputy City Clerk				\$52,059	\$52,059	
Kirkwood	Administrative Assistant - Public Ser	102	Administrative Assistant				\$53,654	\$53,654	
Kirkwood	Human Resources Manager	103	HR Generalist				\$79,437	\$79,437	
Kirkwood	Court Clerk	200	Court Clerk				\$59,255	\$59,255	
Kirkwood	Director of Finance	300	Finance Director				\$122,345	\$122,345	

Kirkwood	Chief of Police	400	Police Chief		\$133,326	\$133,326	
Kirkwood	Police Captain - Support Service	401	Police Captain		\$97,904	\$97,904	
Kirkwood	Police Sergeant	403	Police Sergeant		\$79,129	\$79,129	
Kirkwood	Police Officer	404	Police Officer		\$65,395	\$65,395	
Kirkwood	911 Dispatcher	407	Dispatcher		\$45,849	\$45,849	
Kirkwood	Fire Chief	408	Fire Chief		\$126,125	\$126,125	
Kirkwood	Fire Captain	410	Fire Captain		\$59,146	\$59,146	
Kirkwood	Firefighter/EMT	412	Firefighter		\$48,234	\$48,234	
Kirkwood	Director of Parks and Recreation	500	Director		\$115,678	\$115,678	
Kirkwood	Park Superintendent	502	Recreation Supervisor		\$83,444	\$83,444	
Kirkwood	City Forester	507	City Forester/Arborist		\$47,640	\$47,640	
Kirkwood	Director of Public Services	600	Director		\$132,078	\$132,078	
Kirkwood	Vehicle Service Technician	602	Mechanic		\$59,221	\$59,221	
Kirkwood	Streets Superintendent	603	Street Supervisor		\$66,240	\$66,240	
Kirkwood	Building Commissioner	604	Building Official		\$84,336	\$84,336	
Kirkwood	Street Maintenance Worker	606	Laborer		\$46,469	\$46,469	
Kirkwood	Lead Street Maintenance Worker	607	Laborer, Sr.		\$48,673	\$48,673	
Kirkwood	Multi-Discipline Inspector	701	Code Enforcement/Inspector		\$67,772	\$67,772	
Kirkwood	Assistant City Planner	702	City Planner		\$54,487	\$54,487	
Kirkwood	City Engineer	703	Civil Engineer		\$94,004	\$94,004	
Kirkwood	GIS Technician	704	GIS Analyst		\$48,203	\$48,203	
Kirkwood	Director of Information Services	800	IT Director		\$110,249	\$110,249	
Kirkwood	Chief Administrative Officer	999	City Manager/City Administrator		\$175,192	\$175,192	
Ladue	BLDG & PW ADMIN ASST.	102	Administrative Assistant	0	\$43,500	\$43,500	NON-EXEMPT
Ladue	SECRETARY	102	Administrative Assistant	17	18.35/hr	\$38,168	NON-EXEMPT
Ladue	COURT ADMINISTRATOR	201	Court Administrator	1	\$52,260	\$52,260	NON-EXEMPT
Ladue	FINANCE DIRECTOR	300	Finance Director	1	\$99,998	\$99,998	EXEMPT
Ladue	ACCT CLERK I	302	Accounting Clerk	2	\$44,517	\$44,517	NON-EXEMPT
Ladue	ACCT CLERK II	302	Accounting Clerk	21	\$57,598	\$57,598	NON-EXEMPT
Ladue	PD CHIEF	400	Police Chief	8	\$114,950	\$114,950	EXEMPT
Ladue	PD CAPTAIN	401	Police Captain	0	\$92,948	\$92,948	EXEMPT
Ladue	PD LIEUTENANT	402	Police Lieutenant	1	\$84,211	\$84,211	NON-EXEMPT
Ladue	PD LIEUTENANT	402	Police Lieutenant	0	\$84,211	\$84,211	NON-EXEMPT
Ladue	PD LIEUTENANT	402	Police Lieutenant	0	\$84,211	\$84,211	NON-EXEMPT
Ladue	PD SERGEANT	403	Police Sergeant	0	\$75,305	\$75,305	NON-EXEMPT
Ladue	PD SERGEANT	403	Police Sergeant	2	\$78,476	\$78,476	NON-EXEMPT
Ladue	PD SERGEANT	403	Police Sergeant	10	\$82,340	\$82,340	NON-EXEMPT
Ladue	PD SERGEANT	403	Police Sergeant	1	\$77,654	\$77,654	NON-EXEMPT
Ladue	PD SERGEANT	403	Police Sergeant	9	\$82,340	\$82,340	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	2	\$66,903	\$66,903	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	27	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	22	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	11	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	22	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	10	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	4	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	9	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	0	\$59,700	\$59,700	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	1	\$63,025	\$63,025	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	1	\$63,025	\$63,025	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	5	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	30	\$75,305	\$75,305	NON-EXEMPT
Ladue	POLICE OFFICER	404	Police Officer	11	\$75,305	\$75,305	NON-EXEMPT

Ladue	POLICE OFFICER	404	Police Officer	12	\$75,305	\$75,305	NON-EXEMPT
Ladue	PD DETECTIVE	405	Detective	2	\$70,263	\$70,263	NON-EXEMPT
Ladue	PD DETECTIVE	405	Detective	4	\$70,263	\$70,263	NON-EXEMPT
Ladue	COMM SUPER + SPECIAL	406	Dispatcher, Sr.	1	\$77,654	\$77,654	NON-EXEMPT
Ladue	COMMUNICATIONS OFFICER	407	Dispatcher	2	\$55,774	\$55,774	NON-EXEMPT
Ladue	COMMUNICATIONS OFFICER	407	Dispatcher	4	\$57,879	\$57,879	NON-EXEMPT
Ladue	COMMUNICATIONS OFFICER	407	Dispatcher	10	\$60,482	\$60,482	NON-EXEMPT
Ladue	COMMUNICATIONS OFFICER	407	Dispatcher	3	\$57,879	\$57,879	NON-EXEMPT
Ladue	COMMUNICATIONS OFFICER	407	Dispatcher	1	\$51,153	\$51,153	NON-EXEMPT
Ladue	CHIEF	408	Fire Chief	2	\$109,824	\$109,824	EXEMPT
Ladue	ASST. CHIEF	409	Assistant Fire Chief	6	\$101,495	\$101,495	EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	4	\$87,758	\$87,758	NON-EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	4	\$87,758	\$87,758	NON-EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	4	\$87,758	\$87,758	NON-EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	6	\$88,644	\$88,644	NON-EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	2	\$85,985	\$85,985	NON-EXEMPT
Ladue	FD CAPTAIN	410	Fire Captain	4	\$87,758	\$87,758	NON-EXEMPT
Ladue	FD EMS LIEUTENANT	411	Fire Lieutenant	2	\$79,570	\$79,570	NON-EXEMPT
Ladue	FD EMS LIEUTENANT	411	Fire Lieutenant	4	\$81,211	\$81,211	NON-EXEMPT
Ladue	FD EMS LIEUTENANT	411	Fire Lieutenant	2	\$79,570	\$79,570	NON-EXEMPT
Ladue	MEMT	412	Firefighter	4	\$73,630	\$73,630	NON-EXEMPT
Ladue	MEMT	412	Firefighter	4	\$73,630	\$73,630	NON-EXEMPT
Ladue	MEMT	412	Firefighter	4	\$73,630	\$73,630	NON-EXEMPT
Ladue	MEMT	412	Firefighter	4	\$73,630	\$73,630	NON-EXEMPT
Ladue	MEMT	412	Firefighter	2	\$65,879	\$65,879	NON-EXEMPT
Ladue	MEMT	412	Firefighter	10	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	11	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	2	\$65,879	\$65,879	NON-EXEMPT
Ladue	MEMT	412	Firefighter	22	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	7	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	2	\$65,879	\$65,879	NON-EXEMPT
Ladue	MEMT	412	Firefighter	9	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	6	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	7	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	43	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	7	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	6	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	21	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	10	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	19	\$77,505	\$77,505	NON-EXEMPT
Ladue	MEMT	412	Firefighter	4	\$73,630	\$73,630	NON-EXEMPT
Ladue	SUPERINTENDENT	501	Maintenance Superintendent	5	\$64,722	\$64,722	NON-EXEMPT
Ladue	DIRECTOR	600	Director	5	\$106,715	\$106,715	EXEMPT
Ladue	BUILDING INSPECTOR	601	Construction Inspector	1	\$54,350	\$54,350	NON-EXEMPT
Ladue	MECHANIC	602	Mechanic	18	\$55,673	\$55,673	NON-EXEMPT
Ladue	BUILDING OFFICIAL	604	Building Official	2	\$83,646	\$83,646	EXEMPT
Ladue	BUILDING DEPT COORDINATOR	605	Building Coordinator	1	\$59,094	\$59,094	NON-EXEMPT
Ladue	LABOROR	606	Laborer	4	\$40,983	\$40,983	NON-EXEMPT
Ladue	LABOROR	606	Laborer	17	\$47,981	\$47,981	NON-EXEMPT
Ladue	LABOROR	606	Laborer	4	\$40,289	\$40,289	NON-EXEMPT
Ladue	LABOROR	606	Laborer	16	\$47,747	\$47,747	NON-EXEMPT
Ladue	LABOROR	606	Laborer	23	\$52,889	\$52,889	NON-EXEMPT
Ladue	LABOROR	606	Laborer	3	\$42,778	\$42,778	NON-EXEMPT

Ladue	LABOR CREW LEADER	607	Laborer, Sr.	29	\$55,673	\$55,673	NON-EXEMPT
Ladue	LABOR CREW LEADER	607	Laborer, Sr.	37	\$58,220	\$58,220	NON-EXEMPT
Ladue	LABOR CREW LEADER	607	Laborer, Sr.	27	\$57,036	\$57,036	NON-EXEMPT
Ladue	LABOR CREW LEADER	607	Laborer, Sr.	40	\$56,085	\$56,085	NON-EXEMPT
Ladue	CODE ENFORCEMENT OFFICER	701	Code Enforcement/Inspector	0	25/hr	\$52,000	NON-EXEMPT
Ladue	CITY PLANNER	702	City Planner	1	37.19/hr	\$77,355	NON-EXEMPT
Ladue	ITY CLERK/ASST. TO THE MAYO	999	City Manager/City Administrator	2	\$106,610	\$106,610	EXEMPT
Manchester	City Clerk	100	City Clerk	18	\$62,982	\$62,982	
Manchester	Deputy City Clerk	101	Deputy City Clerk	17	\$40,622	\$40,622	
Manchester	Admin/Pub. Wks. Secretary	102	Administrative Assistant	16	\$38,251	\$38,251	
Manchester	Administrative Assistant	102	Administrative Assistant	2	\$35,984	\$35,984	
Manchester	Secretary	102	Administrative Assistant	3	\$37,710	\$37,710	
Manchester	Court Clerk	200	Court Clerk	19	\$43,722	\$43,722	
Manchester	Scan/Court Clerk	200	Court Clerk	8	\$32,157	\$32,157	
Manchester	Municipal Court Administrator	201	Court Administrator	30	\$56,389	\$56,389	
Manchester	Director of Finance	300	Finance Director	7	\$85,280	\$85,280	
Manchester	Accountant	301	Accountant	17	\$48,984	\$48,984	
Manchester	Police Chief	400	Police Chief	34	\$94,758	\$94,758	
Manchester	Lieutenant	402	Police Lieutenant	27	\$73,258	\$73,258	
Manchester	Lieutenant	402	Police Lieutenant	20	\$72,328	\$72,328	
Manchester	Detective Sergeant	403	Police Sergeant	21	\$64,057	\$64,057	
Manchester	Police Sergeant	403	Police Sergeant	15	\$58,727	\$58,727	
Manchester	Sergeant	403	Police Sergeant	28	\$64,657	\$64,657	
Manchester	Sergeant	403	Police Sergeant	28	\$63,973	\$63,973	
Manchester	Sergeant	403	Police Sergeant	23	\$66,564	\$66,564	
Manchester	Sergeant	403	Police Sergeant	20	\$60,372	\$60,372	
Manchester	Sergeant	403	Police Sergeant	14	\$57,978	\$57,978	
Manchester	Sergeant	403	Police Sergeant	33	\$70,678	\$70,678	
Manchester	Police Officer	404	Police Officer	22	\$55,789	\$55,789	
Manchester	Police Clerk	404	Police Officer	5	\$32,282	\$32,282	
Manchester	Police Officer	404	Police Officer	9	\$50,523	\$50,523	
Manchester	Police Officer	404	Police Officer	4	\$49,733	\$49,733	
Manchester	Police Officer	404	Police Officer	1	\$45,448	\$45,448	
Manchester	Police Officer	404	Police Officer	5	\$48,568	\$48,568	
Manchester	Police Officer	404	Police Officer	2	\$46,592	\$46,592	
Manchester	Police Officer	404	Police Officer	2	\$45,448	\$45,448	
Manchester	Police Officer	404	Police Officer	2	\$47,341	\$47,341	
Manchester	Police Officer	404	Police Officer	1	\$45,448	\$45,448	
Manchester	Police Officer	404	Police Officer	4	\$48,714	\$48,714	
Manchester	Police Officer	404	Police Officer	16	\$54,142	\$54,142	
Manchester	Police Officer	404	Police Officer	4	\$49,442	\$49,442	
Manchester	Police Officer	404	Police Officer	13	\$54,080	\$54,080	
Manchester	Police Officer	404	Police Officer	5	\$48,693	\$48,693	
Manchester	Police Officer	404	Police Officer	3	\$49,005	\$49,005	
Manchester	Police Officer	404	Police Officer	0	\$43,680	\$43,680	
Manchester	Police Officer	404	Police Officer	1	\$45,448	\$45,448	
Manchester	Police Officer	404	Police Officer	12	\$50,783	\$50,783	
Manchester	Police Officer	404	Police Officer	1	\$43,680	\$43,680	
Manchester	Police Officer	404	Police Officer	5	\$49,648	\$49,648	
Manchester	SRO Police Officer	404	Police Officer	20	\$56,389	\$56,389	
Manchester	SRO Police Officer	404	Police Officer	3	\$48,797	\$48,797	
Manchester	Detective	405	Detective	40	\$62,878	\$62,878	
Manchester	Detective	405	Detective	10	\$51,667	\$51,667	

Manchester	Detective	405	Detective	10			\$50,311	\$50,311	
Manchester	Dir.of Parks & Recreation	500	Director	29			\$78,582	\$78,582	
Manchester	Maintenance Superintendent	501	Maintenance Superintendent	39			\$68,598	\$68,598	
Manchester	Park Maint. Super.	501	Maintenance Superintendent	23			\$68,162	\$68,162	
Manchester	Recreation Supervisor	502	Recreation Supervisor	9			\$55,931	\$55,931	
Manchester	Maintenance Worker II	504	Maintenance Worker, Sr.	15			\$38,605	\$38,605	
Manchester	Maintenance Worker II	504	Maintenance Worker, Sr.	37			\$50,523	\$50,523	
Manchester	Maintenance Worker II	504	Maintenance Worker, Sr.	6			\$37,918	\$37,918	
Manchester	Maintenance Worker II	504	Maintenance Worker, Sr.	12			\$39,749	\$39,749	
Manchester	Park Maint. Worker II	504	Maintenance Worker, Sr.	17			\$39,478	\$39,478	
Manchester	Bldg. Maintenance	505	Maintenance Worker	37			\$45,594	\$45,594	
Manchester	Maintenance Worker 1	505	Maintenance Worker	0			\$32,240	\$32,240	
Manchester	Maintenance Worker 1	505	Maintenance Worker	2			\$33,280	\$33,280	
Manchester	Maintenance Worker I	505	Maintenance Worker	4			\$37,003	\$37,003	
Manchester	Park Maint. Worker 1	505	Maintenance Worker	8			\$32,885	\$32,885	
Manchester	Park Maint. Worker 1	505	Maintenance Worker	9			\$37,502	\$37,502	
Manchester	Park Maint. Worker 1	505	Maintenance Worker	1			\$32,781	\$32,781	
Manchester	Parks & Arts Specialist	506	Parks & Arts Specialist	1			\$46,352	\$46,352	
Manchester	Public Works Director	600	Director	46			\$89,081	\$89,081	
Manchester	Construction Inspector II	601	Construction Inspector	24			\$53,851	\$53,851	
Manchester	Mechanic	602	Mechanic	17			\$39,354	\$39,354	
Manchester	Mechanic	602	Mechanic	24			\$47,778	\$47,778	
Manchester	Street Supervisor	603	Street Supervisor	38			\$54,974	\$54,974	
Manchester	Planning & Zoning Director	700	Director	1			\$79,309	\$79,309	
Manchester	Code Enforcement/Inspector	701	Code Enforcement/Inspector	19			\$51,563	\$51,563	
Manchester	Part-time Gardener			5			\$11.05 p.h.	\$22,984	
Manchester	Part-time Police Clerk			2			\$14.86 p.h.	\$30,909	
Manchester	Part-time Police Clerk			0			\$14.24 p.h.	\$29,619	
Manchester	Police Clerk			5			\$32,282	\$32,282	
Manchester	Police Clerk			6			\$33,413	\$33,413	
Maplewood	ACTING CITY CLERK	100	City Clerk	18			\$66,781	\$66,781	Nonexempt
Maplewood	PUBLIC WORKS SECRETARY	102	Administrative Assistant	21			\$42,835	\$42,835	Nonexempt
Maplewood	COURT CLERK	200	Court Clerk	29			\$59,832	\$59,832	Nonexempt
Maplewood	FINANCE DIRECTOR	300	Finance Director	6			\$107,232	\$107,232	Exempt
Maplewood	FINANCE CLERK	302	Accounting Clerk	2			\$45,133	\$45,133	Nonexempt
Maplewood	POLICE CHIEF	400	Police Chief	8			\$129,061	\$129,061	Exempt
Maplewood	POLICE LIEUTENANT	402	Police Lieutenant	12			\$92,862	\$92,862	Exempt
Maplewood	POLICE SERGEANT	403	Police Sergeant	17			\$87,175	\$87,175	Nonexempt
Maplewood	POLICE OFFICER	404	Police Officer		\$54,921	\$75,783	\$65,352	\$65,352	Nonexempt
Maplewood	FIRE CHIEF	408	Fire Chief	23			\$129,097	\$129,097	Exempt
Maplewood	FIRE CAPTAIN	410	Fire Captain	18.5			\$94,020	\$94,020	Nonexempt
Maplewood	FIRE LIEUTENANT	411	Fire Lieutenant	16			\$90,217	\$90,217	Nonexempt
Maplewood	FIREFIGHTER	412	Firefighter		\$54,921	\$75,783	\$65,352	\$65,352	Nonexempt
Maplewood	MAINTENANCE SUPERVISOR	501	Maintenance Superintendent	39			\$82,690	\$82,690	Nonexempt
Maplewood	MAINTENANCE WORKER 2	504	Maintenance Worker, Sr.	22			\$52,626	\$52,626	Nonexempt
Maplewood	MAINTENANCE WORKER 1	505	Maintenance Worker	9			\$42,262	\$42,262	Nonexempt
Maplewood	Public Works Director	600	Director	9			\$125,899	\$125,899	Exempt
Maplewood	IE MARSHALL/ BUILDING OFFIC	601	Construction Inspector	5			\$85,617	\$85,617	Nonexempt
Maplewood	BUILDING INSPECTOR	701	Code Enforcement/Inspector	13			\$61,659	\$61,659	Nonexempt
Maryland Heights	Accounting Clerk			16	\$45,086	\$52,744	\$52,744	\$52,744	Nonexempt
Maryland Heights	Administrative Assistant				\$41,685	\$48,767	\$48,767	\$48,767	Nonexempt
Maryland Heights	Code Enforcement Officer				\$38,540	\$54,846	\$42,200	\$42,200	Nonexempt
Maryland Heights	Communications Supervisor			0.5	\$57,108	\$75,150	\$75,150	\$75,150	Nonexempt

Maryland Heights	Court Administrator		25	\$58,000	\$73,500	\$70,744	\$70,744	Exempt	
Maryland Heights	Crew Leader			\$61,703	\$72,184	\$72,184	\$72,184	Nonexempt	
Maryland Heights	Director of Community Development		17	\$97,000	\$119,000	\$115,569	\$115,569	Exempt	
Maryland Heights	Dispatcher			\$48,767	\$57,049	\$54,107	\$54,107	Nonexempt	
Maryland Heights	Finance Director		32.5	\$97,000	\$124,500	\$124,199	\$124,199	Exempt	
Maryland Heights	GIS Coordinator		17.5	\$84,000	\$101,000	\$97,994	\$97,994	Exempt	
Maryland Heights	HR Generalist		0.75	\$45,086	\$52,744	\$52,744	\$52,744	Nonexempt	
Maryland Heights	IT Manager		25	\$84,000	\$101,000	\$99,534	\$99,534	Exempt	
Maryland Heights	Maintenance Worker I			\$32,944	\$38,540	\$35,770	\$35,770	Nonexempt	
Maryland Heights	Maintenance Worker II			\$40,083	\$57,049	\$49,112	\$49,112	Nonexempt	
Maryland Heights	Manager of Buildings & Grounds		12.5	\$63,000	\$81,000	\$74,936	\$74,936	Exempt	
Maryland Heights	Manager of Operations		9.25	\$71,000	\$88,000	\$82,063	\$82,063	Exempt	
Maryland Heights	Mechanic			\$50,174	\$59,331	\$59,331	\$59,331	Nonexempt	
Maryland Heights	Parks & Recreation Director		0.3	\$94,000	\$99,000	\$95,000	\$95,000	Exempt	
Maryland Heights	Police Captain			\$96,000	\$103,000	\$103,000	\$103,000	Exempt	
Maryland Heights	Police Lieutenant			\$93,199	\$97,040	\$97,040	\$97,040	Exempt	
Maryland Heights	Police Officer			\$57,108	\$75,150	\$71,055	\$71,055	Nonexempt	
Maryland Heights	Police Sergeant			\$78,154	\$89,685	\$86,460	\$86,460	Nonexempt	
Maryland Heights	Public Works Director		17	\$115,000	\$144,000	\$139,733	\$139,733	Exempt	
Maryland Heights	Public Works Inspector		19	\$52,744	\$61,703	\$61,703	\$61,703	Nonexempt	
Maryland Heights	Recreation Manager		0.5	\$66,740	\$78,077	\$66,740	\$66,740	Exempt	
Maryland Heights	Recreation Specialist			\$45,086	\$52,744	\$47,829	\$47,829	Nonexempt	
Maryland Heights			5	\$78,000	\$94,500	\$91,181	\$91,181	Nonexempt	
Maryland Heights				\$66,740	\$88,000	\$812,279	\$812,279	Exempt	
O'Fallon	City Clerk	100	City Clerk	12	\$64,438	\$90,917	\$84,282	\$84,282	Exempt
O'Fallon	Admin Assistant / Deputy City Clerk	101	Deputy City Clerk	3	\$40,352	\$56,950	\$20	\$41,642	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	15	\$39,270	\$55,411	\$27	\$55,411	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	5	\$39,270	\$55,411	\$25	\$52,749	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	12	\$39,270	\$55,411	\$25	\$52,042	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	16	\$39,270	\$55,411	\$27	\$55,411	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	3	\$39,270	\$55,411	\$26	\$54,038	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	1	\$39,270	\$55,411	\$20	\$41,808	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	8	\$39,270	\$55,411	\$25	\$51,438	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	1	\$39,270	\$55,411	\$20	\$42,224	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	0	\$39,270	\$55,411	\$19	\$39,270	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	4	\$39,270	\$55,411	\$21	\$43,139	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	2	\$39,270	\$55,411	\$21	\$43,139	Nonexempt
O'Fallon	Administrative Assistant	102	Administrative Assistant	1	\$39,270	\$55,411	\$20	\$41,808	Nonexempt
O'Fallon	Human Resources Generalist	103	HR Generalist	3	\$43,347	\$61,173	\$24	\$49,130	Nonexempt
O'Fallon	Court Clerk	200	Court Clerk	11	\$40,269	\$56,805	\$24	\$50,128	Nonexempt
O'Fallon	Court Administrator	201	Court Administrator	13	\$62,795	\$88,587	\$72,675	\$72,675	Exempt
O'Fallon	Finance Director	300	Finance Director	16	\$94,744	\$133,702	\$121,722	\$121,722	Exempt
O'Fallon	Administrative Clerk	302	Accounting Clerk	14	\$33,842	\$47,757	\$22	\$44,866	Nonexempt
O'Fallon	Cash Receipts Specialist	302	Accounting Clerk	12	\$32,219	\$45,469	\$22	\$45,469	Nonexempt
O'Fallon	Cash Receipts Specialist	302	Accounting Clerk	15	\$32,219	\$45,469	\$22	\$45,469	Nonexempt
O'Fallon	Chief of Police	400	Police Chief	7	\$97,406	\$137,446	\$129,106	\$129,106	Exempt
O'Fallon	Captain - Administration	401	Police Captain	1	\$78,000	\$110,074	\$103,376	\$103,376	Exempt
O'Fallon	Captain - Operations	401	Police Captain	1	\$78,000	\$110,074	\$100,194	\$100,194	Exempt
O'Fallon	Lieutenant	402	Police Lieutenant	4	\$69,410	\$97,926	\$89,149	\$89,149	Exempt
O'Fallon	Lieutenant	402	Police Lieutenant	8	\$69,410	\$97,926	\$89,149	\$89,149	Exempt
O'Fallon	Lieutenant	402	Police Lieutenant	4	\$69,410	\$97,926	\$89,149	\$89,149	Exempt
O'Fallon	Lieutenant	402	Police Lieutenant	8	\$69,410	\$97,926	\$89,149	\$89,149	Exempt
O'Fallon	Sergeant	403	Police Sergeant	8	\$62,046	\$87,547	\$43	\$89,627	Nonexempt

O'Fallon	Communications Officer	407	Dispatcher	3	\$40,123	\$56,618	\$19	\$40,123	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	3	\$40,123	\$56,618	\$19	\$40,123	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	0	\$40,123	\$56,618	\$19	\$40,123	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	0	\$40,123	\$56,618	\$19	\$40,123	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	3	\$40,123	\$56,618	\$21	\$42,723	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	3	\$40,123	\$56,618	\$21	\$42,723	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	8	\$40,123	\$56,618	\$23	\$47,757	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	7	\$40,123	\$56,618	\$23	\$48,422	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	8	\$40,123	\$56,618	\$24	\$49,962	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	9	\$40,123	\$56,618	\$25	\$51,542	Nonexempt
O'Fallon	Communications Officer	407	Dispatcher	0	\$40,123	\$56,618	\$28	\$58,219	Nonexempt
O'Fallon	Parks & Recreation Director	500	Director	11	\$87,318	\$123,198	\$119,080	\$119,080	Exempt
O'Fallon	Parks Superintendent	501	Maintenance Superintendent	14	\$70,200	\$99,050	\$90,168	\$90,168	Exempt
O'Fallon	Recreation Coordinator	502	Recreation Supervisor	4	\$47,840	\$67,517	\$48,984	\$48,984	Exempt
O'Fallon	Recreation Coordinator	502	Recreation Supervisor	6	\$47,840	\$67,517	\$49,379	\$49,379	Exempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	2	\$39,270	\$55,411	\$21	\$44,512	Nonexempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	6	\$39,270	\$55,411	\$24	\$50,190	Nonexempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	2	\$39,270	\$55,411	\$25	\$51,438	Nonexempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	11	\$39,270	\$55,411	\$25	\$52,042	Nonexempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	14	\$39,270	\$55,411	\$27	\$55,411	Nonexempt
O'Fallon	Senior Parks Maintenance Worker	504	Maintenance Worker, Sr.	12	\$39,270	\$55,411	\$27	\$55,411	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	1	\$33,842	\$47,694	\$16	\$33,842	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	1	\$33,842	\$47,694	\$17	\$35,526	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	0	\$33,842	\$47,694	\$17	\$36,046	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	4	\$33,842	\$47,694	\$18	\$37,315	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	5	\$33,842	\$47,694	\$18	\$37,315	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	5	\$33,842	\$47,694	\$18	\$38,251	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	8	\$33,842	\$47,694	\$20	\$42,224	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	17	\$33,842	\$47,694	\$22	\$46,592	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	13	\$33,842	\$47,694	\$23	\$47,757	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	11	\$33,842	\$47,694	\$23	\$47,757	Nonexempt
O'Fallon	Parks Maintenance Worker	505	Maintenance Worker	14	\$33,842	\$47,694	\$23	\$47,757	Nonexempt
O'Fallon	Recreation Specialist	506	Parks & Arts Specialist	5	\$41,267	\$58,219	\$45,323	\$45,323	Exempt
O'Fallon	Recreation Specialist	506	Parks & Arts Specialist	11	\$41,267	\$58,219	\$52,749	\$52,749	Exempt
O'Fallon	Recreation Specialist	506	Parks & Arts Specialist	10	\$41,267	\$58,219	\$49,795	\$49,795	Exempt
O'Fallon	Recreation Specialist	506	Parks & Arts Specialist	2	\$41,267	\$58,219	\$42,224	\$42,224	Exempt
O'Fallon	Recreation Specialist	506	Parks & Arts Specialist	2	\$41,267	\$58,219	\$42,224	\$42,224	Exempt
O'Fallon	Public Works Director	600	Director	10	\$96,699	\$136,448	\$124,218	\$124,218	Exempt
O'Fallon	Construction Inspector	601	Construction Inspector	12	\$47,840	\$67,517	\$30	\$61,464	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	12	\$47,840	\$67,517	\$30	\$63,419	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	11	\$47,840	\$67,517	\$29	\$61,152	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	1	\$47,840	\$67,517	\$24	\$49,379	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	4	\$47,840	\$67,517	\$25	\$52,562	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	1	\$47,840	\$67,517	\$23	\$47,840	Nonexempt
O'Fallon	Construction Inspector	601	Construction Inspector	1	\$47,840	\$67,517	\$27	\$55,390	Nonexempt
O'Fallon	Assistant Fleet Mechanic (ES)	602	Mechanic	3	\$41,267	\$58,240	\$20	\$42,578	Nonexempt
O'Fallon	Fleet Mechanic	602	Mechanic	14	\$43,347	\$61,173	\$29	\$59,654	Nonexempt
O'Fallon	Mechanic	602	Mechanic	18	\$43,347	\$61,173	\$29	\$59,654	Nonexempt
O'Fallon	Mechanic	602	Mechanic	8	\$43,347	\$61,173	\$24	\$50,190	Nonexempt
O'Fallon	Mechanic	602	Mechanic	12	\$43,347	\$61,173	\$27	\$56,784	Nonexempt
O'Fallon	Mechanic	602	Mechanic	14	\$43,347	\$61,173	\$29	\$59,654	Nonexempt
O'Fallon	Mechanic	602	Mechanic	5	\$43,347	\$61,173	\$23	\$47,611	Nonexempt
O'Fallon	Streets Maintenance Supervisor	603	Street Supervisor	13	\$56,430	\$79,622	\$32	\$65,998	Nonexempt

O'Fallon	Streets Maintenance Supervisor	603	Street Supervisor	8	\$56,430	\$79,622	\$31	\$63,960	Nonexempt
O'Fallon	Streets Maintenance Supervisor	603	Street Supervisor	9	\$56,430	\$79,622	\$27	\$56,784	Nonexempt
O'Fallon	Building Official	604	Building Official	11	\$58,864	\$83,054	\$86,008	\$86,008	Exempt
O'Fallon	Assistant Finance Director			12	\$75,296	\$106,246	\$96,720	\$96,720	Exempt
Richmond Heights	Assistant City Manager	100	City Clerk	1.96	\$79,048	\$112,369	\$90,990	\$90,990	Exempt
Richmond Heights	Executive Secretary	101	Deputy City Clerk	21.48	\$44,140	\$62,746	\$58,484	\$58,484	Exempt
Richmond Heights	Administrative Assistant	102	Administrative Assistant	0.07	\$37,061	\$52,683	\$38,387	\$38,387	Nonexempt
Richmond Heights	Administrative Assistant	102	Administrative Assistant	5.93	\$37,061	\$52,683	\$44,187	\$44,187	Nonexempt
Richmond Heights	Administrative Assistant	102	Administrative Assistant	5.13	\$37,061	\$52,683	\$42,659	\$42,659	Nonexempt
Richmond Heights	Administrative Technician	102	Administrative Assistant	20.8	\$41,641	\$59,195	\$57,149	\$57,149	Nonexempt
Richmond Heights	Community Relations Coordinator	102	Administrative Assistant	8.91	\$44,140	\$62,746	\$54,511	\$54,511	Nonexempt
Richmond Heights	General Office Clerk	102	Administrative Assistant	-0.16	\$32,984	\$46,888	\$32,984	\$32,984	Nonexempt
Richmond Heights	Rental Services Coordinator	102	Administrative Assistant	-0.01	\$39,284	\$55,844	\$39,284	\$39,284	Nonexempt
Richmond Heights	HR Manager	103	HR Generalist	4.88	\$55,725	\$79,216	\$68,819	\$68,819	Exempt
Richmond Heights	Court Clerk	200	Court Clerk	16.44	\$37,061	\$52,683	\$44,187	\$44,187	Nonexempt
Richmond Heights	Court Clerk	200	Court Clerk	10.71	\$37,061	\$52,683	\$44,187	\$44,187	Nonexempt
Richmond Heights	Court Administrator	201	Court Administrator	6.72	\$49,595	\$70,502	\$65,712	\$65,712	Exempt
Richmond Heights	Finance Director	300	Finance Director	25.34	\$83,790	\$119,111	\$111,020	\$111,020	Exempt
Richmond Heights	Accounting Clerk Advanced	301	Accountant	4.3	\$37,061	\$52,683	\$49,104	\$49,104	Nonexempt
Richmond Heights	Accounting Clerk Advanced	301	Accountant	5.67	\$37,061	\$52,683	\$50,862	\$50,862	Nonexempt
Richmond Heights	Assistant Finance Director	301	Accountant	34.34	\$55,725	\$79,216	\$71,283	\$71,283	Exempt
Richmond Heights	Police Chief	400	Police Chief	28.41	\$83,790	\$119,111	\$103,478	\$103,478	Exempt
Richmond Heights	Police Captain	401	Police Captain	18.2	\$75,857	\$100,509	\$84,300	\$84,300	Exempt
Richmond Heights	Police Captain	401	Police Captain	18.21	\$75,857	\$100,509	\$87,317	\$87,317	Exempt
Richmond Heights	Police Major	402	Police Lieutenant	20.57	\$82,349	\$109,110	\$98,183	\$98,183	Exempt
Richmond Heights	Police Sergeant	403	Police Sergeant	21.08	\$67,530	\$89,475	\$83,397	\$83,397	Nonexempt
Richmond Heights	Police Sergeant	403	Police Sergeant	21.1	\$67,530	\$89,475	\$83,397	\$83,397	Nonexempt
Richmond Heights	Police Sergeant	403	Police Sergeant	23.29	\$67,530	\$89,475	\$80,515	\$80,515	Nonexempt
Richmond Heights	Police Sergeant	403	Police Sergeant	16.58	\$67,530	\$89,475	\$80,515	\$80,515	Nonexempt
Richmond Heights	Police Sergeant	403	Police Sergeant	18.8	\$67,530	\$89,475	\$83,397	\$83,397	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	2.88	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	12.11	\$57,778	\$76,554	\$68,888	\$68,888	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	0.41	\$57,778	\$76,554	\$57,778	\$57,778	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	1.81	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	23.33	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	21.1	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	5.01	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	10.67	\$57,778	\$76,554	\$66,507	\$66,507	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	10.69	\$57,778	\$76,554	\$66,507	\$66,507	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	8.83	\$57,778	\$76,554	\$64,208	\$64,208	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	4.59	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	0.41	\$57,778	\$76,554	\$57,778	\$57,778	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	1.94	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	1.18	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	2.85	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	3.06	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	0.22	\$57,778	\$76,554	\$57,778	\$57,778	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	5.51	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	9.16	\$57,778	\$76,554	\$64,208	\$64,208	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	1.18	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	5.2	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	3.58	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Police Officer	404	Police Officer	-0.09	\$57,778	\$76,554	\$57,778	\$57,778	Nonexempt

Richmond Heights	Police Officer Senior	404	Police Officer	20.59	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Officer Senior	404	Police Officer	26.49	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Officer Senior	404	Police Officer	15.47	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Officer Senior	404	Police Officer	13.41	\$57,778	\$76,554	\$71,354	\$71,354	Nonexempt
Richmond Heights	Police Detective	405	Detective	11.57	\$57,778	\$76,554	\$68,888	\$68,888	Nonexempt
Richmond Heights	Police Detective	405	Detective	12.3	\$57,778	\$76,554	\$68,888	\$68,888	Nonexempt
Richmond Heights	Police Detective	405	Detective	13.62	\$57,778	\$76,554	\$71,354	\$71,354	Nonexempt
Richmond Heights	Police Detective	405	Detective	20.64	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Police Detective	405	Detective	21.07	\$57,778	\$76,554	\$73,908	\$73,908	Nonexempt
Richmond Heights	Fire Chief	408	Fire Chief	28.27	\$83,790	\$119,111	\$107,183	\$107,183	Exempt
Richmond Heights	Fire Captain/EMT	410	Fire Captain	27.66	\$72,979	\$96,695	\$90,127	\$90,127	Nonexempt
Richmond Heights	Fire Captain/Paramedic	410	Fire Captain	13.12	\$75,479	\$100,008	\$86,882	\$86,882	Nonexempt
Richmond Heights	Fire Captain/Paramedic	410	Fire Captain	23.69	\$75,479	\$100,008	\$89,992	\$89,992	Nonexempt
Richmond Heights	Battalion Chief	411	Fire Lieutenant	14.33	\$81,098	\$107,453	\$93,349	\$93,349	Exempt
Richmond Heights	Battalion Chief	411	Fire Lieutenant	21.06	\$81,098	\$107,453	\$100,154	\$100,154	Exempt
Richmond Heights	Battalion Chief	411	Fire Lieutenant	17.25	\$81,098	\$107,453	\$96,692	\$96,692	Exempt
Richmond Heights	Firefighter/EMT	412	Firefighter	25.57	\$55,278	\$73,242	\$75,864	\$75,864	Nonexempt
Richmond Heights	Firefighter/EMT	412	Firefighter	25.3	\$55,278	\$73,242	\$75,864	\$75,864	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	7.18	\$57,778	\$76,554	\$66,507	\$66,507	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	4.65	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	9.5	\$57,778	\$76,554	\$66,507	\$66,507	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	3.29	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	9.94	\$57,778	\$76,554	\$68,888	\$68,888	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	1.44	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	9.98	\$57,778	\$76,554	\$68,888	\$68,888	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	3.46	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	0.79	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	5.25	\$57,778	\$76,554	\$64,208	\$64,208	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	4.81	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	1.76	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	4.12	\$57,778	\$76,554	\$61,988	\$61,988	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	0.92	\$57,778	\$76,554	\$59,846	\$59,846	Nonexempt
Richmond Heights	Firefighter/Paramedic	412	Firefighter	9.83	\$57,778	\$76,554	\$66,507	\$66,507	Nonexempt
Richmond Heights	Parks & Rec Director	500	Director	18.5	\$83,790	\$119,111	\$114,995	\$114,995	Exempt
Richmond Heights	Facilities & Grounds Superinte	501	Maintenance Superintendent	17.42	\$59,069	\$83,969	\$81,067	\$81,067	Nonexempt
Richmond Heights	Facilities & Grounds Superinte	501	Maintenance Superintendent	8.91	\$59,069	\$83,969	\$70,427	\$70,427	Nonexempt
Richmond Heights	Recreation Superintendant	501	Maintenance Superintendent	14.92	\$59,069	\$83,969	\$70,427	\$70,427	Exempt
Richmond Heights	Recreation Manager	502	Recreation Supervisor	16.52	\$49,595	\$70,502	\$59,132	\$59,132	Exempt
Richmond Heights	Recreation Manager	502	Recreation Supervisor	2.02	\$49,595	\$70,502	\$55,115	\$55,115	Exempt
Richmond Heights	Recreation Manager	502	Recreation Supervisor	4.97	\$49,595	\$70,502	\$51,371	\$51,371	Exempt
Richmond Heights	Recreation Manager	502	Recreation Supervisor	8.99	\$49,595	\$70,502	\$55,115	\$55,115	Exempt
Richmond Heights	Park Laborer	503	Groundskeeper	1.43	\$34,963	\$49,701	\$36,215	\$36,215	Nonexempt
Richmond Heights	Custodial Crew Leader	504	Maintenance Worker, Sr.	1.42	\$31,117	\$44,234	\$33,385	\$33,385	Nonexempt
Richmond Heights	Custodial Services Coordinator	504	Maintenance Worker, Sr.	11.58	\$39,284	\$55,844	\$45,219	\$45,219	Nonexempt
Richmond Heights	Park Maintenance Supervisor	504	Maintenance Worker, Sr.	8.93	\$44,140	\$62,746	\$58,484	\$58,484	Nonexempt
Richmond Heights	Custodian	505	Maintenance Worker	0.53	\$29,355	\$41,730	\$29,355	\$29,355	Nonexempt
Richmond Heights	Facility Maintenance Techniclar	505	Maintenance Worker	13.33	\$41,641	\$59,195	\$55,174	\$55,174	Nonexempt
Richmond Heights	Parks Skilled Laborer	505	Maintenance Worker	21.52	\$39,284	\$55,844	\$46,838	\$46,838	Nonexempt
Richmond Heights	Parks Skilled Laborer	505	Maintenance Worker	1.29	\$39,284	\$55,844	\$40,690	\$40,690	Nonexempt
Richmond Heights	Parks Skilled Laborer	505	Maintenance Worker	2.9	\$39,284	\$55,844	\$40,690	\$40,690	Nonexempt
Richmond Heights	Van Driver	505	Maintenance Worker	8.59	\$31,117	\$44,234	\$34,580	\$34,580	Nonexempt
Richmond Heights	Recreation Supervisor	506	Parks & Arts Specialist	2.54	\$44,140	\$62,746	\$45,720	\$45,720	Exempt
Richmond Heights	Recreation Supervisor	506	Parks & Arts Specialist	1.68	\$44,140	\$62,746	\$45,720	\$45,720	Exempt

Richmond Heights	Recreation Supervisor	506	Parks & Arts Specialist	0.64	\$44,140	\$62,746	\$44,140	\$44,140	Exempt
Richmond Heights	Grounds Maintenance Technician	507	City Forester/Arborist	4.19	\$41,641	\$59,195	\$46,275	\$46,275	Nonexempt
Richmond Heights	Public Works Director	600	Director	2.46	\$83,790	\$119,111	\$96,449	\$96,449	Exempt
Richmond Heights	Mechanic-Parks	602	Mechanic	12.66	\$41,641	\$59,195	\$55,174	\$55,174	Nonexempt
Richmond Heights	Mechanic-Public Works	602	Mechanic	25.27	\$41,641	\$59,195	\$57,149	\$57,149	Nonexempt
Richmond Heights	Public Works Crew Supervisor	603	Street Supervisor	24.19	\$44,140	\$62,746	\$62,746	\$62,746	Nonexempt
Richmond Heights	Facility Maintenance Technician	604	Building Official	19.64	\$41,641	\$59,195	\$57,149	\$57,149	Nonexempt
Richmond Heights	Assistant Public Works Director	605	Building Coordinator	24.15	\$55,725	\$79,216	\$79,216	\$79,216	Nonexempt
Richmond Heights	Public Works Laborer	606	Laborer	0.03	\$34,963	\$49,701	\$34,963	\$34,963	Nonexempt
Richmond Heights	Public Works Laborer	606	Laborer	0.03	\$34,963	\$49,701	\$34,963	\$34,963	Nonexempt
Richmond Heights	Public Works Laborer	606	Laborer	0.75	\$34,963	\$49,701	\$34,963	\$34,963	Nonexempt
Richmond Heights	Public Works Laborer	606	Laborer	1.68	\$34,963	\$49,701	\$36,215	\$36,215	Nonexempt
Richmond Heights	Lateral Technician	607	Laborer, Sr.	9.39	\$46,788	\$66,511	\$50,198	\$50,198	Nonexempt
Richmond Heights	Public Works Skilled Laborer	607	Laborer, Sr.	10.21	\$39,284	\$55,844	\$45,219	\$45,219	Nonexempt
Richmond Heights	Public Works Skilled Laborer	607	Laborer, Sr.	7.43	\$39,284	\$55,844	\$42,148	\$42,148	Nonexempt
Richmond Heights	Public Works Skilled Laborer	607	Laborer, Sr.	4.22	\$39,284	\$55,844	\$40,690	\$40,690	Nonexempt
Richmond Heights	Building Zoning Commissioner	700	Director	37.28	\$83,790	\$119,111	\$119,112	\$119,112	Exempt
Richmond Heights	Building Inspector	701	Code Enforcement/Inspector	2	\$44,140	\$62,746	\$62,747	\$62,747	Nonexempt
Richmond Heights	Building Inspector Commercial	701	Code Enforcement/Inspector	2.71	\$46,788	\$66,511	\$66,511	\$66,511	Nonexempt
Richmond Heights	Building Inspector Senior	701	Code Enforcement/Inspector	8.67	\$66,370	\$94,347	\$87,938	\$87,938	Exempt
Richmond Heights	IT Technician	801	Computer Programmer/Analyst	5.84	\$49,595	\$70,502	\$65,713	\$65,713	Nonexempt
Town and Country	Village/City Clerk	100	City Clerk				\$76,752	\$76,752	
Town and Country	Court Clerk	200	Court Clerk				\$61,828	\$61,828	
Town and Country	Director, Financial Services	300	Finance Director				\$127,192	\$127,192	
Town and Country	Accounting Clerk	302	Accounting Clerk				\$49,582	\$49,582	
Town and Country	Chief of Police	400	Police Chief				\$124,150	\$124,150	
Town and Country	Deputy Police Chief - Administrative	401	Police Captain				\$106,190	\$106,190	
Town and Country	Police Lieutenant - Operations	402	Police Lieutenant				\$94,032	\$94,032	
Town and Country	Police Sergeant - Operations	403	Police Sergeant				\$88,227	\$88,227	
Town and Country	Police Officer	404	Police Officer				\$72,496	\$72,496	
Town and Country	Director of Parks and Recreation	500	Director				\$99,710	\$99,710	
Town and Country	Director of Public Works	600	Director				\$114,374	\$114,374	
Town and Country	Maintenance Worker	606	Laborer				\$53,976	\$53,976	
Town and Country	Maintenance Worker II	607	Laborer, Sr.				\$45,942	\$45,942	
Town and Country	Building Inspector	701	Code Enforcement/Inspector				\$76,102	\$76,102	
Town and Country	Village/City Manager	999	City Manager/City Administrator				\$155,090	\$155,090	
Webster Groves	City Clerk	100	City Clerk				\$89,230	\$89,230	
Webster Groves	Deputy City Clerk	101	Deputy City Clerk				\$50,741	\$50,741	
Webster Groves	Administrative Asst. Planning and Permitting	102	Administrative Assistant				\$43,736	\$43,736	
Webster Groves	Human Resource Specialist	103	HR Generalist				\$45,263	\$45,263	
Webster Groves	Court Clerk	200	Court Clerk				\$50,886	\$50,886	
Webster Groves	Accountant	301	Accountant				\$43,951	\$43,951	
Webster Groves	Chief of Police	400	Police Chief				\$119,311	\$119,311	
Webster Groves	Police Captain	401	Police Captain				\$91,618	\$91,618	
Webster Groves	Police Lieutenant - Operations	402	Police Lieutenant				\$81,449	\$81,449	
Webster Groves	Police Sergeant - Operations	403	Police Sergeant				\$73,734	\$73,734	
Webster Groves	Patrol Officer	404	Police Officer				\$57,388	\$57,388	
Webster Groves	Fire Chief	408	Fire Chief				\$116,829	\$116,829	
Webster Groves	Fire Captain	410	Fire Captain				\$58,529	\$58,529	
Webster Groves	Director of Parks and Recreation	500	Director				\$84,490	\$84,490	
Webster Groves	Grounds Supervisor	502	Recreation Supervisor				\$44,864	\$44,864	
Webster Groves	Director of Public Works	600	Director				\$114,721	\$114,721	
Webster Groves	Equipment Mechanic I	602	Mechanic				\$53,914	\$53,914	

