

**CITY OF SHREWSBURY  
SPECIAL MEETING OF THE  
BOARD OF ALDERMEN**

May 18, 2022

An Open Meeting of the Board of Aldermen of the City of Shrewsbury, Missouri was held at 11:30a.m. on May 18, 2022 via Zoom teleconference for the transaction of such business that came before the Board.

Present:	Mayor	Mike Travaglini
	Alderman	Greg Lauter
	Alderman	Keith Peters
	Alderman	John Odenwald
	Alderman	Elisa Reeves
	Alderman	Michael Schmelzle
	Alderman	Bette Welch
Also Present:	Street Superintendent	Tony Wagner
	Police Chief	Lisa Vargas
	Director of Parks & Recreation	Chris Buck
	Fire Chief	Chris Amenn
	Director of Finance	Diana Madrid
	City Attorney	Mike Daming
	Interim City Admin. & City Clerk	Elliot Brown

**Roll Call**

Mayor Travaglini called the meeting to order, and Interim City Administrator/City Clerk Brown commenced with the roll call. A quorum was present for the transaction of City business.

**FY2022 Employee Salaries / Budget Workshop**

Mayor Travaglini introduced the special meeting topic. Chief Amenn update the Board on the ongoing staffing issues in the Fire Department indicating that additional losses would result in a dissolution of the entire department. If this were to happen, the Affton Fire Protection District may have to take over the Fire/EMS services in Shrewsbury. Chief Amenn stated that this was an unprecedented situation.

Director Madrid presented 4 separate options for adjusting employee salaries this year to avoid further staffing reductions in the Fire Department. The first would be to pay all employees a 3% on-time salary adjustment either one or two payments. The second would reverse the pay freeze in place since 2020 for all eligible employees starting in either June or July. The third would increase all Fire Department personnel salaries to the 50<sup>th</sup> percentile based on a salary survey of comparable nearby communities and reverse the pay freeze in place since 2020 for all other city employees starting in either June or July. The fourth option would increase all Fire Department and Police Department personnel salaries to the 50<sup>th</sup> percentile based on a salary survey of comparable nearby communities and reverse the pay freeze in place since 2020 for all other city employees starting in either June or July.

Director Madrid informed the Board that the Finance Department was overworked and requested authorization to engage an outsourced accountant on a temporary basis to perform day-to-day duties to allow her to focus on key city-wide strategies and projects. She estimated the expense for June, July, and August to be about \$38,500. After some discussion, the Board asked Director Madrid to find a less expensive option.

Director Madrid informed the Board that the City's target unassigned fund balance of 25-35% was higher than the GFOA recommended minimum of two months of regular general fund operating revenues or expenditures. After analyzing the projected 2021 fund balance, Director Madrid found that of all the options, none would result in a fund balance above the City's current target and only the first three options would result in a fund balance above the GFOA recommended minimum.

Director Madrid then showed the Board a graph of the FY2021 cash flow data pointing out that the City's account balance dropped to \$200,900 in July 2021. She recommended the City obtain a line of credit between \$500k and \$1m to ensure the City has adequate funds to cover monthly expenditures through the end of FY2022 if the Board were to approve any of the salary adjustment options.

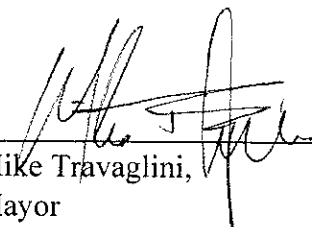
Alderman Schmelzle asked if a salary adjustment for the Fire Department personnel would stop the turnover issue. Chief Amenn responded that two employees that were interviewing elsewhere would stay if the Board chose the option increasing the Fire Department salaries to the 50<sup>th</sup> percentile. Chief Vargas added that the Police Department is critically short on staff and would not be able to safely respond to incidents if additional personnel leave.

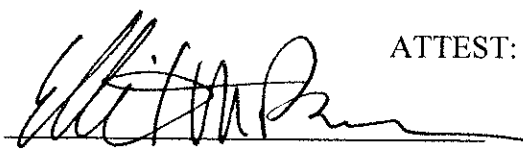
**Alderman Odenwald moved to increase Police and Fire Department personnel salaries to the 50<sup>th</sup> percentile and reverse the pay freeze in place since 2020 for all other city employees starting July 1, 2022 provided that Director Madrid can secure a line of credit to cover expenditures before that date; Alderman lauter seconded. The motion carried unanimously by voice vote.**

#### Adjournment

**Alderman Odenwald moved to adjourn the meeting; Alderman Schmelzle seconded. The motion passed unanimously by voice vote.**

Meeting adjourned.

  
Mike Travaglini,  
Mayor

  
ATTEST:  
Elliot Brown  
Interim City Administrator & City Clerk