Webster Groves	Street Superintendent	603	Street Supervisor			\$71,417	\$71,417		
Webster Groves	Building Commissioner	604	Building Official			\$81,003	\$81,003		
Webster Groves	Maintenance Worker I	606	Laborer			\$33,360	\$33,360		
Webster Groves	Maintenance Worker II	607	Laborer, Sr.			\$44,046	\$44,046		
Webster Groves	Planning & Development Director	700	Director			\$86,422	\$86,422		
Webster Groves	Building Inspector	701	Code Enforcement/Inspector			\$53,287	\$53,287		
Webster Groves	Planner	702	City Planner			\$44,599	\$44,599		
Webster Groves	Civil Engineer	703	Civil Engineer			\$75,869	\$75,869		
Webster Groves	GIS/IT Technician	704	GIS Analyst			\$50,276	\$50,276		
Webster Groves	Information Technology Manager	800	IT Director			\$79,380	\$79,380		
Webster Groves	City Manager	999	City Manager/City Administrator			\$172,176	\$172,176		
Wentzville	Assistant City Clerk	101	Deputy City Clerk	\$40,683	\$56,957	\$49,327	\$49,327	Nonexempt	
Wentzville	Administrative Assistant	102	Administrative Assistant	\$36,985	\$51,779	\$40,812	\$40,812	Nonexempt	
Wentzville	HR Generalist	103	HR Generalist	\$45,769	\$64,076	\$49,738	\$49,738	Nonexempt	
Wentzville	Clerk I	200	Court Clerk	\$30,566	\$42,792	\$32,361	\$32,361	Nonexempt	
Wentzville	Court Administrator	201	Court Administrator	\$57,249	\$83,012	\$68,879	\$68,879	Exempt	
Wentzville	Director of Finance	300	Finance Director	\$82,927	\$128,537	\$104,186	\$104,186	Exempt	
Wentzville	Clerk II	302	Accounting Clerk	\$33,623	\$47,072	\$40,332	\$40,332	Nonexempt	
Wentzville	Police Chief	400	Police Chief	\$95,366	\$147,818	\$101,810	\$101,810	Exempt	
Wentzville	Police Captain	401	Police Captain	\$83,940	\$117,516	\$97,564	\$97,564	Exempt	
Wentzville	Police Lieutenant	402	Police Lieutenant	\$71,136	\$99,590	\$76,926	\$76,926	Exempt	
Wentzville	Police Sergeant	403	Police Sergeant	\$60,285	\$84,398	\$65,262	\$65,262	Nonexempt	
Wentzville	Police Officer	404	Police Officer	\$51,089	\$71,524	\$56,474	\$56,474	Nonexempt	
Wentzville	Police Officer	405	Detective	\$51,089	\$71,524	\$56,474	\$56,474	Nonexempt	
Wentzville	Dispatch Officer	407	Dispatcher	\$36,985	\$51,779	\$40,976	\$40,976	Nonexempt	
Wentzville	Director of P&R	500	Director	\$82,927	\$128,537	\$93,234	\$93,234	Exempt	
Wentzville	Park Maintenance Superintendent	501	Maintenance Superintendent	\$57,249	\$83,012	\$69,081	\$69,081	Exempt	
Wentzville	Recreation Superintendent	502	Recreation Supervisor	\$57,249	\$83,012	\$63,284	\$63,284	Exempt	
Wentzville	Park Facility Maintenance Tech	504	Maintenance Worker, Sr.	\$36,985	\$51,779	\$50,254	\$50,254	Nonexempt	
Wentzville	Maintenance Worker I	505	Maintenance Worker	\$27,787	\$38,902	\$30,295	\$30,295	Nonexempt	
Wentzville	Horticulturist	507	City Forester/Arborist	\$40,683	\$56,957	\$46,800	\$46,800	Nonexempt	
Wentzville	Director of PW	600	Director	\$95,366	\$147,818	\$109,793	\$109,793	Exempt	
Wentzville	Mechanic	602	Mechanic	\$40,683	\$56,957	\$41,345	\$41,345	Nonexempt	
Wentzville	Building Official	604	Building Official	\$57,249	\$83,012	\$65,965	\$65,965	Exempt	
Wentzville	Supervisor Facility Operations	605	Building Coordinator	\$50,663	\$73,462	\$70,129	\$70,129	Nonexempt	
Wentzville	Maintenance Worker I	606	Laborer	\$27,787	\$38,902	\$30,295	\$30,295	Nonexempt	
Wentzville	Maintenance Worker III	607	Laborer, Sr.	\$30,566	\$42,792	\$42,647	\$42,647	Nonexempt	
Wentzville	Code Compliance Inspector	701	Code Enforcement/Inspector	\$40,683	\$56,957	\$44,179	\$44,179	nonexempt	
Wentzville	Civil Engineer	703	Civil Engineer	\$57,249	\$83,012	\$59,907	\$59,907	Exempt	
Wentzville	GIS Coordinator	704	GIS Analyst	\$50,663	\$73,462	\$60,840	\$60,840	nonexempt	
Wentzville	IT Director	800	IT Director	\$73,553	\$110,329	\$91,304	\$91,304	Exempt	
Wildwood	City Clerk	100	City Clerk	0.25		\$70,000	\$70,000	Exempt	
Wildwood	Asst Court Admin/Deputy City Cl	101	Deputy City Clerk	12	\$37,600	\$59,000	\$59,554	\$59,554	Nonexempt
Wildwood	Administrative Assistant	102	Administrative Assistant	1	\$37,600	\$59,000	\$39,125	\$39,125	Nonexempt
Wildwood	Account Clerk/HR Assistant	103	HR Generalist	2	\$37,600	\$59,000	\$53,369	\$53,369	Nonexempt
Wildwood	Asst Court Admin/Deputy City Cl	200	Court Clerk	12	\$39,600	\$59,000	\$59,554	\$59,554	Nonexempt
Wildwood	Court Administrator	201	Court Administrator	17	\$48,570	\$72,800	\$72,600	\$72,600	Nonexempt
Wildwood	Finance Officer	300	Finance Director	13	\$77,480	\$113,000	\$104,004	\$104,004	Exempt
Wildwood	Account Clerk/HR Assistant	302	Accounting Clerk	2	\$37,600	\$59,000	\$53,369	\$53,369	Nonexempt
Wildwood	Superintendent, Parks & Rec	500	Director	7	\$57,000	\$74,000	\$66,140	\$66,140	Exempt
Wildwood	Recreation Specialist	506	Parks & Arts Specialist	1.5			\$41,800	\$41,800	Nonexempt
Wildwood	Director	600	Director	2	\$83,000	\$130,000	\$123,258	\$123,258	Exempt
Wildwood	Street Supervisor	603	Street Supervisor	19	\$57,000	\$89,000	\$88,236	\$88,236	Nonexempt

Wildwood	Director, Parks & Planning	700	Director	21	\$92,000	\$155,000	\$154,550	\$154,550	Exempt
Wildwood	Code Enforcement Officer	701	Code Enforcement/Inspector	12	\$37,600	\$64,000	\$62,600	\$62,600	Nonexempt
Wildwood	Code Inspector	701	Code Enforcement/Inspector	11	\$37,600	\$59,000	\$56,482	\$56,482	Nonexempt
Wildwood	Planner	702	City Planner	2	\$48,570	\$68,750	\$51,447	\$51,447	Nonexempt
Wildwood	Assistant City Engineer	703	Civil Engineer	13	\$62,000	\$97,000	\$96,349	\$96,349	Exempt
Wildwood	Senior Planner II	704	GIS Analyst	19	\$62,000	\$92,000	\$73,673	\$73,673	Exempt

Survey #	Department	Job Title	2010	2011	2012	2013	2014
100	Administration	City Clerk	15	\$65,202	\$74,804	\$87,376	\$74,588
101	Administration	Deputy City Clerk	10	\$40,535	\$46,149	\$51,070	\$46,952
102	Administration	Administrative Assistant	54	\$37,919	\$42,364	\$47,424	\$43,147
103	Administration	HR Generalist	9	\$47,196	\$53,369	\$67,910	\$57,816
200	Court	Court Clerk	21	\$39,114	\$43,454	\$50,315	\$44,563
201	Court	Court Administrator	12	\$52,104	\$57,877	\$69,223	\$58,737
300	Finance	Finance Director	15	\$90,192	\$100,620	\$111,020	\$102,922
301	Finance	Accountant	11	\$48,984	\$49,681	\$56,000	\$51,362
302	Finance	Accounting Clerk	18	\$44,778	\$45,136	\$47,072	\$46,736
400	Public Safety	Police Chief	13	\$102,731	\$114,950	\$124,150	\$114,358
401	Public Safety	Police Captain	16	\$87,075	\$92,948	\$101,020	\$94,458
402	Public Safety	Police Lieutenant	37	\$76,926	\$82,975	\$89,149	\$83,094
403	Public Safety	Police Sergeant	82	\$68,390	\$73,681	\$79,557	\$74,259
404	Public Safety	Police Officer	413	\$54,413	\$58,802	\$65,482	\$59,930
405	Public Safety	Detective	31	\$68,635	\$68,733	\$71,424	\$65,768
406	Public Safety	Dispatcher, Sr.	4	\$46,509	\$54,235	\$65,945	\$56,891
407	Public Safety	Dispatcher	49	\$40,628	\$45,309	\$49,858	\$45,511
408	Public Safety	Fire Chief	6	\$107,183	\$116,829	\$126,125	\$114,406
409	Public Safety	Assistant Fire Chief	3	\$95,826	\$99,919	\$105,217	\$101,125
410	Public Safety	Fire Captain	24	\$74,074	\$82,351	\$87,758	\$80,552
411	Public Safety	Fire Lieutenant	11	\$73,820	\$79,570	\$90,217	\$81,124
412	Public Safety	Firefighter	89	\$61,686	\$65,944	\$71,782	\$66,424
500	Parks & Rec	Director	35	\$84,847	\$100,648	\$114,927	\$99,084
501	Parks & Rec	Maintenance Superintendent	18	\$67,891	\$70,427	\$81,624	\$69,660
502	Parks & Rec	Recreation Supervisor	17	\$49,182	\$55,931	\$64,383	\$58,742
503	Parks & Rec	Groundskeeper	16	\$38,583	\$43,698	\$45,365	\$43,371
504	Parks & Rec	Maintenance Worker, Sr.	44	\$44,337	\$50,981	\$55,411	\$50,048
505	Parks & Rec	Maintenance Worker	63	\$36,331	\$40,294	\$46,777	\$41,051
506	Parks & Rec	Parks & Arts Specialist	30	\$38,770	\$42,224	\$45,720	\$40,035
507	Parks & Rec	City Forester/Arborist	5	\$46,538	\$47,640	\$48,844	\$46,805
600	Public Works	Director	35	\$84,847	\$100,648	\$114,927	\$99,084
601	Public Works	Construction Inspector	14	\$51,840	\$54,870	\$61,386	\$57,897
602	Public Works	Mechanic	27	\$47,387	\$53,914	\$58,544	\$52,708
603	Public Works	Street Supervisor	10	\$61,256	\$66,119	\$72,813	\$68,436
604	Public Works	Building Official	6	\$57,149	\$73,076	\$83,646	\$67,735
605	Public Works	Building Coordinator	6	\$59,094	\$65,728	\$70,129	\$65,294
606	Public Works	Laborer	54	\$36,206	\$40,289	\$47,597	\$41,545
607	Public Works	Laborer, Sr.	39	\$44,580	\$48,138	\$54,241	\$48,764
700	Planning & Zoning	Director	35	\$84,847	\$100,648	\$114,927	\$99,084
701	Planning & Zoning	Code Enforcement/Inspector	29	\$45,797	\$52,332	\$60,542	\$54,748
702	Planning & Zoning	City Planner	7	\$51,447	\$64,795	\$69,684	\$63,451
703	Planning & Zoning	Civil Engineer	11	\$66,997	\$75,140	\$76,282	\$72,816
704	Planning & Zoning	GIS Analyst	6	\$50,667	\$55,975	\$65,521	\$58,604
800	Information Technology	IT Director	7	\$68,190	\$79,380	\$97,578	\$83,065
801	Information Technology	Computer Programmer/Analyst	4	\$54,046	\$56,109	\$57,321	\$56,669

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 5A - Salary Analysis Sorted by Pay Grade
Data Effective January 1, 2017

Current Job Title	Market Pay Grade	Market 50th Percentile	Market 60th Percentile	Market 65th Percentile	Market 70th Percentile	Market 75th Percentile	Amount Minimum above 50th
Finance Director	16	111,719	117,561	120,259	122,956	125,877	(\$19,782)
Pub Works Dir. - City Engineer	16	105,229	109,921	112,154	114,386	116,733	(\$13,291)
Parks, Recreation & Art Director	16	100,648	106,156	109,164	112,172	114,927	(\$8,710)
Planning and Dvlp. Ser. Dir.	16	100,648	106,156	109,164	112,172	114,927	(\$8,710)
IT Director	15	93,204	99,528	101,953	104,378	107,540	(\$14,959)
Comm. Svcs./Econ. Dev. Director	15	88,315	92,220	93,776	95,332	97,284	(\$10,070)
Superint. of Maint. Operation	14	83,180	87,879	89,324	90,769	93,119	(\$15,141)
Superint. of Maint. Operations	14	83,180	87,879	89,324	90,769	93,119	(\$15,141)
Super. of Arts & Entertainment	14	80,518	84,925	87,331	89,738	91,941	(\$12,479)
Senior Civil Engineer	14	81,331	82,783	84,068	85,352	86,078	(\$13,292)
Senior Civil Engineer	14	81,331	82,783	84,068	85,352	86,078	(\$13,292)
Senior Planner	14	77,754	78,747	80,935	83,124	83,620	(\$9,715)
Super. of Recreation Operations	14	71,925	75,939	77,590	79,241	81,248	(\$3,886)
Project Manager	13	75,696	77,183	78,398	79,613	80,357	(\$15,348)
Project Manager	13	75,696	77,183	78,398	79,613	80,357	(\$15,348)
GIS Administrator	13	69,866	74,083	75,695	77,307	79,415	(\$9,519)
City Clerk	13	67,324	72,206	74,202	76,197	78,638	(\$6,976)
Civil Engineer	13	73,002	74,543	75,692	76,842	77,612	(\$12,654)
Civil Engineer	13	73,002	74,543	75,692	76,842	77,612	(\$12,654)
Technical Operations Admin.	13	68,785	71,543	72,631	73,719	75,098	(\$8,438)
Computer Programmer	13	67,462	70,553	71,898	73,242	74,788	(\$7,115)
Building Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$4,491)
Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Parks Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Parks Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Parks Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Parks Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Fleet Maintenance Supervisor	13	64,839	69,044	70,403	71,761	73,864	(\$11,434)
Court Administrator	12	61,110	65,090	66,471	67,853	69,843	(\$7,705)
Lead GIS Analyst - CAD Tech.	12	60,617	64,678	66,095	67,511	69,542	(\$7,212)
Asst. Building Maint. Supervisor	12	59,764	63,661	64,911	66,161	68,110	(\$6,359)
Project Planner	12	60,600	63,069	64,048	65,026	66,261	(\$7,195)
City Arborist/Urban Forester	12	60,466	62,081	62,737	63,394	64,201	(\$7,062)
Employee Services Administrator	12	56,006	59,089	60,233	61,377	62,919	(\$2,601)
Recreation Mgr Concessions	11	55,720	58,525	59,694	60,864	62,266	(\$8,459)
Senior Accountant	11	56,135	59,038	59,886	60,734	62,185	(\$8,874)
Sr. Engineering Const. Inspect	11	54,870	57,941	58,896	59,850	61,386	(\$7,609)
Sr. Engineering Const. Inspect	11	54,870	57,941	58,896	59,850	61,386	(\$7,609)

Data Effective January 1, 2017

Current Job Title	Market Pay Grade	Market 50th Percentile	Market 60th Percentile	Market 65th Percentile	Market 70th Percentile	Market 75th Percentile	Amount Minimum above 50th
GIS Analyst - CAD Tech	11	53,558	56,648	57,808	58,968	60,513	(\$6,297)
Recreation Manager	11	51,477	54,914	56,416	57,918	59,637	(\$4,216)
Communication Specialist	11	52,640	55,726	56,844	57,961	59,504	(\$5,379)
Code Enforcement Inspector	11	50,992	54,217	55,689	57,162	58,774	(\$8,795)
Fleet Maintenance Mechanic	11	52,802	54,822	55,874	56,926	57,936	(\$10,604)
Fleet Maintenance Mechanic	11	52,802	54,822	55,874	56,926	57,936	(\$10,604)
Fleet Maintenance Mechanic	11	52,802	54,822	55,874	56,926	57,936	(\$10,604)
Fleet Maintenance Mechanic	11	52,802	54,822	55,874	56,926	57,936	(\$10,604)
Fleet Maintenance Mechanic	11	52,802	54,822	55,874	56,926	57,936	(\$10,604)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Sr. Parks Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Senior Maintenance Worker	10	51,119	52,659	53,528	54,398	55,167	(\$8,922)
Office Manager - Planning	10	48,698	51,191	52,191	53,190	54,437	(\$6,501)
Business Assistance Coordinator	10	46,652	48,661	49,478	50,296	51,300	(\$4,454)
Asst to CA/Deputy City Clerk	10	46,149	48,025	49,079	50,132	51,070	(\$3,952)
Building Maint. Technician	9	43,935	45,308	45,850	46,391	47,077	(\$1,738)
Accounting Clerk	9	43,081	44,438	44,931	45,425	46,103	(\$884)
Assistant Court Administrator	10	45,384	49,153	50,495	51,837	53,721	(\$6,939)
Command Staff Coordinator	9	44,319	46,228	47,004	47,781	48,735	(\$5,874)
Executive Assistant - Parks	9	43,168	45,388	46,337	47,286	48,396	(\$4,723)

Data Effective January 1, 2017

Current Job Title	Market Pay Grade	Market 50th Percentile	Market 60th Percentile	Market 65th Percentile	Market 70th Percentile	Market 75th Percentile	Amount Minimum above 50th
Executive Assistant - Engr.	9	43,168	45,388	46,337	47,286	48,396	(\$4,723)
Executive Assistant	9	43,168	45,388	46,337	47,286	48,396	(\$4,723)
Executive Assistant	9	43,168	45,388	46,337	47,286	48,396	(\$4,723)
Planning Technician	9	43,170	45,165	45,983	46,801	47,799	(\$4,725)
Planning Technician	9	43,170	45,165	45,983	46,801	47,799	(\$4,725)
Forestry Technician	9	44,348	45,275	45,663	46,050	46,514	(\$5,903)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Recreation Specialist	9	41,596	43,642	44,554	45,466	46,489	(\$3,151)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Parks Maintenance Worker	9	40,887	43,203	44,140	45,077	46,235	(\$2,442)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Records Clerk	8	38,503	40,662	41,478	42,295	43,374	(\$4,177)
Court Assistant	8	38,078	39,891	40,681	41,471	42,378	(\$3,752)
Detective/Evidence Secretary	8	38,831	40,292	40,904	41,516	42,247	(\$4,505)
Parks Facility Attendant	8	39,216	40,506	41,019	41,532	42,177	(\$4,890)
PT Recreation Aide	8	37,476	39,300	40,105	40,909	41,821	(\$3,150)
Recreation Aide	8	37,476	39,300	40,105	40,909	41,821	(\$3,150)
Building Attendant	8	36,679	38,264	39,049	39,835	40,627	(\$2,353)
Building Attendant	8	36,679	38,264	39,049	39,835	40,627	(\$2,353)
Building Attendant	8	36,679	38,264	39,049	39,835	40,627	(\$2,353)
Customer Service Representative	7	32,774	34,353	35,039	35,726	36,516	P

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



Job Title	Custom Base Salary						
	25th	50th	60th	65th	70th	75th	95th
Finance Director	\$90,192	\$100,620	\$104,776	\$106,859	\$108,942	\$111,020	\$119,356
Pub Works Dir. - City Engineer	\$84,847	\$100,648	\$106,156	\$109,164	\$112,172	\$114,927	\$127,212
IT Director	\$68,190	\$79,380	\$87,594	\$90,532	\$93,471	\$97,578	\$108,165
Parks, Recreation & Art Director	\$84,847	\$100,648	\$106,156	\$109,164	\$112,172	\$114,927	\$127,212
Planning and Dvlp. Ser. Director	\$84,847	\$100,648	\$106,156	\$109,164	\$112,172	\$114,927	\$127,212
Comm. Svcs./Econ. Dev. Director							
Parks Maintenance Operations Superintendent	\$67,891	\$70,427	\$76,060	\$77,434	\$78,807	\$81,624	\$85,673
Senior Civil Engineer	\$77,047	\$86,411	\$85,863	\$86,931	\$87,999	\$87,724	\$93,338
Project Manager	\$66,997	\$75,140	\$74,663	\$75,592	\$76,520	\$76,282	\$81,163
Civil Engineer	\$66,997	\$75,140	\$74,663	\$75,592	\$76,520	\$76,282	\$81,163
GIS Administrator	\$58,267	\$64,371	\$69,412	\$71,120	\$72,828	\$75,349	\$81,369
Street Maintenance Supervisor	\$61,102	\$63,384	\$68,454	\$69,690	\$70,926	\$73,461	\$77,106
Parks Maintenance Supervisor	\$61,102	\$63,384	\$68,454	\$69,690	\$70,926	\$73,461	\$77,106
Project Planner							
Building Maintenance Supervisor	\$61,102	\$63,384	\$68,454	\$69,690	\$70,926	\$73,461	\$77,106
Senior Planner	\$61,736	\$77,754	\$78,747	\$80,935	\$83,124	\$83,620	\$94,066
Senior Engineering Const. Inspect	\$51,840	\$54,870	\$57,941	\$58,896	\$59,850	\$61,386	\$64,623
Fleet Maintenance Supervisor	\$61,102	\$63,384	\$68,454	\$69,690	\$70,926	\$73,461	\$77,106
Technical Operations Administrator							
City Clerk	\$58,682	\$67,324	\$72,206	\$74,202	\$76,197	\$78,638	\$86,175
Detective/Evidence Secretary							
Lead GIS Analyst - CAD Tech.	\$53,200	\$58,774	\$63,376	\$64,936	\$66,495	\$68,797	\$74,294
Court Administrator	\$52,104	\$57,877	\$63,159	\$64,871	\$66,583	\$69,223	\$75,142
Computer Programmer							
Recreation Operations Superintendent	\$49,182	\$55,931	\$59,539	\$61,059	\$62,579	\$64,383	\$70,179
Senior Accountant	\$48,984	\$49,681	\$52,958	\$53,660	\$54,361	\$56,000	\$57,870
Building Maintenance Assistant Supervisor	\$57,708	\$59,863	\$64,651	\$65,819	\$66,986	\$69,380	\$72,822
Employee Services Administrator							
Recreation Concessions Manager	\$49,182	\$55,931	\$59,539	\$61,059	\$62,579	\$64,383	\$70,179
City Arborist/Urban Forester	\$53,518	\$54,786	\$55,356	\$55,621	\$55,886	\$56,171	\$57,212
Senior Maintenance Worker	\$44,337	\$50,981	\$52,458	\$53,565	\$54,673	\$55,411	\$60,210
Senior Parks Maintenance Worker	\$44,337	\$50,981	\$52,458	\$53,565	\$54,673	\$55,411	\$60,210

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



Job Title	Custom Base Salary						
	25th	50th	60th	65th	70th	75th	95th
GIS Analyst - CAD Tech	\$50,667	\$55,975	\$60,358	\$61,844	\$63,329	\$65,521	\$70,756
Fleet Maintenance Mechanic	\$47,387	\$53,914	\$55,513	\$56,628	\$57,744	\$58,544	\$63,322
Code Enforcement Inspector	\$45,797	\$52,332	\$55,840	\$57,314	\$58,789	\$60,542	\$66,161
Arts & Entertainment Superintendent	\$67,877	\$80,518	\$84,925	\$87,331	\$89,738	\$91,941	\$101,770
Communication Specialist							
Building Maint. Technician							
Office Manager - Planning							
Command Staff Coordinator							
Recreation Manager	\$49,182	\$55,931	\$59,539	\$61,059	\$62,579	\$64,383	\$70,179
Business Assistance Coordinator							
Assistant Court Administrator	\$44,289	\$49,196	\$53,685	\$55,140	\$56,595	\$58,840	\$63,871
Executive Assistant	\$37,919	\$42,364	\$44,470	\$45,421	\$46,371	\$47,424	\$51,124
Planning Technician							
Asst to CA/Deputy City Clerk	\$40,535	\$46,149	\$48,025	\$49,079	\$50,132	\$51,070	\$55,400
Accounting Clerk	\$44,778	\$45,136	\$46,121	\$46,350	\$46,580	\$47,072	\$47,726
Court Assistant	\$34,127	\$38,127	\$40,023	\$40,879	\$41,734	\$42,682	\$46,012
Street Maintenance Worker	\$36,331	\$40,294	\$43,223	\$44,268	\$45,312	\$46,777	\$50,535
Parks Maintenance Worker	\$36,331	\$40,294	\$43,223	\$44,268	\$45,312	\$46,777	\$50,535
Records Clerk	\$39,114	\$43,454	\$46,534	\$47,654	\$48,775	\$50,315	\$54,375
Forestry Technician	\$46,538	\$47,640	\$48,135	\$48,366	\$48,597	\$48,844	\$49,750
Recreation Specialist							
Customer Service Representative							
Building Attendant							
Parks Facility Attendant							
Recreation Aide							

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



Job Title	Database Base Salary						
	25th	50th	60th	65th	70th	75th	95th
Finance Director	\$107,612	\$122,818	\$130,346	\$133,658	\$136,971	\$140,735	\$153,532
Pub Works Dir. - City Engineer	\$103,966	\$109,810	\$113,686	\$115,143	\$116,600	\$118,539	\$123,886
IT Director	\$98,392	\$107,028	\$111,463	\$113,374	\$115,284	\$117,502	\$124,839
Parks, Recreation & Art Director							
Planning and Dvlp. Ser. Director							
Comm. Svcs./Econ. Dev. Director	\$81,723	\$88,315	\$92,220	\$93,776	\$95,332	\$97,284	\$103,112
Parks Maintenance Operations Superintendent	\$89,444	\$95,933	\$99,698	\$101,215	\$102,731	\$104,614	\$110,316
Senior Civil Engineer	\$69,418	\$76,251	\$79,703	\$81,204	\$82,706	\$84,431	\$90,212
Project Manager	\$69,418	\$76,251	\$79,703	\$81,204	\$82,706	\$84,431	\$90,212
Civil Engineer	\$65,239	\$70,863	\$74,422	\$75,793	\$77,163	\$78,942	\$84,015
GIS Administrator	\$68,325	\$75,361	\$78,754	\$80,270	\$81,786	\$83,482	\$89,364
Street Maintenance Supervisor	\$59,457	\$66,294	\$69,635	\$71,116	\$72,597	\$74,267	\$80,002
Parks Maintenance Supervisor	\$59,457	\$66,294	\$69,635	\$71,116	\$72,597	\$74,267	\$80,002
Project Planner	\$56,477	\$60,600	\$63,069	\$64,048	\$65,026	\$66,261	\$69,918
Building Maintenance Supervisor	\$59,457	\$66,294	\$69,635	\$71,116	\$72,597	\$74,267	\$80,002
Senior Planner							
Senior Engineering Const. Inspect							
Fleet Maintenance Supervisor	\$59,457	\$66,294	\$69,635	\$71,116	\$72,597	\$74,267	\$80,002
Technical Operations Administrator	\$64,214	\$68,785	\$71,543	\$72,631	\$73,719	\$75,098	\$79,161
City Clerk							
Detective/Evidence Secretary	\$36,124	\$38,831	\$40,292	\$40,904	\$41,516	\$42,247	\$44,577
Lead GIS Analyst - CAD Tech.	\$57,549	\$62,460	\$65,979	\$67,253	\$68,527	\$70,287	\$74,896
Court Administrator	\$59,956	\$64,343	\$67,021	\$68,072	\$69,123	\$70,462	\$74,376
Computer Programmer	\$61,343	\$67,462	\$70,553	\$71,898	\$73,242	\$74,788	\$79,964
Recreation Operations Superintendent	\$80,291	\$87,919	\$92,339	\$94,121	\$95,904	\$98,114	\$104,815
Senior Accountant	\$58,434	\$62,589	\$65,118	\$66,112	\$67,106	\$68,370	\$72,074
Building Maintenance Assistant Supervisor	\$53,511	\$59,664	\$62,671	\$64,004	\$65,337	\$66,840	\$72,001
Employee Services Administrator	\$51,478	\$56,006	\$59,089	\$60,233	\$61,377	\$62,919	\$67,098
Recreation Concessions Manager	\$51,958	\$55,509	\$57,511	\$58,330	\$59,149	\$60,150	\$63,245
City Arborist/Urban Forester	\$61,748	\$66,147	\$68,806	\$69,854	\$70,903	\$72,232	\$76,145

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



Job Title	Database Base Salary						
	25th	50th	60th	65th	70th	75th	95th
Senior Maintenance Worker	\$48,608	\$51,258	\$52,860	\$53,491	\$54,123	\$54,924	\$57,281
Senior Parks Maintenance Worker	\$48,608	\$51,258	\$52,860	\$53,491	\$54,123	\$54,924	\$57,281
GIS Analyst - CAD Tech	\$47,163	\$51,140	\$52,938	\$53,772	\$54,607	\$55,506	\$58,778
Fleet Maintenance Mechanic	\$47,445	\$51,689	\$54,131	\$55,119	\$56,107	\$57,328	\$61,049
Code Enforcement Inspector	\$42,300	\$49,653	\$52,594	\$54,064	\$55,534	\$57,005	\$62,887
Arts & Entertainment Superintendent							
Communication Specialist	\$48,327	\$52,640	\$55,726	\$56,844	\$57,961	\$59,504	\$63,550
Building Maint. Technician	\$41,664	\$43,935	\$45,308	\$45,850	\$46,391	\$47,077	\$49,098
Office Manager - Planning	\$44,440	\$48,698	\$51,191	\$52,191	\$53,190	\$54,437	\$58,189
Command Staff Coordinator	\$40,971	\$44,319	\$46,228	\$47,004	\$47,781	\$48,735	\$51,663
Recreation Manager	\$40,045	\$47,022	\$50,288	\$51,773	\$53,258	\$54,890	\$60,680
Business Assistance Coordinator	\$43,127	\$46,652	\$48,661	\$49,478	\$50,296	\$51,300	\$54,382
Assistant Court Administrator	\$36,318	\$41,572	\$44,622	\$45,850	\$47,078	\$48,603	\$53,221
Executive Assistant	\$39,894	\$43,972	\$46,307	\$47,254	\$48,201	\$49,369	\$52,939
Planning Technician	\$39,617	\$43,170	\$45,165	\$45,983	\$46,801	\$47,799	\$50,892
Asst to CA/Deputy City Clerk							
Accounting Clerk	\$37,559	\$41,026	\$42,755	\$43,512	\$44,270	\$45,135	\$48,058
Court Assistant	\$34,826	\$38,028	\$39,759	\$40,483	\$41,208	\$42,073	\$44,832
Street Maintenance Worker	\$37,398	\$41,480	\$43,183	\$44,012	\$44,842	\$45,693	\$48,989
Parks Maintenance Worker	\$37,398	\$41,480	\$43,183	\$44,012	\$44,842	\$45,693	\$48,989
Records Clerk	\$31,307	\$33,551	\$34,789	\$35,302	\$35,815	\$36,434	\$38,378
Forestry Technician	\$38,740	\$41,055	\$42,415	\$42,960	\$43,504	\$44,184	\$46,226
Recreation Specialist	\$37,369	\$41,596	\$43,642	\$44,554	\$45,466	\$46,489	\$50,027
Customer Service Representative	\$29,649	\$32,774	\$34,353	\$35,039	\$35,726	\$36,516	\$39,159
Building Attendant	\$32,775	\$36,679	\$38,264	\$39,049	\$39,835	\$40,627	\$43,761
Parks Facility Attendant	\$37,047	\$39,216	\$40,506	\$41,019	\$41,532	\$42,177	\$44,097
Recreation Aide	\$33,775	\$37,476	\$39,300	\$40,105	\$40,909	\$41,821	\$44,932

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



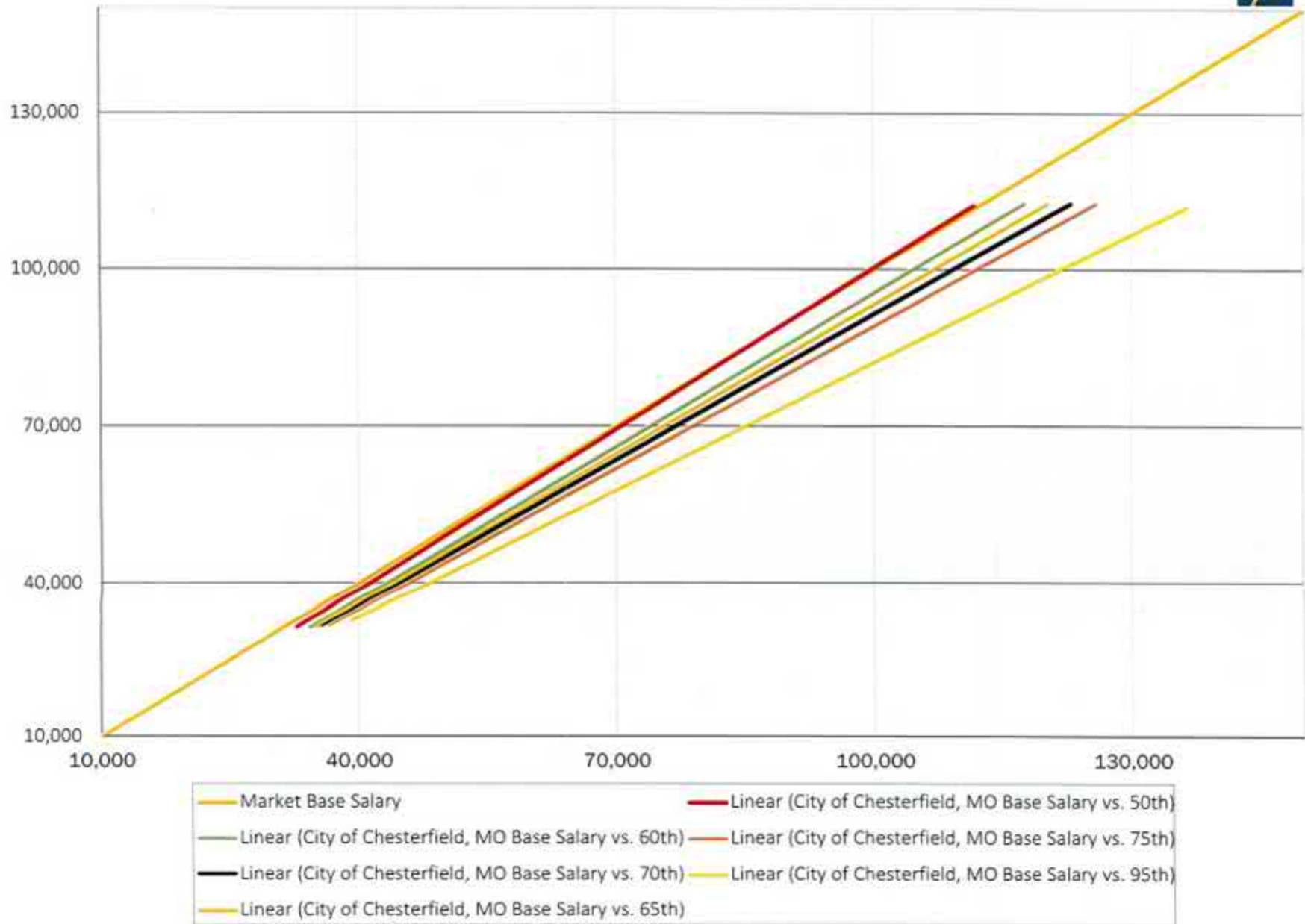
Job Title	Weighted Base Salary						
	25th	50th	60th	65th	70th	75th	95th
Finance Director	\$98,902	\$111,719	\$117,561	\$120,259	\$122,956	\$125,877	\$136,444
Pub Works Dir. - City Engineer	\$94,407	\$105,229	\$109,921	\$112,154	\$114,386	\$116,733	\$125,549
IT Director	\$83,291	\$93,204	\$99,528	\$101,953	\$104,378	\$107,540	\$116,502
Parks, Recreation & Art Director	\$84,847	\$100,648	\$106,156	\$109,164	\$112,172	\$114,927	\$127,212
Planning and Dvlp. Ser. Director	\$84,847	\$100,648	\$106,156	\$109,164	\$112,172	\$114,927	\$127,212
Comm. Svcs./Econ. Dev. Director	\$81,723	\$88,315	\$92,220	\$93,776	\$95,332	\$97,284	\$103,112
Parks Maintenance Operations Superintendent	\$78,668	\$83,180	\$87,879	\$89,324	\$90,769	\$93,119	\$97,995
Senior Civil Engineer	\$73,232	\$81,331	\$82,783	\$84,068	\$85,352	\$86,078	\$91,775
Project Manager	\$68,208	\$75,696	\$77,183	\$78,398	\$79,613	\$80,357	\$85,688
Civil Engineer	\$66,118	\$73,002	\$74,543	\$75,692	\$76,842	\$77,612	\$82,589
GIS Administrator	\$63,296	\$69,866	\$74,083	\$75,695	\$77,307	\$79,415	\$85,367
Street Maintenance Supervisor	\$60,280	\$64,839	\$69,044	\$70,403	\$71,761	\$73,864	\$78,554
Parks Maintenance Supervisor	\$60,280	\$64,839	\$69,044	\$70,403	\$71,761	\$73,864	\$78,554
Project Planner	\$56,477	\$60,600	\$63,069	\$64,048	\$65,026	\$66,261	\$69,918
Building Maintenance Supervisor	\$60,280	\$64,839	\$69,044	\$70,403	\$71,761	\$73,864	\$78,554
Senior Planner	\$61,736	\$77,754	\$78,747	\$80,935	\$83,124	\$83,620	\$94,066
Senior Engineering Const. Inspect	\$51,840	\$54,870	\$57,941	\$58,896	\$59,850	\$61,386	\$64,623
Fleet Maintenance Supervisor	\$60,280	\$64,839	\$69,044	\$70,403	\$71,761	\$73,864	\$78,554
Technical Operations Administrator	\$64,214	\$68,785	\$71,543	\$72,631	\$73,719	\$75,098	\$79,161
City Clerk	\$58,682	\$67,324	\$72,206	\$74,202	\$76,197	\$78,638	\$86,175
Detective/Evidence Secretary	\$36,124	\$38,831	\$40,292	\$40,904	\$41,516	\$42,247	\$44,577
Lead GIS Analyst - CAD Tech.	\$55,374	\$60,617	\$64,678	\$66,095	\$67,511	\$69,542	\$74,595
Court Administrator	\$56,030	\$61,110	\$65,090	\$66,471	\$67,853	\$69,843	\$74,759
Computer Programmer	\$61,343	\$67,462	\$70,553	\$71,898	\$73,242	\$74,788	\$79,964
Recreation Operations Superintendent	\$64,736	\$71,925	\$75,939	\$77,590	\$79,241	\$81,248	\$87,497
Senior Accountant	\$53,709	\$56,135	\$59,038	\$59,886	\$60,734	\$62,185	\$64,972
Building Maintenance Assistant Supervisor	\$55,609	\$59,764	\$63,661	\$64,911	\$66,161	\$68,110	\$72,412
Employee Services Administrator	\$51,478	\$56,006	\$59,089	\$60,233	\$61,377	\$62,919	\$67,098
Recreation Concessions Manager	\$50,570	\$55,720	\$58,525	\$59,694	\$60,864	\$62,266	\$66,712
City Arborist/Urban Forester	\$57,633	\$60,466	\$62,081	\$62,737	\$63,394	\$64,201	\$66,679

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 1 - Market Summary Non-Uniformed
Data Effective January 1, 2017



Job Title	Weighted Base Salary						
	25th	50th	60th	65th	70th	75th	95th
Senior Maintenance Worker	\$46,472	\$51,119	\$52,659	\$53,528	\$54,398	\$55,167	\$58,745
Senior Parks Maintenance Worker	\$46,472	\$51,119	\$52,659	\$53,528	\$54,398	\$55,167	\$58,745
GIS Analyst - CAD Tech	\$48,915	\$53,558	\$56,648	\$57,808	\$58,968	\$60,513	\$64,767
Fleet Maintenance Mechanic	\$47,416	\$52,802	\$54,822	\$55,874	\$56,926	\$57,936	\$62,186
Code Enforcement Inspector	\$44,049	\$50,992	\$54,217	\$55,689	\$57,162	\$58,774	\$64,524
Arts & Entertainment Superintendent	\$67,877	\$80,518	\$84,925	\$87,331	\$89,738	\$91,941	\$101,770
Communication Specialist	\$48,327	\$52,640	\$55,726	\$56,844	\$57,961	\$59,504	\$63,550
Building Maint. Technician	\$41,664	\$43,935	\$45,308	\$45,850	\$46,391	\$47,077	\$49,098
Office Manager - Planning	\$44,440	\$48,698	\$51,191	\$52,191	\$53,190	\$54,437	\$58,189
Command Staff Coordinator	\$40,971	\$44,319	\$46,228	\$47,004	\$47,781	\$48,735	\$51,663
Recreation Manager	\$44,613	\$51,477	\$54,914	\$56,416	\$57,918	\$59,637	\$65,430
Business Assistance Coordinator	\$43,127	\$46,652	\$48,661	\$49,478	\$50,296	\$51,300	\$54,382
Assistant Court Administrator	\$40,304	\$45,384	\$49,153	\$50,495	\$51,837	\$53,721	\$58,546
Executive Assistant	\$38,906	\$43,168	\$45,388	\$46,337	\$47,286	\$48,396	\$52,032
Planning Technician	\$39,617	\$43,170	\$45,165	\$45,983	\$46,801	\$47,799	\$50,892
Asst to CA/Deputy City Clerk	\$40,535	\$46,149	\$48,025	\$49,079	\$50,132	\$51,070	\$55,400
Accounting Clerk	\$41,169	\$43,081	\$44,438	\$44,931	\$45,425	\$46,103	\$47,892
Court Assistant	\$34,476	\$38,078	\$39,891	\$40,681	\$41,471	\$42,378	\$45,422
Street Maintenance Worker	\$36,865	\$40,887	\$43,203	\$44,140	\$45,077	\$46,235	\$49,762
Parks Maintenance Worker	\$36,865	\$40,887	\$43,203	\$44,140	\$45,077	\$46,235	\$49,762
Records Clerk	\$35,210	\$38,503	\$40,662	\$41,478	\$42,295	\$43,374	\$46,377
Forestry Technician	\$42,639	\$44,348	\$45,275	\$45,663	\$46,050	\$46,514	\$47,988
Recreation Specialist	\$37,369	\$41,596	\$43,642	\$44,554	\$45,466	\$46,489	\$50,027
Customer Service Representative	\$29,649	\$32,774	\$34,353	\$35,039	\$35,726	\$36,516	\$39,159
Building Attendant	\$32,775	\$36,679	\$38,264	\$39,049	\$39,835	\$40,627	\$43,761
Parks Facility Attendant	\$37,047	\$39,216	\$40,506	\$41,019	\$41,532	\$42,177	\$44,097
Recreation Aide	\$33,775	\$37,476	\$39,300	\$40,105	\$40,909	\$41,821	\$44,932

Exhibit 2: City of Chesterfield, MO Actual Annualized Base Salary Compared to Market





City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 5 - Pay Philosophy Comparison
Data Effective January 1, 2017

Pay Philosophy	Average Compa-Ratio	
	Non-Uniformed	Uniformed
50th Percentile	95.0%	121.7%
60th Percentile	92.1%	107.3%
65th Percentile	91.3%	101.1%
70th Percentile	88.0%	98.7%
75th Percentile	86.7%	96.4%
95th Percentile	81.5%	93.8%

CITY OF CHESTERFIELD, MISSOURI
Budgetary Comparison Schedule - General Fund
For the Year Ending December 31.

	2016 Actual	2017 Budget	2018 Budget	2019 Budget	2020 Budget	2021 Budget	2022 Budget
REVENUES							
Municipal taxes:							
Utility gross receipts	\$6,861,787	\$6,962,000	\$6,652,980	\$6,616,375	\$6,592,704	\$6,581,105	\$6,581,105
Sales taxes	\$6,956,311	\$7,486,109	\$7,300,380	\$7,373,384	\$7,447,118	\$7,521,589	\$7,596,805
Sales taxes - public safety	\$0	\$0	\$2,300,000	\$2,323,000	\$2,346,230	\$2,369,692	\$2,393,389
Total municipal taxes	<u>\$13,818,098</u>	<u>\$14,448,109</u>	<u>\$16,253,360</u>	<u>\$16,253,360</u>	<u>\$16,386,052</u>	<u>\$16,472,386</u>	<u>\$16,571,299</u>
Licenses and permits	<u>\$1,600,329</u>	<u>\$1,538,420</u>	<u>\$1,547,330</u>	<u>\$1,547,330</u>	<u>\$1,547,330</u>	<u>\$1,547,331</u>	<u>\$1,547,332</u>
Intergovernmental:							
Motor fuel and vehicle sales taxes	\$1,895,271	\$1,944,000	\$1,876,187	\$1,888,998	\$1,902,065	\$1,915,394	\$1,928,989
Cigarette tax	\$125,279	\$150,000	\$129,073	\$129,073	\$129,073	\$129,073	\$129,073
Road and bridge tax	\$1,841,931	\$2,112,000	\$1,841,931	\$1,841,931	\$1,841,931	\$1,841,932	\$1,841,933
Grants and other	<u>\$428,437</u>	<u>\$431,200</u>	<u>\$416,277</u>	<u>\$416,277</u>	<u>\$416,277</u>	<u>\$416,280</u>	<u>\$416,283</u>
Total intergovernmental	<u>\$4,290,917</u>	<u>\$4,637,200</u>	<u>\$4,263,468</u>	<u>\$4,276,279</u>	<u>\$4,289,346</u>	<u>\$4,302,679</u>	<u>\$4,316,278</u>
Charges for services:							
Inspection and subdivision fees	\$54,236	\$35,656	\$54,236	\$54,236	\$54,236	\$54,236	\$54,236
Zoning applications	\$13,435	\$13,030	\$13,435	\$13,435	\$13,435	\$13,435	\$13,435
Police reports	\$8,015	\$7,500	\$8,015	\$8,015	\$8,015	\$8,015	\$8,015
False alarms	\$28,680	\$24,225	\$28,680	\$28,680	\$28,680	\$28,680	\$28,680
Other charges	<u>\$58,469</u>	<u>\$32,639</u>	<u>\$32,700</u>	<u>\$32,700</u>	<u>\$32,700</u>	<u>\$32,700</u>	<u>\$32,700</u>
Total charges for services	<u>\$162,835</u>	<u>\$113,050</u>	<u>\$137,066</u>	<u>\$137,066</u>	<u>\$137,066</u>	<u>\$137,066</u>	<u>\$137,066</u>
Court fines and forfeitures	<u>\$838,000</u>	<u>\$926,508</u>	<u>\$838,000</u>	<u>\$838,000</u>	<u>\$838,000</u>	<u>\$838,001</u>	<u>\$838,002</u>
Investment income	<u>\$49,195</u>	<u>\$75,000</u>	<u>\$49,195</u>	<u>\$49,195</u>	<u>\$49,195</u>	<u>\$49,195</u>	<u>\$49,195</u>
Miscellaneous	<u>\$990,479</u>	<u>\$128,296</u>	<u>\$113,780</u>	<u>\$113,780</u>	<u>\$113,780</u>	<u>\$113,780</u>	<u>\$113,780</u>
Total revenues	<u>\$21,749,853</u>	<u>\$21,866,583</u>	<u>\$23,202,199</u>	<u>\$23,215,010</u>	<u>\$23,360,769</u>	<u>\$23,460,438</u>	<u>\$23,572,952</u>
EXPENDITURES (from page 2)	<u>\$19,137,576</u>	<u>\$20,937,212</u>	<u>\$20,335,322</u>	<u>\$20,831,244</u>	<u>\$21,127,072</u>	<u>\$21,127,072</u>	<u>\$22,110,554</u>
Excess of revenues over expenditures	<u>\$2,612,277</u>	<u>\$929,371</u>	<u>\$2,866,877</u>	<u>\$2,383,767</u>	<u>\$2,233,697</u>	<u>\$2,333,366</u>	<u>\$1,462,398</u>
OTHER FINANCING SOURCES (USES)							
Transfers in	\$48,624	\$49,678	\$48,624	\$48,624	\$48,624	\$48,624	\$48,624
Transfers out	-\$4,764,479	-\$4,396,963	-\$1,601,700	-\$1,634,200	-\$1,661,700	-\$1,489,200	-\$616,612
Sale of capital assets	<u>\$103,745</u>	<u>\$150,000</u>	<u>\$155,578</u>	<u>\$155,578</u>	<u>\$155,578</u>	<u>\$155,578</u>	<u>\$155,578</u>
Total other financing sources (uses), net	<u>-\$4,612,110</u>	<u>-\$4,197,285</u>	<u>-\$1,397,498</u>	<u>-\$1,429,998</u>	<u>-\$1,457,498</u>	<u>-\$1,284,998</u>	<u>-\$412,410</u>
Net change in fund balance	<u>-\$1,999,833</u>	<u>-\$3,267,914</u>	<u>\$1,469,379</u>	<u>\$953,768</u>	<u>\$776,199</u>	<u>\$1,048,368</u>	<u>\$1,049,988</u>
Net change in fund balance w/o public safety sales tax			-\$830,621	-\$1,369,232	-\$1,570,031	-\$1,321,324	-\$1,343,401

General Fund - Fund Reserves

Beginning Fund Reserves	\$ 10,587,323	\$ 7,319,409	\$ 8,788,787	\$ 9,742,556	\$ 9,742,556	\$ 10,518,754
Estimated Fund Activity	(3,267,914)	1,469,379	953,768	776,199	1,048,368	1,049,988
Ending Fund Reserves	<u>\$7,319,409</u>	<u>\$8,788,787</u>	<u>\$9,742,556</u>	<u>\$10,518,754</u>	<u>\$10,790,923</u>	<u>\$11,568,742</u>
Total left above the 40% requirement policy	<u>\$ 2,059,778</u>	<u>\$ 3,935,335</u>	<u>\$ 4,604,235</u>	<u>\$ 5,175,602</u>	<u>\$ 5,447,771</u>	<u>\$ 5,745,697</u>

Memorandum



TO: Mayor & City Council
FROM: Mike Geisel, City Administrator
DATE: July 26 2017
RE: CBIZ Compensation and Benefits Study

As you are aware and as you have patiently awaited, CBIZ has completed their analysis of the City's compensation and benefits offerings. Mr. Joe Rice will attend and present CIBZ's findings at our special Council meeting on Monday July 31st. We have included the presentation materials in your packet for your review and convenience. The materials have been separated into two different sections. The first section represents the City's civilian employees. The second section of the report contains information and recommendations related to our uniformed Police officers. As you are also aware, the City has begun active negotiations with the Fraternal Order of Police, and as such, the second report and recommendations will be presented in Closed Executive Session pursuant to RSMO 610.021 (1) Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and attorneys, and 610.021(9) Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups.

With regard to the report dealing with civilian employees, there are a few "bullet point" observations that are addressed in CBIZ's analysis:

- 1) The survey data indicates that the existing City employees compensation is appropriately positioned in the market. The compensation grades are above average, and in general in the top 20% - 30%. At the entry level positions and lower positions within the compensation system, the City is currently slightly below market, while top management is positioned better, but within the top 25% - 30% of market comparables. This should be expected due to the scope and complexities of the positions.
- 2) As contrasted to the City's current stated policy of positioning itself in the "Top five" of the labor markets, CBIZ has interpreted the Council's statements and recommends that the City position itself in the top 25% of the related labor markets. It should be recognized that this market position relates to the individual job classifications and not individual employees. Actual salaries will vary within a classification range based upon tenure and expertise.

- 3) City Council elected to NOT budget funds for merit increases in 2017. With current compensation, it appears that the City's compensation has been reasonably positioned relative to the market.
- 4) The City spends less cumulatively per employee on employee benefits than public market peers, and slightly more than private market peers. The City offers a competitive benefits package, but benefits from a lower cost to provide those benefits. Specifically, market competition expends a larger proportion of their labor dollar on health care and pension.
- 5) There exists a small number of individual employees (31), which have been identified to be below peer market comparables. The majority of these positions are maintenance employees (21), in both the streets and parks functions. The total cost to bring the identified employees to the minimum market, is \$53,732, split between the General Fund (\$37,254), Parks Fund (\$15,621), and Capital Projects Fund (\$857).

If you have any questions, please contact Mr. White or me prior to Monday's meeting.

PRESENTED CBIZ TALENT & COMPENSATION SOLUTIONS | JULY 31, 2017

City of Chesterfield

Non-Uniformed Compensation & Benefits Study
Results

CITY HALL



Introduction

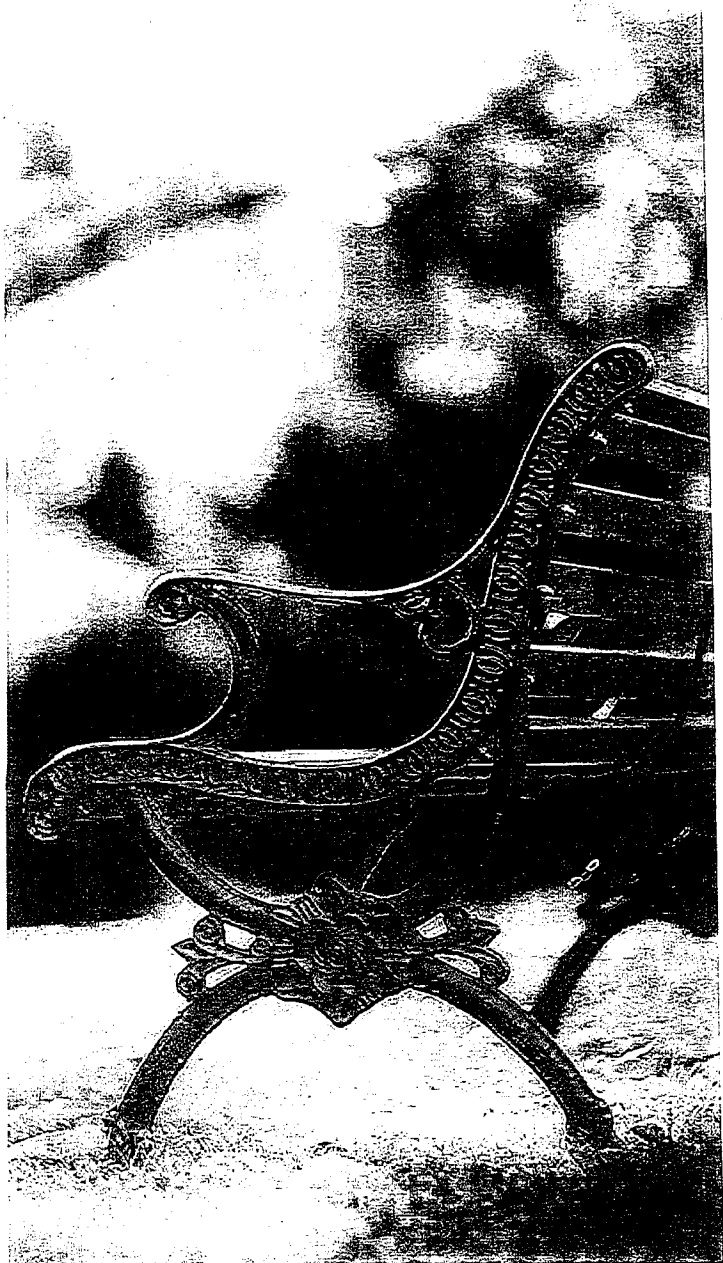


- CBIZ Talent & Compensation Solutions
 - Joe Rice; Project Manager, Compensation Consulting



Overview

- Brief CBIZ introduction
- Objectives and scope of the study
- Methodology
- Study results
- Recommendations
- **Answer Your Questions**



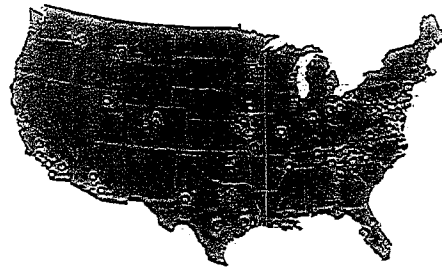
CBIZ Introduction

About CBIZ



Offices in most major markets

100+ offices 90,000+ clients
4,000+ professionals



FINANCIAL & ACCOUNTING



BENEFITS & INSURANCE

Financial & Accounting

- Accounting & Tax
- Government Health Care Consulting
- Financial Advisory
- Valuation
- Litigation Support
- Risk & Advisory Services
- Real Estate Advisory Services

Benefits & Insurance

- Employee Benefits
- Payroll/HRIS
- Property & Casualty
- Retirement Plan Services
- Human Capital Services



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CBIZServices



CBIZSolutions

¹ Business Insurance magazine - September 2015 ² All audit and assurance services are provided by Mayer Hoffman McCann P.C., an independent CPA firm
³ Accounting Today - March 2016 ⁴ Business Insurance magazine - July 20, 2015 ⁵ PLANADVISER - February 29, 2016

#1

Largest U.S. Benefits Specialist¹

10th

Largest Accounting Provider Nationally^{2,3}

18th

Largest Broker of U.S. Business⁴

A Top 100

Retirement Plan Adviser⁵



56
Workplace
Awards

Since 2012



Commitment
to Community

including

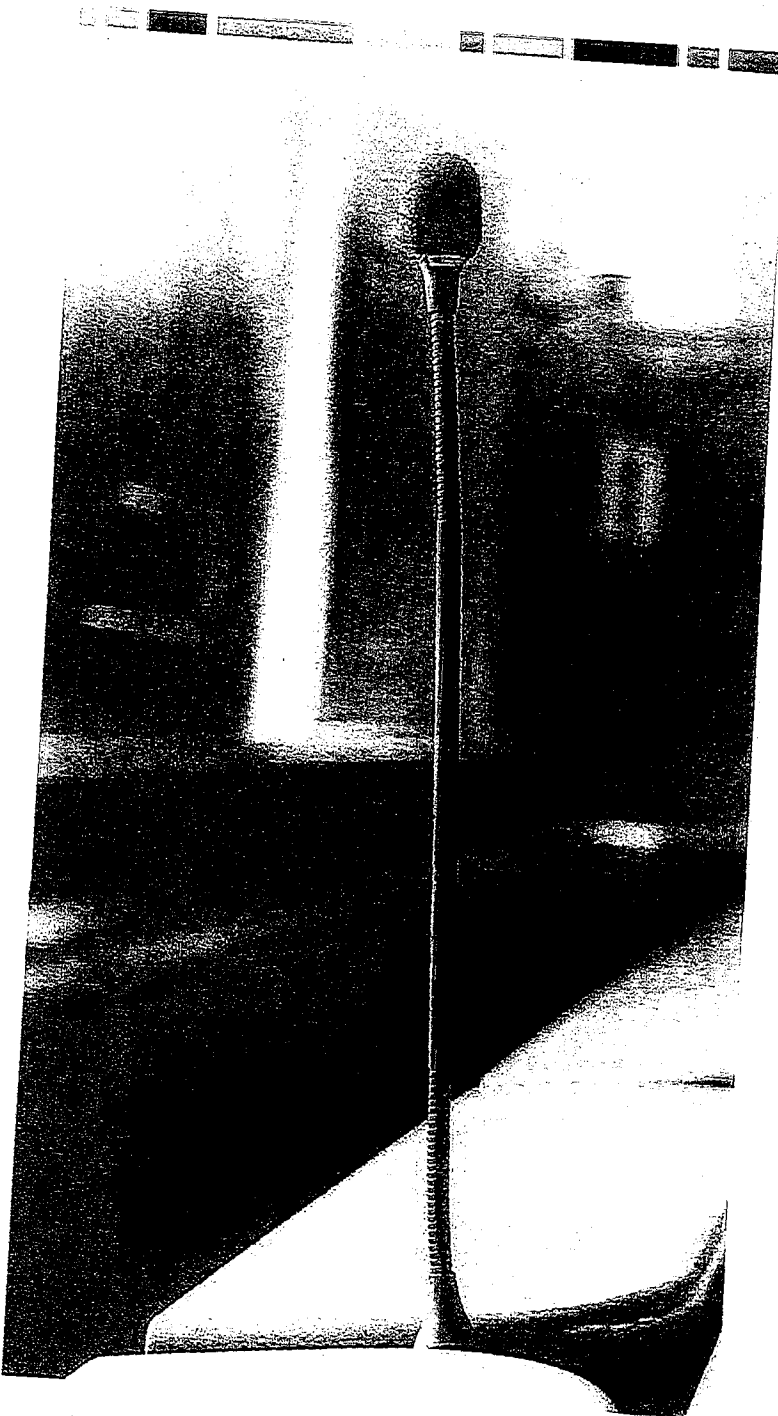
4 Million+
Lbs. of Food
Donated

Since 2009

About CBIZ Compensation Consulting



- National compensation consulting practice for CBIZ
- Based in St. Louis, Missouri
- Team of compensation professionals serving clients from coast to coast
- Extensive experience working with the public sector and municipalities



Objectives and Scope of the Study



Objectives



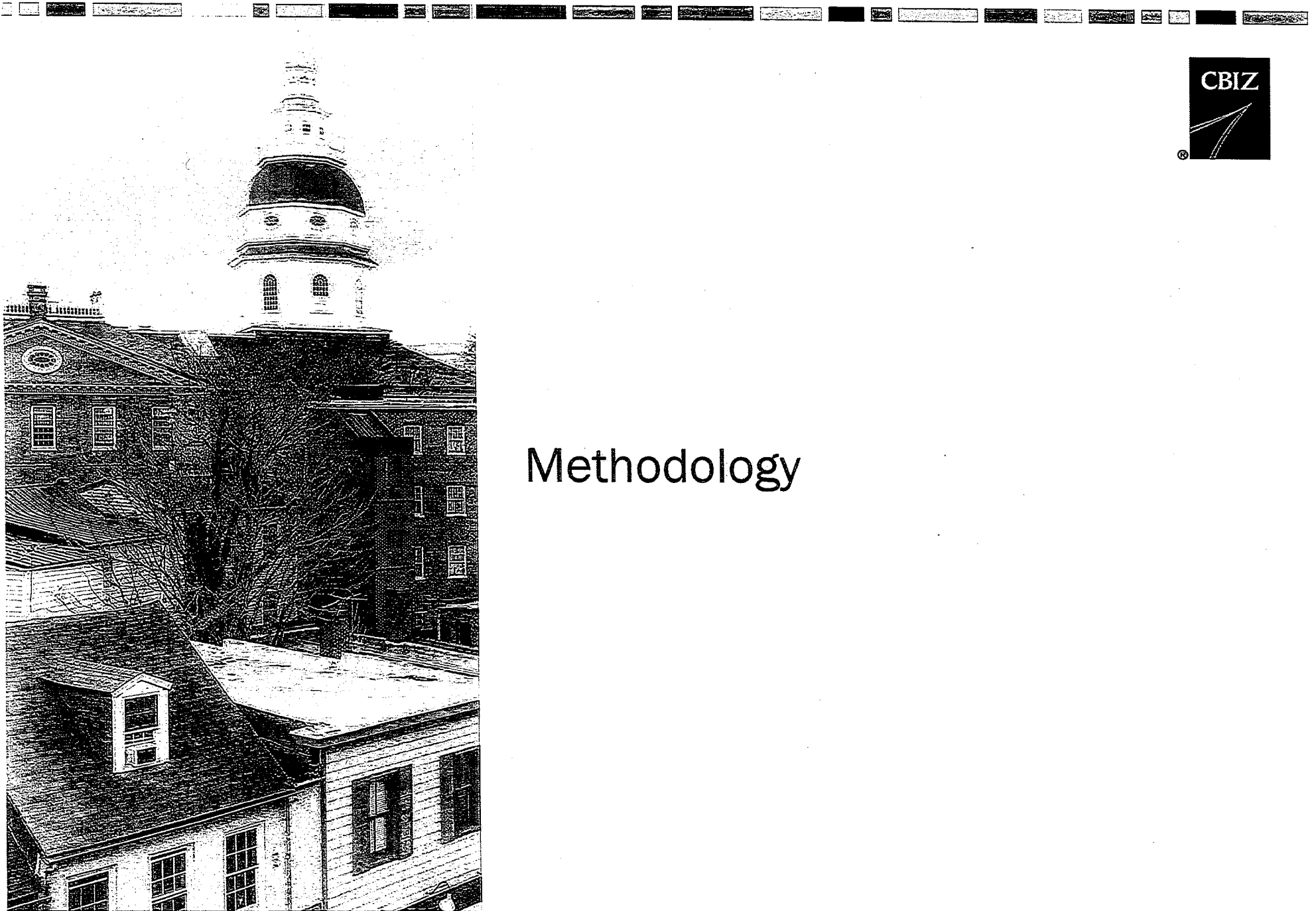
- Determine the City of Chesterfield's current position in the labor market,
- Ensure that the taxpayer's interests are protected in not only attracting a quality workforce, but also to ensure wages are competitive without over-paying,
- Enhances the City's ability to attract, retain and motivate qualified individuals,
- Establishes a structure that is flexible in order to meet changing needs and
- Is well-aligned with the City's broader goals and strategies.



Scope



- A competitive market review of base salary and total cash compensation for non-uniform employees.
- Update of salary structures.
- Reconciliation of actual compensation to market-competitive compensation.
- Calculation of plan implementation costs.
- Conduct a market-competitive benefits analysis.
- Overall program recommendations.



Methodology



Project Methodology – Completed Steps



INITIATED PROJECT

- Conducted planning meetings:
 - Met with key staff
 - Met with elected officials
- Established project goals
- Collected organizational, job, and employee information

Project Methodology – Completed Steps



EVALUATE JOB DOCUMENTATION

- Job documentation was evaluated to identify:
 - Essential Functions
 - Duties and Responsibilities
 - Required Qualifications
- Job content, not titles, were used to ensure correct matches to the market

Project Methodology – Completed Steps

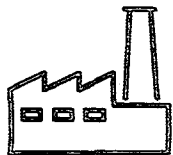


DETERMINE LABOR MARKETS



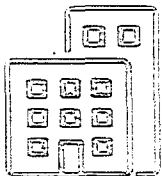
GEOGRAPHY

- St. Louis metropolitan region



INDUSTRY

- Municipal Government/ Government-City Support Services
- Broader industry



SIZE

- Operating budget and city population

Project Methodology – Completed Steps



EVALUATE MARKET DATA

- External Market Analysis
 - Reliable Data
 - Complies with antitrust laws
 - Published survey data
 - Major consulting and surveying firms
 - Statistically validated
 - Unreliable data examples:
 - Self-reported
 - DOL
 - Most free internet data

Project Methodology – Completed Steps



EVALUATE MARKET DATA

- Published Survey Sources Considered
 - CBIZ proprietary survey databases
 - Aggregates data from thousands of valid and reliable published salary surveys
 - Includes specific data based on geographic area, size of organization, years of experience, and industry
 - CBIZ St. Louis Municipality Custom Survey (see next slide)
 - WorldatWork Total Salary Increase Budget Survey



Custom Survey Participants

- Ballwin
- Clayton
- Crestwood
- Eureka
- Florissant
- Frontenac
- Hazelwood
- Kirkwood
- Ladue
- Manchester
- Maplewood
- Maryland Heights
- O'Fallon
- Richmond Heights
- Town and Country
- Webster Groves
- Wentzville
- Wildwood

Project Methodology – Completed Steps



AGING DATA

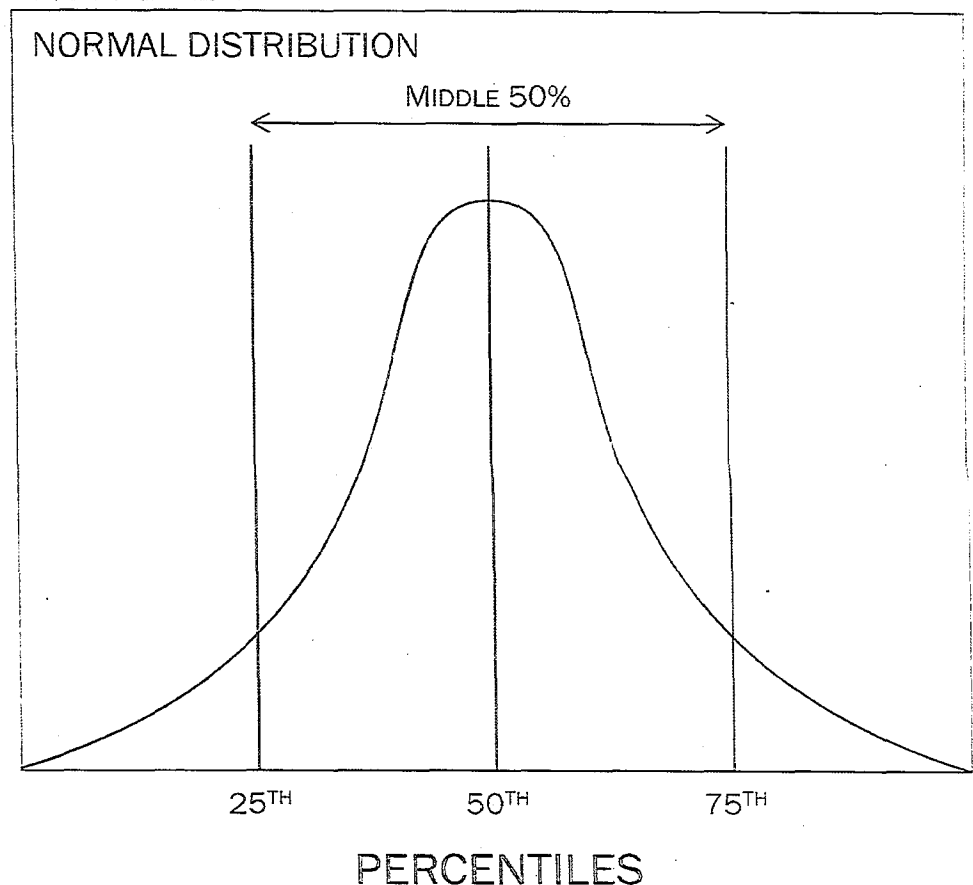
- Survey data must be adjusted to account for market pay movement between the time of publication and when the data are to be used
- All salary data were aged to reflect estimated market pay as of January 1, 2017

Project Methodology – Completed Steps



FINALIZE MARKET DATA BY JOB

- Gather the market by job—pulling data for similar positions in comparable organizations paying employees to perform similar functions
- Capture base salary and total cash compensation data by the 25th, 50th, and 75th percentiles



Project Methodology – Completed Steps



PLACE JOBS IN SALARY STRUCTURE

- Salary structures ease ongoing compensation administration.
- Jobs are slotted into the structure based on the aggregate market 75th percentile base salary.

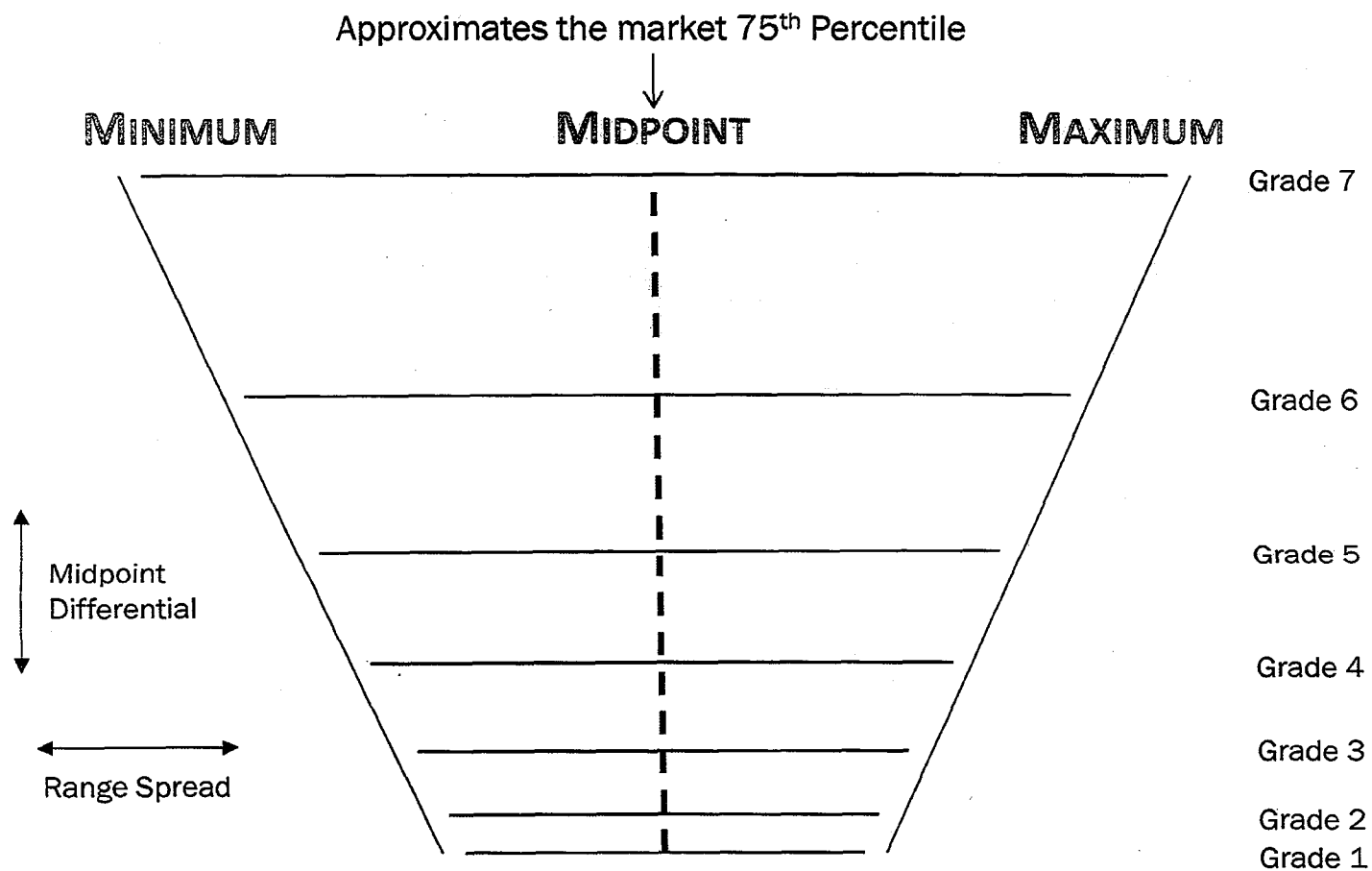
Title: Job XYZ

Market Benchmark: \$35,455

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Midpoint Differential</u>	<u>Range Spread</u>
1	\$24,778	\$30,972	\$37,166	--	50%
2	\$27,398	\$35,618	\$43,837	15%	60%
3	\$31,508	\$40,960	\$50,413	15%	60%

Illustrative Purposes Only

Design Salary Structures



Project Methodology – Completed Steps



- Financial Impact Analysis
 - CBIZ modeled preliminary implementation costs and identified employees above or below the proposed ranges

Project Methodology – Completed Steps



- Benefits Analysis
 - CBIZ determined the market-competitive benefits value based on a combination of fixed dollar values and percentages of base salary.
 - This looks at the cost to the city to provide various benefits to employees
 - Medical-related benefits → capture as a fixed cost per employee
 - Other benefits, including paid time off and retirement and savings → capture a percent of the incumbent's base salary.
- Total Compensation Analysis
 - CBIZ evaluated base salary, total cash compensation, and benefits by employee to determine a total compensation market comparison.
- Drafted compensation administration policies and procedures

Ongoing Administration



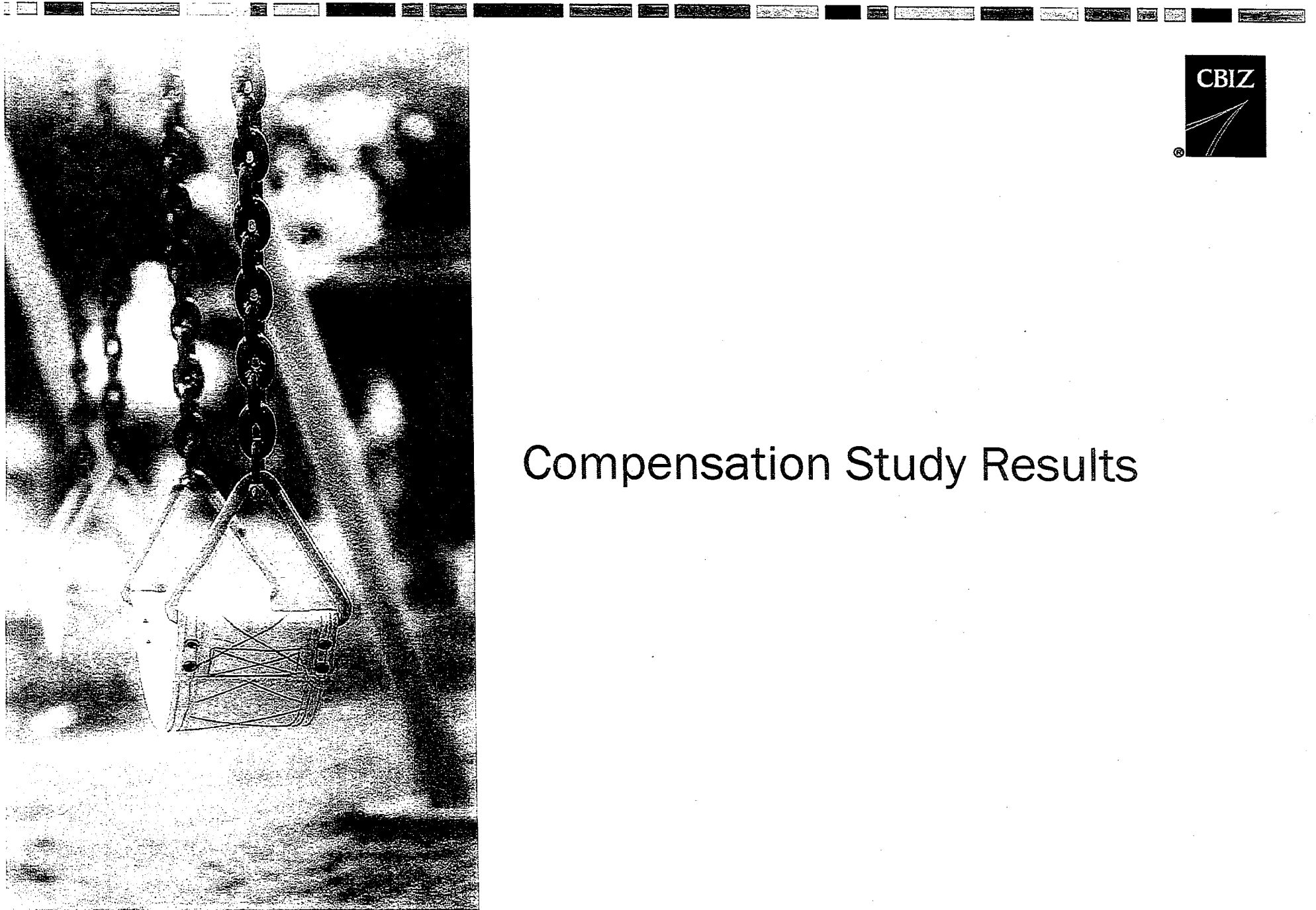
- CBIZ will provide the City with salary structure update factors for up to five years.
- This ensures that the new compensation system remains competitive for years to come.
- CBIZ tracks data associated with cost of labor, not cost of living, changes.

COST OF LIVING

- Reflects the cost of goods utilized by a typical consumer, including items such as housing, groceries, and transportation
- Measured by the government through the Consumer Price Index (CPI)

COST OF LABOR

- Reflects what a particular geographic market offers as compensation for a specific type of work
- Reflects the supply and demand for labor for specific roles
- Measured through third-party salary surveys

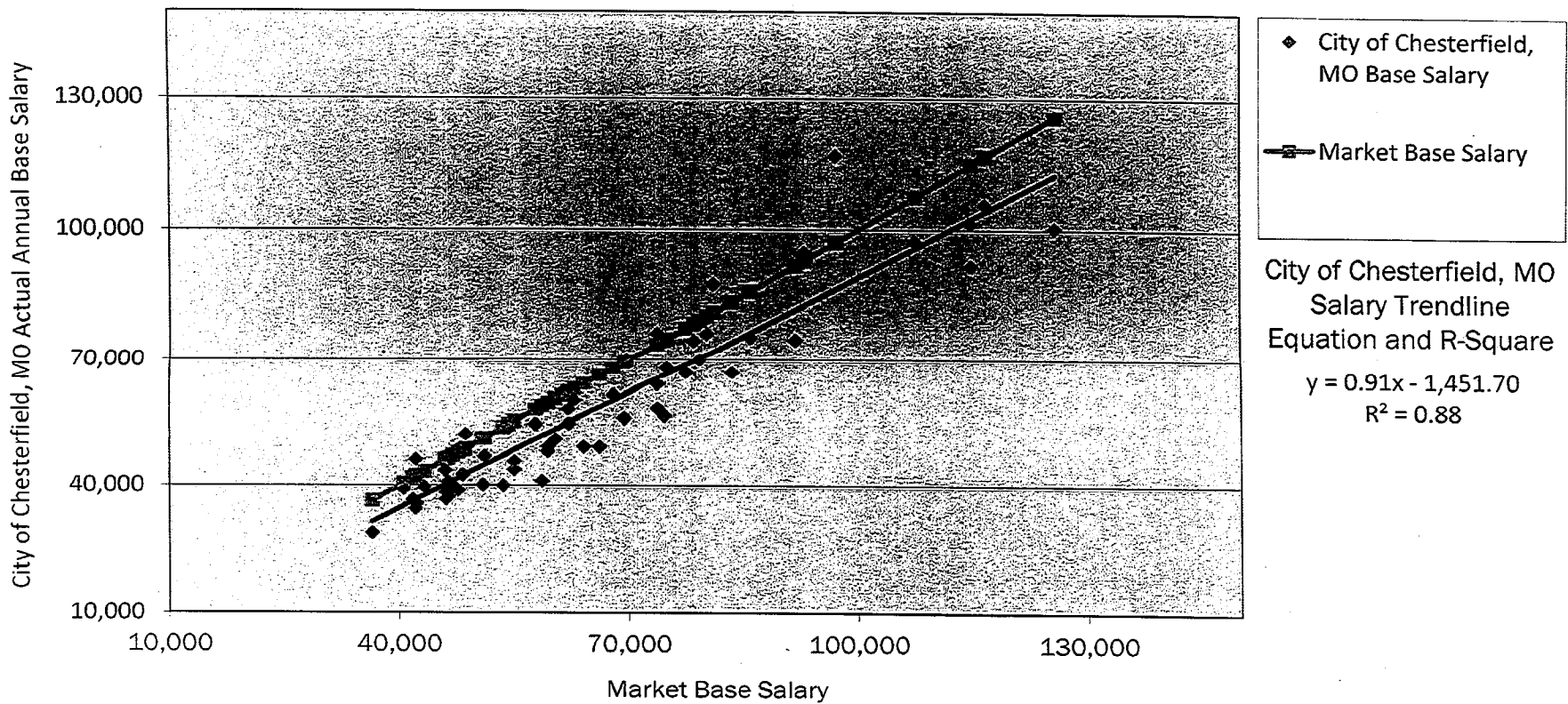


Compensation Study Results

Compensation Study Results



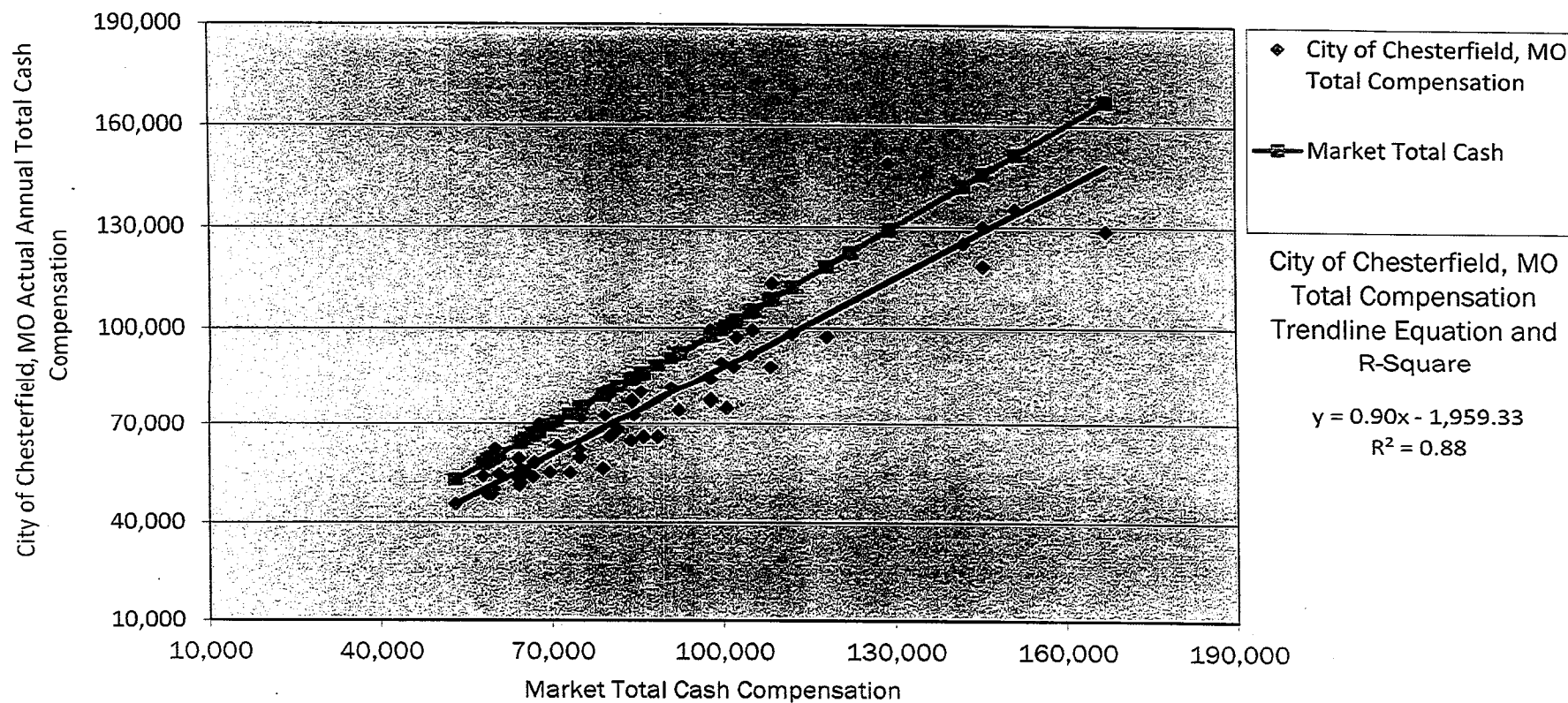
ANNUALIZED BASE SALARY COMPARED TO MARKET 75TH PERCENTILE BASE SALARY



Compensation Study Results



ANNUALIZED TOTAL COMPENSATION COMPARED TO MARKET 75TH PERCENTILE TOTAL COMPENSATION

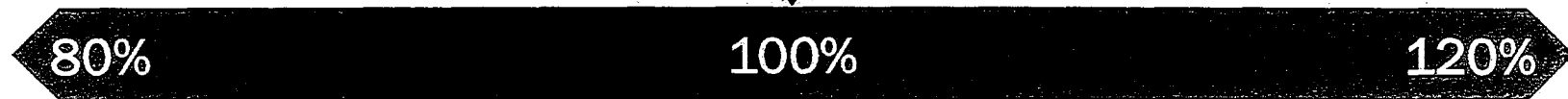


Compa-Ratio



$$\frac{\text{actual salary}}{\text{market 50}^{\text{th}} \text{ percentile}}$$

Market 50th Percentile



<u>Actual Salary</u>	<u>Market 50th</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
\$36,210	\$35,455	2	\$27,398	\$35,618	\$43,837

$$\frac{36,210}{35,455} = 102\%$$

Compensation Study Results



COMPARATIVE SALARY ANALYSIS

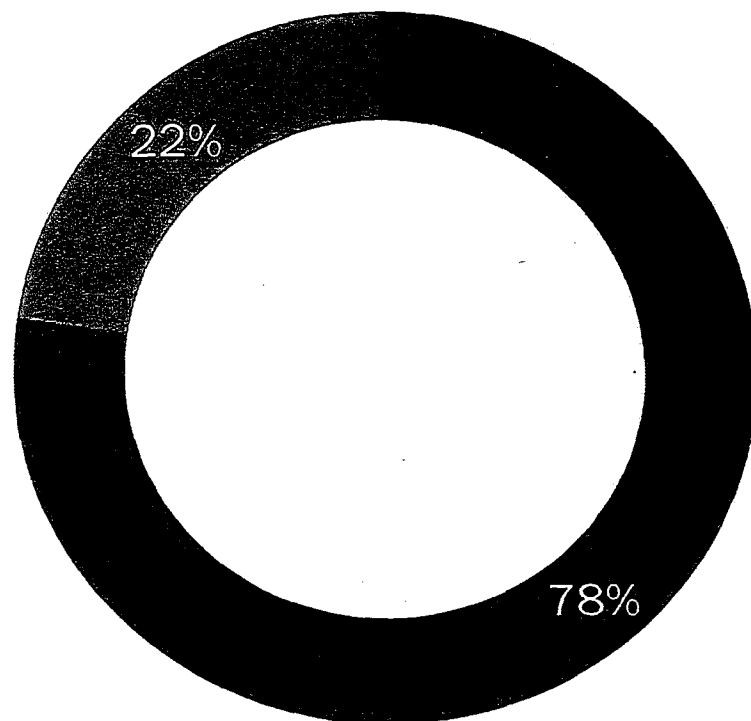
- The average overall compa-ratio as compared to the market 75th percentile is 86.7%

	BELOW SALARY RANGE MINIMUM	ABOVE SALARY RANGE MAXIMUM
NUMBER OF EMPLOYEES	31	0
TOTAL AMOUNT (\$)	\$53,732	\$0
TOTAL AMOUNT AS A % OF PAYROLL	0.8%	0.0%

Compensation Study Results



EMPLOYEE RANGE PLACEMENT



- Employees in Range
- Employees Below Minimum
- Employees Above Maximum

Compensation Study Results

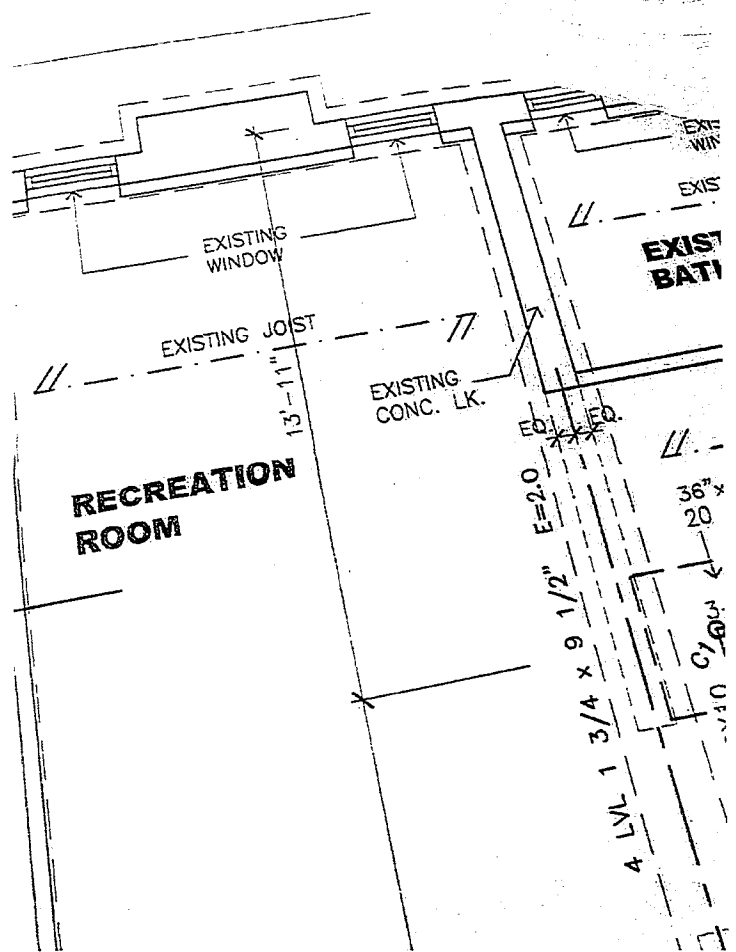
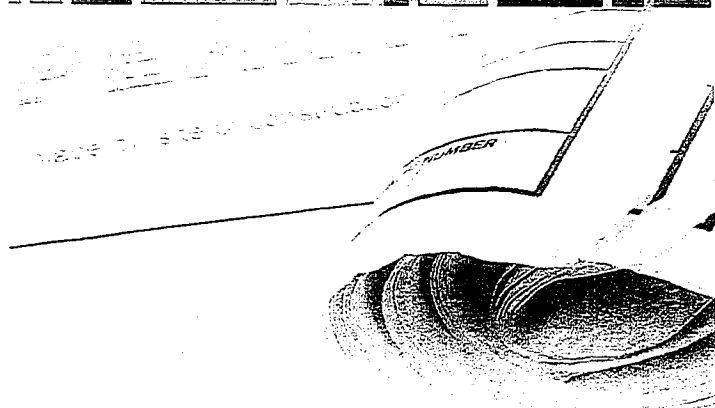


BENEFITS ANALYSIS

Peer Data	Average Peer Data		City of Chesterfield, MO Actual Benefits		Peer Compa-Ratios (actual benefit level/market)	
	Effective 1/1/17					
	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll
Payments for Time Not Worked	7,581	12.4%	7,633	14.37%		115.8%
Medical and Medically-Related Payments	10,397	17.0%	6,500	12.2%	62.5%	
Retirement and Savings	7,258	11.3%	3,941 *	7.4%		62.5%
Miscellaneous Benefit Pay	400	0.7%	14	0.0%		4.1%
Total	\$25,636	41.95%	\$18,089	34.1%		

Private Sector Data	Average Private Sector Data		City of Chesterfield, MO Actual Benefits		Private Sector Compa-Ratios (actual benefit level/market)	
	Effective 1/1/17					
	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll
Payments for Time Not Worked	5,213	7.0%	7,633 *	14.37%		206.7%
Medical and Medically-Related Payments	7,433	9.7%	6,500	12.2%	87.2%	
Retirement and Savings	4,687	6.0%	3,941 *	7.4%		123.7%
Miscellaneous Benefit Pay	189	0.3%	14	0.0%		6.9%
Total	\$17,544	22.95%	\$18,089	34.1%		

Composite Data	Composite Benefits Comparison		City of Chesterfield, MO Actual Benefits		Composite Compa-Ratios (actual benefit level/market)	
	Effective 1/1/17					
	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll	Average Annual Dollars/EE	Percent of Payroll
Payments for Time Not Worked	6,397	9.7%	7,633	14.37%		143.5%
Medical and Medically-Related Payments	8,926	13.4%	6,500	12.2%	72.8%	
Retirement and Savings	5,973	8.9%	3,941	7.4%		83.0%
Miscellaneous Benefit Pay	295	0.5%	14	0.0%		5.6%
Total	\$21,590	32.45%	\$18,089	34.1%		



Recommendations

Recommendations

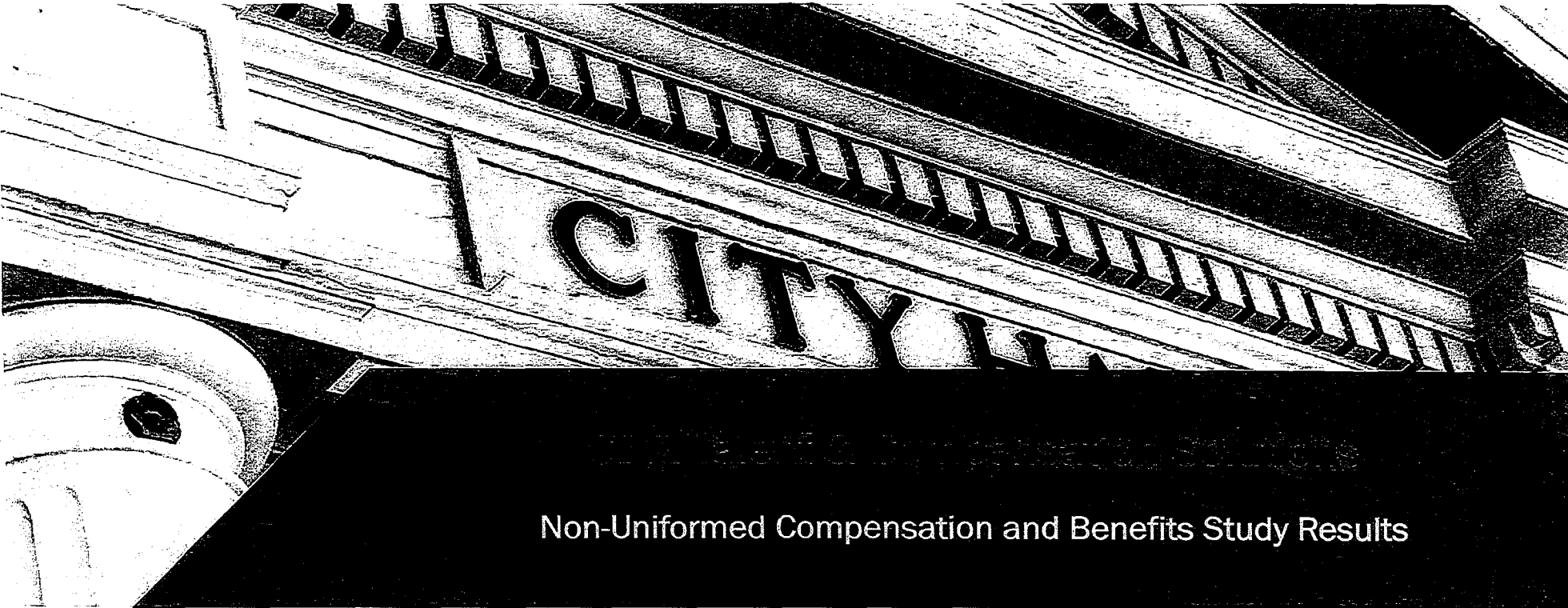


- Increase the compensation of all employees to the minimum of their respective proposed salary ranges. The range minimum represents the level at which entry-level pay can be considered market-competitive.
- Implementation of the compensation plan should occur uniformly across all positions. While different implementation scenarios may recognize budget constraints, partial or sporadic implementation can result in pay equity issues.
- Update structures annually. In order to reduce the administrative burden associated with salary structure maintenance, CBIZ will provide update factors that will allow the City to update the recommended salary structures for five years after the study.
- Conduct a comprehensive market review every three to five years to ensure that the ranges remain market-competitive.



QUESTIONS

CBIZ Talent & Compensation Solutions is a business and financial advisory firm providing a vast array of services, including compensation consulting. Our professionals perform compensation valuations on a regular basis and are qualified to provide such.



CITY

Non-Uniformed Compensation and Benefits Study Results

City of Chesterfield, MO

July 2017



CBIZ

Our business is growing yours

www.cbiz.com

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EXECUTIVE SUMMARY

CBIZ Talent and Compensation Solutions ("CBIZ") was engaged by the City of Chesterfield (the "City") to conduct a comprehensive compensation study for its non-uniformed employees, including a review of current compensation practices, an update of the compensation plan, and a benefits analysis.

In order to assist the City in implementing a compensation system that considers both market and internal factors, CBIZ matched the City's positions to positions in the market, developed a new salary structure, and calculated the cost of implementing the recommendations. In addition to evaluating base salaries at the City, CBIZ assessed total cash compensation and competitive benefits levels.

The remainder of this report will explain the methodology and expand on this summary in order to clearly document the comprehensive approach taken to analyze the City's current compensation practices and develop its new compensation plan.



OBJECTIVE AND SCOPE OF THE STUDY

The objective of the compensation and benefits study is to provide the City with a plan that:

- Determine the City of Chesterfield's current position in the labor market,
- Ensure that the taxpayer's interests are protected in not only attracting a quality workforce, but also to ensure wages are competitive without over-paying,
- Enhances the City's ability to attract, retain and motivate qualified individuals,
- Establishes a structure that is flexible in order to meet changing needs and
- Is well-aligned with the City's broader goals and strategies.

The scope of the study included:

- A competitive market analysis of base salary, and total cash compensation, and benefits for non-uniformed employees;
- Development of a salary structure;
- Reconciliation of actual compensation with market-competitive compensation;
- Calculation of plan implementation costs;
- Analysis of market-competitive benefits levels;
- Total compensation analysis; and
- Overall program recommendations

METHODOLOGY

Definitions

BASE SALARY: the annual fixed rate that an individual is paid for performing a job.

BONUS/ANNUAL INCENTIVE: the actual direct compensation paid under a bonus, commission, profit-sharing, or other short-term cash compensation plan that provides awards based on established criteria or management discretion, such as the overall performance of the organization or achievement of individual goals.

TOTAL CASH COMPENSATION: the sum of base salary and annual incentive compensation payments from variable pay programs.

EMPLOYEE BENEFITS: non-cash compensation provided to an employee. Some benefits are required by law (e.g., payroll taxes, unemployment compensation, and workers compensation), while others may be provided at the discretion of an employer (e.g., life insurance, paid time off, retirement plans).

TOTAL COMPENSATION: the sum of total cash compensation and employee benefits.

DATA POINTS:

- 25th percentile: the value in an array that falls at the first quarter of the sampled data (75% or $\frac{3}{4}$ of the values in the sample are greater than the 25th percentile value).
- 50th percentile: the value in an array that falls in the middle or median of the sampled data (half of the values in the sample fall above this value and half fall below it). This is the data point of reference for the proposed pay grade assignments.
- 75th percentile: the value in an array that falls at the third quarter of the sampled data (25% or $\frac{1}{4}$ of the values in the sample are greater than the 75th percentile value).

COMPA-RATIO: the employee's current salary divided by a market comparison point, which is usually the market 50th percentile. An employee whose salary equals the 50th percentile of the market has a compa-ratio of 100%. A compa-ratio of less than 100% indicates that the employee's salary is less than the 50th percentile of the market, and a compa-ratio greater than 100% indicates that the employee's salary is greater than the 50th percentile of the market.

RANGE PENETRATION: the employee's current salary minus the salary grade minimum salary divided by the difference of the salary grade maximum and minimum. An employee whose range penetration equals 50% is paid at the midpoint of the salary grade range, 0% is equal to the salary grade minimum and 100% is equal to the salary grade maximum.



Market Pricing

Competitive Market Analysis

According to a recent WorldatWork survey of market pricing practices, the vast majority of organizations (approximately 85%) utilize a compensation philosophy that strives to compensate employees at the median of the competitive labor market. Median pay is the point at which half of the employers pay more and half pay less.

Based on CBIZ's discussions with the City, it intends to align its compensation philosophy to the 75th percentile of the market in order to attract top talent that can deliver excellent service to the community.

The labor market influences described below were considered for the jobs included in the scope of the study. Job descriptions provided by the City were also utilized to ensure relevant market matches.

Labor Market Influences

The three most important labor market characteristics are the size of the organization, geographic scope, and industries from which the City recruits talent. Because surveys focus on different market characteristics (e.g., some focus on size, others focus on geography or industry), CBIZ determined each characteristic as it relates to each position at the City before conducting the market analysis, as follows:

Size of Organization

A key factor to be considered in determining the market-competitive compensation, particularly for senior management positions, is the size of the organization. While compensation for many positions is based primarily upon location, industry, job tasks, and responsibilities, compensation for upper-level positions is also significantly affected by the size of the organization. CBIZ considered size factors such as operating budget of \$20 million and headcount of 230.

Geographic Influence

Many jobs in an organization are recruited locally. Professional jobs may be recruited state wide or regionally. Because individuals who work in senior management positions often relocate solely to accept a new job, national searches are commonly conducted for these positions. In contrast, lower-paid salaried employees seldom relocate primarily on the basis of a job. To accurately reflect this market place characteristic, the survey data must be comprised of participants who reflect the geographic scope of the position in question. Too narrow or broad a market area scope either does not consider all necessary factors or introduces irrelevant factors.

However, when considering senior management positions, it is most reasonable to geographically adjust the data to the higher of the local or national market. This is due to the fact that organizations in locations that have greater comparative salaries will provide higher salaries to employees. In addition, the higher (local) rates would be required to compensate an employee moving from an area with a lower cost of living. Conversely, although executives are often recruited on a national basis, in practical application executives rarely are open to reductions in pay, even if they are moving to a lower-cost area.



CBIZ primarily utilized data specific to Chesterfield, Missouri, which is expected to be the primary market for recruiting employees under the scope of the analysis.

Industry Influence

Industry is the final key consideration for matching jobs to the market. Some jobs only exist within a certain industry and are most accurately priced to that industry exclusively. Conversely, some jobs are found in all organizations, and the true market for these jobs usually considers this broader market. For example, most clerical and trade jobs can be found in any organization. For this reason, CBIZ focused on municipal government entities or the broader labor market, as appropriate.

Salary Surveys

The first step in ascertaining the competitiveness of compensation was to determine what competitors pay for jobs comparable to those at the City. CBIZ used its proprietary survey databases that aggregate data from thousands of valid and reliable published salary surveys and includes specific data based on geographic area, size of organization, years of experience, and industry. CBIZ used databases that compile multiple salary sources because:

- They provide a richer and more complete view of the market.
- Survey sources may focus on different market characteristics to define market peers.
- They allow the City to more closely define peers and peer relationships than is possible using any single survey source.
- Multiple sources allow for statistical validation of the collected data.

Additionally, CBIZ administered a custom survey of area municipalities. The respondents for this survey included:

- | | |
|---------------|--------------------|
| ▪ Ballwin | ▪ Ladue |
| ▪ Clayton | ▪ Manchester |
| ▪ Crestwood | ▪ Maplewood |
| ▪ Creve Coeur | ▪ Maryland Heights |
| ▪ Eureka | ▪ O'Fallon |
| ▪ Florissant | ▪ Richmond Heights |
| ▪ Frontenac | ▪ Wentzville |
| ▪ Hazelwood | ▪ Wildwood |



Aging Data

Survey data must be adjusted to account for market pay movement between the time of publication and when the data are to be used. For example, a survey may have been conducted to report salaries effective as of September 1, 2016. In order to market-price the jobs at the City as of July 1, 2017, CBIZ had to age the survey data ten months. In addition, different surveys have different publication dates, and they must be aged to a common point in time. Put simply, aging the data provides up-to-date salary data and allows for an "apples to apples" comparison of survey data. All salary data were aged to reflect estimated market pay as of January 1, 2017. Data were aged using a factor of 2.90%, which is the anticipated salary growth rate. This figure reflects the value for projected pay movement as reported by WorldatWork's Salary Budget Survey.

Job Matching

CBIZ reviewed the content of each job description provided by the City and searched the salary survey job descriptions to find the best possible match. When a valid match was found, the corresponding salary survey market data were recorded. CBIZ recorded the 25th, 50th, and 75th percentiles for both base salary and total cash compensation.



COMPENSATION STUDY RESULTS

Market Analysis

Exhibit 1 displays the composite market data for the City. The analysis is a comprehensive review of the included positions compared to the market base salary and market total cash compensation. The 25th, 50th, and 75th percentiles are reported. This exhibit provides a summary look at how the City's positions compare to the labor market. A detailed analysis with associated implementation costs is provided later in this report.

Market data were also compared graphically to the City's current average compensation by position. Exhibit 2A reveals the trendline for actual and market 75th percentile base salary. Exhibit 2B provides the trendline for actual and market 75th percentile total cash compensation. Exhibit 2C provides the trendline for actual and market 75th percentile total compensation.

Salary Structure Development

A critical element of the compensation plan is the salary structure. The salary structure is a compensation framework comprised of multiple grades, each of which has an associated salary range. The salary structure groups jobs with similar market values and/or internal equity into the same grade. The salary structure ensures that each of the City's employees receives a salary that is reasonable given their assigned grade and corresponding salary range.

CBIZ developed a unique salary structure for the City, which will provide a system for slotting all jobs and allow for future growth. The structure for all positions is provided in Exhibit 3.

In the proposed salary structures, the salary grade midpoint is designed to approximate the market 75th percentile for each job. CBIZ slotted each position into a grade in the structure based on the grade midpoint that most closely corresponds to the market 75th percentile identified in Exhibit 1.

Exhibit 4 presents a listing of jobs by market pay grade.

EXAMPLE:			
Job Title: Job XYZ			
Market Median: \$35,455			
Salary Grade	Minimum	Midpoint	Maximum
1	\$24,778	\$30,972	\$37,166
2	\$27,398	\$35,618	\$43,837
3	\$31,508	\$40,960	\$50,413

Salary Analysis

Exhibits 5A and 5B compare the market data (and corresponding salary ranges) to actual base pay at the City. Exhibit 5A presents results by grade while Exhibit 5B contains results sorted by department.

The comparison of actual pay to the market data is best illustrated through the compa-ratio. The City's average compa-ratio for non-uniformed employees is 86.7% of the market 75th percentile base salary.

The draft cost to implement the structure recommendations would be approximately \$53,732 or 0.8% of non-uniformed payroll. This is the cost to bring all employees to the minimum of their respective ranges.

Among the 138 employees in Exhibit 5A and 5B, there are 31 below their respective salary grade minimums.

Exhibit 6 provides a graphical depiction of employee range penetration.



Benefits Analysis

Exhibit 7 outlines the results of the benefits analysis among the city's custom survey peers. CBIZ determined the market-competitive benefits value based on a combination of fixed dollar values and percentages of base salary. For some benefits, namely medical and medical-related benefits, it is most accurate to utilize a fixed cost per employee because the cost incurred by the organization typically does not depend on the salary level of the employee. For example, healthcare benefits provided to an executive and a clerk would be expected to cost the employer the same amount. Other benefits, including paid time off and retirement and savings, are most accurately represented as a percent of the incumbent's base salary. The data points highlighted in gold indicate whether the data point is assessed as a fixed cost or as a percentage.

CBIZ compared the City to the peer municipalities based on the results of the custom survey. CBIZ also provided a comparison to the broader private-labor market. Finally, CBIZ captured a composite number that averages the two comparison sets.

CBIZ conducted a follow-up vehicle benefits survey among Chesterfield's peer respondents. Of the 9 respondents to the vehicle survey, 8 offered some form of vehicle benefit to certain executive and department head positions, for a prevalence of 89%. Among these, the most common benefit was a city-owned vehicle provided to the City Manager/Administrator. 67% offered a vehicle to the City Manager/Administrator, and 56% offered a vehicle to additional executives. For municipalities that opted to provide a vehicle allowance, the average annual benefit was \$4,831. Another recent survey specific to City Managers/Administers contained 60 participating organizations and showed a prevalence of 75% for offering some type of vehicle benefit. Of those with an allowance, the average annual benefit was \$5,800.

Total Compensation Analysis

Exhibit 8 combines the results of the base salary, bonus, total cash compensation, and benefits to compare employee total compensation to market total compensation. CBIZ used the composite benefits comparison for purposes of this analysis. On average, the City's overall total compensation compa-ratio (actual total compensation divided by market competitive levels) is 86.1%.

Compression Analysis

Compression exists when inexperienced employees within a grade are paid an identical or similar rate as those with greater tenure. Exhibit 9 provides an interactive tool that will allow the City to model different scenarios to identify and alleviate compression.



SUMMARY OF FINDINGS

- The City's average base salary compa-ratio is 86.7%. This indicates that on average base pay is approximately 13.3% below market 75th percentile pay.
- There are many reasons that an individual employee's pay may be above or below the market benchmark. New employees or poor performers should be paid below the benchmark, while experienced employees with excellent performance should be paid well above.
- As presented in Exhibits 5A, the initial cost to implement the new structures would be approximately \$53,732. This is the cost to bring all employees to the minimum of their respective proposed ranges and represents 0.8% of payroll.
- The City's spend on benefits is below market when compared against its peers, with a benefit compa-ratio of 87.3%.

RECOMMENDATIONS

- Increase the compensation of all employees to the minimum of their respective proposed salary ranges. The range minimum represents the level at which entry-level pay can be considered market-competitive.
- Implementation of the compensation plan should occur uniformly across all positions. While different implementation scenarios may recognize budget constraints, partial or sporadic implementation can result in pay equity issues.
- Update structures annually. In order to reduce the administrative burden associated with salary structure maintenance, CBIZ will provide update factors that will allow the City to update the recommended salary structures for five years after the study.
- Conduct a comprehensive market review every three to five years to ensure that the ranges remain market-competitive.



CBIZ Code	Annualized Average		Custom Base Salary			Database Base Salary			Weighted Base Salary			Proposed Pay Grade	Weighted Total Cash Compensation		
	Base	Job Title	25th	50th	75th	25th	50th	75th	25th	50th	75th		25th	50th	75th
124	100,620	Finance Director	90,192	100,620	111,020	107,612	122,818	140,735	98,902	111,719	125,877	16	102,919	117,653	134,420
149	105,916	Pub Works Dir. - City Engineer	84,847	100,648	114,927	103,966	109,810	118,539	94,407	105,229	116,733	16	97,297	108,406	120,283
138	101,585	Parks, Recreation & Art Director	84,847	100,648	114,927				84,847	100,648	114,927	16	84,847	100,648	114,927
139	92,000	Planning and Ovp. Ser. Director	84,847	100,648	114,927				84,847	100,648	114,927	16	84,847	100,648	114,927
130	97,578	IT Director	68,190	79,380	97,578	98,392	107,028	117,502	83,291	93,204	107,540	15	86,348	97,254	112,885
113	116,947	Comm. Svcs./Econ. Dev. Director				81,723	88,315	97,284	81,723	88,315	97,284	15	85,389	92,328	101,750
165	95,029	Parks Maintenance Operations Superintendent	67,891	70,427	81,624	89,444	95,933	104,614	78,668	83,180	93,119	14	80,976	85,678	95,860
163	75,002	Arts & Entertainment Superintendent	67,877	80,518	91,941				67,877	80,518	91,941	14	67,877	80,518	91,941
158	75,605	Senior Civil Engineer	77,047	86,411	87,724	69,418	76,251	84,431	73,232	81,331	86,078	14	73,806	81,940	86,858
160	66,997	Senior Planner	61,736	77,754	83,620				61,736	77,754	83,620	14	61,736	77,754	83,620
164	87,779	Recreation Operations Superintendent	49,182	55,931	64,383	80,291	87,919	98,114	64,736	71,925	81,248	14	67,262	74,724	84,401
146	76,472	Project Manager	66,997	75,140	76,282	69,418	76,251	84,431	68,208	75,696	80,357	13	68,781	76,304	81,136
128	70,201	GIS Administrator	58,267	64,371	75,349	68,325	75,361	83,482	63,296	69,866	79,415	13	64,038	70,819	80,849
110	74,804	City Clerk	58,682	67,324	78,638				58,682	67,324	78,638	13	58,682	67,324	78,638
111	66,997	Civil Engineer	66,997	75,140	76,282	65,239	70,863	78,942	66,118	73,002	77,612	13	66,565	73,459	78,241
166	68,190	Technical Operations Administrator				64,214	68,785	75,098	64,214	68,785	75,098	13	65,439	70,116	76,567
116	56,534	Computer Programmer				61,343	67,462	74,788	61,343	67,462	74,788	13	63,136	69,616	77,520
106	76,469	Building Maintenance Supervisor	61,102	63,384	73,461	59,457	66,294	74,267	60,280	64,839	73,864	13	60,917	65,638	74,911
132	58,280	Street Maintenance Supervisor	61,102	63,384	73,461	59,457	66,294	74,267	60,280	64,839	73,864	12	60,917	65,638	74,911
136	58,381	Parks Maintenance Supervisor	61,102	63,384	73,461	59,457	66,294	74,267	60,280	64,839	73,864	12	60,917	65,638	74,911
126	63,998	Fleet Maintenance Supervisor	61,102	63,384	73,461	59,457	66,294	74,267	60,280	64,839	73,864	12	60,917	65,638	74,911
117	70,256	Court Administrator	52,104	57,877	69,223	59,956	64,343	70,462	56,030	61,110	69,843	12	56,491	61,614	70,402
131	55,975	Lead GIS Analyst - CAD Tech.	53,200	58,774	68,797	57,549	62,460	70,287	55,374	60,617	69,542	12	55,713	61,082	70,192
103	61,564	Building Maintenance Assistant Supervisor	57,708	59,863	69,380	53,511	59,664	66,840	55,609	59,764	68,110	12	56,183	60,483	69,053
147	49,245	Project Planner				56,477	60,600	66,261	56,477	60,600	66,261	12	57,175	61,357	67,099
109	49,245	City Arborist/Urban Forester	53,518	54,786	56,171	61,748	66,147	72,232	57,633	60,466	64,201	12	58,257	61,145	64,951
122	60,305	Employee Services Administrator				51,478	56,006	62,919	51,478	56,006	62,919	12	52,580	57,512	64,795
153	54,650	Recreation Concessions Manager	49,182	55,931	64,383	51,958	55,509	60,150	50,570	55,720	62,266	11	51,791	57,025	63,680
157	58,090	Senior Accountant	48,984	49,681	56,000	58,434	62,589	68,370	53,709	56,135	62,185	11	54,708	57,221	63,385
161	61,776	Senior Engineering Const. Inspect	51,840	54,870	61,386				51,840	54,870	61,386	11	51,840	54,870	61,386
129	51,057	GIS Analyst - CAD Tech	50,667	55,975	65,521	47,163	51,140	55,506	48,915	53,558	60,513	11	49,191	54,007	61,092
152	49,245	Recreation Manager	49,182	55,931	64,383	40,045	47,022	54,890	44,613	51,477	59,637	11	44,841	51,722	59,904
115	48,277	Communication Specialist				48,327	52,640	59,504	48,327	52,640	59,504	11	51,242	55,965	63,657
112	41,247	Code Enforcement Inspector	45,797	52,332	60,542	42,300	49,653	57,005	44,049	50,992	58,774	10	44,049	51,043	58,824
125	54,556	Fleet Maintenance Mechanic	47,387	53,914	58,544	47,445	51,689	57,328	47,416	52,802	57,936	10	48,598	54,156	59,417
159	45,872	Senior Maintenance Worker	44,337	50,981	55,411	48,608	51,258	54,924	46,472	51,119	55,167	10	46,764	51,431	55,506
162	43,923	Senior Parks Maintenance Worker	44,337	50,981	55,411	48,608	51,258	54,924	46,472	51,119	55,167	10	46,764	51,431	55,506
134	53,698	Office Manager - Planning				44,440	48,698	54,437	44,440	48,698	54,437	10	45,490	49,928	55,869
101	40,187	Assistant Court Administrator	44,289	49,196	58,840	36,318	41,572	48,603	40,304	45,384	53,721	9	40,595	45,724	54,065
107	47,020	Business Assistance Coordinator				43,127	46,652	51,300	43,127	46,652	51,300	10	43,972	47,568	52,310
102	40,274	Asst to CA/Deputy City Clerk	40,535	46,149	51,070				40,535	46,149	51,070	10	40,535	46,149	51,070
114	52,207	Command Staff Coordinator				40,971	44,319	48,735	40,971	44,319	48,735	9	41,773	45,189	49,695
123	42,654	Executive Assistant	37,919	42,364	47,424	39,894	43,972	49,369	38,906	43,168	48,396	9	39,218	43,548	48,850
140	39,061	Planning Technician				39,617	43,170	47,799	39,617	43,170	47,799	9	40,349	43,970	48,687
105	40,317	Building Maint. Technician				41,664	43,935	47,077	41,664	43,935	47,077	10	42,164	44,470	47,657
127	37,588	Forestry Technician	45,538	47,640	48,844	38,740	41,055	44,184	42,639	44,348	46,514	9	42,876	44,602	46,790



Annualized Average			Custom Base Salary			Database Base Salary			Weighted Base Salary			Proposed Pay Grade	Weighted Total Cash Compensation		
CBIZ Code	Base	Job Title	25th	50th	75th	25th	50th	75th	25th	50th	75th		25th	50th	75th
154	40,923	Recreation Specialist				37,369	41,596	46,489	37,369	41,596	46,489	9	37,653	41,902	46,823
133	36,951	Street Maintenance Worker	36,331	40,294	46,777	37,398	41,480	45,693	36,865	40,887	46,235	9	37,129	41,262	46,622
137	38,537	Parks Maintenance Worker	36,331	40,294	46,777	37,398	41,480	45,693	36,865	40,887	46,235	9	37,129	41,262	46,622
100	43,625	Accounting Clerk	44,778	45,136	47,072	37,559	41,026	45,135	41,169	43,081	46,103	10	41,498	43,476	46,592
150	39,749	Records Clerk	39,114	43,454	50,315	31,307	33,551	36,434	35,210	38,503	43,374	8	35,402	38,709	43,599
118	36,015	Court Assistant	34,127	38,127	42,682	34,826	38,028	42,073	34,476	38,078	42,378	8	34,911	38,554	42,906
121	46,220	Detective/Evidence Secretary				36,124	38,831	42,247	36,124	38,831	42,247	8	36,921	39,689	43,183
135	34,804	Parks Facility Attendant				37,047	39,216	42,177	37,047	39,216	42,177	8	37,434	39,630	42,627
148	36,798	Recreation Aide				33,775	37,476	41,821	33,775	37,476	41,821	8	33,878	37,586	41,941
104	39,288	Building Attendant				32,775	36,679	40,627	32,775	36,679	40,627	8	33,220	37,339	41,305
120	28,967	Customer Service Representative				29,649	32,774	36,516	29,649	32,774	36,516	8	30,376	33,467	37,280

Exhibit 2A: City of Chesterfield, MO Actual Annualized Base Salary Compared to Market 75th Percentile
Base Salary

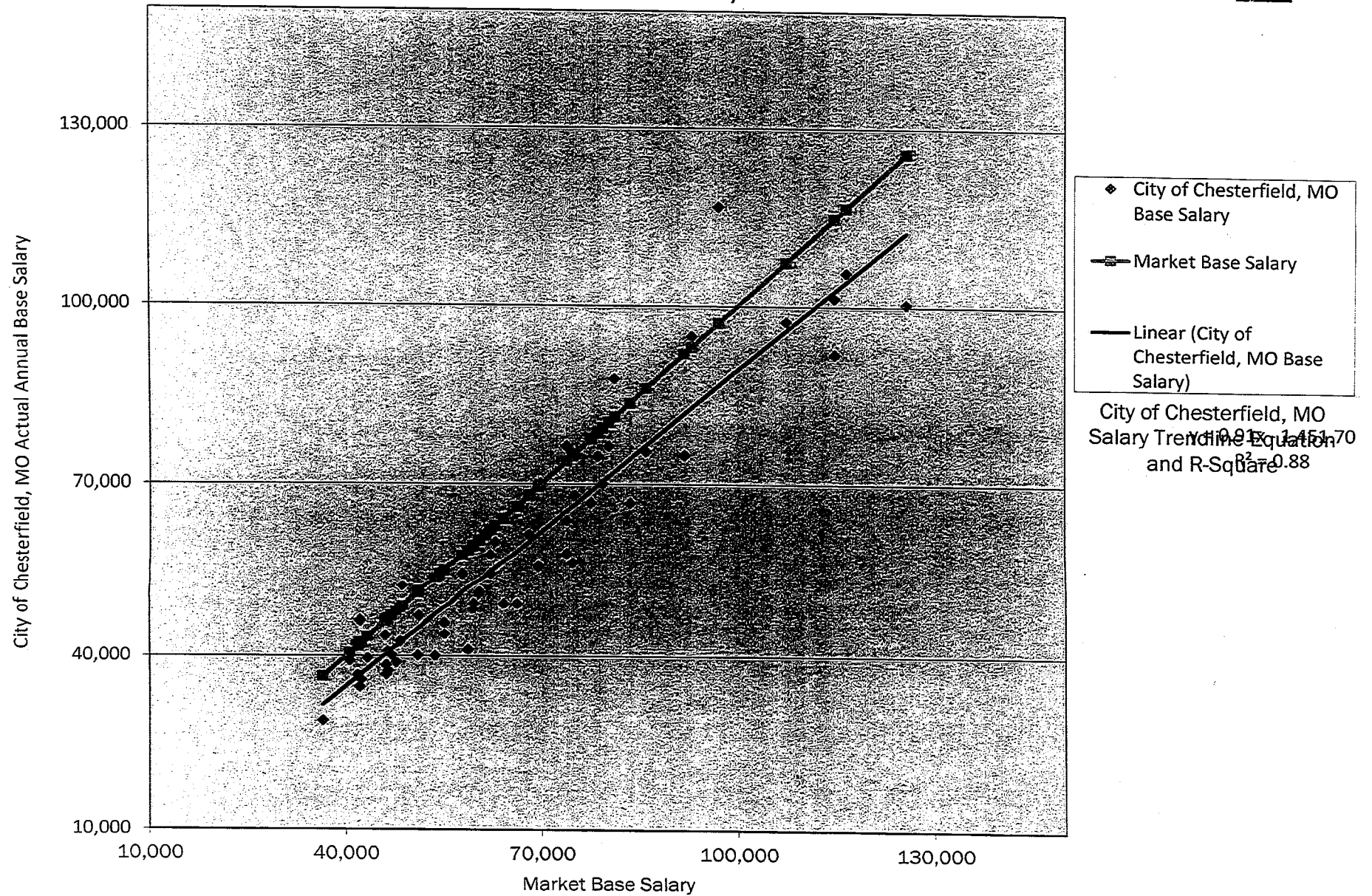


Exhibit 2B: City of Chesterfield, MO Actual Annualized Total Cash Compensation Compared to Market
75th Percentile Total Cash Compensation

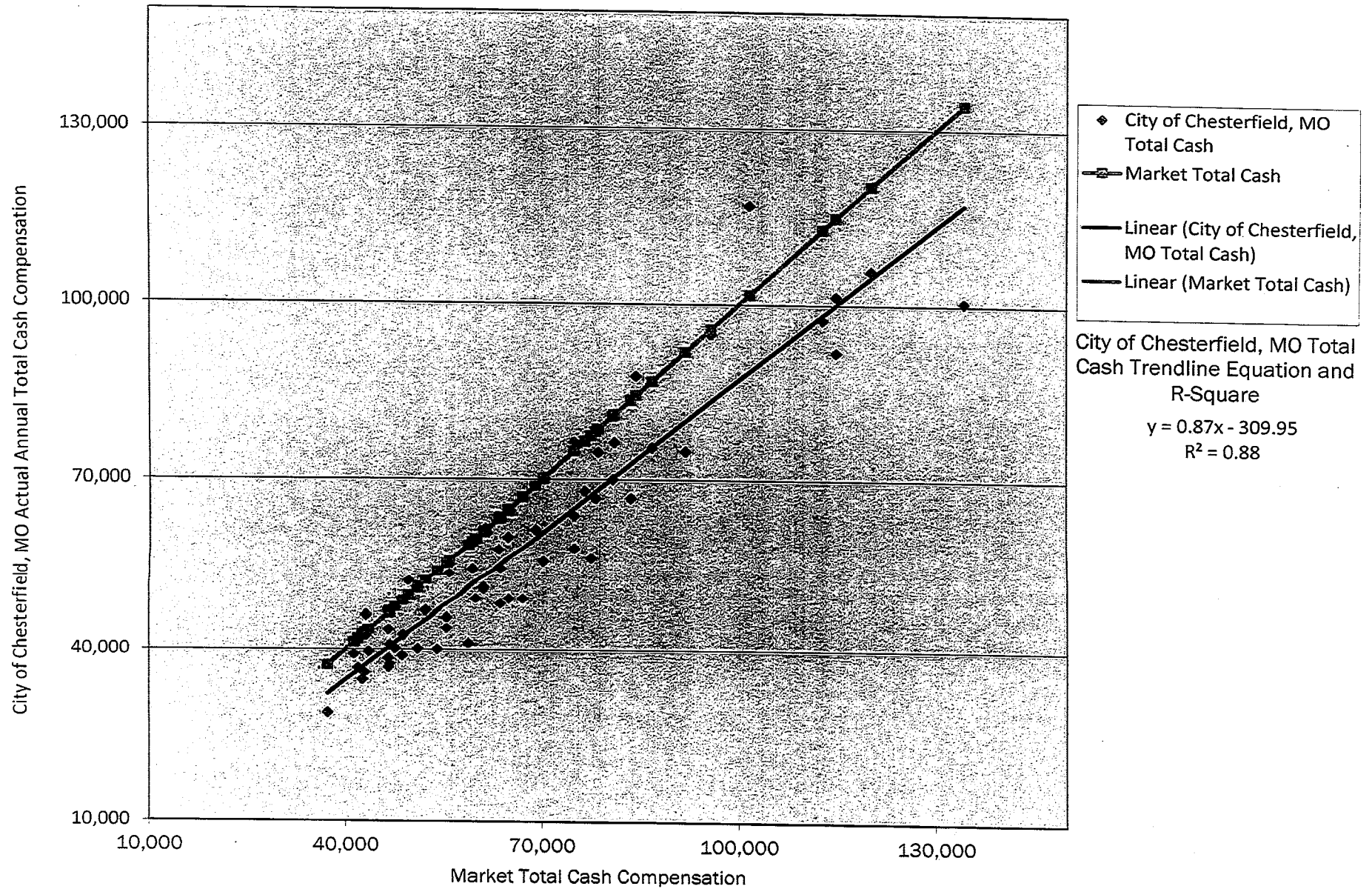
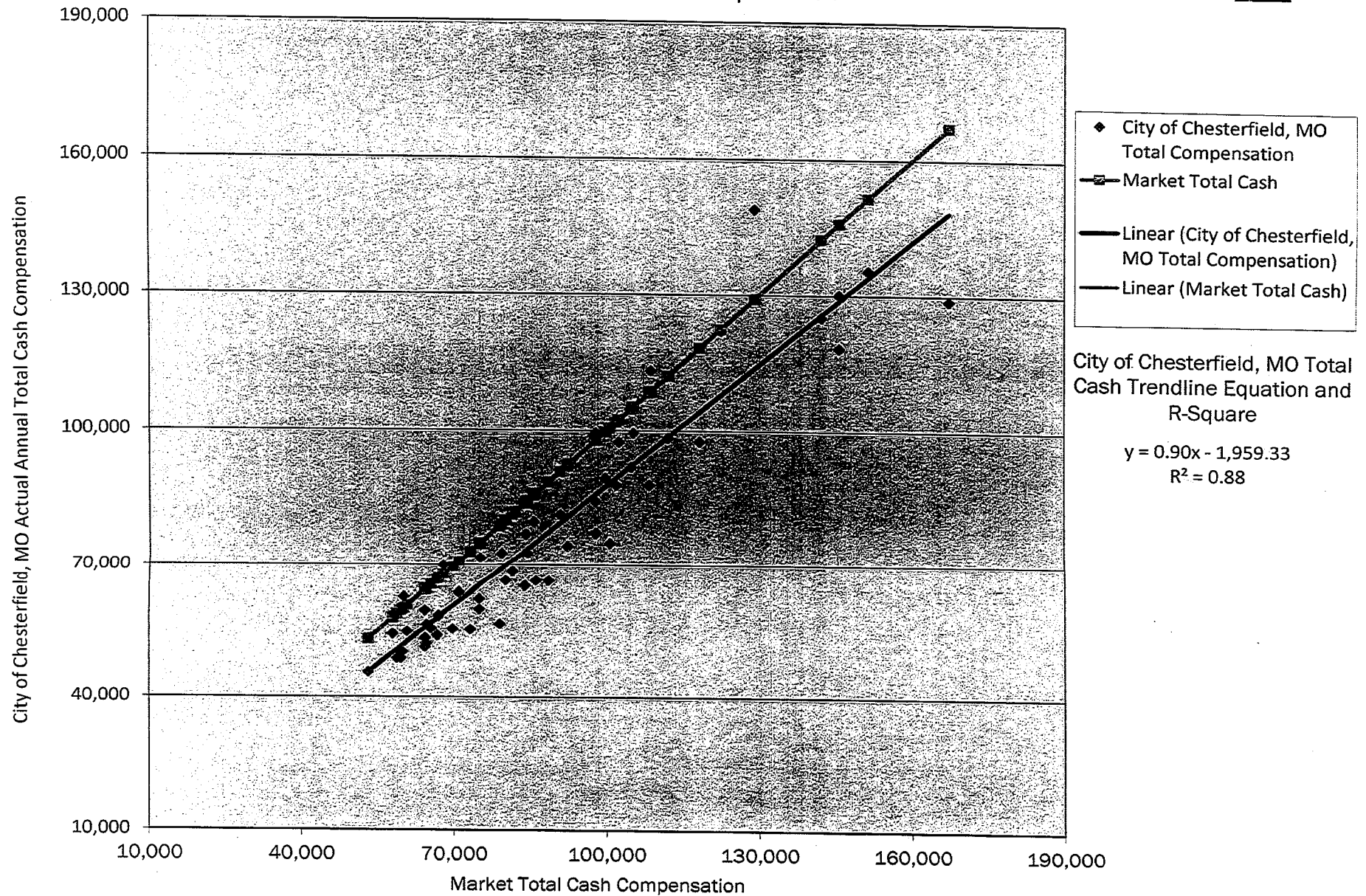


Exhibit 2C: City of Chesterfield, MO Actual Annualized Total Compensation Compared to Market 75th Percentile Total Compensation



City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 3 - Proposed Salary Ranges
Structures Effective January 1, 2017 to December 31, 2017



<i>Grade</i>	<i>Salary Range</i>			<i>Range Spread</i>	<i>Midpoint Differential</i>
	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>		
1	\$17,500	\$21,000	\$24,500	40%	
2	\$19,250	\$23,100	\$26,950	40%	10.0%
3	\$21,175	\$25,410	\$29,645	40%	10.0%
4	\$23,293	\$27,951	\$32,610	40%	10.0%
5	\$25,622	\$30,746	\$35,870	40%	10.0%
6	\$28,440	\$34,128	\$39,816	40%	11.0%
7	\$30,924	\$37,882	\$44,840	45%	11.0%
8	\$34,326	\$42,049	\$49,773	45%	11.0%
9	\$38,445	\$47,095	\$55,745	45%	12.0%
10	\$42,197	\$52,747	\$63,296	50%	12.0%
11	\$47,261	\$59,076	\$70,892	50%	12.0%
12	\$53,405	\$66,756	\$80,107	50%	13.0%
13	\$60,348	\$75,434	\$90,521	50%	13.0%
14	\$68,039	\$86,750	\$105,460	55%	15.0%
15	\$78,245	\$99,762	\$121,279	55%	15.0%
16	\$91,938	\$117,220	\$142,503	55%	17.5%
17	\$108,204	\$140,665	\$173,126	60%	20.0%
18	\$129,844	\$168,797	\$207,751	60%	20.0%
19	\$159,243	\$210,997	\$262,751	65%	25.0%

City of Chesterfield, MO
Preliminary Compensation Study Results
Exhibit 3 - Proposed Salary Ranges
Structures Effective January 1, 2017 to December 31, 2017



<i>Salary Range - Hourly Rates</i>					
<i>Grade</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>	<i>Range Spread</i>	<i>Midpoint Differential</i>
1	\$8.41	\$10.10	\$11.78	40%	
2	\$9.25	\$11.11	\$12.96	40%	10.0%
3	\$10.18	\$12.22	\$14.25	40%	10.0%
4	\$11.20	\$13.44	\$15.68	40%	10.0%
5	\$12.32	\$14.78	\$17.25	40%	10.0%
6	\$13.67	\$16.41	\$19.14	40%	11.0%
7	\$14.87	\$18.21	\$21.56	45%	11.0%
8	\$16.50	\$20.22	\$23.93	45%	11.0%
9	\$18.48	\$22.64	\$26.80	45%	12.0%
10	\$20.29	\$25.36	\$30.43	50%	12.0%
11	\$22.72	\$28.40	\$34.08	50%	12.0%
12	\$25.68	\$32.09	\$38.51	50%	13.0%
13	\$29.01	\$36.27	\$43.52	50%	13.0%
14	\$32.71	\$41.71	\$50.70	55%	15.0%
15	\$37.62	\$47.96	\$58.31	55%	15.0%
16	\$44.20	\$56.36	\$68.51	55%	17.5%
17	\$52.02	\$67.63	\$83.23	60%	20.0%
18	\$62.43	\$81.15	\$99.88	60%	20.0%
19	\$76.56	\$101.44	\$126.32	65%	25.0%



Salary Grade & Job Title	CBIZ Code	Range Minimum	Range Midpoint	Range Maximum
16				
Finance Director	124	91,938	117,220	142,503
Parks, Recreation & Art Director	138	91,938	117,220	142,503
Planning and Dvlp. Ser. Director	139	91,938	117,220	142,503
Pub Works Dir. - City Engineer	149	91,938	117,220	142,503
15				
Comm. Svcs./Econ. Dev. Director	113	78,245	99,762	121,279
IT Director	130	78,245	99,762	121,279
14				
Arts & Entertainment Superintendent	163	68,039	86,750	105,460
Recreation Operations Superintendent	164	68,039	86,750	105,460
Senior Civil Engineer	158	68,039	86,750	105,460
Senior Planner	160	68,039	86,750	105,460
Parks Maintenance Operations Superintendent	165	68,039	86,750	105,460
13				
Building Maintenance Supervisor	106	60,348	75,434	90,521
City Clerk	110	60,348	75,434	90,521
Civil Engineer	111	60,348	75,434	90,521
Computer Programmer	116	60,348	75,434	90,521
GIS Administrator	128	60,348	75,434	90,521
Project Manager	146	60,348	75,434	90,521
Technical Operations Administrator	166	60,348	75,434	90,521
12				
Building Maintenance Assistant Supervisor	103	53,405	66,756	80,107
City Arborist/Urban Forester	109	53,405	66,756	80,107
Court Administrator	117	53,405	66,756	80,107
Employee Services Administrator	122	53,405	66,756	80,107
Fleet Maintenance Supervisor	126	53,405	66,756	80,107



Salary Grade & Job Title	CBIZ Code	Range Minimum	Range Midpoint	Range Maximum
Lead GIS Analyst - CAD Tech.	131	53,405	66,756	80,107
Parks Maintenance Supervisor	136	53,405	66,756	80,107
Project Planner	147	53,405	66,756	80,107
Street Maintenance Supervisor	132	53,405	66,756	80,107
11				
Communication Specialist	115	47,261	59,076	70,892
GIS Analyst - CAD Tech	129	47,261	59,076	70,892
Recreation Concessions Manager	153	47,261	59,076	70,892
Recreation Manager	152	47,261	59,076	70,892
Senior Accountant	157	47,261	59,076	70,892
Senior Engineering Const. Inspect	161	47,261	59,076	70,892
10				
Accounting Clerk	100	42,197	52,747	63,296
Asst to CA/Deputy City Clerk	102	42,197	52,747	63,296
Building Maint. Technician	105	42,197	52,747	63,296
Business Assistance Coordinator	107	42,197	52,747	63,296
Code Enforcement Inspector	112	42,197	52,747	63,296
Fleet Maintenance Mechanic	125	42,197	52,747	63,296
Office Manager - Planning	134	42,197	52,747	63,296
Senior Maintenance Worker	159	42,197	52,747	63,296
Senior Parks Maintenance Worker	162	42,197	52,747	63,296
9				
Assistant Court Administrator	101	38,445	47,095	55,745
Command Staff Coordinator	114	38,445	47,095	55,745
Executive Assistant	123	38,445	47,095	55,745
Forestry Technician	127	38,445	47,095	55,745
Parks Maintenance Worker	137	38,445	47,095	55,745
Planning Technician	140	38,445	47,095	55,745



Salary Grade & Job Title	CBIZ Code	Range Minimum	Range Midpoint	Range Maximum
Recreation Specialist	154	38,445	47,095	55,745
Street Maintenance Worker	133	38,445	47,095	55,745
8.				
Building Attendant	104	34,326	42,049	49,773

2017
HEALTH INSURANCE SURVEY

			Deductibles							
	Purchased Thru	Carrier	Deductibles				HRA Reimbursement			
			In-Network - Employee	In-Network - Family	Out-Network - Employee	Out-Network - Family	Employee	Family	Net Employee Deductible	Net Family Deductible
Crestwood	Broker	UHC	5,000	10,000	10,000	20,000	100.0%	100.0%	\$ -	\$ -
Manchester	Broker	UHC	5,000	10,000	10,000	20,000	85.0%	85.0%	750	1,500
Glendale	Exchange	Anthem	3,500	7,000	7,000	14,000	92.9%	92.9%	250	500
Sunset Hills	Broker	UHC	2,000	4,000	6,000	12,000	37.5%	37.5%	1,250	2,500
Town & Country	SLAIT	Anthem	2,000	4,000	4,000	8,000	50.0%	50.0%	1,000	2,000
Wildwood	Broker	UHC	2,000	4,000	6,000	12,000	90.0%	45.0%	200	2,200
Ballwin	SLAIT	Anthem	1,500	3,000	3,000	6,000	66.7%	66.7%	500	1,000
Brentwood	SLAIT	Anthem	1,500	3,000	3,000	6,000	75.0%	75.0%	375	750
Chesterfield	SLAIT	Anthem	1,500	3,000	3,000	6,000	100.0%	100.0%	\$ -	\$ -
Clayton	SLAIT	Anthem	1,500	3,000	3,000	6,000	66.7%	66.7%	500	1,000
Creve Coeur	SLAIT	Anthem	1,500	3,000	3,000	6,000	73.3%	73.3%	400	800
Rock Hill	SLAIT	Anthem	1,500	3,000	3,000	6,000	100.0%	100.0%	\$ -	\$ -
St Ann	SLAIT	Anthem	1,500	3,000	3,000	6,000	0.0%	0.0%	1,500	3,000
Des Peres	SLAIT	Anthem	1,000	2,000	2,000	4,000	50.0%	50.0%	500	1,000
Ellisville	Broker	Cigna	1,000	2,000	3,000	6,000	100.0%	100.0%	\$ -	\$ -
Frontenac	SLAIT	Anthem	1,000	2,000	2,000	4,000	50.0%	50.0%	500	1,000
Hazelwood	Broker	Cigna	1,000	2,000	3,000	6,000	0.0%	0.0%	1,000	2,000
Olivette	SLAIT	Anthem	1,000	2,000	2,000	4,000	0.0%	0.0%	1,000	2,000
Kirkwood	Broker	BCBS	750	1,500	150	3,000	0.0%	0.0%	750	1,500
Bridgeton	Broker	UHC	500	1,000	1,000	2,000	0.0%	0.0%	500	1,000
Ferguson	SLAIT	Anthem	500	1,000	2,000	4,000	0.0%	0.0%	500	1,000
Lake St L	SLAIT	Anthem	500	1,000	1,000	2,000	0.0%	0.0%	500	1,000
R Heights	SLAIT	Anthem	500	1,000	1,000	2,000	0.0%	0.0%	500	1,000
Webster	Broker	Cigna	500	1,000	2,000	4,000	100.0%	100.0%	\$ -	\$ -
Maplewood	SLAIT	Anthem	250	500	500	1,500	100.0%	100.0%	\$ -	\$ -
M Heights	SLAIT	Anthem	250	500	500	1,500	0.0%	0.0%	250	500
U City	SLAIT	Anthem	250	500	500	1,500	0.0%	0.0%	250	500

FOOTNOTES:

Survey Timing

All data presented is as of January 1, 2017

Aggregate Contribution is an estimate of the average premium paid by the city representing 1 employee in each group. The author understands that the employee census weighted heavily in any category can significantly impact the average cost sharin

Bridgeton	Pays 100% of Premiums for Employees; Rate for other levels of coverage vary based on date of hire. If hired before 2012, monthly employee contribution is \$31.00 ; Hired After 1-1-2012, Monthly Employee Contribution is \$250.0
Chesterfield	Has only a 2 Tiered Premium System: Employee and Family whether he family is EMP-Child(ren), EMP-Spouse or EMP- Spouse and Child(ren)
Frontenac	Pays 90.0% of employee premium + 60.0% of difference between dependent coverage and employee premium:
Glendale	Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage;Illustrations at Age 50 for emp & spous
Hazelwood	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Kirkwood	Offers Employees 2 Plan Options: (1) with 100% Co-Insurance and (2) with 80% Co-Insurance; city contributions are different between plans; Data reflects 100% co-insurance Plan since all other cities are 100% Coinsuranc
Manchester	Pays 90.0% of employee only coverage; for other levels of coverage pays 50.0% of employee premium + part of difference between coverage and employee: 73% (child), 70% (Spouse) or 65% (family)
Maryland Heights	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Sunset Hills	Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E),\$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E);80.0%(EC); 76.4%(ES) and 90.8%(Fam
Wildwood	Pays 100% of Premium for all coverages

2017
HEALTH INSURANCE SURVEY

		Deductibles									
Purchased Thru	Carrier	Deductibles				HRA Reimbursement					
		In-Network - Employee	In-Network - Family	Out-Network - Employee	Out-Network - Family		Employee	Family		Net Employee Deductible	Net Family Deductible
Chesterfield	SLAIT	Anthem	1,500	3,000	3,000	6,000		100.0%	100.0%		\$ - \$ -
Crestwood	Broker	UHC	5,000	10,000	10,000	20,000		100.0%	100.0%		\$ - \$ -
Ellisville	Broker	Cigna	1,000	2,000	3,000	6,000		100.0%	100.0%		\$ - \$ -
Maplewood	SLAIT	Anthem	250	500	500	1,500		100.0%	100.0%		\$ - \$ -
Rock Hill	SLAIT	Anthem	1,500	3,000	3,000	6,000		100.0%	100.0%		\$ - \$ -
Webster	Broker	Cigna	500	1,000	2,000	4,000		100.0%	100.0%		\$ - \$ -
Glendale	Exchange	Anthem	3,500	7,000	7,000	14,000		92.9%	92.9%		250 500
Wildwood	Broker	UHC	2,000	4,000	6,000	12,000		90.0%	45.0%		200 2,200
Manchester	Broker	UHC	5,000	10,000	10,000	20,000		85.0%	85.0%		750 1,500
Brentwood	SLAIT	Anthem	1,500	3,000	3,000	6,000		75.0%	75.0%		375 750
Creve Coeur	SLAIT	Anthem	1,500	3,000	3,000	6,000		73.3%	73.3%		400 800
Ballwin	SLAIT	Anthem	1,500	3,000	3,000	6,000		66.7%	66.7%		500 1,000
Clayton	SLAIT	Anthem	1,500	3,000	3,000	6,000		66.7%	66.7%		500 1,000
Des Peres	SLAIT	Anthem	1,000	2,000	2,000	4,000		50.0%	50.0%		500 1,000
Frontenac	SLAIT	Anthem	1,000	2,000	2,000	4,000		50.0%	50.0%		500 1,000
Town & Country	SLAIT	Anthem (HSA)	2,000	4,000	4,000	8,000	(HSA)	50.0%	50.0%		#### 2,000
Sunset Hills	Broker	UHC	2,000	4,000	6,000	12,000		37.5%	37.5%		#### 2,500
Bridgeton	Broker	UHC	500	1,000	1,000	2,000		0.0%	0.0%		500 1,000
Ferguson	SLAIT	Anthem	500	1,000	2,000	4,000		0.0%	0.0%		500 1,000
Hazelwood	Broker	Cigna	1,000	2,000	3,000	6,000		0.0%	0.0%		#### 2,000
Kirkwood	Broker	BCBS	750	1,500	150	3,000		0.0%	0.0%		750 1,500
Lake St L	SLAIT	Anthem	500	1,000	1,000	2,000		0.0%	0.0%		500 1,000
M Heights	SLAIT	Anthem	250	500	500	1,500		0.0%	0.0%		250 500
Olivette	SLAIT	Anthem	1,000	2,000	2,000	4,000		0.0%	0.0%		#### 2,000
R Heights	SLAIT	Anthem	500	1,000	1,000	2,000		0.0%	0.0%		500 1,000
St Ann	SLAIT	Anthem	1,500	3,000	3,000	6,000		0.0%	0.0%		#### 3,000
U City	SLAIT	Anthem	250	500	500	1,500		0.0%	0.0%		250 500

FOOTNOTES:

Survey Timing All data presented is as of January 1, 2017

Aggregate Contribution is an estimate of the average premium paid by the city representing 1 employee in each group. The author understands that the employee census weighted heavily in any category can significantly impact the average cost sharing

Bridgeton Pays 100% of Premiums for Employees; Rate for other levels of coverage vary based on date of hire. If hired before 2012, monthly employee contribution is \$31.00 ; Hired After 1-1-2012, Monthly Employee Contribution is \$250.00

Chesterfield Has only a 2 Tiered Premium System: Employee and Family whether he family is EMP-Child(ren), EMP-Spouse or EMP- Spouse and Child(ren)

Frontenac Pays 90.0% of employee premium + 60.0% of difference between dependent coverage and employee premiums

Glendale Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage;Illustrations at Age 50 for emp & spouse

Hazelwood Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage

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Sunset Hills Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E),\$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E);80.0%(EC); 76.4%(ES) and 90.8%(Fam)

Wildwood Pays 100% of Premium for all coverages

Purchased Thru			Premiums:								Paid by City						Paid by Employee						Employee Maximum Monthly					
Carrier	Premiums:	Age Based	Employee	Emp + Child(ren)	Emp + Spouse	Full Family	At Age 50	Employee	Emp + Child(ren)	Emp + Spouse	Full Family	Aggregate Contribution	Paid by City	Employee	Emp + Child(ren)	Emp + Spouse	Full Family	Paid by Employee	Employee	Emp + Child(ren)	Emp + Spouse	Full Family	Employee Maximum Monthly	Emp Premium + Net Deductible				
Hazelwood	Broker	Cigna	\$639.61	\$1,215.37	\$1,344.42	\$1,918.99		100.0%	88.2%	86.9%	83.3%	87.5%	\$639.61	\$1,071.43	\$1,168.22	\$1,599.15		\$0.00	\$143.94	\$176.20	\$319.84		83.33	310.61	342.87	486.51		
Kirkwood	Broker	CBBS	\$636.36	\$1,103.12	\$1,260.72	\$1,786.50		81.2%	69.4%	68.1%	63.5%	68.5%	\$517.04	\$765.88	\$858.77	\$1,135.04		\$119.32	\$337.24	\$401.95	\$651.46		181.82	462.24	526.95	776.46		
Glendale	Exchange	Anthem			\$1,269.24		At Age 50	100.0%	71.4%	71.4%	71.4%	76.4%	\$634.62			\$906.23		\$0.00		\$363.01			20.83		404.68			
Manchester	Broker	UHC	\$631.18	\$1,104.56	\$1,262.37	\$1,735.76		90.0%	72.9%	70.0%	64.5%	71.3%	\$568.06	\$804.75	\$883.66	\$1,120.30		\$63.12	\$299.81	\$378.71	\$615.46		125.62	424.81	503.71	740.46		
Bridgeton	Broker	UHC	\$629.00	\$1,293.00	\$1,419.00	\$1,922.00		100.0%	80.7%	82.4%	87.0%	85.7%	\$629.00	\$1,043.00	\$1,169.00	\$1,672.00		\$0.00	\$250.00	\$250.00	\$250.00		41.67	333.33	333.33	333.33		
M Heights	SLAIT	Anthem	\$621.56	\$1,112.57	\$1,392.28	\$1,752.78		100.0%	77.9%	72.3%	67.7%	75.5%	\$621.56	\$867.07	\$1,006.92	\$1,187.17		\$0.00	\$245.50	\$385.36	\$565.61		20.83	287.17	427.03	607.28		
Ellisville	Broker	Cigna	\$611.49	\$1,068.90	\$1,223.00	\$1,681.63		90.0%	85.0%	85.0%	85.0%	85.7%	\$550.34	\$908.57	\$1,039.55	\$1,429.39		\$61.15	\$160.34	\$183.45	\$252.24		61.15	160.34	183.45	252.24		
Rock Hill	SLAIT	Anthem	\$604.73	\$1,178.42	\$1,168.00	\$1,843.44		100.0%	75.0%	75.0%	75.0%	78.2%	\$604.73	\$883.82	\$876.00	\$1,382.58		\$0.00	\$294.61	\$292.00	\$460.86		-	294.61	292.00	460.86		
Maplewood	SLAIT	Anthem	\$598.40	\$1,017.63	\$1,316.49	\$1,615.69		100.0%	73.0%	84.0%	65.0%	76.9%	\$598.40	\$742.87	\$1,105.85	\$1,050.20		\$0.00	\$274.76	\$210.64	\$565.49		-	274.76	210.64	565.49		
Lake St L	SLAIT	Anthem	\$597.21	\$1,045.14	\$1,194.39	\$1,642.32		92.8%	87.3%	87.1%	85.1%	87.2%	\$554.00	\$912.69	\$1,039.72	\$1,398.36		\$43.21	\$132.45	\$154.67	\$243.96		84.88	215.78	238.00	327.29		
Des Peres	SLAIT	Anthem	\$581.05	\$1,133.19	\$1,350.47	\$1,733.50		90.0%	90.0%	90.0%	75.0%	84.6%	\$522.95	\$1,019.87	\$1,215.42	\$1,300.13		\$58.11	\$113.32	\$135.05	\$433.38		99.77	196.65	218.38	516.71		
Ferguson	SLAIT	Anthem	\$578.91	\$1,117.20	\$1,217.85	\$1,707.30		90.0%	78.0%	76.9%	73.5%	77.5%	\$521.02	\$870.91	\$936.34	\$1,254.48		\$57.89	\$246.29	\$281.51	\$452.82		99.56	329.62	364.84	536.15		
Wildwood	Broker	UHC	\$576.84	\$652.34	\$1,761.16	\$1,757.84		100.0%	100.0%	100.0%	100.0%	100.0%	\$576.84	\$652.34	\$1,761.16	\$1,757.84		\$0.00	\$0.00	\$0.00	\$0.00		16.67	183.33	183.33	183.33		
Crestwood	Broker	UHC	\$572.98	\$1,004.30	\$1,145.94	\$1,575.67		89.0%	79.0%	79.0%	71.0%	77.4%	\$509.95	\$793.40	\$905.29	\$1,118.73		\$63.03	\$210.90	\$240.65	\$456.94		63.03	210.90	240.65	456.94		
Webster	Broker	Cigna	\$559.06	\$1,045.59	\$1,320.13	\$1,638.37		100.0%	77.0%	73.0%	67.0%	75.1%	\$559.06	\$805.10	\$963.69	\$1,097.71		\$0.00	\$240.49	\$356.44								

FOOTNOTES:	
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Wildwood	Pays 100% of Premium for all coverages

2017
HEALTH INSURANCE SURVEY

	Purchased Thru	Carrier	Premiums:					At Age 50					Aggregate Contribution						Paid by City					Employee Maximum Monthly				
				Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Employee	Emp + Child(ren)	Emp + Spouse	Full Family			Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Employee	Emp + Child(ren)	Emp + Spouse	Full Family
Glendale	Exchange	Anthem	Age Based	\$634.62		\$1,269.24		At Age 50	100.0%	71.4%	71.4%	71.4%	76.4%		\$634.62		\$906.23			\$0.00					\$363.01			
St Ann	SLAIT	Anthem		\$525.62	\$998.67	\$1,103.80	\$1,524.30		91.0%	73.0%	73.0%	73.0%	75.3%		\$478.31	\$729.03	\$805.77	\$1,112.74		\$47.31	\$269.64	\$298.03	\$411.56		172.31	519.64	548.03	661.56
Kirkwood	Broker	BCBS		\$636.36	\$1,103.12	\$1,260.72	\$1,786.50		81.2%	69.4%	68.1%	63.5%	68.5%		\$517.04	\$765.88	\$858.77	\$1,135.04		\$119.32	\$337.24	\$401.95	\$651.46		181.82	462.24	526.95	776.46
R Heights	SLAIT	Anthem		\$536.35	\$1,177.63	\$1,303.21	\$1,801.99		90.0%	68.2%	66.5%	61.9%	67.8%		\$482.71	\$803.35	\$866.15	\$1,115.53		\$53.64	\$374.28	\$437.06	\$686.46		95.31	457.61	520.39	769.79
Manchester	Broker	UHC		\$631.18	\$1,104.56	\$1,262.37	\$1,735.76		90.0%	72.9%	70.0%	64.5%	71.3%		\$568.06	\$804.75	\$883.66	\$1,120.30		\$63.12	\$299.81	\$378.71	\$615.46		125.62	424.81	503.71	740.46
Olivette	SLAIT	Anthem		\$490.38	\$955.57	\$1,025.06	\$1,378.97		80.0%	75.1%	74.8%	73.6%	75.1%		\$392.31	\$717.94	\$766.58	\$1,014.31		\$98.07	\$237.63	\$258.48	\$364.66		181.40	404.30	425.15	531.33
Chesterfield	SLAIT	Anthem		\$428.02	\$1,193.63	\$1,193.63	\$1,193.63		76.6%	67.9%	67.9%	67.9%	68.9%		\$328.02	\$810.83	\$810.83	\$810.83		\$100.00	\$382.80	\$382.80	\$382.80		100.00	382.80	382.80	382.80
Sunset Hills	Broker	UHC		\$432.21	\$756.44	\$864.46	\$1,188.64		100.0%	78.8%	75.8%	70.1%	77.6%		\$419.13	\$596.04	\$655.19	\$833.06		\$13.08	\$160.40	\$209.27	\$355.58		117.25	368.73	417.60	563.91
Town & Country	SLAIT	Anthem (HSA)		\$367.71	\$717.05	\$772.20	\$1,121.54		100.0%	75.6%	73.8%	67.2%	75.0%		\$367.71	\$542.39	\$569.96	\$753.62		\$0.00	\$174.66	\$202.24	\$367.92		83.33	341.33	368.91	534.59
Ballwin	SLAIT	Anthem		\$437.82	\$1,345.00	\$833.64	\$1,345.00		94.5%	81.3%	85.9%	81.3%	83.7%		\$413.60	\$1,094.02	\$715.92	\$1,094.02		\$24.22	\$250.98	\$117.72	\$250.98		65.89	334.31	201.05	334.31
Bridgeton	Broker	UHC		\$629.00	\$1,293.00	\$1,419.00	\$1,922.00		100.0%	80.7%	82.4%	87.0%	85.7%		\$629.00	\$1,043.00	\$1,169.00	\$1,672.00		\$0.00	\$250.00	\$250.00	\$250.00		41.67	333.33	333.33	333.33
Ferguson	SLAIT	Anthem		\$578.91	\$1,117.20	\$1,217.85	\$1,707.30		90.0%	78.0%	76.9%	73.5%	77.5%		\$521.02	\$870.91	\$936.34	\$1,254.48		\$57.89	\$246.29	\$281.51	\$452.82		99.56	329.62	364.84	536.15
Frontenac	SLAIT	Anthem		\$495.61	\$966.44	\$1,040.78	\$1,611.62		90.0%	75.4%	74.3%	69.8%	74.8%		\$446.05	\$728.55	\$773.15	\$1,055.66		\$49.56	\$237.89	\$267.63	\$455.96		91.23	321.22	350.96	539.29
Hazelwood	Broker	Cigna		\$639.61	\$1,215.37	\$1,344.42	\$1,918.99		100.0%	88.2%	86.9%	83.3%	87.5%		\$639.61	\$1,071.43	\$1,168.22	\$1,599.15		\$0.00	\$143.94	\$176.20	\$319.84		83.33	310.61	342.87	486.51
Rock Hill	SLAIT	Anthem		\$604.73	\$1,178.42	\$1,168.00	\$1,843.44		100.0%	75.0%	75.0%	75.0%	78.2%		\$604.73	\$883.82	\$876.00	\$1,382.58		\$0.00	\$294.61	\$292.00	\$460.86		-	294.61	292.00	460.86
Clayton	SLAIT	Anthem		\$467.69	\$841.84	\$982.15	\$1,356.30		90.0%	75.0%	75.0%	75.0%	76.9%		\$420.92	\$631.38	\$736.61	\$1,017.23		\$46.77	\$210.46	\$245.54	\$339.08		88.44	293.79	328.87	422.41
U City	SLAIT	Anthem		\$548.19	\$986.56	\$1,151.00	\$1,589.47		85.0%	75.0%	75.0%	75.0%	76.3%		\$465.96	\$739.92	\$863.25	\$1,192.10		\$82.23	\$246.64	\$287.75	\$397.37		103.06	288.31	329.42	439.03
M Heights	SLAIT	Anthem		\$621.56	\$1,112.57	\$1,392.28	\$1,752.78		100.0%	77.9%	72.3%	67.7%	75.5%		\$621.56	\$867.07	\$1,006.92	\$1,187.17		\$0.00	\$245.50	\$385.36	\$565.61		20.83	287.17	427.03	607.28
Brentwood	SLAIT	Anthem		\$480.72	\$918.00	\$1,012.58	\$1,397.15		100.0%	76.2%	73.7%	67.2%	75.2%		\$480.72	\$699.36	\$746.65	\$938.94		\$0.00	\$218.64	\$265.93	\$458.21		31.25	281.14	328.43	520.71
Maplewood	SLAIT	Anthem		\$598.40	\$1,017.63	\$1,316.49	\$1,615.69		100.0%	73.0%	84.0%	65.0%	76.9%		\$598.40	\$742.87	\$1,105.85	\$1,050.20		\$0.00	\$274.76	\$210.64	\$565.49		-	274.76	210.64	565.49
Creve Coeur	SLAIT	Anthem		\$541.30	\$1,028.51	\$1,136.77	\$1,569.81		85.0%	82.6%	82.4%	81.7%	82.5%		\$460.10	\$849.87	\$936.48	\$1,282.91		\$81.20	\$178.64	\$200.29	\$286.90		114.53	245.31	266.96	353.57
Webster	Broker	Cigna		\$559.06	\$1,045.59	\$1,320.13	\$1,638.37		100.0%	77.0%	73.0%	67.0%	75.1%		\$559.06	\$805.10	\$963.69	\$1,097.71		\$0.00	\$240.49	\$356.44	\$540.66		-	240.49	356.44	540.66
Lake St L	SLAIT	Anthem		\$597.21	\$1,045.14	\$1,194.39	\$1,642.32		92.8%	87.3%	87.1%	85.1%	87.2%		\$554.00	\$912.69	\$1,039.72	\$1,398.36		\$43.21	\$132.45	\$154.67	\$243.96		84.88	215.78	238.00	327.29
Crestwood	Broker	UHC		\$572.98	\$1,004.30	\$1,145.94	\$1,575.67		89.0%	79.0%	79.0%	71.0%	77.4%		\$509.95	\$793.40	\$905.29	\$1,118.73		\$63.03	\$210.90	\$240.65	\$456.94		63.03	210.90	240.65	456.94
Des Peres	SLAIT	Anthem		\$581.05	\$1,133.19	\$1,350.47	\$1,733.50		90.0%	90.0%	90.0%	75.0%	84.6%		\$522.95	\$1,019.87	\$1,215.42	\$1,300.13		\$58.11	\$113.32	\$135.05	\$433.38		99.77	196.65	218.38	516.71
Wildwood	Broker	UHC		\$576.84	\$652.34	\$1,761.16	\$1,757.84		100.0%	100.0%	100.0%	100.0%	100.0%		\$576.84	\$652.34	\$1,761.16	\$1,757.84		\$0.00	\$0.00	\$0.00	\$0.00		16.67	183.33	183.33	183.33
Ellisville	Broker	Cigna		\$611.49	\$1,068.90	\$1,223.00	\$1,681.63		90.0%	85.0%	85.0%	85.0%	85.7%		\$550.34	\$908.57	\$1,039.55	\$1,429.39		\$61.15	\$160.34	\$183.45	\$252.24		61.15	160.34	183.45	252.24

FOOTNOTES:

Survey Timing All data presented is as of January 1, 2017

Aggregate Contribiis an estimate of the average premium paid by the city representing 1 employee in each group. The author understands that the employee census weighted heavily in any category can significantly impact the average cost sharing

Bridgeton	Pays 100% of Premiums for Employees; Rate for other levels of coverage vary based on date of hire. If hired before 2012, monthly employee contribution is \$31.00 ; Hired After 1-1-2012, Monthly Employee Contribution is \$250.00
Chesterfield	Has only a 2 Tiered Premium System: Employee and Familly whether he family is EMP-Child(ren), EMP-Spouse or EMP- Spouse and Child(ren)
Frontenac	Pays 90.0% of employee premium + 60.0% of difference between dependent coverage and employee premiums
Glendale	Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage;Illustrations at Age 50 for emp & spouse
Hazelwood	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Kirkwood	Offers Employees 2 Plan Options: (1) with 100% Co-Insurance and (2) with 80% Co-Insurance; city contributions are different between plans; Data reflects 100% co-insurance Plan since all other cities are 100% Coinsurance
Manchester	Pays 90.0% of employee only coverage; for other levels of coverage pays 50.0% of employee premium + part of difference between coverage and employee: 73% (child), 70% (Spouse) or 65% (family)
Maryland Heights	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Sunset Hills	Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E),\$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E);80.0%(EC); 76.4%(ES) and 90.8%(Fam)

2017
HEALTH INSURANCE SURVEY

City	Purchased Thru	Carrier	Paid by City					Paid By Employee					Employee Maximum Monthly					
			Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Emp Premium + Net Deductible	Employee	Emp + Child(ren)	Emp + Spouse	Full Family	
Hazelwood	Broker	Cigna	\$639.61	\$1,071.43	\$1,168.22	\$1,599.15			\$0.00	\$143.94	\$176.20	\$319.84			\$83.33	\$310.61	\$342.87	\$486.51
Glendale	Exchange	Anthem	\$634.62		\$906.23			\$0.00			\$363.01			\$20.83		\$404.68		
Bridgeton	Broker	UHC	\$629.00	\$1,043.00	\$1,169.00	\$1,672.00		\$0.00	\$250.00	\$250.00	\$250.00			\$41.67	\$333.33	\$333.33	\$333.33	
M Heights	SLAIT	Anthem	\$621.56	\$867.07	\$1,006.92	\$1,187.17		\$0.00	\$245.50	\$385.36	\$565.61			\$20.83	\$287.17	\$427.03	\$607.28	
Rock Hill	SLAIT	Anthem	\$604.73	\$883.82	\$876.00	\$1,382.58		\$0.00	\$294.61	\$292.00	\$460.86			\$0.00	\$294.61	\$292.00	\$460.86	
Maplewood	SLAIT	Anthem	\$598.40	\$742.87	\$1,105.85	\$1,050.20		\$0.00	\$274.76	\$210.64	\$565.49			\$0.00	\$274.76	\$210.64	\$565.49	
Wildwood	Broker	UHC	\$576.84	\$652.34	\$1,761.16	\$1,757.84		\$0.00	\$0.00	\$0.00	\$0.00			\$16.67	\$183.33	\$183.33	\$183.33	
Manchester	Broker	UHC	\$568.06	\$804.75	\$883.66	\$1,120.30		\$63.12	\$299.81	\$378.71	\$615.46			\$125.62	\$424.81	\$503.71	\$740.46	
Webster	Broker	Cigna	\$559.06	\$805.10	\$963.69	\$1,097.71		\$0.00	\$240.49	\$356.44	\$540.66			\$0.00	\$240.49	\$356.44	\$540.66	
Lake St L	SLAIT	Anthem	\$554.00	\$912.69	\$1,039.72	\$1,398.36		\$43.21	\$132.45	\$154.67	\$243.96			\$84.88	\$215.78	\$238.00	\$327.29	
Ellisville	Broker	Cigna	\$550.34	\$908.57	\$1,039.55	\$1,429.39		\$61.15	\$160.34	\$183.45	\$252.24			\$61.15	\$160.34	\$183.45	\$252.24	
Des Peres	SLAIT	Anthem	\$522.95	\$1,019.87	\$1,215.42	\$1,300.13		\$58.11	\$113.32	\$135.05	\$433.38			\$99.77	\$196.65	\$218.38	\$516.71	
Ferguson	SLAIT	Anthem	\$521.02	\$870.91	\$936.34	\$1,254.48		\$57.89	\$246.29	\$281.51	\$452.82			\$99.56	\$329.62	\$364.84	\$536.15	
Kirkwood	Broker	BCBS	\$517.04	\$765.88	\$858.77	\$1,135.04		\$119.32	\$337.24	\$401.95	\$651.46			\$181.82	\$462.24	\$526.95	\$776.46	
Crestwood	Broker	UHC	\$509.95	\$793.40	\$905.29	\$1,118.73		\$63.03	\$210.90	\$240.65	\$456.94			\$63.03	\$210.90	\$240.65	\$456.94	
R Heights	SLAIT	Anthem	\$482.71	\$803.35	\$866.15	\$1,115.53		\$53.64	\$374.28	\$437.06	\$686.46			\$95.31	\$457.61	\$520.39	\$769.79	
Brentwood	SLAIT	Anthem	\$480.72	\$699.36	\$746.65	\$938.94		\$0.00	\$218.64	\$265.93	\$458.21			\$31.25	\$281.14	\$328.43	\$520.71	
St Ann	SLAIT	Anthem	\$478.31	\$729.03	\$805.77	\$1,112.74		\$47.31	\$269.64	\$298.03	\$411.56			\$172.31	\$519.64	\$548.03	\$661.56	
U City	SLAIT	Anthem	\$465.96	\$739.92	\$863.25	\$1,192.10		\$82.23	\$246.64	\$287.75	\$397.37			\$103.06	\$288.31	\$329.42	\$439.03	
Creve Coeur	SLAIT	Anthem	\$460.10	\$849.87	\$936.48	\$1,282.91		\$81.20	\$178.64	\$200.29	\$286.90			\$114.53	\$245.31	\$266.96	\$353.57	
Frontenac	SLAIT	Anthem	\$446.05	\$728.55	\$773.15	\$1,055.66		\$49.56	\$237.89	\$267.63	\$455.96			\$91.23	\$321.22	\$350.96	\$539.29	
Clayton	SLAIT	Anthem	\$420.92	\$631.38	\$736.61	\$1,017.23		\$46.77	\$210.46	\$245.54	\$339.08			\$88.44	\$293.79	\$328.87	\$422.41	
Sunset Hills	Broker	UHC	\$419.13	\$596.04	\$655.19	\$833.06		\$13.08	\$160.40	\$209.27	\$355.58			\$117.25	\$368.73	\$417.60	\$563.91	
Ballwin	SLAIT	Anthem	\$413.60	\$1,094.02	\$715.92	\$1,094.02		\$24.22	\$250.98	\$117.72	\$250.98			\$65.89	\$334.31	\$201.05	\$334.31	
Olivette	SLAIT	Anthem	\$392.31	\$717.94	\$766.58	\$1,014.31		\$98.07	\$237.63	\$258.48	\$364.66			\$181.40	\$404.30	\$425.15	\$531.33	
Town & Country	SLAIT	Anthem	\$367.71	\$542.39	\$569.96	\$753.62		\$0.00	\$174.66	\$202.24	\$367.92			\$83.33	\$341.33	\$368.91	\$534.59	
Chesterfield	SLAIT	Anthem	\$328.02	\$810.83	\$810.83	\$810.83		\$100.00	\$382.80	\$382.80	\$382.80			\$100.00	\$382.80	\$382.80	\$382.80	

FOOTNOTES:

Survey Timing

Aggregate Contribution

All data presented is as of January 1, 2017

is an estimate of the average premium paid by the city representing 1 employee in each group. The author understands that the employee census weighted heavily in any category can significantly impact the average cost sharing

Bridgeton

Pays 100% of Premiums for Employees; Rate for other levels of coverage vary based on date of hire. If hired before 2012, monthly employee contribution is \$31.00 ; Hired After 1-1-2012, Monthly Employee Contribution is \$250.00

Chesterfield

Has only a 2 Tiered Premium System: Employee and Family whether he family is EMP-Child(ren), EMP-Spouse or EMP- Spouse and Child(ren)

Frontenac

Pays 90.0% of employee premium + 60.0% of difference between dependent coverage and employee premiums

Glendale

Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage; Illustrations at Age 50 for emp & spouse

Hazelwood

Pays 100% of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage

Kirkwood

Offers Employees 2 Plan Options: (1) with 100% Co-Insurance and (2) with 80% Co-Insurance; city contributions are different between plans; Data reflects 100% co-insurance Plan since all other cities are 100% Coinsurance

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Pays 90.0% of employee only coverage; for other levels of coverage pays 50.0% of employee premium + part of difference between coverage and employee: 73% (child), 70% (Spouse) or 65% (family)

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Pays 100% of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage

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Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E), \$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E); 80.0%(EC); 76.4%(ES) and 90.8%(Fam)

Wildwood

Pays 100% of Premium for all coverages

2017
HEALTH INSURANCE SURVEY

	Purchased Thru	Carrier	Paid by City					Paid By Employee					Employee Maximum Monthly				
	Broker		Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Employee	Emp + Child(ren)	Emp + Spouse	Full Family		Emp Premium + Net Deductible	Employee	Emp + Child(ren)	Emp + Spouse	Full Family
Kirkwood	Broker	BCBS	\$517.04	\$765.88	\$858.77	\$1,135.04		\$119.32	\$337.24	\$401.95	\$651.46			\$181.82	\$462.24	\$526.95	\$776.46
Chesterfield	SLAIT	Anthem	\$328.02	\$810.83	\$810.83	\$810.83		\$100.00	\$382.80	\$382.80	\$382.80			\$100.00	\$382.80	\$382.80	\$382.80
Olivette	SLAIT	Anthem	\$392.31	\$717.94	\$766.58	\$1,014.31		\$98.07	\$237.63	\$258.48	\$364.66			\$181.40	\$404.30	\$425.15	\$531.33
U City	SLAIT	Anthem	\$465.96	\$739.92	\$863.25	\$1,192.10		\$82.23	\$246.64	\$287.75	\$397.37			\$103.06	\$288.31	\$329.42	\$439.03
Creve Coeur	SLAIT	Anthem	\$460.10	\$849.87	\$936.48	\$1,282.91		\$81.20	\$178.64	\$200.29	\$286.90			\$114.53	\$245.31	\$266.96	\$353.57
Manchester	Broker	UHC	\$568.06	\$804.75	\$883.66	\$1,120.30		\$63.12	\$299.81	\$378.71	\$615.46			\$125.62	\$424.81	\$503.71	\$740.46
Crestwood	Broker	UHC	\$509.95	\$793.40	\$905.29	\$1,118.73		\$63.03	\$210.90	\$240.65	\$456.94			\$63.03	\$210.90	\$240.65	\$456.94
Ellisville	Broker	Cigna	\$550.34	\$908.57	\$1,039.55	\$1,429.39		\$61.15	\$160.34	\$183.45	\$252.24			\$61.15	\$160.34	\$183.45	\$252.24
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Hazelwood	Broker	Cigna	\$639.61	\$1,071.43	\$1,168.22	\$1,599.15		\$0.00	\$143.94	\$176.20	\$319.84			\$83.33	\$310.61	\$342.87	\$486.51
Bridgeton	Broker	UHC	\$629.00	\$1,043.00	\$1,169.00	\$1,672.00		\$0.00	\$250.00	\$250.00	\$250.00			\$41.67	\$333.33	\$333.33	\$333.33
Wildwood	Broker	UHC	\$576.84	\$652.34	\$1,761.16	\$1,757.84		\$0.00	\$0.00	\$0.00	\$0.00			\$16.67	\$183.33	\$183.33	\$183.33
Glendale	Exchange	Anthem	\$634.62		\$906.23			\$0.00		\$363.01				\$20.83		\$404.68	

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Glendale Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage;Illustrations at Age 50 for emp & spouse
Hazelwood Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Kirkwood Offers Employees 2 Plan Options: (1) with 100% Co-Insurance and (2) with 80% Co-Insurance; city contributions are different between plans; Data reflects 100% co-insurance Plan since all other cities are 100% Coinsurance
Manchester Pays 90.0% of employee only coverage; for other levels of coverage pays 50.0% of employee premium + part of difference between coverage and employee: 73% (child), 70% (Spouse) or 65% (family)
Maryland Heights Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Sunset Hills Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E),\$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E);80.0%(EC); 76.4%(ES) and 90.8%(Fam)
Wildwood Pays 100% of Premium for all coverages

HEALTH INSURANCE SURVEY 2017

Assembled by City of Des Peres

Sorted Alphabetically

Purchased Thru Carrier

Ballwin	Brentwood	Bridgeton	Chesterfield	Clayton	Crestwood	Creve Coeur	Des Peres	Ellisville	Ferguson	Frontenac	Glendale	Hazelwood	Kirkwood	Lake St L	Manchester	Maplewood	M Heights	Olivette	R Heights	Rock Hill	St Ann	Sunset Hills	Town & Country	U City	Webster	Wildwood
SLAIT Anthem	SLAIT Anthem	Broker UHC	SLAIT Anthem	SLAIT Anthem	Broker UHC	SLAIT Anthem	SLAIT Anthem	Broker Cigna	SLAIT Anthem	SLAIT Anthem	Exchange Anthem	Broker Cigna	Broker BCBS	SLAIT Anthem	Broker UHC	SLAIT Anthem	SLAIT Anthem	SLAIT Anthem	SLAIT Anthem	SLAIT Anthem	SLAIT Anthem	Broker UHC	SLAIT Anthem (HSA)	SLAIT Anthem	Broker Cigna	Broker UHC

Deductibles

In-Network - Employee	1,500	1,500	500	1,500	1,500	5,000	1,500	1,000	1,000	500	1,000	3,500	1,000	750	500	5,000	250	250	1,000	500	1,500	1,500	2,000	2,000	250	500	2,000
In-Network - Family	3,000	3,000	1,000	3,000	3,000	10,000	3,000	2,000	2,000	1,000	2,000	7,000	2,000	1,500	1,000	10,000	500	500	2,000	1,000	3,000	3,000	4,000	4,000	500	1,000	4,000
Out-Network - Employee	3,000	3,000	1,000	3,000	3,000	10,000	3,000	2,000	3,000	2,000	2,000	7,000	3,000	150	1,000	10,000	500	500	2,000	1,000	3,000	3,000	6,000	4,000	500	2,000	6,000
Out-Network- Family	6,000	6,000	2,000	6,000	6,000	20,000	6,000	4,000	6,000	4,000	4,000	14,000	6,000	3,000	2,000	20,000	1,500	1,500	2,000	1,000	3,000	3,000	12,000	8,000	1,500	4,000	12,000

HRA Reimbursement																											(HSA)				
Employee	66.7%	75.0%	0.0%	100.0%	66.7%	100.0%	73.3%	50.0%	100.0%	0.0%	50.0%	92.9%	0.0%	0.0%	0.0%	85.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	37.5%	50.0%	0.0%	100.0%	90.0%				
Family	66.7%	75.0%	0.0%	100.0%	66.7%	100.0%	73.3%	50.0%	100.0%	0.0%	50.0%	92.9%	0.0%	0.0%	0.0%	85.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	37.5%	50.0%	0.0%	100.0%	45.0%				
Net Employee Deductible	500	375	500	\$ -	500	\$ -	400	500	\$ -	500	500	250	1,000	750	500	750	\$ -	250	1,000	500	\$ -	1,500	1,250	1,000	250	\$ -	200				
Net Family Deductible	1,000	750	1,000	\$ -	1,000	\$ -	800	1,000	\$ -	1,000	1,000	500	2,000	1,500	1,000	1,500	\$ -	500	2,000	1,000	\$ -	3,000	2,500	2,000	500	\$ -	2,200				

Premiums:																											
	Age Based																										
Employee	437.82	480.72	629.00	428.02	467.69	572.98	541.30	581.05	611.49	578.91	495.61	634.62	639.61	636.36	597.21	631.18	598.40	621.56	490.38	536.35	604.73	525.62	432.21	367.71	548.19	559.06	576.84
Emp + Child(ren)	1,345.00	918.00	1,293.00	1,193.63	841.84	1,004.30	1,028.51	1,133.19	1,068.90	1,117.20	966.44		1,215.37	1,103.12	1,045.14	1,104.56	1,017.63	1,112.57	955.57	1,177.63	1,178.42	998.67	756.44	717.05	986.56	1,045.59	652.34
Emp + Spouse	833.64	1,012.58	1,419.00	1,193.63	982.15	1,145.94	1,136.77	1,350.47	1,223.00	1,217.85	1,040.78	1,269.24	1,344.42	1,260.72	1,194.39	1,262.37	1,316.49	1,392.28	1,025.06	1,303.21	1,168.00	1,103.80	864.46	772.20	1,151.00	1,320.13	1,761.16
Full Family	1,345.00	1,397.15	1,922.00	1,193.63	1,356.30	1,575.67	1,569.81	1,733.50	1,681.63	1,707.30	1,511.62		1,918.99	1,786.50	1,642.32	1,735.76	1,615.69	1,752.78	1,378.97	1,801.99	1,843.44	1,524.30	1,188.64	1,121.54	1,589.47	1,638.37	1,757.84
	At Age 50																										
Paid by City																											
Employee	94.5%	100.0%	100.0%	76.6%	90.0%	89.0%	85.0%	90.0%	90.0%	90.0%	90.0%	100.0%	100.0%	81.2%	92.8%	90.0%	100.0%	100.0%	80.0%	90.0%	100.0%	91.0%	100.0%	100.0%	85.0%	100.0%	100.0%
Emp + Child(ren)	81.3%	76.2%	80.7%	67.9%	75.0%	79.0%	82.6%	90.0%	85.0%	78.0%	75.4%	71.4%	88.2%	69.4%	87.3%	72.9%	73.0%	77.9%	75.1%	68.2%	75.0%	73.0%	78.8%	75.6%	75.0%	77.0%	100.0%
Emp + Spouse	85.9%	73.7%	82.4%	67.9%	75.0%	79.0%	82.4%	90.0%	85.0%	76.9%	74.3%	71.4%	86.9%	68.1%	87.1%	70.0%	84.0%	72.3%	74.8%	66.5%	75.0%	73.0%	75.8%	73.8%	75.0%	73.0%	100.0%
Full Family	81.3%	67.2%	87.0%	67.9%	75.0%	71.0%	81.7%	75.0%	85.0%	73.5%	69.8%	71.4%	83.3%	63.5%	85.1%	64.5%	65.0%	67.7%	73.6%	61.9%	75.0%	73.0%	70.1%	67.2%	75.0%	67.0%	100.0%
Aggregate Contribution	83.7%	75.2%	85.7%	68.9%	76.9%	77.4%	82.5%	84.6%	85.7%	77.5%	74.8%	76.4%	87.5%	68.5%	87.2%	71.3%	76.9%	75.5%	75.1%	67.8%	78.2%	75.3%	77.6%	75.0%	76.3%	75.1%	100.0%

Paid by City																											
Employee	413.60	480.72	629.00	328.02	420.92	509.95	460.10	522.95	550.34	521.02	446.05	634.62	639.61	517.04	554.00	568.06	598.40	621.56	392.31	482.71	604.73	478.31	419.13	367.71	465.96	559.06	576.84
Emp + Child(ren)	1,094.02	699.36	1,043.00	810.83	631.38	793.40	849.87	1,019.87	908.57	870.91	728.55		1,071.43	765.88	912.69	804.75	742.87	867.07	717.94	803.35	883.82	729.03	596.04	542.39	739.92	805.10	652.34
Emp + Spouse	715.92	746.65	1,169.00	810.83	736.61	905.29	936.48	1,215.42	1,039.55	936.34	773.15	906.23	1,168.22	858.77	1,039.72	883.66	1,105.85	1,006.92	766.58	866.15	876.00	805.77	655.19	569.96	863.25	963.69	1,761.16
Full Family	1,094.02	938.94	1,672.00	810.83	1,017.23	1,118.73	1,282.91	1,300.13	1,429.39	1,254.48	1,055.66		1,599.15	1,135.04	1,398.36	1,120.30	1,050.20	1,187.17	1,014.31	1,115.53	1,382.58	1,112.74	833.06	753.62	1,192.10	1,097.71	1,757.84
Paid By Employee																											
Employee	24.22	-	-	100.00	46.77	63.03	81.20	58.11	61.15	57.89	49.56	-	-	119.32	43.21	63.12	-	-	98.07	53.64	-	47.31	13.08	-	82.23	-	-
Emp + Child(ren)	250.98	218.64	250.00	382.80	210.46	210.90	178.64	113.32	160.34	246.29	237.89		143.94	337.24	132.45	299.81	274.76	245.50	237.63	374.28	294.61	269.64	160.40	174.66	246.64	240.49	-
Emp + Spouse	117.72	265.93	250.00	382.80	245.54	240.65	200.29	135.05	183.45	281.51	267.63	363.01	176.20	401.95	154.67	378.71	210.64	385.36	258.48	437.06	292.00	298.03	209.27	202.24	287.75	356.44	-
Full Family	250.98	458.21	250.00	382.80	339.08	456.94	286.90	433.38	252.24	452.82	455.96		319.84	651.46	243.96	615.46	565.49	565.61	364.66	686.46	460.86	411.56	355.58	367.92	397.37	540.66	-

Employee Maximum Monthly																											
Emp Premium + Net Deductible																											
Employee	65.89	31.25	41.67	100.00	88.44	63.03	114.53	99.77	61.15	99.56	91.23	20.83	83.33	181.82	84.88	125.62	-	20.83	181.40	95.31	-	172.31	117.25	83.33	103.06	-	16.67
Emp + Child(ren)	334.31	281.14	333.33	382.80	293.79	210.90	245.31	196.65	160.34	329.62	321.22		310.61	462.24	215.78	424.81	274.76	287.17	404.30	457.61	294.61	519.64	368.73	341.33	288.31	240.49	183.33
Emp + Spouse	201.05	328.43	333.33	382.80	328.87	240.65	266.96	218.38	183.45	364.84	350.96	404.68	342.87	526.95	238.00	503.71	210.64	427.03	425.15	520.39	292.00	548.03	417.60	368.91	329.42	356.44	183.33
Full Family	334.31	520.71	333.33	382.80	422.41	456.94	353.57	516.71	252.24	536.15	539.29		486.51	776.46	327.29	740.46	565.49	607.28	531.33	769.79	460.86	661.56	563.91	534.59	439.03	540.66	183.33

FOOTNOTES:

Survey Timing

Aggregate Contribution

All data presented is as of January 1, 2017

is an estimate of the average premium paid by the city representing 1 employee in each group. The author understands that the employee census weighted heavily in any category can significantly impact the average cost sharing

Bridgeton	Pays 100% of Premiums for Employees; Rate for other levels of coverage vary based on date of hire. If hired before 2012, monthly employee contribution is \$31.00 ; Hired After 1-1-2012, Monthly Employee Contribution is \$250.00
Chesterfield	Has only a 2 Tiered Premium System: Employee and Family whether he family is EMP-Child(ren), EMP-Spouse or EMP- Spouse and Child(ren)
Frontenac	Pays 90.0% of employee premium + 60.0% of difference between dependent coverage and employee premiums
Glendale	Purchased thru ACA Exchange; Premiums for Employees & Dependants Age Based; Glendale Pays 100% of employee coverage + 90.0% of difference between premiums for dependant coverage and employee coverage;illustrations at Age 50 for emp & spouse
Hazelwood	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Kirkwood	Offers Employees 2 Plan Options: (1) with 100% Co-Insurance and (2) with 80% Co-Insurance; city contributions are different between plans; Data reflects 100% co-insurance Plan since all other cities are 100% Coinsurance
Manchester	Pays 90.0% of employee only coverage; for other levels of coverage pays 50.0% of employee premium + part of difference between coverage and employee: 73% (child), 70% (Spouse) or 65% (family)
Maryland Heights	Pays 100%of Employee Coverage + 50.0% of difference between other levels of coverage and employee coverage
Sunset Hills	Offers 2 Plans- a PPO (reflected in the survey) and (HSAPlan) within in-network deductibles of \$2,600/\$5,200 and premiums of \$333.69(E),\$584.01(EC); \$667.41(ES) and \$917.69 (F) and city payments of 98.5%(E);80.0%(EC); 76.4%(ES) and 90.8%(Fam)
Wildwood	Pays 100% of Premium for all coverages

NEW BUSINESS

LEGISLATION

LEGISLATION – PLANNING COMMISSION

BILL NO. 3163 - AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “NU” NON-URBAN DISTRICT TO AN “E-1” ESTATE ONE ACRE DISTRICT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 02-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201). **(SECOND READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

BILL NO. 3164 - AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “E-1” ESTATE ONE ACRE DISTRICT TO A “PUD” PLANNED UNIT DEVELOPMENT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 03-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201). **(SECOND READING) (PLANNING COMMISSION RECOMMENDS APPROVAL)**

BILL NO. 3163

ORDINANCE NO.

AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN "NU" NON-URBAN DISTRICT TO AN "E-1" ESTATE ONE ACRE DISTRICT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 02-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201).

WHEREAS, the petitioner, Wild Horse Residential, LLC, has requested a change in zoning from "NU" Non-Urban District to "E-1" Estate One Acre District for a 223.02 acre tract of land located on the north side of Wild Horse Creek Road approximately 3,250 feet east of its intersection with Kehrs Mill Road and 4,400 feet west of its intersection with Baxter Road; and,

WHEREAS, a Public Hearing was held before the Planning Commission on April 10, 2017; and,

WHEREAS, the Planning Commission, having considered said request, recommended approval of the change of zoning; and,

WHEREAS, the Planning and Public Works Committee, having considered said request, recommended approval of the change of zoning; and,

WHEREAS, the City Council, having considered said request voted to approve the change of zoning request.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

Section 1. City of Chesterfield Unified Development Code and the Official Zoning District Map, which are part thereof, are hereby amended by establishing an "E-1" Estate One Acre District for a 223.02 acre tract of land located on the north side of Wild Horse Creek Road approximately 3,250 feet east of its intersection with Kehrs Mill Road and 4,400 feet west of its intersection with Baxter Road and as described as follows:

TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND TRACTS OF LAND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT A STONE LOCATED AT THE NORTHWEST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC., BY INSTRUMENT RECORDED IN DEED BOOK 17170, PAGE 765 OF THE ST. LOUIS COUNTY RECORDS, SAID POINT BEING ON THE COMMON LINE OF U.S. SURVEY 125 AND U.S. SURVEY 886; THENCE SOUTH 00 DEGREES 04 MINUTES 36 SECONDS WEST, A DISTANCE OF 197.66 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON THE "FIENUP TRACT - A MINOR SUBDIVISION" A SUBDIVISION RECORDED IN PLAT BOOK 219, PAGE 48 AND PLAT BOOK 227, PAGE 99 OF SAID COUNTY RECORDS; THENCE WITH SAID RIGHT-OF-WAY LINE ALONG A CURVE TO THE RIGHT BEING NON-TANGENTIAL TO THE PREVIOUS COURSE, WITH A RADIUS OF 2,829.93 FEET, WHOSE CHORD BEARS NORTH 79 DEGREES 23 MINUTES 43 SECONDS WEST, A CHORD DISTANCE OF 43.33 FEET, AN ARC LENGTH OF 43.33 FEET TO A POINT; THENCE NORTH 78 DEGREES 56 MINUTES 45 SECONDS WEST, ALONG SAID RIGHT-OF-WAY LINE, A DISTANCE OF 213.00 FEET TO THE EAST LINE OF A 2.848 ACRE TRACT CONVEYED TO FIENUP FARM INC. BY INSTRUMENT RECORDED IN DEED BOOK 13401, PAGE 1842 OF SAID RECORDS; THENCE WITH THE EAST, SOUTH AND WEST LINES OF SAID FIENUP TRACT AND SAID NORTH RIGHT-OF-WAY LINE, THE FOLLOWING COURSES AND DISTANCES: SOUTH 01 DEGREES 51 MINUTES 09 SECONDS WEST, A DISTANCE OF 5.04 FEET; NORTH 78 DEGREES 54 MINUTES 52 SECONDS WEST, A DISTANCE OF 668.36 FEET; THENCE NORTH 00 DEGREES 44 MINUTES 21 SECONDS EAST, A DISTANCE OF 4.68 FEET; THENCE LEAVING THE WEST LINE OF SAID FIENUP TRACT AND CONTINUING WITH THE NORTH RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, NORTH 78 DEGREES 57 MINUTES 24 SECOND WEST, A DISTANCE OF 619.57 FEET TO A

POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 5,699.65 FEET, AN ARC LENGTH OF 195.64 FEET, AND A CHORD WHICH BEARS NORTH 77 DEGREES 58 MINUTES 24 SECONDS WEST, A CHORD DISTANCE OF 195.63 FEET; THENCE NORTH 76 DEGREES 59 MINUTES 24 SECONDS WEST, A DISTANCE OF 295.60 FEET TO A POINT IN THE WEST LINE OF A TRACT CONVEYED TO FIRST BAPTIST CHURCH OF CHESTERFIELD BY INSTRUMENT RECORDED IN DEED BOOK 10998, PAGE 1382 OF THE ST. LOUIS COUNTY RECORDS; THENCE LEAVING SAID ROAD LINE CONTINUING NORTH 00 DEGREES 50 MINUTES 20 SECONDS EAST ALONG THE WEST LINE OF FIRST BAPTIST CHURCH OF CHESTERFIELD TRACT A DISTANCE OF 1,523.28 FEET TO A POINT; THENCE LEAVING SAID WEST LINE SOUTH 89 DEGREES 09 MINUTES 40 SECONDS EAST, A DISTANCE OF 150.53 FEET TO A POINT; THENCE NORTH 09 DEGREES 46 MINUTES 26 SECONDS EAST, A DISTANCE OF 57.18 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 211.49 FEET, AN ARC LENGTH OF 110.45 FEET, AND A CHORD WHICH BEARS NORTH 24 DEGREES 44 MINUTES 07 SECONDS EAST, A CHORD DISTANCE OF 109.20 FEET TO A POINT; THENCE NORTH 39 DEGREES 41 MINUTES 49 SECONDS EAST, A DISTANCE OF 202.63 FEET TO A POINT; THENCE NORTH 10 DEGREES 22 MINUTES 30 SECONDS WEST, A DISTANCE OF 503.71 TO A POINT AT THE NORTH EAST CORNER OF A TRACT CONVEYED TO ELAINE NAVARRO BY INSTRUMENT RECORDED IN DEED BOOK 7511, PAGE 1392 OF THE ABOVE MENTIONED RECORDS AND IN THE SOUTH LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY (100 FEET WIDE); THENCE ALONG THE SOUTH LINE OF SAID RAILROAD RIGHT-OF-WAY; NORTH 80 DEGREES 30 MINUTES 54 SECONDS EAST, A DISTANCE OF 876.90 FEET TO A POINT; THENCE NORTH 80 DEGREES 30 MINUTES 03 SECONDS EAST, A DISTANCE OF 2569.67 FEET TO THE NORTHWEST CORNER OF THE CHESTERFIELD FARMS PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 326, PAGES 18 TO 20 OF SAID RECORDS; THENCE, SOUTH 01 DEGREES 06 MINUTES 32 SECONDS WEST, ALONG THE WEST LINE OF SAID CHESTERFIELD FARMS PLAT TWO, A DISTANCE OF 1276.19 FEET TO A POINT ON THE NORTH LINE OF WILDHORSE SPRINGS

PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 344, PAGES 66 AND 67 OF SAID RECORDS; THENCE ALONG THE NORTH AND WEST LINES OF SAID WILDHORSE SPRINGS PLAT TWO THE FOLLOWING, NORTH 89 DEGREES 16 MINUTES 37 SECONDS WEST, A DISTANCE OF 80.71 FEET; THENCE SOUTH 02 DEGREES 12 MINUTES 35 SECONDS EAST, A DISTANCE OF 36.61 FEET TO THE MOST NORTHERN CORNER OF "CITTANDINO PLACE, LARGE LOT SUBDIVISION PLAT" A SUBDIVISION RECORDED IN PLAT BOOK 345, PAGE 613 OF SAID RECORDS; THENCE WITH THE NORTH AND WEST LINES OF SAID SUBDIVISION THE FOLLOWING COURSES AND DISTANCES: SOUTH 32 DEGREES 18 MINUTES 40 SECONDS WEST, A DISTANCE OF 99.40 FEET; NORTH 51 DEGREES 10 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.70 FEET; SOUTH 38 DEGREES 50 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.74 FEET; SOUTH 51 DEGREES 10 MINUTES 00 SECONDS EAST, A DISTANCE OF 208.70 FEET; SOUTH 16 DEGREES 14 MINUTES 59 SECONDS WEST, A DISTANCE OF 87.37 FEET; SOUTH 49 DEGREES 00 MINUTES 12 SECONDS EAST, A DISTANCE OF 114.12 FEET; SOUTH 49 DEGREES 26 MINUTES 52 SECONDS EAST, A DISTANCE 251.69 FEET; SOUTH 41 DEGREES 32 MINUTES 52 SECONDS EAST, A DISTANCE 305.91 FEET; SOUTH 52 DEGREES 14 MINUTES 47 SECONDS EAST, A DISTANCE OF 132.62 FEET; SOUTH 36 DEGREES 07 MINUTES 56 SECONDS WEST, A DISTANCE OF 94.92 FEET; SOUTH 13 DEGREES 52 MINUTES 01 SECONDS EAST, A DISTANCE OF 47.48 FEET TO A POINT IN THE CENTER OF CAULKS CREEK; THENCE, WITH THE MEANDERING CENTERLINE OF SAID CAULKS CREEK, BEING THE COMMON LINE BETWEEN THE AFORESAID FIENUP TRACT AND LOT 1 IN "GAMMA SUBDIVISION" RECORDED IN PLAT BOOK 349, PAGE 668 OF SAID RECORDS, THE FOLLOWING COURSES AND DISTANCES:

SOUTH 53 DEGREES 54 MINUTES 57 SECONDS WEST, A DISTANCE OF 124.13 FEET; SOUTH 67 DEGREES 38 MINUTES 24 SECONDS WEST, A DISTANCE OF 69.71 FEET; SOUTH 80 DEGREES 50 MINUTES 47 SECONDS WEST, A DISTANCE OF 84.98 FEET; NORTH 82 DEGREES 38 MINUTES 09 SECONDS WEST, A DISTANCE OF 401.88 FEET; SOUTH 88 DEGREES 07 MINUTES 02 SECONDS WEST, A DISTANCE OF 95.48 FEET;

SOUTH 66 DEGREES 40 MINUTES 33 SECONDS WEST, A DISTANCE OF 57.03 FEET; SOUTH 48 DEGREES 05 MINUTES 31 SECONDS WEST, A DISTANCE OF 152.79 FEET; SOUTH 53 DEGREES 59 MINUTES 12 SECONDS WEST, A DISTANCE OF 95.31 FEET; SOUTH 17 DEGREES 02 MINUTES 16 SECONDS EAST, A DISTANCE OF 58.05 FEET; SOUTH 37 DEGREES 24 MINUTES 53 SECONDS EAST, A DISTANCE OF 87.39 FEET; SOUTH 56 DEGREES 56 MINUTES 10 SECONDS EAST, A DISTANCE OF 64.97 FEET; SOUTH 50 DEGREES 03 MINUTES 11 SECONDS EAST, A DISTANCE OF 81.84 FEET; SOUTH 09 DEGREES 05 MINUTES 09 SECONDS EAST, A DISTANCE OF 97.78 FEET; SOUTH 17 DEGREES 38 MINUTES 18 SECONDS EAST, A DISTANCE OF 65.93 FEET; SOUTH 70 DEGREES 22 MINUTES 17 SECONDS EAST, A DISTANCE OF 44.57 FEET; NORTH 47 DEGREES 29 MINUTES 36 SECONDS EAST, A DISTANCE OF 81.79 FEET; NORTH 42 DEGREES 01 MINUTES 39 SECONDS EAST, A DISTANCE OF 103.85 FEET; NORTH 64 DEGREES 18 MINUTES 10 SECONDS EAST, A DISTANCE OF 137.92 FEET; NORTH 54 DEGREES 56 MINUTES 38 SECONDS EAST, A DISTANCE OF 72.15 FEET; NORTH 79 DEGREES 23 MINUTES 13 SECONDS EAST, A DISTANCE OF 91.73 FEET; NORTH 78 DEGREES 39 MINUTES 13 SECONDS EAST, A DISTANCE OF 97.32 FEET; SOUTH 86 DEGREES 56 MINUTES 31 SECONDS EAST, A DISTANCE OF 34.60 FEET; SOUTH 63 DEGREES 39 MINUTES 55 SECONDS EAST, A DISTANCE OF 53.92 FEET; SOUTH 31 DEGREES 16 MINUTES 48 SECONDS EAST, A DISTANCE OF 46.40 FEET; SOUTH 05 DEGREES 05 MINUTES 09 SECONDS WEST, A DISTANCE OF 34.68 FEET; SOUTH 13 DEGREES 33 MINUTES 00 SECONDS EAST, A DISTANCE OF 68.81 FEET; SOUTH 77 DEGREES 01 MINUTES 24 SECONDS WEST, A DISTANCE OF 82.18 FEET; SOUTH 59 DEGREES 25 MINUTES 21 SECONDS WEST, A DISTANCE OF 94.63 FEET; SOUTH 18 DEGREES 04 MINUTES 53 SECONDS WEST, A DISTANCE OF 212.80 FEET; AND SOUTH 06 DEGREES 31 MINUTES 31 SECONDS WEST, A DISTANCE OF 48.47 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON SAID "FIENUP TRACT - A MINOR SUBDIVISION"; THENCE LEAVING THE SAID CENTERLINE OF CAULKS CREEK BEING THE AFORESAID COMMON LINE OF THE FIENUP TRACT AND SAID "GAMMA SUBDIVISION", WITH THE NORTH RIGHT-OF-WAY LINE OF SAID

WILD HORSE CREEK ROAD THE FOLLOWING COURSES, DISTANCES AND CURVES: SOUTH 83 DEGREES 10 MINUTES 36 SECONDS WEST, A DISTANCE OF 30.47 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE LEFT, WITH A RADIUS OF 854.02 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 40 MINUTES 37 SECONDS WEST, A CHORD DISTANCE OF 311.26 FEET, AN ARC LENGTH OF 313.01 FEET; THENCE SOUTH 62 DEGREES 10 MINUTES 36 SECOND WEST, A DISTANCE OF 52.15 FEET; THENCE ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 920.37 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 08 MINUTES 29 SECONDS WEST, A CHORD DISTANCE OF 318.53 FEET, AN ARC LENGTH OF 320.14 FEET TO THE SOUTHEAST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC., BY INSTRUMENT RECORDED IN DEED BOOK 17886, PAGE 5118 OF SAID RECORDS; THENCE LEAVING THE NORTHERN RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, WITH THE EAST, NORTH AND WEST LINES OF SAID ZH ASSET MANAGEMENT INC. TRACT THE FOLLOWING COURSES AND DISTANCES: NORTH 00 DEGREES 20 MINUTES 00 SECONDS EAST, A DISTANCE OF 281.98 FEET; SOUTH 89 DEGREES 39 MINUTES 36 SECONDS WEST, A DISTANCE OF 856.17 FEET TO THE POINT OF BEGINNING AND CONTAINING 224.0 ACRES, MORE OR LESS.

AND, A TRACT, OR TRACTS, OF LAND IN U.S. SURVEY 125 AND 886, TOWNSHIP 45 NORTH, RANGE 4 EAST, IN ST. LOUIS COUNTY, MISSOURI, BEING PART OF THE TRACT OF LAND AS DESCRIBED IN A DEED TO FIENUP FARMS, INC. AS RECORDED IN DEED BOOK 8950, PAGE 1259 OF THE ST. LOUIS COUNTY RECORDS, AND BEING ALL THAT PART OF SAID FIENUP FARMS, INC. TRACT LYING NORTH OF THE SOUTHERN RIGHT-OF-LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY AND CONTAINING 3.0 ACRES, MORE OR LESS;

LESS AND EXCEPTING TRACT "C" OF A RESUBDIVISION OF PART "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99, CONTAINING 173,250 SQUARE FEET OR 3.98 ACRES MORE OR LESS.

THE TOTAL NET OF THE ABOVE PARCELS BEING 223.02 ACRES,
MORE OR LESS, ACCORDING TO CALCULATIONS BY THE
STERLING COMPANY DURING DECEMBER, 2016 BASED UPON
RECORD AND AVAILABLE INFORMATION AND SUBJECT TO THE
RESULTS OF A FUTURE PROPERTY BOUNDARY SURVEY.

Section 2. The preliminary approval, pursuant to the City of Chesterfield Unified Development Code is granted, subject to all of the ordinances, rules and regulations and the specific conditions as recommended by the Planning Commission in its recommendation to the City Council.

Section 3. The City Council, pursuant to the petition filed by Wild Horse Residential, LLC in P.Z. 02-2017, requesting the amendment embodied in this ordinance, and pursuant to the recommendation of the City of Chesterfield Planning Commission that said petition be granted and after a public hearing, held by the Planning Commission on the 10th day of April 2017, does hereby adopt this ordinance pursuant to the power granted to the City of Chesterfield under Chapter 89 of the Revised Statutes of the State of Missouri authorizing the City Council to exercise legislative power pertaining to planning and zoning.

Section 4. This ordinance and the requirements thereof are exempt from the warning and summons for violations as set out in Section 8 of the City of Chesterfield Unified Development Code.

Section 5. This ordinance shall be in full force and effect from and after its passage and approval.

Passed and approved this _____ day of _____, 2017.

PRESIDING OFFICER

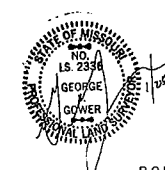
Bob Nation, MAYOR

ATTEST:

Vickie Hass, CITY CLERK

FIRST READING HELD: 08/07/2017

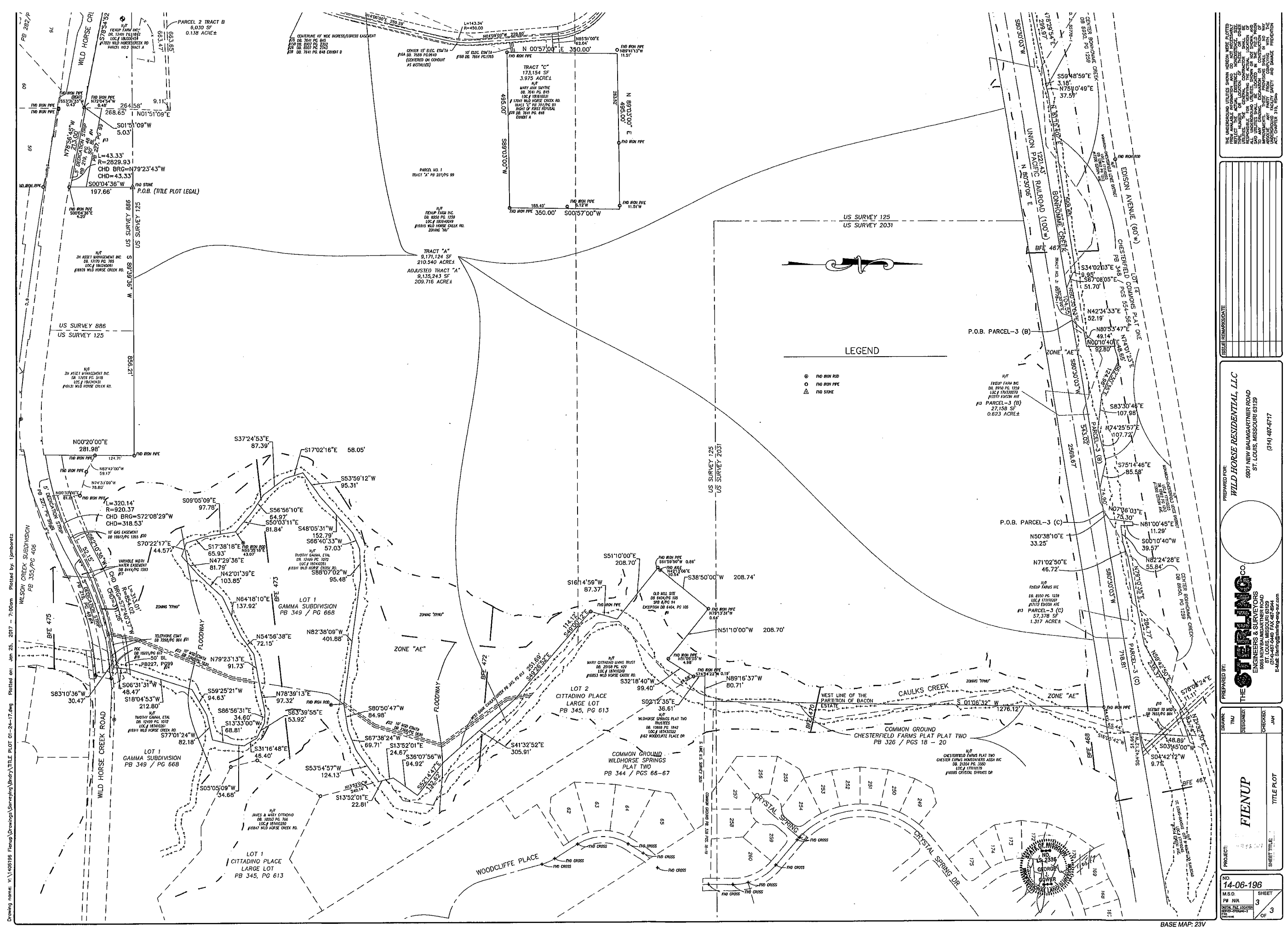
2/2
FIRST BAPTIST CHURCH
OF CHICAGO/ILL
DR. KERRY PG. 1352
LOC. 187520013
#7103 WILD HORSE CREEK RD.

[illegible]

THE **STERLING** CO.
ENGINEERS & SURVEYORS
8555 NEWBAUMCARTNER ROAD
ST. LOUIS, MISSOURI 63123
(314) 487-0440 FAX 487-4944
E-Mail: Sterling@sterling-eng.com

NO. 14-06-196	
M.S.D. P# N/A	SHEET 2
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BASE MAP: 23V



BASE MAP: 23V

BILL NO. 3164_____

ORDINANCE NO._____

AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF CHESTERFIELD BY CHANGING THE BOUNDARIES OF AN “E-1” ESTATE ONE ACRE DISTRICT TO A “PUD” PLANNED UNIT DEVELOPMENT FOR A 223.02 ACRE TRACT OF LAND LOCATED ON THE NORTH SIDE OF WILD HORSE CREEK ROAD APPROXIMATELY 3,250 FEET EAST OF ITS INTERSECTION WITH KEHRS MILL ROAD AND 4,400 FEET WEST OF ITS INTERSECTION WITH BAXTER ROAD. (P.Z. 03-2017 FIENUP FARMS {MCBRIDE & SON} 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, & 17T110201).

WHEREAS, the petitioner, Wild Horse Residential, LLC, has requested a change in zoning from “E-1” Estate One Acre District to “PUD” Planned Unit Development for a 223.02 acre tract of land located on the north side of Wild Horse Creek Road approximately 3,250 feet east of its intersection with Kehrs Mill Road and 4,400 feet west of its intersection with Baxter Road; and,

WHEREAS, a Public Hearing was held before the Planning Commission on April 10, 2017; and,

WHEREAS, the Planning Commission, having considered said request, recommended approval of the change of zoning; and,

WHEREAS, the Planning and Public Works Committee, having considered said request, recommended approval of the change of zoning; and,

WHEREAS, the City Council, having considered said request voted to approve the change of zoning request.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

Section 1. City of Chesterfield Unified Development Code and the Official Zoning District Map, which are part thereof, are hereby amended by establishing a “PUD” Planned Unit Development for a 223.02 acre tract of land located on the north side of Wild Horse Creek Road approximately 3,250 feet east of its intersection with Kehrs Mill Road and 4,400 feet west of its intersection with Baxter Road and as described as follows:

TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND TRACTS OF LAND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT A STONE LOCATED AT THE NORTHWEST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC., BY INSTRUMENT RECORDED IN DEED BOOK 17170, PAGE 765 OF THE ST. LOUIS COUNTY RECORDS, SAID POINT BEING ON THE COMMON LINE OF U.S. SURVEY 125 AND U.S. SURVEY 886; THENCE SOUTH 00 DEGREES 04 MINUTES 36 SECONDS WEST, A DISTANCE OF 197.66 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON THE "FIENUP TRACT - A MINOR SUBDIVISION" A SUBDIVISION RECORDED IN PLAT BOOK 219, PAGE 48 AND PLAT BOOK 227, PAGE 99 OF SAID COUNTY RECORDS; THENCE WITH SAID RIGHT-OF-WAY LINE ALONG A CURVE TO THE RIGHT BEING NON-TANGENTIAL TO THE PREVIOUS COURSE, WITH A RADIUS OF 2,829.93 FEET, WHOSE CHORD BEARS NORTH 79 DEGREES 23 MINUTES 43 SECONDS WEST, A CHORD DISTANCE OF 43.33 FEET, AN ARC LENGTH OF 43.33 FEET TO A POINT; THENCE NORTH 78 DEGREES 56 MINUTES 45 SECONDS WEST, ALONG SAID RIGHT-OF-WAY LINE, A DISTANCE OF 213.00 FEET TO THE EAST LINE OF A 2.848 ACRE TRACT CONVEYED TO FIENUP FARM INC. BY INSTRUMENT RECORDED IN DEED BOOK 13401, PAGE 1842 OF SAID RECORDS; THENCE WITH THE EAST, SOUTH AND WEST LINES OF SAID FIENUP TRACT AND SAID NORTH RIGHT-OF-WAY LINE, THE FOLLOWING COURSES AND DISTANCES: SOUTH 01 DEGREES 51 MINUTES 09 SECONDS WEST, A DISTANCE OF 5.04 FEET; NORTH 78 DEGREES 54 MINUTES 52 SECONDS WEST, A DISTANCE OF 668.36 FEET; THENCE NORTH 00 DEGREES 44 MINUTES 21 SECONDS EAST, A DISTANCE OF 4.68 FEET; THENCE LEAVING THE WEST LINE OF SAID FIENUP TRACT AND CONTINUING WITH THE NORTH RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, NORTH 78 DEGREES 57 MINUTES 24 SECOND WEST, A DISTANCE OF 619.57 FEET TO A

POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 5,699.65 FEET, AN ARC LENGTH OF 195.64 FEET, AND A CHORD WHICH BEARS NORTH 77 DEGREES 58 MINUTES 24 SECONDS WEST, A CHORD DISTANCE OF 195.63 FEET; THENCE NORTH 76 DEGREES 59 MINUTES 24 SECONDS WEST, A DISTANCE OF 295.60 FEET TO A POINT IN THE WEST LINE OF A TRACT CONVEYED TO FIRST BAPTIST CHURCH OF CHESTERFIELD BY INSTRUMENT RECORDED IN DEED BOOK 10998, PAGE 1382 OF THE ST. LOUIS COUNTY RECORDS; THENCE LEAVING SAID ROAD LINE CONTINUING NORTH 00 DEGREES 50 MINUTES 20 SECONDS EAST ALONG THE WEST LINE OF FIRST BAPTIST CHURCH OF CHESTERFIELD TRACT A DISTANCE OF 1,523.28 FEET TO A POINT; THENCE LEAVING SAID WEST LINE SOUTH 89 DEGREES 09 MINUTES 40 SECONDS EAST, A DISTANCE OF 150.53 FEET TO A POINT; THENCE NORTH 09 DEGREES 46 MINUTES 26 SECONDS EAST, A DISTANCE OF 57.18 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 211.49 FEET, AN ARC LENGTH OF 110.45 FEET, AND A CHORD WHICH BEARS NORTH 24 DEGREES 44 MINUTES 07 SECONDS EAST, A CHORD DISTANCE OF 109.20 FEET TO A POINT; THENCE NORTH 39 DEGREES 41 MINUTES 49 SECONDS EAST, A DISTANCE OF 202.63 FEET TO A POINT; THENCE NORTH 10 DEGREES 22 MINUTES 30 SECONDS WEST, A DISTANCE OF 503.71 TO A POINT AT THE NORTH EAST CORNER OF A TRACT CONVEYED TO ELAINE NAVARRO BY INSTRUMENT RECORDED IN DEED BOOK 7511, PAGE 1392 OF THE ABOVE MENTIONED RECORDS AND IN THE SOUTH LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY (100 FEET WIDE); THENCE ALONG THE SOUTH LINE OF SAID RAILROAD RIGHT-OF-WAY; NORTH 80 DEGREES 30 MINUTES 54 SECONDS EAST, A DISTANCE OF 876.90 FEET TO A POINT; THENCE NORTH 80 DEGREES 30 MINUTES 03 SECONDS EAST, A DISTANCE OF 2569.67 FEET TO THE NORTHWEST CORNER OF THE CHESTERFIELD FARMS PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 326, PAGES 18 TO 20 OF SAID RECORDS; THENCE, SOUTH 01 DEGREES 06 MINUTES 32 SECONDS WEST, ALONG THE WEST LINE OF SAID CHESTERFIELD FARMS PLAT TWO, A DISTANCE OF 1276.19 FEET TO A POINT ON THE NORTH LINE OF WILDHORSE SPRINGS

PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 344, PAGES 66 AND 67 OF SAID RECORDS; THENCE ALONG THE NORTH AND WEST LINES OF SAID WILDHORSE SPRINGS PLAT TWO THE FOLLOWING, NORTH 89 DEGREES 16 MINUTES 37 SECONDS WEST, A DISTANCE OF 80.71 FEET; THENCE SOUTH 02 DEGREES 12 MINUTES 35 SECONDS EAST, A DISTANCE OF 36.61 FEET TO THE MOST NORTHERN CORNER OF "CITTANDINO PLACE, LARGE LOT SUBDIVISION PLAT" A SUBDIVISION RECORDED IN PLAT BOOK 345, PAGE 613 OF SAID RECORDS; THENCE WITH THE NORTH AND WEST LINES OF SAID SUBDIVISION THE FOLLOWING COURSES AND DISTANCES: SOUTH 32 DEGREES 18 MINUTES 40 SECONDS WEST, A DISTANCE OF 99.40 FEET; NORTH 51 DEGREES 10 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.70 FEET; SOUTH 38 DEGREES 50 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.74 FEET; SOUTH 51 DEGREES 10 MINUTES 00 SECONDS EAST, A DISTANCE OF 208.70 FEET; SOUTH 16 DEGREES 14 MINUTES 59 SECONDS WEST, A DISTANCE OF 87.37 FEET; SOUTH 49 DEGREES 00 MINUTES 12 SECONDS EAST, A DISTANCE OF 114.12 FEET; SOUTH 49 DEGREES 26 MINUTES 52 SECONDS EAST, A DISTANCE 251.69 FEET; SOUTH 41 DEGREES 32 MINUTES 52 SECONDS EAST, A DISTANCE 305.91 FEET; SOUTH 52 DEGREES 14 MINUTES 47 SECONDS EAST, A DISTANCE OF 132.62 FEET; SOUTH 36 DEGREES 07 MINUTES 56 SECONDS WEST, A DISTANCE OF 94.92 FEET; SOUTH 13 DEGREES 52 MINUTES 01 SECONDS EAST, A DISTANCE OF 47.48 FEET TO A POINT IN THE CENTER OF CAULKS CREEK; THENCE, WITH THE MEANDERING CENTERLINE OF SAID CAULKS CREEK, BEING THE COMMON LINE BETWEEN THE AFORESAID FIENUP TRACT AND LOT 1 IN "GAMMA SUBDIVISION" RECORDED IN PLAT BOOK 349, PAGE 668 OF SAID RECORDS, THE FOLLOWING COURSES AND DISTANCES:

SOUTH 53 DEGREES 54 MINUTES 57 SECONDS WEST, A DISTANCE OF 124.13 FEET; SOUTH 67 DEGREES 38 MINUTES 24 SECONDS WEST, A DISTANCE OF 69.71 FEET; SOUTH 80 DEGREES 50 MINUTES 47 SECONDS WEST, A DISTANCE OF 84.98 FEET; NORTH 82 DEGREES 38 MINUTES 09 SECONDS WEST, A DISTANCE OF 401.88 FEET; SOUTH 88 DEGREES 07 MINUTES 02 SECONDS WEST, A DISTANCE OF 95.48 FEET;

SOUTH 66 DEGREES 40 MINUTES 33 SECONDS WEST, A DISTANCE OF 57.03 FEET; SOUTH 48 DEGREES 05 MINUTES 31 SECONDS WEST, A DISTANCE OF 152.79 FEET; SOUTH 53 DEGREES 59 MINUTES 12 SECONDS WEST, A DISTANCE OF 95.31 FEET; SOUTH 17 DEGREES 02 MINUTES 16 SECONDS EAST, A DISTANCE OF 58.05 FEET; SOUTH 37 DEGREES 24 MINUTES 53 SECONDS EAST, A DISTANCE OF 87.39 FEET; SOUTH 56 DEGREES 56 MINUTES 10 SECONDS EAST, A DISTANCE OF 64.97 FEET; SOUTH 50 DEGREES 03 MINUTES 11 SECONDS EAST, A DISTANCE OF 81.84 FEET; SOUTH 09 DEGREES 05 MINUTES 09 SECONDS EAST, A DISTANCE OF 97.78 FEET; SOUTH 17 DEGREES 38 MINUTES 18 SECONDS EAST, A DISTANCE OF 65.93 FEET; SOUTH 70 DEGREES 22 MINUTES 17 SECONDS EAST, A DISTANCE OF 44.57 FEET; NORTH 47 DEGREES 29 MINUTES 36 SECONDS EAST, A DISTANCE OF 81.79 FEET; NORTH 42 DEGREES 01 MINUTES 39 SECONDS EAST, A DISTANCE OF 103.85 FEET; NORTH 64 DEGREES 18 MINUTES 10 SECONDS EAST, A DISTANCE OF 137.92 FEET; NORTH 54 DEGREES 56 MINUTES 38 SECONDS EAST, A DISTANCE OF 72.15 FEET; NORTH 79 DEGREES 23 MINUTES 13 SECONDS EAST, A DISTANCE OF 91.73 FEET; NORTH 78 DEGREES 39 MINUTES 13 SECONDS EAST, A DISTANCE OF 97.32 FEET; SOUTH 86 DEGREES 56 MINUTES 31 SECONDS EAST, A DISTANCE OF 34.60 FEET; SOUTH 63 DEGREES 39 MINUTES 55 SECONDS EAST, A DISTANCE OF 53.92 FEET; SOUTH 31 DEGREES 16 MINUTES 48 SECONDS EAST, A DISTANCE OF 46.40 FEET; SOUTH 05 DEGREES 05 MINUTES 09 SECONDS WEST, A DISTANCE OF 34.68 FEET; SOUTH 13 DEGREES 33 MINUTES 00 SECONDS EAST, A DISTANCE OF 68.81 FEET; SOUTH 77 DEGREES 01 MINUTES 24 SECONDS WEST, A DISTANCE OF 82.18 FEET; SOUTH 59 DEGREES 25 MINUTES 21 SECONDS WEST, A DISTANCE OF 94.63 FEET; SOUTH 18 DEGREES 04 MINUTES 53 SECONDS WEST, A DISTANCE OF 212.80 FEET; AND SOUTH 06 DEGREES 31 MINUTES 31 SECONDS WEST, A DISTANCE OF 48.47 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON SAID "FIENUP TRACT - A MINOR SUBDIVISION"; THENCE LEAVING THE SAID CENTERLINE OF CAULKS CREEK BEING THE AFORESAID COMMON LINE OF THE FIENUP TRACT AND SAID "GAMMA SUBDIVISION", WITH THE NORTH RIGHT-OF-WAY LINE OF SAID

WILD HORSE CREEK ROAD THE FOLLOWING COURSES, DISTANCES AND CURVES: SOUTH 83 DEGREES 10 MINUTES 36 SECONDS WEST, A DISTANCE OF 30.47 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE LEFT, WITH A RADIUS OF 854.02 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 40 MINUTES 37 SECONDS WEST, A CHORD DISTANCE OF 311.26 FEET, AN ARC LENGTH OF 313.01 FEET; THENCE SOUTH 62 DEGREES 10 MINUTES 36 SECOND WEST, A DISTANCE OF 52.15 FEET; THENCE ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 920.37 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 08 MINUTES 29 SECONDS WEST, A CHORD DISTANCE OF 318.53 FEET, AN ARC LENGTH OF 320.14 FEET TO THE SOUTHEAST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC., BY INSTRUMENT RECORDED IN DEED BOOK 17886, PAGE 5118 OF SAID RECORDS; THENCE LEAVING THE NORTHERN RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, WITH THE EAST, NORTH AND WEST LINES OF SAID ZH ASSET MANAGEMENT INC. TRACT THE FOLLOWING COURSES AND DISTANCES: NORTH 00 DEGREES 20 MINUTES 00 SECONDS EAST, A DISTANCE OF 281.98 FEET; SOUTH 89 DEGREES 39 MINUTES 36 SECONDS WEST, A DISTANCE OF 856.17 FEET TO THE POINT OF BEGINNING AND CONTAINING 224.0 ACRES, MORE OR LESS.

AND, A TRACT, OR TRACTS, OF LAND IN U.S. SURVEY 125 AND 886, TOWNSHIP 45 NORTH, RANGE 4 EAST, IN ST. LOUIS COUNTY, MISSOURI, BEING PART OF THE TRACT OF LAND AS DESCRIBED IN A DEED TO FIENUP FARMS, INC. AS RECORDED IN DEED BOOK 8950, PAGE 1259 OF THE ST. LOUIS COUNTY RECORDS, AND BEING ALL THAT PART OF SAID FIENUP FARMS, INC. TRACT LYING NORTH OF THE SOUTHERN RIGHT-OF-LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY AND CONTAINING 3.0 ACRES, MORE OR LESS;

LESS AND EXCEPTING TRACT "C" OF A RESUBDIVISION OF PART "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99, CONTAINING 173,250 SQUARE FEET OR 3.98 ACRES MORE OR LESS.

THE TOTAL NET OF THE ABOVE PARCELS BEING 223.02 ACRES,
MORE OR LESS, ACCORDING TO CALCULATIONS BY THE
STERLING COMPANY DURING DECEMBER, 2016 BASED UPON
RECORD AND AVAILABLE INFORMATION AND SUBJECT TO THE
RESULTS OF A FUTURE PROPERTY BOUNDARY SURVEY.

Section 2. The preliminary approval, pursuant to the City of Chesterfield Unified Development Code is granted, subject to all of the ordinances, rules and regulations and the specific conditions as recommended by the Planning Commission in its recommendation to the City Council, which are set out in the "Attachment A" and the preliminary plan indicated as "Attachment B" which is attached hereto as and made part of.

Section 3. The City Council, pursuant to the petition filed by Wild Horse Residential, LLC in P.Z. 03-2017, requesting the amendment embodied in this ordinance, and pursuant to the recommendation of the City of Chesterfield Planning Commission that said petition be granted and after a public hearing, held by the Planning Commission on the 10th day of April 2017, does hereby adopt this ordinance pursuant to the power granted to the City of Chesterfield under Chapter 89 of the Revised Statutes of the State of Missouri authorizing the City Council to exercise legislative power pertaining to planning and zoning.

Section 4. This ordinance and the requirements thereof are exempt from the warning and summons for violations as set out in Section 8 of the City of Chesterfield Unified Development Code.

Section 5. This ordinance shall be in full force and effect from and after its passage and approval.

Passed and approved this _____ day of _____, 2017.

PRESIDING OFFICER

Bob Nation, MAYOR

ATTEST:

Vickie Hass, CITY CLERK

FIRST READING HELD: 08/07/2017

AMENDMENTS:

City Council requested that the following changes be made to the Attachment A:

Under section *I. Access/ Access Management* of the Attachment A, replace item #5 on page 4 with the following revised language:

- Provide for future alignment and dedicate right-of-way for the realignment of the development's easternmost access across 16931 and 16939 Wild Horse Creek Road to align with Riverdale Drive at such time as those parcels develop or provide ingress/egress, cross access easements, and temporary slope construction license or other appropriate legal instrument or agreement guaranteeing permanent access from Street "E", as labeled on the Preliminary Plan, to 16931 Wild Horse Creek Road, as directed by the City of Chesterfield and St. Louis County Department of Transportation.

After section *J. Traffic Study* of the Attachment A, add a new section titled *Recreational Easement* with the following language:

- Provide an easement dedicated to the City of Chesterfield for a future connection of the public sidewalk within the Fienup Farms development to the City's recreational trail system as directed by the City of Chesterfield. The easement shall be located within the Common Ground or Common Open Space of the Fienup Farms development, and the exact location and dimensions of the easement shall be determined by the City of Chesterfield in consultation with the Fienup Farms subdivision.

ATTACHMENT A

All provisions of the City of Chesterfield City Code shall apply to this development except as specifically modified herein.

I. SPECIFIC CRITERIA

A. PERMITTED USES

1. The uses allowed in this Planned Unit Development (PUD) District shall be:
 - a. Dwellings, Single Family Detached.

B. DENSITY REQUIREMENTS

1. The total number of single family residential units shall not exceed two hundred and twenty-three (223) units.

C. DEVELOPMENT STANDARDS

1. Minimum lot size for this development shall be 9,400 square feet.
2. Maximum height of all structures shall be fifty (50) feet.
3. Structure setbacks shall be as follows:
 - a. Twenty-five (25) feet from the front yard.
 - b. Six (6) feet from the side yard for "A" Lots as depicted on the Preliminary Plan attached hereto as Attachment "B".
 - c. Seven (7) feet from the side yard for "B" Lots as depicted on the Preliminary Plan attached hereto as Attachment "B".
 - d. Eight (8) feet from the side yard for "C, D, and E" Lots as depicted on the Preliminary Plan attached hereto as Attachment "B".
 - e. Fifteen (15) feet from the rear yard.
4. No building or structure, other than: a freestanding project identification/ornamental entrance monument sign, light standards, retaining walls or flag poles shall be located within the above listed setbacks.

D. PARKING AND LOADING REQUIREMENTS

1. Parking and loading spaces for this development will be as required in the City of Chesterfield Code.
2. No construction related parking shall be permitted within right of way or established cross access or ingress/egress easements on any existing roadways. All construction related parking shall be confined to the development.
3. Provide adequate temporary off-street parking for construction employees. Parking on non-surfaced areas shall be prohibited in order to eliminate the condition whereby mud from construction and employee vehicles is tracked on to the pavement causing hazardous roadway and driving conditions.

E. LANDSCAPE AND TREE REQUIREMENTS

1. The development shall adhere to the Landscape and Tree Preservation Requirements of the City of Chesterfield Code.
2. Landscape Buffer requirements:
 - a. A thirty (30) foot Landscape Buffer shall be required along the perimeters of the PUD as identified on the Preliminary Plan attached hereto and marked as Attachment B.
 - b. The required Landscape Buffer shall be outside of any developed lot and shall be dedicated as Common Open Space or Common Ground as identified on the Preliminary Plan.
3. A minimum of thirty percent (30.0%) Common Open Space shall be required for this PUD.
4. A minimum of sixty percent (60.0%) tree preservation shall be required for this PUD.

F. SIGN REQUIREMENTS

1. Signs shall be permitted in accordance with the regulations of the City of Chesterfield Code.
2. Each of the two access points from Wild Horse Creek Road shall be permitted two ornamental entrance monument signs, with one sign located on each side of the entry, as shown on the Preliminary Plan, attached hereto and marked as Attachment B.

3. Ornamental Entrance Monument construction, if proposed, shall be reviewed by the City of Chesterfield and the St. Louis County Department of Transportation for sight distance considerations prior to installation or construction.

G. LIGHT REQUIREMENTS

1. Provide a lighting plan and cut sheet in accordance with the City of Chesterfield Code.
2. Street lights shall be provided along Wild Horse Creek Road in accordance with the City of Chesterfield Unified Development Code and as directed by the City of Chesterfield.

H. ARCHITECTURAL

1. The development shall adhere to the Architectural Review Standards of the City of Chesterfield Code.
2. The exterior building materials for this development shall consist of brick, stone, and/or hardie board siding, and architectural shingles.

I. ACCESS/ACCESS MANAGEMENT

1. Access to the development from Wild Horse Creek Road shall be restricted to two (2) residential street entrances, as directed by St. Louis County Department of Transportation and City of Chesterfield and as shown on the Preliminary Plan.
2. One gated emergency access point shall be allowed at the existing driveway location approximately 600 feet west of the intersection of Street "A" and Wild Horse Creek Road, as shown on the Preliminary Plan.
3. The existing private driveway connection that will serve 17095 Wild Horse Creek Road may remain in place as shown on the Preliminary Plan and as approved by the St. Louis County Department of Transportation.
4. The existing private driveway entrance that serves 17041 Wild Horse Creek Road may remain in place and shall connect to Street "A" as shown on the Preliminary Plan. If possible, the access point shall be modified such that the connection point will be directly across from Street "O". Continuous access to this property shall be provided throughout the duration of construction unless otherwise approved by the resident/owner and City of Chesterfield.

5. Provide for future alignment and dedicate right-of-way for the realignment of the development's easternmost access across 16931 and 16939 Wild Horse Creek Road to align with Riverdale Drive at such time as those parcels develop, as directed by the City of Chesterfield and St. Louis County Department of Transportation.
6. If required sight distance cannot be provided at the access location(s), acquisition of right-of-way, reconstruction of pavement including correction to the vertical alignment and other off-site improvements may be required to provide the required sight distance as required by the City of Chesterfield and St. Louis County Department of Transportation.
7. No lot of this development shall be allowed direct access to Wild Horse Creek Road.

J. PUBLIC/PRIVATE ROAD IMPROVEMENTS, INCLUDING PEDESTRIAN CIRCULATION

1. Any request to install a gate(s) at the entrance(s) to this development must be approved by the City of Chesterfield and the agency in control of the right of way off of which the entrance is constructed. No gate installation will be permitted on public right of way.
2. If a gate is installed on a street in this development, the streets within the development, or that portion of the development that is gated, shall be private and remain private forever.
3. All roadway and related improvements in each plat or phase of the development shall be constructed prior to issuance of building permits exceeding 60% for that plat or phase. Delays due to utility relocation and/or adjustment, for which the developer is responsible monetarily, shall not constitute a cause to issue permits in excess of 60%.
4. Provide a 5 foot wide sidewalk, conforming to ADA standards, along all Wild Horse Creek Road frontage. The sidewalk shall provide for future connectivity to adjacent developments and/or roadway projects. The sidewalk may be located within right-of-way controlled by another agency, if permitted by that agency or on private property within a 6 foot wide sidewalk, maintenance and utility easement. A special cash escrow may be required by the City of Chesterfield for any sidewalk that cannot feasibly be constructed in conjunction with this development. The amount of the special cash escrow will be based on the anticipated construction costs as determined by the design engineer and approved by the City of Chesterfield and St. Louis County Department of Transportation.

5. Provide a 5 foot wide sidewalk, conforming to ADA standards, on both sides of Street "A" and 4 foot wide sidewalk, conforming to ADA standards, on both sides of all other internal streets. Sidewalk along Street "A" and Street "E" shall connect to sidewalk along Wild Horse Creek Road or terminate at the edge of pavement of Wild Horse Creek Road, as appropriate and approved by the City of Chesterfield and St. Louis County Department of Transportation.
6. Obtain approvals from the City of Chesterfield and the St. Louis County Department of Transportation of Transportation and other entities as necessary for locations of proposed curb cuts and access points, areas of new dedication, and roadway improvements.
7. Additional right-of-way and road improvements shall be provided, as required by St. Louis County Department of Transportation and the City of Chesterfield.
8. Provide an on-site pedestrian walking trail and community recreation areas throughout the development as shown on the Preliminary Plan. The existing and proposed portions of the trail shall conform or be improved to meet ADA standards, as necessary.
9. If streets are phased, platted, or constructed in such a way that temporary stub streets are created, stub street signage, in conformance with City Code Section 31-04-09, shall be posted within 30 days of the street pavement being placed.
10. Prior to Special Use Permit issuance by the St. Louis County Department of Transportation, a special cash escrow or special escrow supported by an Irrevocable Letter of Credit, must be established with the St. Louis County Department of Transportation to guarantee completion of the required roadway improvements.

J. TRAFFIC STUDY

1. Provide a traffic study as directed by the City of Chesterfield, St. Louis County Department of Transportation, and/or Missouri Department of Transportation. The scope of the study shall include internal and external circulation and may be limited to site specific impacts, such as the need for additional lanes, entrance configuration, geometrics, sight distance, traffic signal modifications or other improvements required, as long as the density of the proposed development falls within the parameters of the City's traffic model. Should the density be other than the density assumed in the model, regional issues shall be addressed as directed by the City of Chesterfield.

2. A scoping meeting with the City of Chesterfield, St. Louis County Department of Transportation, and/or Missouri Department of Transportation is required to discuss what type of traffic analysis will be needed to determine the necessary roadway improvements. A traffic impact study may be required to assess the impacts of the proposed development to the state highway system.

K. POWER OF REVIEW

Either Councilmember of the Ward where a development is proposed or the Mayor may request that the plan for a development be reviewed and approved by the entire City Council. This request must be made no later than twenty-four (24) hours after Planning Commission review. The City Council will then take appropriate action relative to the proposal. The plan for a development, for purposes of this section, may include the site development plan, site development section plan, site development concept plan, landscape plan, lighting plans, architectural elevations, sign package or any amendment thereto.

L. STORM WATER

1. The site shall provide for the positive drainage of storm water and it shall be discharged at an adequate natural discharge point or an adequate piped system.
2. Detention/retention and channel protection measures are to be provided in each watershed as required by the City of Chesterfield and the Metropolitan St. Louis Sewer District. The storm water management facilities shall be operational prior to paving of any driveways or parking areas in non-residential developments or issuance of building permits exceeding sixty (60%) of the approved dwelling units in each plat, watershed or phase of residential developments. The location and types of storm water management facilities shall be identified on all Site Development Plans.
3. Emergency overflow drainage ways to accommodate runoff from the 100-year storm event shall be provided, as directed by the City of Chesterfield and Metropolitan St. Louis Sewer District.
4. Offsite storm water shall be picked up and piped to an adequate natural discharge point. Such bypass systems must be adequately designed.
5. The lowest opening of all structures shall be set at least two (2) feet higher than the one hundred (100) year high water elevation in adjacent detention/retention facilities. Structures shall be set at least

30 feet horizontally from the limits of the one hundred (100) year high water.

6. Locations of site features such as lakes and detention ponds must be approved by the City of Chesterfield and the Metropolitan Saint Louis Sewer District.
7. To comply with the region's MS4 Permit, site characteristics should be considered upfront to ensure adequate planning for storm water compliance. A pre-existing natural resources plan should be prepared and used to guide development layout and location of storm water facilities.
8. The receiving storm system(s) shall be evaluated to ensure adequate capacity and to ensure that the project has no negative impacts to the existing system(s).
9. Formal project development plans, including a flood plain study, shall be submitted to MSD for review, approval, and permits. The project is located in the Caulks Creek Impact area and subject to applicable fees.
10. Stormwater quality, channel protection, and flood detention requirements will apply. BMPs and detention facilities are shown on the plan, and conceptually they are consistent with practices normally applied on residential developments. MSD will review the appropriateness of their sizing and detailed configurations during formal plan review, based on calculations and specifications prepared by the developer's engineering consultant.
11. Drainage from the site is divided between Caulks Creek and Bonhomme Creek. Existing drainage outfalls shall be maintained in the post developed condition in terms of location and tributary acreage.
12. MSD does not object to the utilization of the large lake for flood detention and channel protection storage, subject to the following considerations:
 - a. Due to the height of its dam embankment, approval from MoDNR will be required prior to MSD's approval of the improvement plans.
 - b. To protect the water quality of the lake, BMPs will need to be positioned upstream from it to capture and treat runoff originating from developed areas on the property that drain to it. The current plan appears to accomplish that.

- c. As a detention facility, the lake will likely require a retrofit for an overflow structure and stabilized spillway. A geotechnical engineer will need to provide an assessment of the embankment's stability, recommendations for the outlet structure configuration as it relates to the embankment's stability, and recommendations for scour protection in areas from the lake's control outlet to the site's natural discharge point.
 - d. Utilizing the lake as a detention facility will also expose it to fluctuating water surface levels during storm events. A geotechnical engineer will also need to investigate and affirm the lake's suitability to retain water above its bottom under the fluctuating head conditions within its natural impoundment area.
 - e. It is also suggested that the lake's water balance be analyzed in order for the site designers and the developer to determine and assess its viability as a storm water management facility, resource, and amenity for the end users.
13. Site layout and grading shall provide for an overland flow path should the onsite storm sewer system capacity be exceeded or become blocked.
14. A 404/401 permit may be required from the U.S. Army Corps of Engineers and Missouri Department of Natural Resources. The developer should investigate for and assess the presence of any jurisdictional features on the site, and confirm with these two agencies the applicability of any requirements. If applicable, approvals from these agencies will be required prior to formal MSD plan approval.

M. SANITARY SEWER

- 1. Receiving sanitary sewers will need to be analyzed for capacity. The developer may be required to improve downstream capacity if the new development cannot be accommodated within the existing sanitary sewer system's current levels of service.
- 2. Sanitary sewers shall be as approved by the Metropolitan St. Louis Sewer District, the City of Chesterfield, and other entities as necessary.

N. GEOTECHNICAL REPORT

Prior to Site Development Plan approval, the developer shall provide a geotechnical report, prepared by a registered professional engineer licensed to practice in the State of Missouri, as directed by the City of

Chesterfield. The report shall verify the suitability of grading and proposed improvements with soil and geologic conditions and address the existence of any potential sinkhole, ponds, dams, septic fields, etc., and recommendations for treatment. A statement of compliance, signed and sealed by the geotechnical engineer preparing the report, shall be included on all Site Development Plans and Improvement Plans.

O. MISCELLANEOUS

1. All utilities will be installed underground.
2. Prior to record plat approval, the developer shall cause, at his expense and prior to the recording of any plat, the reestablishment, restoration or appropriate witnessing of all Corners of the United States Public Land Survey located within, or which define or lie upon, the outboundaries of the subject tract in accordance with the Missouri Minimum Standards relating to the preservation and maintenance of the United States Public Land Survey Corners, as necessary.
3. Prior to final release of subdivision construction deposits, the developer shall provide certification by a registered land surveyor that all monumentation depicted on the record plat has been installed and United States Public Land Survey Corners have not been disturbed during construction activities or that they have been reestablished and the appropriate documents filed with the Missouri Department of Natural Resources Land Survey Program, as necessary.
4. Road improvements and right-of-way dedication shall be completed prior to the issuance of an occupancy permit. If development phasing is anticipated, the developer shall complete road improvements, right-of-way dedication, and access requirements for each phase of development as directed by the Missouri Department of Transportation and/or the City of Chesterfield. As previously noted, the delays due to utility relocation and adjustments will not constitute a cause to allow occupancy prior to completion of road improvements.
5. Obtain any and all necessary determinations, approvals, and permits from USACE, the Missouri Department of Natural Resources, and other entities, as necessary, for work impacting or in close proximity to jurisdictional waterways and/or wetlands.

6. If any development in, or alteration of, the floodplain is proposed, the developer shall submit a Floodplain Study and Floodplain Development Permit/Application to the City of Chesterfield for approval. The Floodplain Study must be approved by the City of Chesterfield prior to the approval of the Site Development Plan, as directed. The Floodplain Development Permit must be approved prior to the approval of a grading permit or improvement plans. If any change in the location of the Special Flood Hazard Area is proposed, the Developer shall be required to obtain a Letter of Map Revision (LOMR) from the Federal Emergency Management Agency. The LOMR must be issued by FEMA prior to the final release of any escrow held by the City of Chesterfield for improvements in the development. Elevation Certificates will be required for any structures within the Special Flood Hazard Area or the Supplemental Protection Area. All new roads within and adjacent to this site shall be constructed at least one (1) foot above the base flood elevation of the Special Flood Hazard Area. Improvements to existing roadways shall be required as necessary to provide at least one access route to each lot that is at least one (1) foot above the base flood elevation. Consult Article 5 of the Unified Development Code for specific requirements.
7. Retaining walls along public right of way shall be private and remain private forever and shall be located such that it is not necessary to support any public improvements.
8. Retaining walls that serve multiple properties must be located within common ground or special easements, including easements needed for future access, maintenance, and inspection.
9. Community amenities, including but not limited to boat docks, fishing docks, pickle ball courts, community gardens, playgrounds, fire pit circles with seating, pavilions, and tot lots shall be provided for this development as shown on the Preliminary Plan, attached hereto and marked as Attachment B.

II. TIME PERIOD FOR SUBMITTAL OF SITE DEVELOPMENT CONCEPT PLANS AND SITE DEVELOPMENT PLANS

- A. The developer shall submit a Site Development Plan within eighteen (18) months of City Council approval of the change of zoning.
- B. In lieu of submitting a Site Development Plan, the petitioner may submit a Site Development Concept Plan and Site Development Section Plans for the entire development within eighteen (18) months of the date of approval of the change of zoning by the City.

- C.** Failure to comply with these submittal requirements will result in the expiration of the change of zoning and will require a new public hearing.
- D.** A Site Development Plan shall be submitted in accordance with the combined requirements for Site Development Section and Concept Plans. The submission of Amended Site Development Plans by sections of this project to the Planning Commission shall be permitted if this option is utilized.
- E.** Where due cause is shown by the developer, the City Council may extend the period to submit a Site Development Concept Plan or Site Development Plan for eighteen (18) months.

III. COMMENCEMENT OF CONSTRUCTION

- A.** Substantial construction shall commence within two (2) years of approval of the Site Development Concept Plan or Site Development Plan, unless otherwise authorized by ordinance.
- B.** Where due cause is shown by the developer, the City Council may extend the period to commence construction for not more than two (2) additional years.

IV. GENERAL CRITERIA

A. SITE DEVELOPMENT CONCEPT PLAN

1. Any Site Development Concept Plan shall show all information required on a preliminary plat as required in the City of Chesterfield Code.
2. Include a Conceptual Landscape Plan in accordance with the City of Chesterfield Code to indicate proposed landscaping along arterial and collector roadways.
3. Include a Lighting Plan in accordance with the City of Chesterfield Code to indicate proposed lighting along arterial collector roadways.
4. Provide comments/approvals from the appropriate Fire District, the St. Louis County Department of Highways and Traffic, Monarch Chesterfield Levee District, Spirit of St. Louis Airport and the Missouri Department of Transportation.
5. Compliance with the current Metropolitan Sewer District Site Guidance as adopted by the City of Chesterfield.

B. SITE DEVELOPMENT PLAN SUBMITTAL REQUIREMENTS

The Site Development Plan shall include, but not be limited to, the following:

1. Location map, north arrow, and plan scale. The scale shall be no greater than one (1) inch equals one hundred (100) feet.
2. Outboundary plat and legal description of property.
3. Density calculations.
4. Parking calculations. Including calculation for all off street parking spaces, required and proposed, and the number, size and location for handicap designed.
5. Provide open space percentage for overall development including separate percentage for each lot on the plan.
6. Provide Floor Area Ratio (F.A.R.).
7. A note indicating all utilities will be installed underground.
8. A note indicating signage approval is separate process.
9. Depict the location of all buildings, size, including height and distance from adjacent property lines, and proposed use.
10. Specific structure and parking setbacks along all roadways and property lines.
11. Indicate location of all existing and proposed freestanding monument signs.
12. Zoning district lines, subdivision name, lot number, dimensions, and area, and zoning of adjacent parcels where different than site.
13. Floodplain boundaries.
14. Depict existing and proposed improvements within 150 feet of the site as directed. Improvements include, but are not limited to, roadways, driveways and walkways adjacent to and across the street from the site, significant natural features, such as wooded areas and rock formations, and other karst features that are to remain or be removed.

15. Depict all existing and proposed easements and rights-of-way within 150 feet of the site and all existing or proposed off-site easements and rights-of-way required for proposed improvements.
16. Indicate the location of the proposed storm sewers, detention basins, sanitary sewers and connection(s) to the existing systems.
17. Depict existing and proposed contours at intervals of not more than one (1) foot, and extending 150 feet beyond the limits of the site as directed.
18. Address trees and landscaping in accordance with the City of Chesterfield Unified Development Code.
19. Comply with all preliminary plat requirements of the City of Chesterfield Subdivision Regulations per the City of Chesterfield Unified Development Code.
20. Signed and sealed in conformance with the State of Missouri Department of Economic Development, Division of Professional Registration, Missouri Board for Architects, Professional Engineers and Land Surveyors requirements.
21. Provide comments/approvals from the appropriate Fire District, Monarch Levee District, Spirit of St. Louis Airport and the Missouri Department of Transportation, Metropolitan St. Louis Sewer District (MSD), and St. Louis County Department of Highways and Traffic.
22. Compliance with Sky Exposure Plane.
23. Compliance with the current Metropolitan Sewer District Site Guidance as adopted by the City of Chesterfield.

C. SITE DEVELOPMENT SECTION PLAN SUBMITTAL REQUIREMENTS

The Site Development Section Plan shall adhere to the above criteria and to the following:

1. Location map, north arrow, and plan scale. The scale shall be no greater than one (1) inch equals one hundred (100) feet.
2. Parking calculations. Including calculation for all off street parking spaces, required and proposed, and the number, size and location for handicap designed.
3. Provide open space percentage for overall development including separate percentage for each lot on the plan.

4. Provide Floor Area Ratio (F.A.R.).
5. A note indicating all utilities will be installed underground.
6. A note indicating signage approval is separate process.
7. Depict the location of all buildings, size, including height and distance from adjacent property lines and proposed use.
8. Specific structure and parking setbacks along all roadways and property lines.
9. Indicate location of all existing and proposed freestanding monument signs.
10. Zoning district lines, subdivision name, lot number, lot dimensions, lot area, and zoning of adjacent parcels where different than site.
11. Floodplain boundaries.
12. Depict existing and proposed improvements within 150 feet of the site as directed. Improvements include, but are not limited to, roadways, driveways and walkways adjacent to and across the street from the site, significant natural features, such as wooded areas and rock formations, and other karst features that are to remain or be removed.
13. Depict all existing and proposed easements and rights-of-way within 150 feet of the site and all existing or proposed off-site easements and rights-of-way required for proposed improvements.
14. Indicate the location of the proposed storm sewers, detention basins, sanitary sewers and connection(s) to the existing systems.
15. Depict existing and proposed contours at intervals of not more than one (1) foot, and extending 150 feet beyond the limits of the site as directed.
16. Address trees and landscaping in accordance with the City of Chesterfield Code.
17. Comply with all preliminary plat requirements of the City of Chesterfield Subdivision Regulations per the City of Chesterfield Code.
18. Signed and sealed in conformance with the State of Missouri Department of Economic Development, Division of Professional

- C.** Traffic generation assessment contributions shall be deposited with St. Louis County Department of Transportation. The deposit shall be made prior to the issuance of a Special Use Permit (S.U.P) by St. Louis County Department of Transportation or prior to issuance of building permits in the case where no Special Use Permit is required. If development phasing is anticipated, the developer shall provide the traffic generation assessment contribution prior to issuance of building permits for each phase of development. Funds shall be payable to Treasurer, St. Louis County.
- D.** The amount of these required contributions for the roadway, storm water and primary water line improvements, if not submitted by January 1, 2018, shall be adjusted on that date and on the first day of January in each succeeding year thereafter in accordance with the construction cost index as determined by the St. Louis County Department of Highways and Traffic.

VI. RECORDING

Within sixty (60) days of approval of any development plan by the City of Chesterfield, the approved Plan will be recorded with the St. Louis County Recorder of Deeds. Failure to do so will result in the expiration of approval of said plan and require re-approval of a plan by the Planning Commission.

VII. ENFORCEMENT

- A.** The City of Chesterfield, Missouri will enforce the conditions of this ordinance in accordance with the Plan approved by the City of Chesterfield and the terms of this Attachment A.
- B.** Failure to comply with any or all the conditions of this ordinance will be adequate cause for revocation of approvals/permits by reviewing Departments and Commissions.
- C.** Non-compliance with the specific requirements and conditions set forth in this Ordinance and its attached conditions or other Ordinances of the City of Chesterfield shall constitute an ordinance violation, subject, but not limited to, the penalty provisions as set forth in the City of Chesterfield Code.
- D.** Waiver of Notice of Violation per the City of Chesterfield Code.
- E.** This document shall be read as a whole and any inconsistency to be integrated to carry out the overall intent of this Attachment A.

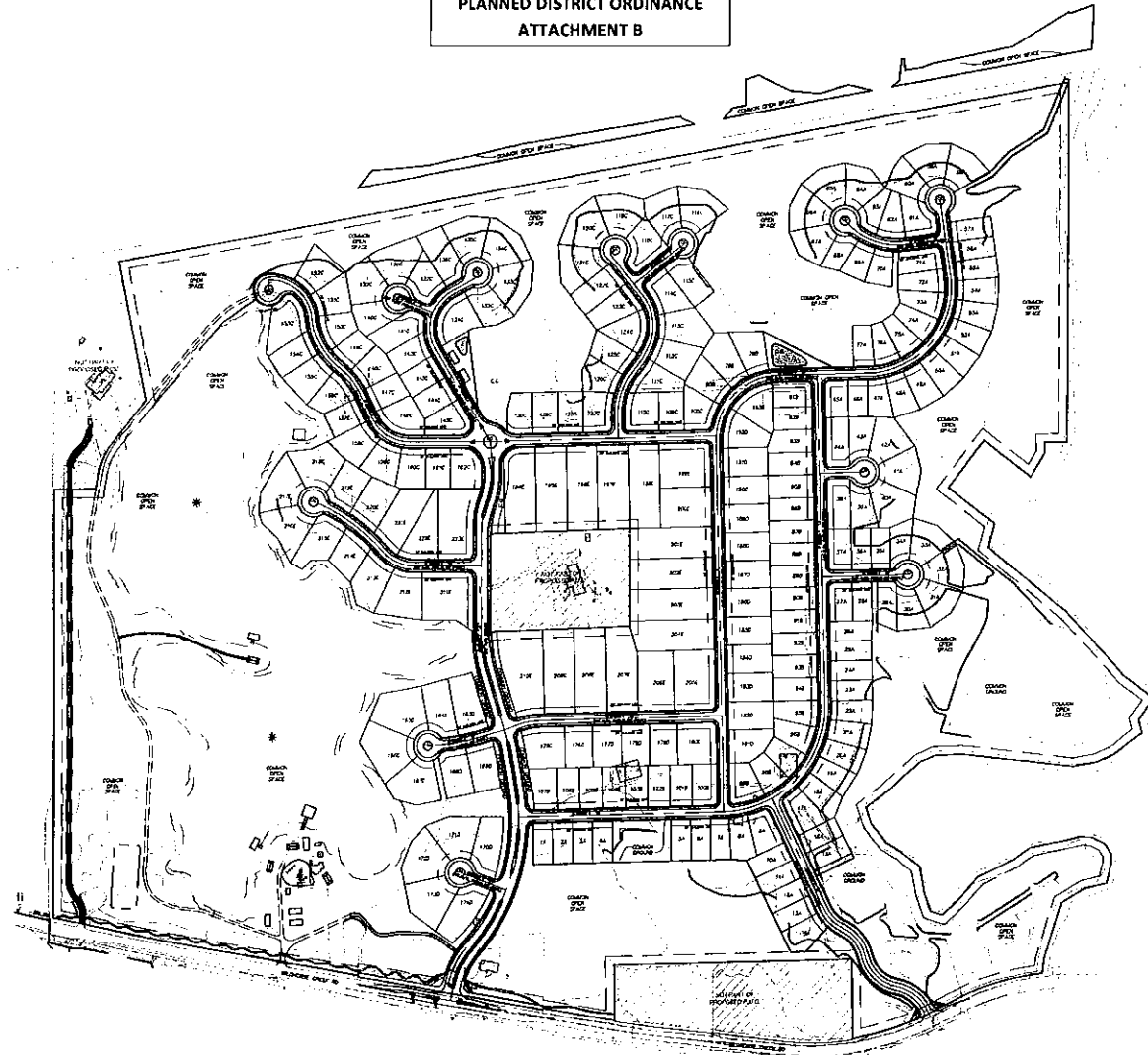
Fienup Farms

TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, SAINT LOUIS COUNTY, MISSOURI

Preliminary Development Plan

CITY OF CHESTERFIELD

PLANNED DISTRICT ORDINANCE
ATTACHMENT B



SHEET INDEX

- | | |
|---------|------------------------------|
| 1.1 | COVER SHEET |
| 1.2 | SITE DETAILS |
| 2.1 | OVERALL SITE PLAN |
| 3.1-3.4 | PRELIMINARY DEVELOPMENT PLAN |
| 4.1 | NATURAL RESOURCES MAP |
| TSB | TREE STAND DELINEATION |

GENERAL NOTES:

- THIS SITE IS IN THE FOLLOWING DISTRICTS:
METROPOLITAN ST. LOUIS SEWER DISTRICT
MONARCH FIRE PROTECTION DISTRICT
ROCKWOOD R-6 SCHOOL DISTRICT
- THIS SITE IS IN THE FOLLOWING UTILITY SERVICE AREAS:
MISSOURI AMERICAN WATER COMPANY
AMEREN UE
AT&T
LAKEDE GAS COMPANY
CHARTER COMMUNICATIONS
- SANITARY SEWER CONSTRUCTION AND CONNECTIONS SHALL BE AS APPROVED BY THE METROPOLITAN ST. LOUIS SEWER DISTRICT AND IN ACCORDANCE WITH THE STANDARD CONSTRUCTION SPECIFICATIONS FOR SEWERS AND DRAINAGE FACILITIES.
- STORM WATER SYSTEM SHALL BE DESIGNED PURSUANT TO THE CITY OF CHESTERFIELD AND METROPOLITAN ST. LOUIS SEWER DISTRICT REQUIREMENTS AND DISCHARGE AT AN ADEQUATE NATURAL DISCHARGE POINT.
- NO SLOPES SHALL EXCEED 3 (HORIZONTAL) TO 1 (VERTICAL), UNLESS JUSTIFIED BY GEOTECHNICAL REPORT WHICH HAS BEEN ADOPTED/APPROVED BY THE CITY OF CHESTERFIELD. APPROVAL OF THIS PLAN DOES NOT CONSTITUTE APPROVAL OF SLOPES IN EXCESS OF 3:1. STEEP SLOPES ARE SUBJECT TO THE REVIEW AND APPROVAL OF THE CITY OF CHESTERFIELD. REVIEW OF THE PROPOSED STEEP SLOPE WILL BE CONCURRENT WITH THE REVIEW OF THE GRADING PERMIT OR IMPROVEMENT PLANS FOR THE PROJECT.
- THE LOCATION OF STORM AND SANITARY SEWER IMPROVEMENTS ARE APPROXIMATE ONLY. ACTUAL LOCATION SHALL BE DETERMINED BY FIELD CONDITIONS AND SHALL BE INDICATED ON THE IMPROVEMENT PLANS.
- GRADING SHALL BE PER CITY OF CHESTERFIELD STANDARDS. SOURCE OF TOPOGRAPHY FIELD SURVEY AND LIDAR TOPOGRAPHIC DATA.
- STREET TREES AND STREET LIGHTS (UNLESS OTHERWISE DEPICTED) SHALL BE PER CITY OF CHESTERFIELD STANDARDS.
- NEAREST MAJOR INTERSECTION IS WILDHORSE CREEK ROAD AND LONG ROAD.
- ALL SIDEWALKS SHALL BE CONSTRUCTED TO ADA AND THE CITY OF CHESTERFIELD STANDARDS.
- EXISTING OWNERS:
FIENUP FARMS, INC.
17047 WILDHORSE CREEK ROAD
CHESTERFIELD, MISSOURI 63005
WILBUR G. FIENUP REVOCABLE TRUST
17047 WILDHORSE CREEK ROAD
CHESTERFIELD, MISSOURI 63005
HELEN FIENUP UNITED CREDIT TRUST
17047 WILDHORSE CREEK ROAD
CHESTERFIELD, MISSOURI 63005
- SITE TO CONFORM TO THE CITY OF CHESTERFIELD TREE REQUIREMENTS.
- MAXIMUM HEIGHT OF THE RESIDENCES WILL NOT EXCEED 50 FEET.
- SITE PLAN WILL MEET ALL CITY OF CHESTERFIELD REQUIREMENTS.
- LANDSCAPE EASEMENTS ARE ESTABLISHED AS A PROTECTED AREA FOR VEGETATIVE LANDSCAPING ONLY. STRUCTURES OF ANY SIZE, WHETHER TEMPORARY OR PERMANENT, ARE NOT PERMITTED WITHIN LANDSCAPE EASEMENTS. TRAILS SHALL BE ALLOWED WITHIN THE LANDSCAPE EASEMENTS. LANDSCAPING AS APPROVED BY THE CITY OF CHESTERFIELD DURING SITE PLAN REVIEW IS REQUIRED TO BE MAINTAINED AND PRESERVED INDEFINITELY BY THE RESIDENT OR A HOME OWNERS ASSOCIATION. FAILURE TO MAINTAIN OR PRESERVE LANDSCAPE EASEMENTS MAY RESULT IN INSPECTION AND ISSUANCE OF FINES BY THE CITY OF CHESTERFIELD. THIS LANGUAGE SHALL BE INCLUDED ON ALL PLANS, PLATS, ORDINANCES, SUBDIVISION INDENTURES, AND OTHER APPROPRIATE (WRITTEN) DOCUMENTS FOR THIS DEVELOPMENT.
- THIS PROJECT IS APPROXIMATELY 2,000 FEET AWAY FROM SPIRIT'S RUNWAY 26L AND THEREFORE AIRCRAFT NOISE WILL BE NOTICEABLE AT THE SITE ON A DAILY BASIS.

SITE INFORMATION

LOCATOR NUMBERS: 180640049, 180630028, 180330454, 170310093, 1703320670, 177110201
EXISTING ZONING: E-1
PROPOSED ZONING: PUD (PLANNED UNIT DEVELOPMENT)
GROSS AREA OF SITE: 223.02 ACRES
DENSITY CALCULATIONS: 223.02 ACRES 43,560 SQ.FT./AC. = 223 (OTS ALLOWED)
(43,560 SQ.FT./LOT)
MINIMUM LOT SIZE: 9,400 S.F.
MAXIMUM LOT SIZE: 42,209 S.F.
MAXIMUM NUMBER OF UNITS ALLOWED: 223
NUMBER OF UNITS PROPOSED: 223
LOT DEVELOPMENT REQUIREMENTS: SEE SHEET 1.2
NUMBER OF PARKING SPACES REQUIRED: TWO PER UNIT = 446 SPACES
NUMBER OF PARKING SPACES PROVIDED: 446
PROPOSED STREETS SHALL BE PUBLIC 40' W. R.O.W. WITH 26' W. P.V.M. EXCEPT FOR STREET A WHICH WILL BE PARTIALLY A 70' WIDE R.O.W., PARTIALLY A 60' WIDE R.O.W., AND BUILT TO THE CITY OF CHESTERFIELD STANDARDS.
STREET AREA = 44.4 ACRES
WILDHORSE CREEK ROAD R/W DEDICATION = 0.23 ACRES
COMMON GROUND = 122.6 ACRES WHICH EQUALS 54.9% OF THE SITE
COMMON OPEN SPACE = 107.3 ACRES WHICH EQUALS 48.1% OF THE SITE (107.3 ACRES IS A PORTION OF THE 122.6 ACRES OF COMMON GROUND)
FLOOD MAP: FEMA PANEL 23189C0163K DATED: FEB. 4, 2015

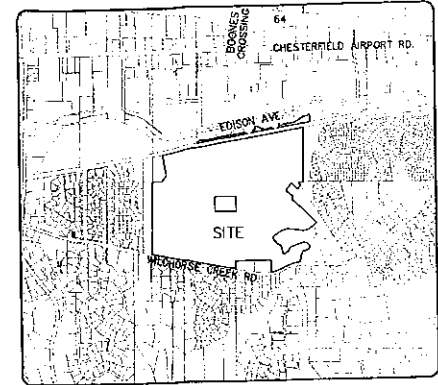
TREE INFORMATION

SEE TREE STAND DELINEATION

LOT TABLE

"A" 70' LOTS ~ 77
"B" 80' LOTS ~ 30
"C" 90' LOTS ~ 55
"D" 100' LOTS ~ 31
"E" 110' LOTS ~ 30

TOTAL LOTS ~ 223



LOCATION MAP
N.T.S.

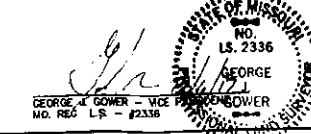
PROJECT ZIP CODE 63005

EXISTING	LEGEND	PROPOSED
548	CONTOURS	542
536	SPOT ELEVATIONS	538.0
	CENTER LINE	
	BUILDINGS, ETC.	
	TREE LINE	
	FENCE	
	STORM SEWERS	
	SANITARY SEWERS	
	CATCH BASIN	
	AREA INLET	
	GRADED INLET	
	STORM MANHOLE	
	SANITARY MANHOLE	
	FLARED END SECTION	
	CLEANOUT	
	LATERAL CONNECTION	
	UTILITY OR POWER POLE	
	FIRE HYDRANT	
	TEST HOLE	
	PAVEMENT	
2"0	GAS MAIN & SIZE	(2"0)
8"0	WATER MAIN & SIZE	(8"0)
1	TELEPHONE	(1)
	ELECTRIC (1) UNDERGROUND	(E)
0"0	ELECTRIC (0) OVERHEAD	(0"0)
	FLOW LINE	
	TO BE REMOVED	16R
TC	TOP OF CURB	(10)
	SWALE	
SL	LIGHT STANDARD	
P.S.	STREET SIGN	
0.5	PARKING STALLS	P.S.
0.5	YARD LIGHT	0.5

SURVEYOR'S CERTIFICATION:

THIS IS TO CERTIFY THAT WE HAVE, DURING THE MONTH OF JANUARY, 2017, AT THE REQUEST OF WILD HORSE RESIDENTIAL, LLC, PREPARED A PRELIMINARY DEVELOPMENT PLAN OF "FIENUP FARMS", TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI. THIS PLAN IS NOT A SURVEY AND DOES NOT MEET THE "MISSOURI MINIMUM STANDARDS FOR PROPERTY BOUNDARY SURVEYS" IN EFFECT AT THE DATE OF THIS PLAN.

THE STERLING COMPANY



MSD Base Map - 25J

Wild Horse Residential, LLC
16001 Swingley Ridge Road, Suite 300
Chesterfield, Missouri 63017
Ph: (636) 537-2000
Fax: (636) 537-2546

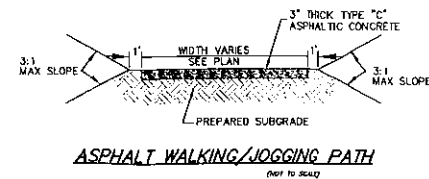
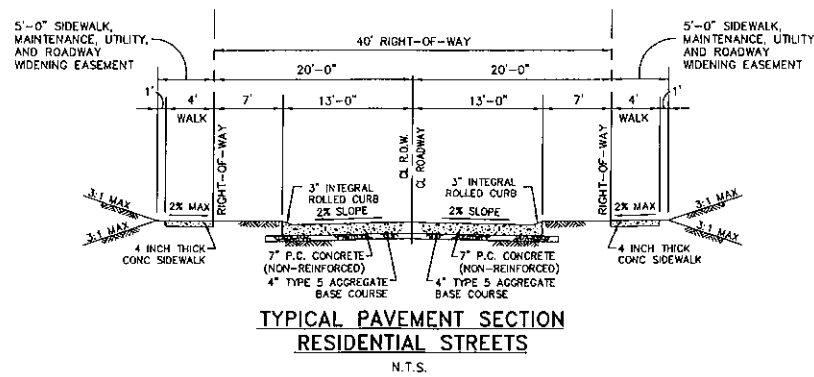
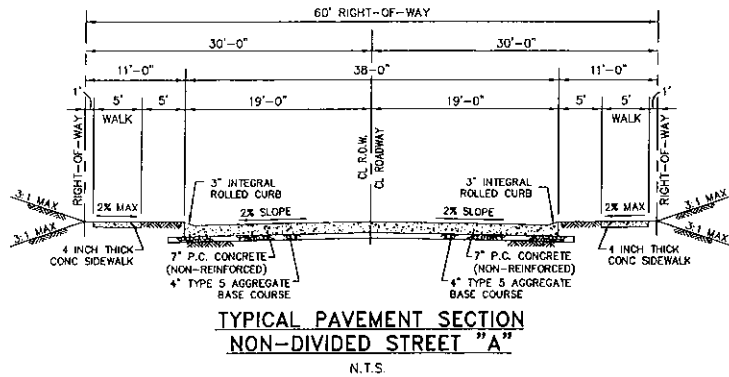
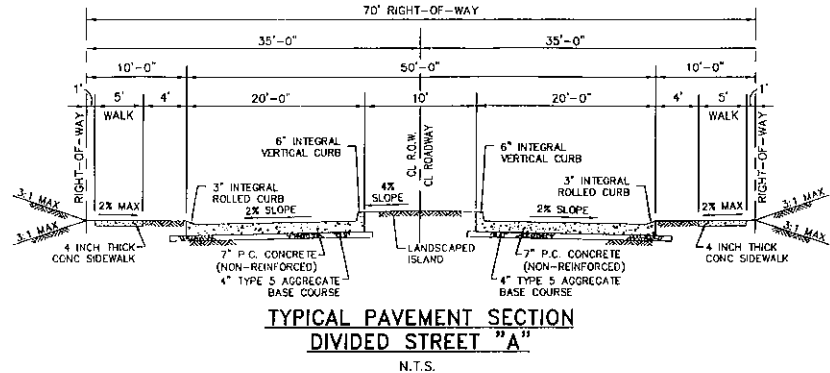
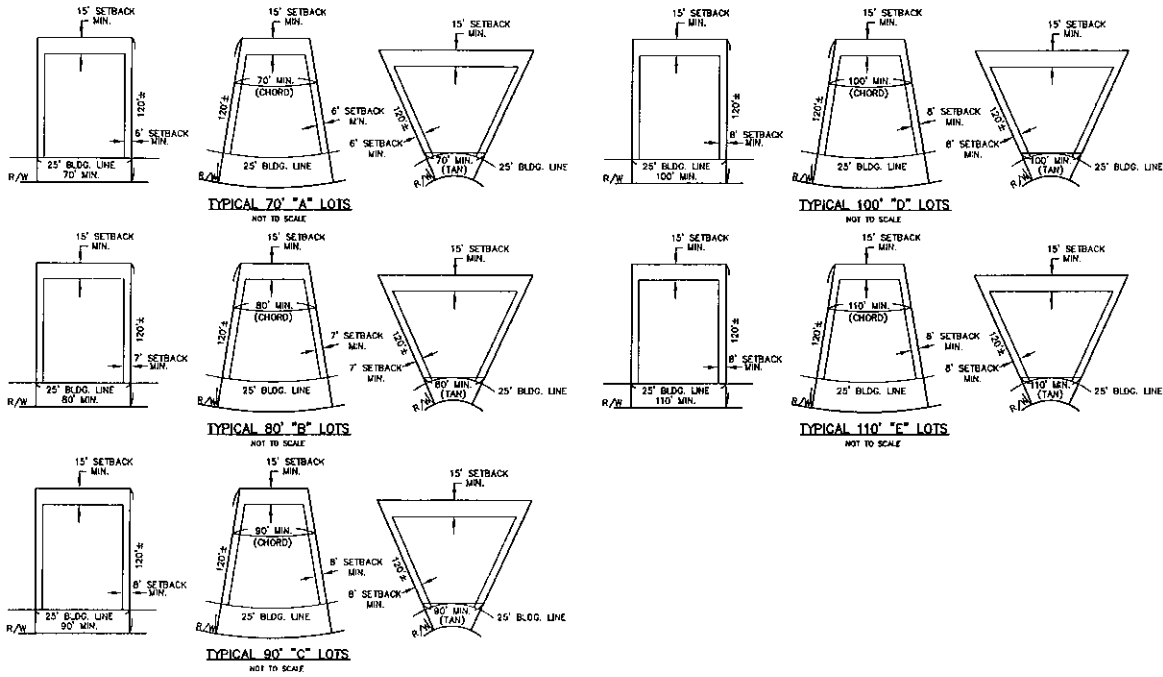
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Corporate Certificate of Authority #001348

Fienup Farms
Chesterfield, Missouri
COVER SHEET



Date: 6/16/2017
RODNEY ARNOLD
License No. PE 2002016612
Civil Engineer

Job Number: 14-06-196
Date: 6/16/2017
Designed: MF
Drawn: SL
Checked: PRE



PROPERTY DESCRIPTION:

TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND TRACTS OF LAND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, ST. LOUIS COUNTY, MISSOURI AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT A STONE LOCATED AT THE NORTHWEST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC. BY INSTRUMENT RECORDED IN DEED BOOK 17170, PAGE 785 OF THE ST. LOUIS COUNTY RECORDS, SAID POINT BEING ON THE COMMON LINE OF U.S. SURVEY 125 AND U.S. SURVEY 886; THENCE SOUTH 00 DEGREES 04 MINUTES 36 SECONDS WEST, A DISTANCE OF 197.66 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON THE FIENUP TRACT - A MINOR SUBDIVISION, A SUBDIVISION RECORDED IN PLAT BOOK 219, PAGE 48 AND PLAT BOOK 227, PAGE 99 OF SAID COUNTY RECORDS; THENCE WITH SAID RIGHT-OF-WAY LINE ALONG A CURVE TO THE RIGHT BEING NON-TANGENTIAL TO THE PREVIOUS COURSE, WITH A RADIUS OF 2,829.93 FEET, WHOSE CHORD BEARS NORTH 79 DEGREES 23 MINUTES 43 SECONDS WEST, A CHORD DISTANCE OF 43.33 FEET, AN ARC LENGTH OF 43.33 FEET TO A POINT; THENCE NORTH 78 DEGREES 56 MINUTES 45 SECONDS WEST, ALONG SAID RIGHT-OF-WAY LINE, A DISTANCE OF 215.00 FEET TO THE EAST LINE OF A 2.848 ACRE TRACT CONVEYED TO FIENUP FARM INC. BY INSTRUMENT RECORDED IN DEED BOOK 13401, PAGE 1842 OF SAID RECORDS; THENCE WITH THE EAST, SOUTH AND WEST LINES OF SAID FIENUP TRACT AND SAID NORTH RIGHT-OF-WAY LINE, THE FOLLOWING COURSES AND DISTANCES: SOUTH 01 DEGREES 51 MINUTES 09 SECONDS WEST, A DISTANCE OF 5.04 FEET; NORTH 78 DEGREES 54 MINUTES 52 SECONDS WEST, A DISTANCE OF 668.36 FEET; THENCE NORTH 00 DEGREES 44 MINUTES 21 SECONDS EAST, A DISTANCE OF 4.68 FEET; THENCE LEAVING THE WEST LINE OF SAID FIENUP TRACT AND CONTINUING WITH THE NORTH RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, NORTH 78 DEGREES 57 MINUTES 24 SECONDS WEST, A DISTANCE OF 610.57 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 5,699.65 FEET, AN ARC LENGTH OF 195.64 FEET, AND A CHORD WHICH BEARS NORTH 77 DEGREES 58 MINUTES 24 SECONDS WEST, A CHORD DISTANCE OF 195.63 FEET; THENCE NORTH 78 DEGREES 59 MINUTES 24 SECONDS WEST, A DISTANCE OF 295.60 FEET TO A POINT IN THE WEST LINE OF A TRACT CONVEYED TO FIRST BAPTIST CHURCH OF CHESTERFIELD BY INSTRUMENT RECORDED IN DEED BOOK 10998, PAGE 1382 OF THE ST. LOUIS COUNTY RECORDS; THENCE LEAVING SAID ROAD LINE CONTINUING NORTH 00 DEGREES 50 MINUTES 20 SECONDS EAST ALONG THE WEST LINE OF FIRST BAPTIST CHURCH OF CHESTERFIELD TRACT A DISTANCE OF 1,523.28 FEET TO A POINT; THENCE LEAVING SAID WEST LINE SOUTH 89 DEGREES 09 MINUTES 40 SECONDS EAST, A DISTANCE OF 150.53 FEET TO A POINT; THENCE NORTH 08 DEGREES 48 MINUTES 28 SECONDS EAST, A DISTANCE OF 57.18 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 211.49 FEET, AN ARC LENGTH OF 110.45 FEET, AND A CHORD WHICH BEARS NORTH 24 DEGREES 44 MINUTES 07 SECONDS EAST, A CHORD DISTANCE OF 109.20 FEET TO A POINT; THENCE NORTH 39 DEGREES 41 MINUTES 49 SECONDS EAST, A DISTANCE OF 202.63 FEET TO A POINT; THENCE NORTH 10 DEGREES 22 MINUTES 30 SECONDS WEST, A DISTANCE OF 503.71 FEET TO A POINT AT THE NORTH EAST CORNER OF A TRACT CONVEYED TO ELAINE NAVARRO BY INSTRUMENT RECORDED IN DEED BOOK 7511, PAGE 1382 OF THE ABOVE MENTIONED RECORDS AND IN THE SOUTH LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY (100 FEET WIDE); THENCE ALONG THE SOUTH LINE OF SAID RAILROAD RIGHT-OF-WAY, NORTH 80 DEGREES 30 MINUTES 54 SECONDS EAST, A DISTANCE OF 676.90 FEET TO A POINT; THENCE NORTH 80 DEGREES 30 MINUTES 03 SECONDS EAST, A DISTANCE OF 2569.67 FEET TO THE NORTHWEST CORNER OF THE CHESTERFIELD FARMS PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 326, PAGES 18 TO 20 OF SAID RECORDS; THENCE, SOUTH 01 DEGREES 06 MINUTES 32 SECONDS WEST, ALONG THE WEST LINE OF SAID CHESTERFIELD FARMS PLAT TWO, A DISTANCE OF 1276.18 FEET TO A POINT ON THE NORTH LINE OF WILDHORSE SPRINGS PLAT TWO, A SUBDIVISION RECORDED IN PLAT BOOK 344, PAGES 66 AND 67 OF SAID RECORDS; THENCE, ALONG THE NORTH AND WEST LINES OF SAID WILDHORSE SPRINGS PLAT TWO THE FOLLOWING, NORTH 89 DEGREES 16 MINUTES 37 SECONDS WEST, A DISTANCE OF 80.71 FEET; THENCE SOUTH 02 DEGREES 12 MINUTES 35 SECONDS EAST, A DISTANCE OF 36.61 FEET TO THE MOST NORTHERN CORNER OF "CITIZENS PLACE, LARGE LOT SUBDIVISION PLAT" A SUBDIVISION RECORDED IN PLAT BOOK 345, PAGE 613 OF SAID RECORDS; THENCE WITH THE NORTH AND WEST LINES OF SAID SUBDIVISION THE FOLLOWING COURSES AND DISTANCES: SOUTH 32 DEGREES 18 MINUTES 40 SECONDS WEST, A DISTANCE OF 99.40 FEET; NORTH 51 DEGREES 10 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.70 FEET; SOUTH 38 DEGREES 50 MINUTES 00 SECONDS WEST, A DISTANCE OF 208.74 FEET; SOUTH 51 DEGREES 10 MINUTES 00 SECONDS EAST, A DISTANCE OF 208.70 FEET; SOUTH 16 DEGREES 14 MINUTES 59 SECONDS WEST, A DISTANCE OF 87.37 FEET; SOUTH 49 DEGREES 00 MINUTES 12 SECONDS EAST, A DISTANCE OF 114.12 FEET; SOUTH 49 DEGREES 26 MINUTES 52 SECONDS EAST, A DISTANCE 306.91 FEET; SOUTH 52 DEGREES 14 MINUTES 47 SECONDS EAST, A DISTANCE OF 132.62 FEET; SOUTH 36 DEGREES 07 MINUTES 56 SECONDS WEST, A DISTANCE OF 84.92 FEET; SOUTH 13 DEGREES 52 MINUTES 01 SECONDS EAST, A DISTANCE OF 47.48 FEET TO A POINT IN THE

CENTER OF CAULK'S CREEK; THENCE, WITH THE MEANDERING CENTERLINE OF SAID CAULK'S CREEK, BEING THE COMMON LINE BETWEEN THE AFORESAID FIENUP TRACT AND LOT 1 IN "GAMMA SUBDIVISION" RECORDED IN PLAT BOOK 349, PAGE 668 OF SAID RECORDS, THE FOLLOWING COURSES AND DISTANCES: SOUTH 53 DEGREES 54 MINUTES 57 SECONDS WEST, A DISTANCE OF 124.13 FEET; SOUTH 67 DEGREES 38 MINUTES 24 SECONDS WEST, A DISTANCE OF 69.71 FEET; SOUTH 80 DEGREES 50 MINUTES 47 SECONDS WEST, A DISTANCE OF 84.98 FEET; NORTH 82 DEGREES 36 MINUTES 09 SECONDS WEST, A DISTANCE OF 401.88 FEET; SOUTH 88 DEGREES 07 MINUTES 02 SECONDS WEST, A DISTANCE OF 85.48 FEET; SOUTH 86 DEGREES 40 MINUTES 33 SECONDS WEST, A DISTANCE OF 57.03 FEET; SOUTH 48 DEGREES 05 MINUTES 31 SECONDS WEST, A DISTANCE OF 152.78 FEET; SOUTH 53 DEGREES 59 MINUTES 12 SECONDS WEST, A DISTANCE OF 95.31 FEET; SOUTH 17 DEGREES 02 MINUTES 16 SECONDS EAST, A DISTANCE OF 58.05 FEET; SOUTH 37 DEGREES 24 MINUTES 53 SECONDS EAST, A DISTANCE OF 87.39 FEET; SOUTH 56 DEGREES 56 MINUTES 10 SECONDS EAST, A DISTANCE OF 64.97 FEET; SOUTH 50 DEGREES 03 MINUTES 11 SECONDS EAST, A DISTANCE OF 81.84 FEET; SOUTH 09 DEGREES 05 MINUTES 09 SECONDS EAST, A DISTANCE OF 97.78 FEET; SOUTH 17 DEGREES 36 MINUTES 18 SECONDS EAST, A DISTANCE OF 65.93 FEET; SOUTH 70 DEGREES 22 MINUTES 17 SECONDS EAST, A DISTANCE OF 44.57 FEET; NORTH 47 DEGREES 28 MINUTES 38 SECONDS EAST, A DISTANCE OF 81.78 FEET; NORTH 42 DEGREES 01 MINUTES 39 SECONDS EAST, A DISTANCE OF 103.85 FEET; NORTH 64 DEGREES 18 MINUTES 10 SECONDS EAST, A DISTANCE OF 137.92 FEET; NORTH 54 DEGREES 56 MINUTES 38 SECONDS EAST, A DISTANCE OF 72.15 FEET; NORTH 79 DEGREES 23 MINUTES 13 SECONDS EAST, A DISTANCE OF 91.73 FEET; NORTH 78 DEGREES 39 MINUTES 13 SECONDS EAST, A DISTANCE OF 87.32 FEET; SOUTH 86 DEGREES 56 MINUTES 31 SECONDS EAST, A DISTANCE OF 34.60 FEET; SOUTH 63 DEGREES 39 MINUTES 55 SECONDS EAST, A DISTANCE OF 53.92 FEET; SOUTH 31 DEGREES 16 MINUTES 48 SECONDS EAST, A DISTANCE OF 46.40 FEET; SOUTH 05 DEGREES 05 MINUTES 09 SECONDS WEST, A DISTANCE OF 34.68 FEET; SOUTH 13 DEGREES 33 MINUTES 00 SECONDS EAST, A DISTANCE OF 88.81 FEET; SOUTH 77 DEGREES 01 MINUTES 24 SECONDS WEST, A DISTANCE OF 92.18 FEET; SOUTH 59 DEGREES 25 MINUTES 21 SECONDS WEST, A DISTANCE OF 94.63 FEET; SOUTH 18 DEGREES 04 MINUTES 53 SECONDS WEST, A DISTANCE OF 212.80 FEET; AND SOUTH 06 DEGREES 31 MINUTES 31 SECONDS WEST, A DISTANCE OF 48.47 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF WILD HORSE CREEK ROAD AS SHOWN ON SAID FIENUP TRACT - A MINOR SUBDIVISION; THENCE LEAVING THE SAID CENTERLINE OF CAULK'S CREEK BEING THE AFORESAID COMMON LINE OF THE FIENUP TRACT AND SAID "GAMMA SUBDIVISION", WITH THE NORTH RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD THE FOLLOWING COURSES, DISTANCES AND CURVES: SOUTH 83 DEGREES 10 MINUTES 36 SECONDS WEST, A DISTANCE OF 30.47 FEET TO A POINT OF CURVATURE; THENCE ALONG A CURVE TO THE LEFT, WITH A RADIUS OF 854.02 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 40 MINUTES 37 SECONDS WEST, A CHORD DISTANCE OF 311.25 FEET, AN ARC LENGTH OF 313.01 FEET; THENCE SOUTH 62 DEGREES 10 MINUTES 36 SECONDS WEST, A DISTANCE OF 52.15 FEET; THENCE ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 920.37 FEET, WHOSE CHORD BEARS SOUTH 72 DEGREES 08 MINUTES 29 SECONDS WEST, A CHORD DISTANCE OF 318.63 FEET, AN ARC LENGTH OF 320.14 FEET TO THE SOUTHEAST CORNER OF A TRACT CONVEYED TO ZH ASSET MANAGEMENT INC. BY INSTRUMENT RECORDED IN DEED BOOK 17886, PAGE 5118 OF SAID RECORDS; THENCE LEAVING THE NORTHERN RIGHT-OF-WAY LINE OF SAID WILD HORSE CREEK ROAD, WITH THE EAST, NORTH AND WEST LINES OF SAID ZH ASSET MANAGEMENT INC. TRACT THE FOLLOWING COURSES AND DISTANCES: NORTH 00 DEGREES 20 MINUTES 00 SECONDS EAST, A DISTANCE OF 281.98 FEET; SOUTH 89 DEGREES 39 MINUTES 36 SECONDS WEST, A DISTANCE OF 856.17 FEET TO THE POINT OF BEGINNING AND CONTAINING 224.0 ACRES, MORE OR LESS.

AND, A TRACT, OR TRACTS, OF LAND IN U.S. SURVEY 125 AND 886, TOWNSHIP 45 NORTH, RANGE 4 EAST, IN ST. LOUIS COUNTY, MISSOURI, BEING PART OF THE TRACT OF LAND AS DESCRIBED IN A DEED TO FIENUP FARMS, INC. AS RECORDED IN DEED BOOK 8950, PAGE 1259 OF THE ST. LOUIS COUNTY RECORDS, AND BEING ALL THAT PART OF SAID FIENUP FARMS, INC. TRACT LYING NORTH OF THE SOUTHERN RIGHT-OF-WAY LINE OF THE UNION PACIFIC RAILROAD (FORMERLY THE ST. LOUIS, KANSAS CITY AND COLORADO RAILROAD) RIGHT-OF-WAY AND CONTAINING 3.0 ACRES, MORE OR LESS;

LESS AND EXCEPTING TRACT C OF A RESUBDIVISION OF PART "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99, CONTAINING 173,250 SQUARE FEET OR 3.98 ACRES MORE OR LESS.

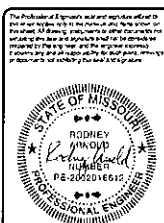
THE TOTAL NET OF THE ABOVE PARCELS BEING 223.02 ACRES, MORE OR LESS, ACCORDING TO CALCULATIONS BY THE STERLING COMPANY DURING DECEMBER, 2016 BASED UPON RECORD AND AVAILABLE INFORMATION AND SUBJECT TO THE RESULTS OF A FUTURE PROPERTY BOUNDARY SURVEY.

ISSUE	REMARKS/DATE
1	1-15-2017, INITIAL SUBMITTAL
2	5-17-2017, CITY COMMENTS
3	5-30-2017, CITY COMMENTS
4	6-16-2017, CITY COMMENTS

Wild Horse Residential, LLC
16091 Singsley Ridge Road, Suite 300
Chesterfield, Missouri 63017
Ph. (636) 537-2000
Fax (636) 537-2546

THE STERLING CO.
ENGINEERS & SURVEYORS
5955 New Baumgartner Road
St. Louis, Missouri 63112
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www.sterlingengr.com
Corporate Certificate of Authority #001348

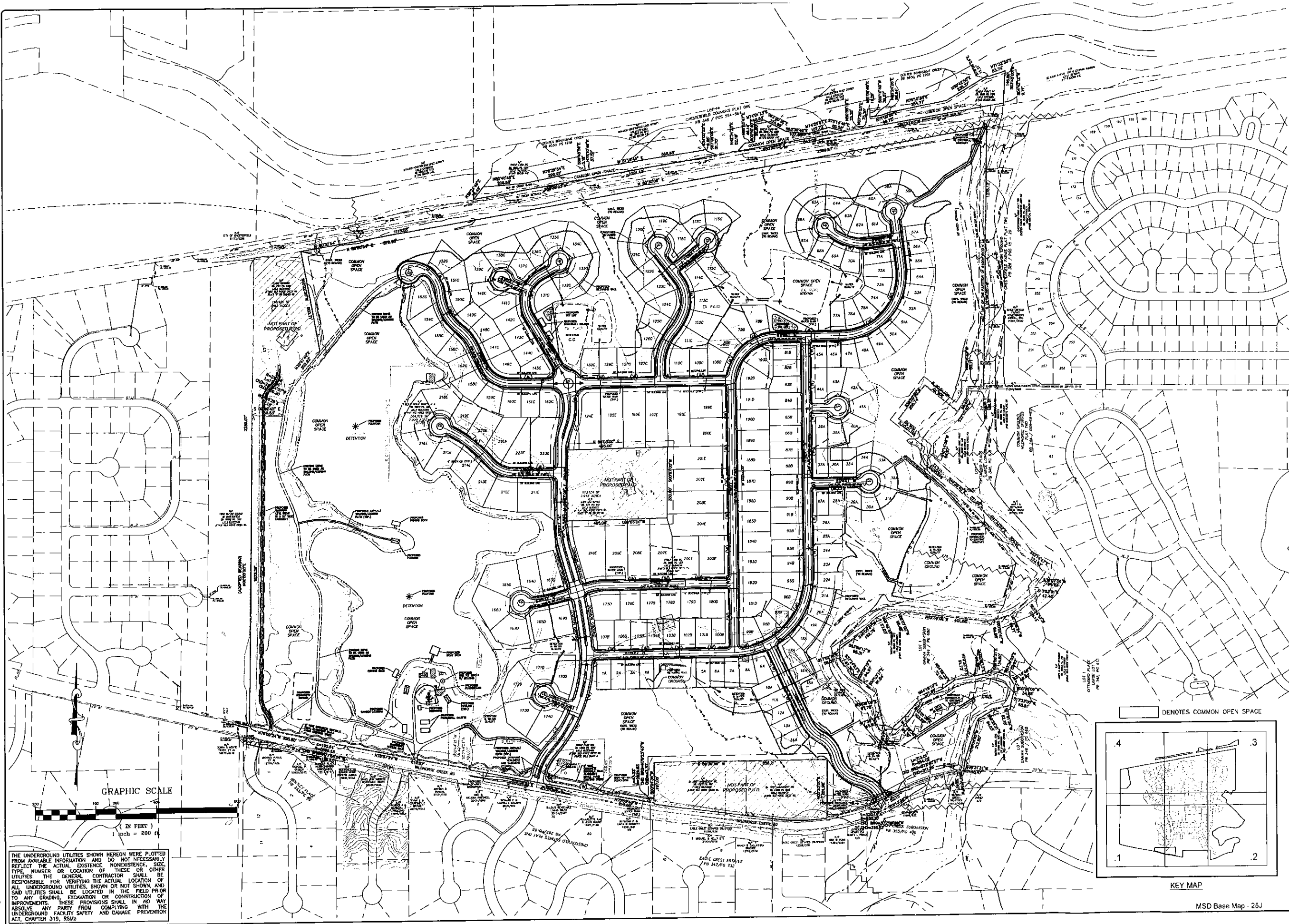
Fienup Farms
Chesterfield, Missouri
SITE DETAILS



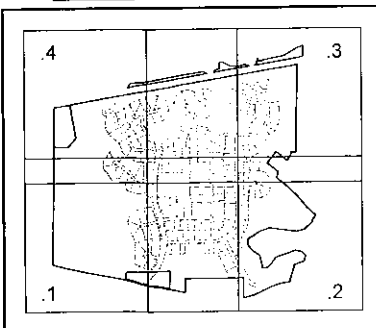
Date 6/16/2017
RODNEY ARNOLD
License No. PE 2002016612
Civil Engineer

Job Number	14-06-196
Date	6/16/2017
Designed MF	Sheet
Drawn SL	1.2
Checked	PRE

Drawing name: V:\1406196\Fienup\Drawings\Preliminary\1406196.dwg Plotted on: Jun 16, 2017 - 12:25pm Plotted by: jpmiller



GRAPHIC SCALE
1 inch = 200 feet



MSD Base Map - 25J

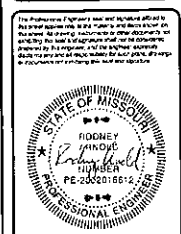
THE UNDERGROUND UTILITIES SHOWN HEREON WERE PLOTTED FROM AVAILABLE INFORMATION AND DO NOT NECESSARILY REFLECT THE ACTUAL EXISTENCE, NONEXISTENCE, SIZE, TYPE, NUMBER OR LOCATION OF THESE OR OTHER UTILITIES. THE GENERAL CONTRACTOR SHALL BE RESPONSIBLE FOR VERIFYING THE ACTUAL LOCATION OF ALL UNDERGROUND UTILITIES, SHOWN OR NOT SHOWN, AND SAID UTILITIES SHALL BE LOCATED IN THE FIELD PRIOR TO ANY GRADING, EXCAVATION OR CONSTRUCTION OF IMPROVEMENTS. THESE PROVISIONS SHALL IN NO WAY ABSOLVE ANY PARTY FROM COMPLYING WITH THE UNDERGROUND FACILITY SAFETY AND DAMAGE PREVENTION ACT, CHAPTER 319, RSMo.

ISSUE	REMARKS/DATE
1	1-15-2017 INITIAL SUBMITTAL
2	5-17-2017 CITY COMMENTS
3	6-06-2017 CITY COMMENTS
4	6-16-2017 CITY COMMENTS

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10091 Swingley Ridge Road, Suite 300
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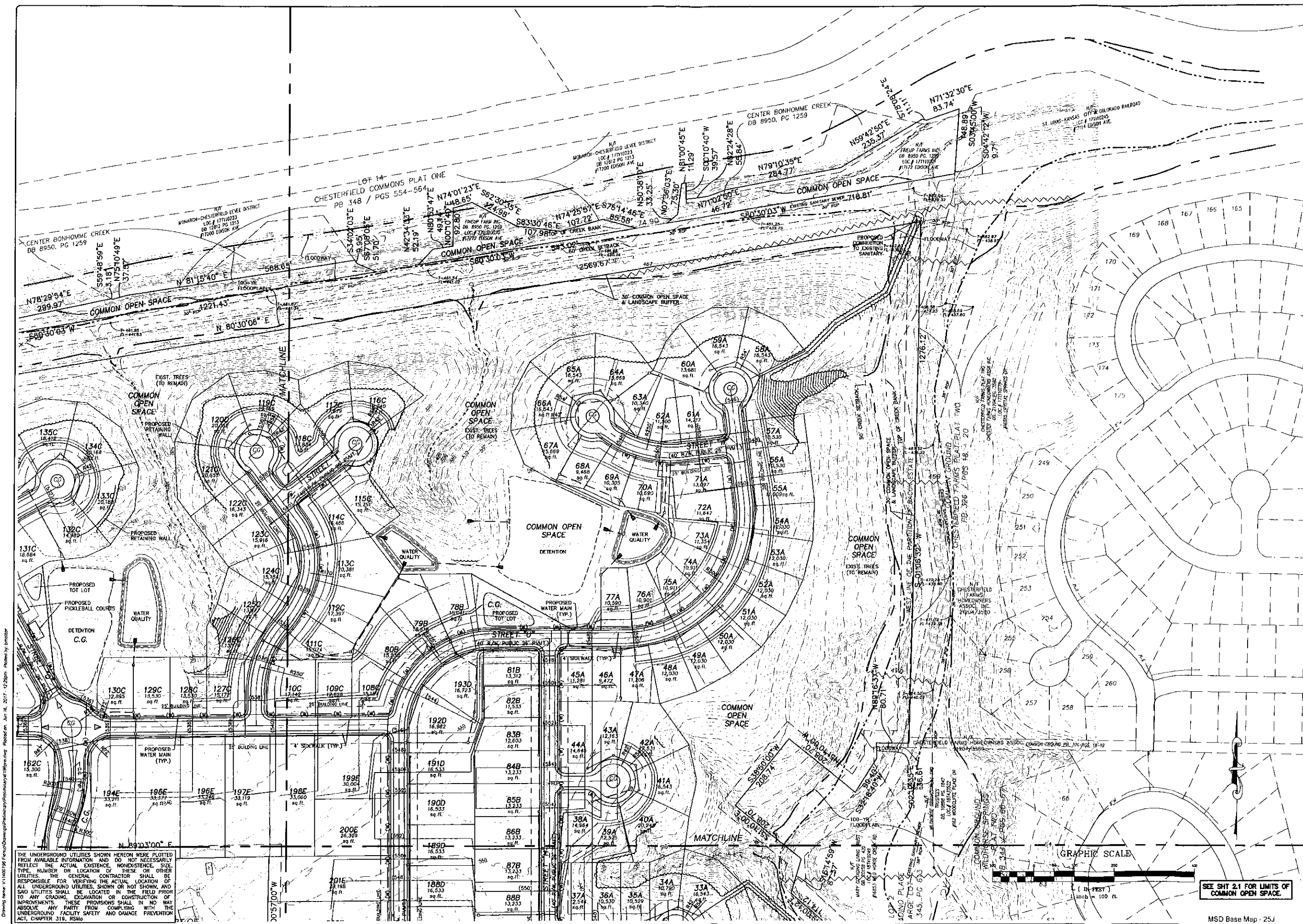
THE **STERLING** CO.
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Ph. 314-487-0640 Fax 314-487-9844
www.sterling-eng-survey.com
Corporate Certificate of Authority #001348

Fienup Farms
PRELIMINARY DEVELOPMENT PLAN



Date: 6/16/2017
RODNEY ARNOLD
License No. PE 2002016612
Civil Engineer

Job Number: 14-06-196
Date: 6/16/2017
Designed MF: Sheet
Drawn SL: 2.1
Checked: PRE

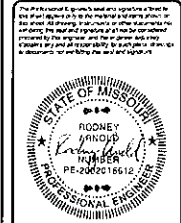


ISSUE	REMARKS/DATE
1	1/16/2017: INITIAL SUBMITTAL
2	3/17/2017: CITY COMMENTS
3	5/25/2017: CITY COMMENTS
4	9/15/2017: CITY COMMENTS

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 Corporate Certificate of Authority #001348

Fienup Farms
 Chesterfield, Missouri
 PRELIMINARY DEVELOPMENT PLAN



Date: 6/16/2017
 Rodney Arnold
 License No. PE 2002016612
 Civil Engineer

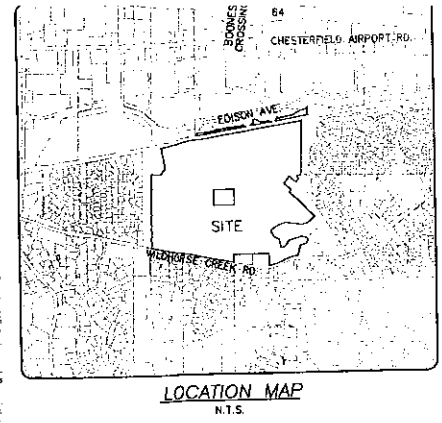
Job Number	14-06-196
Date	6/16/2017
Designed: MF	Sheet
Drawn: SL	3.3
Checked:	PRE

SEE SHEET 2.1 FOR LIMITS OF COMMON OPEN SPACE.

Fienup Farms

TRACTS OF LAND BEING PART OF "TRACT A" OF A RESUBDIVISION OF LOT "A" OF FIENUP TRACT, A MINOR SUBDIVISION ACCORDING TO THE PLAT THEREOF RECORDED IN PLAT BOOK 227 PAGE 99 AND BEING PART OF U.S. SURVEY 125, 886 AND 2031 IN TOWNSHIP 45 NORTH, RANGE 4 EAST OF THE FIFTH PRINCIPAL MERIDIAN, CITY OF CHESTERFIELD, SAINT LOUIS COUNTY, MISSOURI

Natural Resources Map



PROJECT ZIP CODE 63005



THE UNDERGROUND UTILITIES SHOWN HEREON WERE PLOTTED FROM AVAILABLE INFORMATION AND DO NOT NECESSARILY REFLECT THE ACTUAL EXISTENCE, NONEXISTENCE, SIZE, TYPE, NUMBER OR LOCATION OF THESE OR OTHER UTILITIES. THE GENERAL CONTRACTOR SHALL BE RESPONSIBLE FOR VERIFYING THE ACTUAL LOCATION OF ALL UNDERGROUND UTILITIES, SHOWN OR NOT SHOWN, AND SAID UTILITIES SHALL BE LOCATED IN THE FIELD PRIOR TO ANY GRADING, EXCAVATION OR CONSTRUCTION OF IMPROVEMENTS. THESE PROVISIONS SHALL IN NO WAY ABSOLVE ANY PARTY FROM COMPLYING WITH THE UNDERGROUND FACILITY SAFETY AND DAMAGE PREVENTION ACT, CHAPTER 219, RSMo.

SITE INFORMATION
LOCATOR NUMBERS: 18U640049, 18U630028, 18U330454, 17U310093, 17U320070, 17T110201
EXISTING ZONING: E-1
PROPOSED ZONING: PUD (PLANNED UNIT DEVELOPMENT)
GROSS AREA OF SITE: 222.7 ACRES
FLOOD MAP: FEMA PANEL 29189C0163K DATED: FEB. 4, 2015

NATURAL RESOURCE	PRESENCE?	ADDITIONAL INFORMATION
Wetlands	No	None identified during site walk.
Streams and Floodplains	Yes	Floodplain exists per FEMA Map No. 29189C0165 K, Dated February 4, 2015. No Streams were identified during site walk.
Karst	No	None identified during site walk.
Ponds	No	Five (5) identified during site walk.

LEGEND:	
	Existing Tree Mass
	Hydrologic Group "C" Soils
	Regulated Waters

MSD Base Map - 25J

ISSUE	REMARKS/DATE
1	1-10-2017, INITIAL SUBMITTAL
2	5-17-2017, CITY COMMENTS
3	5-25-2017, CITY COMMENTS
4	6-16-2017, CITY COMMENTS

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www.sterling-eng-survey.com
Corporate Certificate of Authority #001348

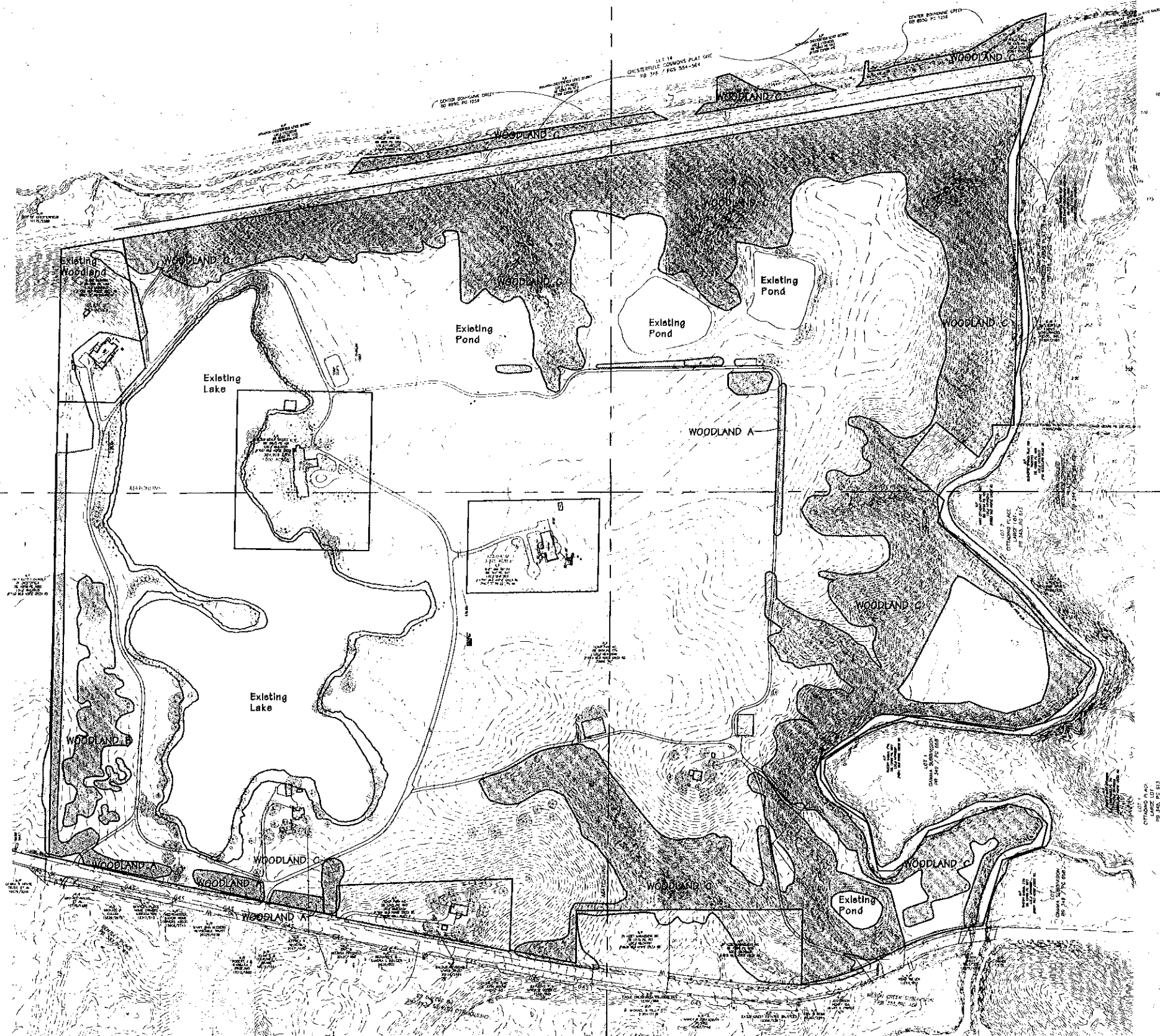
Fienup Farms
Chesterfield, Missouri
NATURAL RESOURCES MAP

Professional Engineer Seal for Rodney Arnold, License No. PE 2002016612, State of Missouri.
Date: 6/16/2017
Rodney Arnold
License No. PE 2002016612
Civil Engineer

Job Number: 14-06-196
Date: 6/16/2017
Designed: MF
Drawn: SL
Checked: PRE
Sheet: 4.1

TSD-4
TSD-1

TSD-3
TSD-2



Tree Stand Delineation - Key Plan
SCALE 1"=200'

- LEGEND:
- | Symbol | Description |
|---------------------|--------------------------|
| (Circle with cross) | Existing Individual Tree |
| (Circle with dot) | Existing Off-Site Tree |
| (Shaded area) | Existing Woodland |

Jerald Saunders - Landscape Architect
MO License # LA-007

Consultants:

Fienup Farms

Chesterfield, Missouri

Revisions:

Date	Description	No.

Drawn: BB
Checked: RB

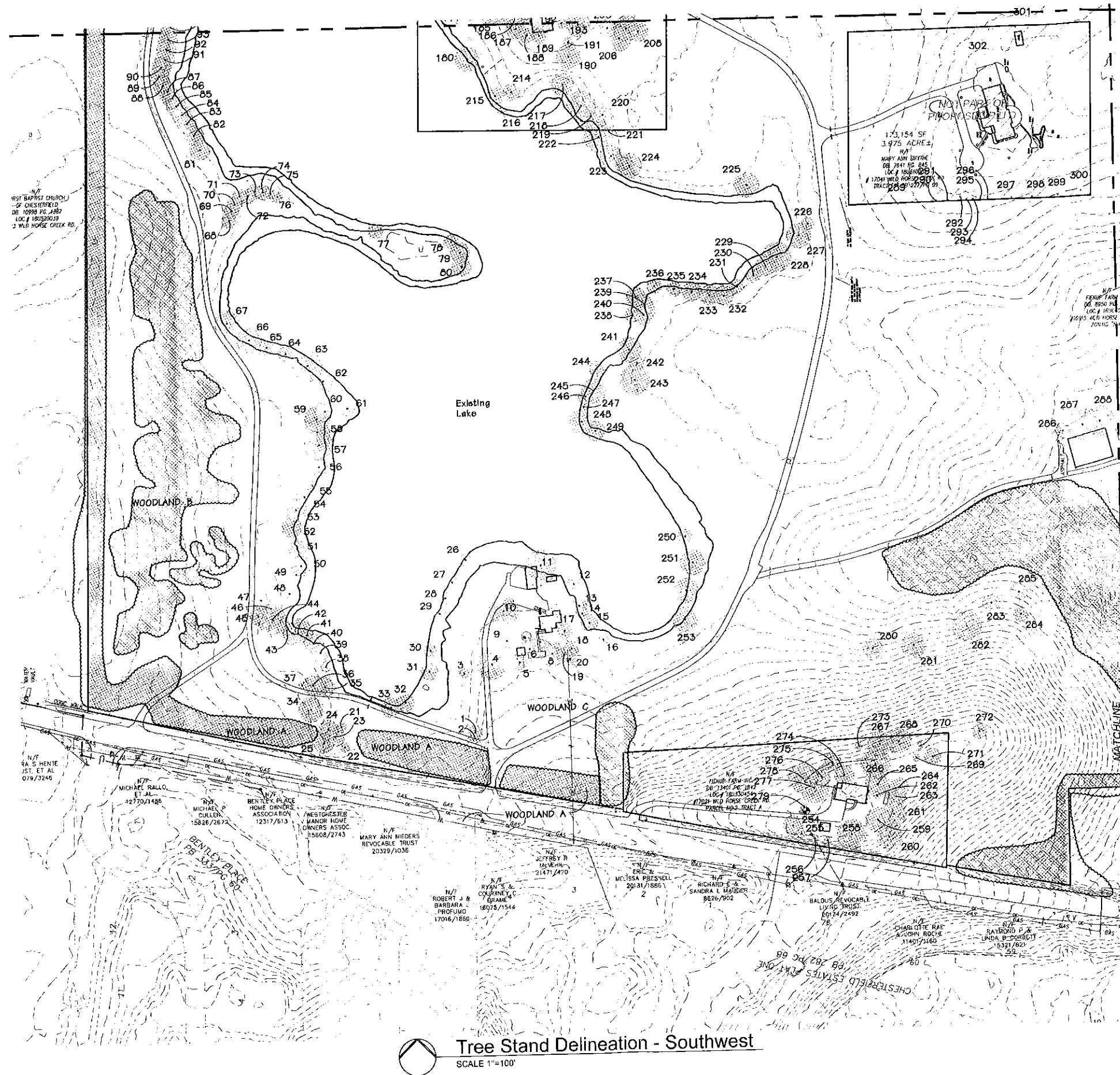
loomisAssociates

landscape architects/planners
707 S. 40th Street, Suite 135
Chesterfield, Missouri 63005-1954
636.331.1111 FAX 636.331.1112
www.loomisassociates.com

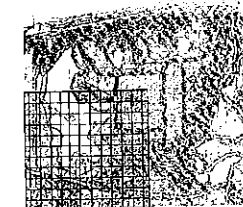
Missouri State Certificate of Authority # LAC #000019

Sheet Title: Tree Stand Delineation
Sheet No: TSD-0

Tree Stand Delineation Prepared
under direction of:



Tree Stand Delineation - Southwest
SCALE 1"=100'



Key Plan
NOT TO SCALE

LEGEND:

- | Symbol | Description |
|--------|--------------------------|
| | Existing Individual Tree |
| | Existing Off-Site Tree |
| | Existing Woodland |

Tree Stand Delineation Prepared
under direction of:
Brian Bage
Certified Arborist MW- 5033A

Jerald Saunders - Landscape Architect
MO License # LA-007
Consultants:

Fienup Farms Chesterfield, Missouri

Revisions:

Date	Description	No.

Drawn: BB
Checked: RS

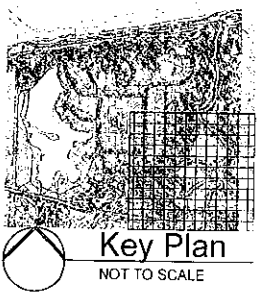
loomisAssociates

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Chesterfield, Missouri 63005-1000
636.855.1000
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Sheet Title: Tree Stand Delineation

Sheet No: TSD-1

Date: 1/10/17
Job #: 955.005



LEGEND:

Symbol	Description
	Existing Individual Tree
	Existing Off-Site Tree
	Existing Woodland

Tree Stand Delineation - Southeast
SCALE 1"=100'

Jerald Saunders - Landscape Architect
MO License # LA-007

Consultants:

Fienup Farms

Chesterfield, Missouri

Revisions:

Date	Description	No.

Drawn: BB
Checked: RG

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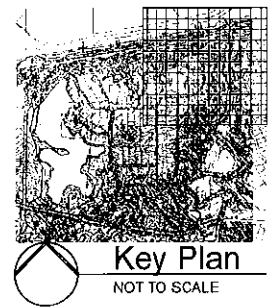
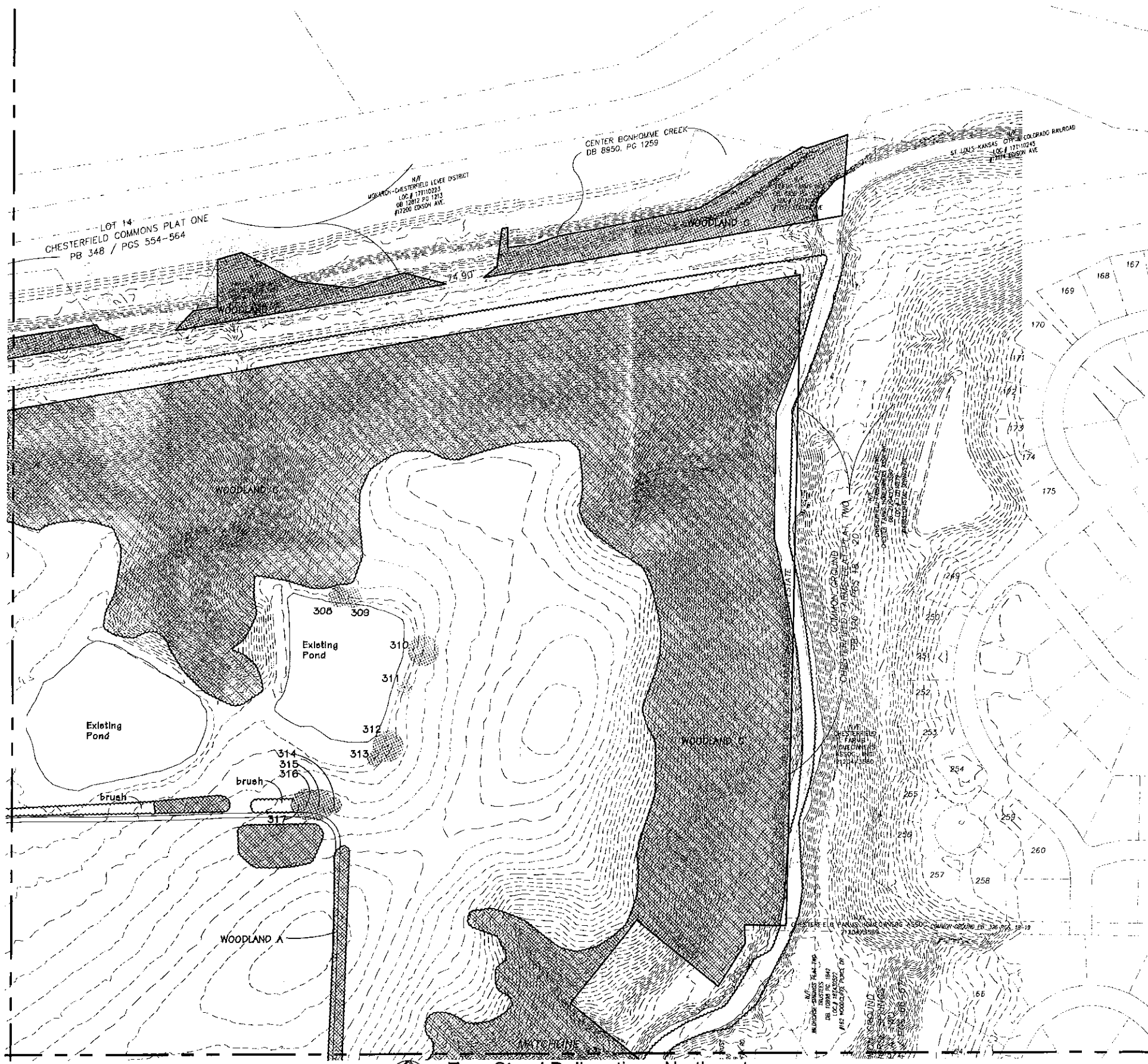
landscape architects/planners
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Chesterfield, Missouri 63005-1194
636.319.4008 Fax 636.919.0999
email: info@loomis-associates.com

Loomis Associates Inc.
Missouri State Certificate of Authority #: LAC #000018

Sheet Title: Tree Stand Delineation

Sheet No: TSD-2

Tree Stand Delineation Prepared
under direction of
Brian Bage



- LEGEND:**
- | Symbol | Description |
|--------|--------------------------|
| | Existing Individual Tree |
| | Existing Off-Site Tree |
| | Existing Woodland |

Tree Stand Delineation Prepared
under direction of:
Brian Bage
Certified Arborist MW-5033A

Jerald Saunders - Landscape Architect
MO License # LA-007

Consultants:

Fienup Farms

Chesterfield, Missouri

Revisions:

Date	Description	No.

Drawn: BB
Checked: RS

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Loomis Associates Inc.
Missouri State Certificate of Authority # LAC #000018

Sheet Title:	Tree Stand Delineation
Sheet No:	TSD-3
Date:	1/10/17
Job #:	955.005

EXISTING INDIVIDUAL TREES

ID	Tree Name	DBH	Canopy Diam.	Condition Rating	Comment
1	Pine	23	30	3	some deadwood
2	Pine	12	20	2	deadwood
3	Cedar	14	20	2	some deadwood
4	Elm	35	60	2	broken limbs
5	Cedar	14	30	2	
6	Sugar Maple	28	50	2	some deadwood
7	Red Oak	6	25	4	
8	Red Oak	18	50	4	
9	Sugar Maple	12	30	2	
10	Silver Maple	37	70	2	broken limbs
11	Silver Maple	37	70	1	some deadwood
12	Ash	14	30	2	
13	Ash	10	30	2	
14	Ash	8	25	2	
15	Ash	12	35	2	
16	Ash	10	18	2	
17	Sugar Maple	10	30	3	decay, deadwood
18	Maple	12	30	1	
19	Redbud	14	30	2	
20	Cedar	20	25	2	
21	Cedar	14	18	2	
22	Mulberry	6	20	3	
23	Ash	14	40	3	
24	Ash	18	40	3	
25	Ash	14	40	3	
26	Ash	10	25	3	
27	Ash	10	25	3	
28	Ash	10	25	3	
29	Ash	10	25	3	
30	Ash	14	35	3	
31	Ash	14	35	3	
32	Ash	14	40	3	
33	Ash	18	40	3	
34	Black Cherry	14	50	3	
35	Silver Maple	20	40	3	
36	Elm	25	40	2	some deadwood
37	Persimmon	10	15	3	
38	Silver Maple	8	20	2	
39	Silver Maple	20	40	2	
40	Silver Maple	18	40	2	
41	Silver Maple	8	20	2	
42	Silver Maple	36	70	1	decay, deadwood
43	Silver Maple	14	35	2	
44	Silver Maple	24	60	3	
45	Silver Maple	15	35	2	fork at 2'
46	Silver Maple	10	20	2	
47	Silver Maple	24	40	3	
48	Silver Maple	12	20	2	
49	Silver Maple	14	35	2	
50	Silver Maple	20	40	3	
51	Ash	10	30	2	
52	Ash	14	40	2	
53	Ash	14	45	3	
54	Ash	12	30	2	
55	Ash	6	25	2	multistem
56	Ash	12	30	3	
57	Elm	35	60	3	
58	Silver Maple	12	50	2	fork at 2'
59	Red Oak	30	50	3	galls
60	Red Oak	24	40	2	galls
61	Sassafras	12	30	1	grove x 4
62	Red Oak	30	50	2	galls, deadwood
63	Red Oak	28	60	3	galls, deadwood
64	Red Oak	24	30	2	trunk damage, topped
65	Red Oak	24	30	2	galls
66	Red Oak	28	50	3	galls
67	Red Oak	24	50	3	galls
68	Pine	14	30	3	
69	Pine	14	30	3	
70	Pine	10	30	3	
71	Pine	24	30	3	
72	Pine	24	30	3	
73	Pine	18	30	3	
74	Pine	18	30	3	
75	Pine	10	20	3	
76	Austrian Pine	10	20	2	
77	Ash	10	30	2	fork at 3'
78	Ash	8	30	2	
79	Ash	12	40	2	
80	Ash	14	40	2	
81	Red Oak	22	40	3	
82	Red Oak	22	40	3	
83	Red Oak	22	40	2	
84	Red Oak	22	40	2	
85	Red Oak	22	40	3	
86	Red Oak	22	40	3	
87	Red Oak	22	40	3	
88	Red Oak	22	40	3	
89	Red Oak	22	40	3	
90	Red Oak	22	40	2	
91	Red Oak	22	40	2	
92	Red Oak	22	40	2	
93	Red Oak	22	40	2	
94	Red Oak	22	40	2	
95	Red Oak	22	40	2	
96	Red Oak	22	40	2	
97	Red Oak	22	40	2	
98	Red Oak	22	40	2	
99	Red Oak	22	40	2	
100	Red Oak	22	40	2	

ID	Tree Name	DBH	Canopy Diam.	Condition Rating	Comment
101	Silver Maple	15	40	2	
102	Sugar Maple	20	45	2	
103	Silver Maple	18	25	2	
104	Silver Maple	18	40	2	
105	Elm	24	60	3	
106	Red Oak	18	50	4	
107	Red Oak	18	50	3	
108	Elm	18	60	3	
109	Bald Cypress	10	25	3	
110	Willow Oak	8	20	3	
111	Willow Oak	12	30	4	
112	Willow Oak	12	35	3	
113	Ash	10	30	3	Offsite
114	Red Oak	24	60	3	Offsite
115	Pine	20	30	3	Offsite
116	Golden Raintree	12	35	3	Offsite
117	Golden Raintree	12	35	3	Offsite
118	Sycamore	24	60	3	Offsite
119	Black Cherry	18	45	3	Offsite
120	Red Oak	12	40	2	Offsite
121	Red Oak	10	15	3	Offsite
122	Beech	12	30	1	Offsite
123	Beech	12	30	3	Offsite
124	Ash	14	25	2	
125	Elm	12	40	2	
126	Ash	14	35	2	
127	Elm	18	50	3	
128	Sassafras	14	50	2	fork at 2'
129	Sassafras	14	40	3	
130	Persimmon	7	20	3	
131	Sassafras	18	50	2	
132	Walnut	33	60	3	
133	Walnut	25	45	2	
134	Walnut	26	45	2	
135	Walnut	18	45	2	
136	Walnut	12	30	2	
137	Walnut	8	15	2	
138	Walnut	12	30	2	
139	Walnut	18	45	2	multistem
140	Walnut	12	30	2	
141	Walnut	12	30	2	
142	Walnut	18	40	2	
143	Walnut	8	15	2	
144	Elm	22	50	2	
145	Ash	24	50	3	
146	Ash	12	25	2	
147	Elm	24	50	2	
148	Ash	26	50	2	
149	Silver Maple	24	40	2	
150	Silver Maple	18	40	2	
151	Silver Maple	22	50	2	
152	Silver Maple	24	40	2	
153	Silver Maple	18	40	3	
154	Silver Maple	20	50	3	
155	Ash	10	20	2	
156	Ash	14	35	2	
157	Ash	12	20	1	
158	Ash	12	35	1	
159	Birch	16	60	2	
160	Birch	14	35	3	
161	Ash	24	45	2	
162	Sugar Maple	12	40	3	
163	Sugar Maple	14	40	2	
164	Ash	12	35	2	
165	Ash	18	50	3	
166	Sugar Maple	22	50	2	
167	Ash	18	50	3	
168	Red Oak	39	70	3	
169	Sycamore	6	30	4	
170	Red Oak	14	35	3	
171	Sugar Maple	14	35	3	
172	Red Oak	18	40	3	
173	Red Oak	24	55	3	
174	Red Oak	20	25	1	
175	Red Oak	24	50	2	
176	Dogwood	8	20	2	
177	Red Oak	20	40	3	
178	Golden Raintree	14	30	1	
179	Red Oak	28	50	3	
180	Red Oak	12	30	3	galls
181	Maple	30	50	2	
182	Maple	36	60	3	
183	Basswood	36	50	2	topped
184	Sugar Maple	28	50	2	
185	Red Oak	30	60	2	
186	Sugar Maple	20	40	2	
187	Sugar Maple	20	30	2	
188	Sugar Maple	18	30	2	
189	Red Oak	20	70	3	
190	Spruce	10	20	3	
191	Spruce	10	20	3	
192	Red Oak	24	70	2	
193	Sugar Maple	20	40	2	
194	Sugar Maple	20	50	2	
195	Sugar Maple	18	40	2	
196	Sugar Maple	14	35	2	
197	Maple	20	50	2	
198	Spruce	14	20	3	
199	Spruce	14	25	3	
200	Spruce	14	30	3	

ID	Tree Name	DBH	Canopy Diam.	Condition Rating	Comment
201	Holly	8	15	3	
202	Sugar Maple	18	50	2	
203	Birch	22	35	1	
204	Birch	12	35	3	
205	Red Oak	24	50	1	galls
206	Red Oak	24	50	2	galls
207	Red Oak	24	40	2	galls
208	Red Oak	24	50	3	galls
209	Birch	12	35	2	
210	Birch	12	35	2	
211	Birch	12	35	2	
212	Birch	12	35	2	
213	Birch	10	25	2	
214	Sassafras	14	25	2	
215	Sassafras	18	25	2	fork at 3'
216	Persimmon	22	45	3	
217	Red Oak	18	50	2	
218	Elm	22	60	1	
219	Red Oak	18	35	2	
220	Persimmon	12	20	2	
221	Elm	24	60	2	
222	Maple	18	35	3	
223	Maple	24	50	2	
224	Ash	24	50	1	
225	Maple	12	25	1	
226	Elm	32	50	1	
227	Elm	24	60	2	
228	Silver Maple	28	40	2	
229	Silver Maple	14	30	2	
230	Silver Maple	18	30	2	
231	Silver Maple	24	40	2	
232	Silver Maple	24	40	2	
233	Silver Maple	24	40	2	
234	Silver Maple	18	30	2	
235	Silver Maple	18	30	2	
236	Red Oak	24	40	2	galls
237	Red Oak	18	35	2	galls
238	Red Oak	24	40	2	galls
239	Red Oak	24	40	2	galls
240	Red Oak	30	50	2	galls
241	Ash	12	35	2	
242	Red Oak	28	60	2	
243	Maple	18	30	3	
244	Linden	30	50	1	
245	Red Oak	20	30	2	galls
246	Ash	10	15	2	
247	Silver Maple	24	50	1	
248	Tulip	24	40	2	
249	Silver Maple	14	30	2	
250	Red Oak	24	50	1	galls
251	Red Oak	28	50	2	galls
252	Red Oak	24	50	3	galls
253	Red Oak	24	40	3	galls
254	Redbud	12	20	3	
255	Pine	8	15	1	
256	Pine	8	15	3	
257	Sweetgum	30	60	3	
258	Sweetgum	28	50	3	
259	red	30	50	2	
260	Walnut	18	50	3	
261	Spruce	12	20	3	
262	Sweetgum	18	40	2	
263	Black Cherry	12	30	2	
264	Walnut	24	50	1	
265	Sweetgum	30	60	3	
266	Bald Cypress	26	50	2	
267	Walnut	16	50	3	
268	Dogwood	8	20	2	
269	Walnut	5	15	1	
270	Walnut	14	35	2	
271	Walnut	12	30	2	
272	Cedar	10	20	2	chains
273	Elm	14	40	1	
274	Cedar	12	30	2	multistem
275	Cedar	18	30	3	
276	Maple	36	60	1	
277	Maple	30	60	2	
278	Redbud	10	20	1	chains
279	Red Oak	24	40	3	
280	Sassafras	18	50	2	
281	Sassafras	14	60	2	multistem
282	Ash	12	35	2	grove x 7
283	Cedar	14	30	2	
284	Sassafras	14	35	2	
285	Cedar	14	30	3	
286	Sycamore	18	50	3	
287	Sycamore	18	50	3	
288	Sycamore	18	50	3	
289	Pine	28	30	2	Offsite
290	Pine	24	30	3	Offsite
291	Pine	24	30	3	Offsite
292	Bald Cypress	22	30	4	Offsite
293	Pine	24	30	2	Offsite
294	Pine	24	30	2	Offsite
295	Redbud	8	25	2	Offsite
296	Pine	24	30	3	Offsite
297	Pine	24	30	2	Offsite
298	Red Oak	18	30	3	Offsite
299	Sugar Maple	18	40	3	Offsite
300	Sugar Maple	18	40	2	Offsite