



**CITY OF ASHLAND
ASHLAND, MO. 65010
BOARD OF ALDERMEN AGENDA
TUESDAY, APRIL 21, 2020
7:00 P.M.**

THE MEETING WILL BE HELD VIA ZOOM: To Join Zoom Meeting
<https://zoom.us/j/95255311223?pwd=TzRiMXN2L2s1dmh2c05kaOdONjYOZz09>
Meeting ID: 952 5531 1223 password 020086

For Audio: Dial by your location: +1 312 626 6799 or <https://zoom.us/j/95255311223?pwd=TzRiMXN2L2s1dmh2c05kaOdONjYOZz09>
Meeting ID: 952 5531 1223 password 020086

Call regular meeting to order

Roll Call

CONSENT

1. Consideration of the 4-21-2020 agenda: **Action:** _____
2. Consideration of the 3-17-2020 meeting minutes: **Action:** _____
3. Consideration of the 3-20-2020 special meeting minutes: **Action:** _____

PUBLIC COMMENTS

4. Anyone wishing to appear before the Board

RESOLUTION

5. A resolution approving the commitment of local match for economic development administration grant application in the amount of \$50,000. **Action:** _____

APPOINTMENTS

6. Cory Bergthold-Planning and Zoning Commission
7. Scott Dooley-Planning and Zoning Commission
8. Ernie Wren-reappointment to the Planning and Zoning Commission

COUNCIL BILLS

9. Council Bill No. 2020-014, an ordinance adopting the annual Budget for the fiscal year beginning May 1, 2020 and appropriating funds pursuant thereto. First reading by title only. **Action:** _____

10. Council Bill No. 2020-015, an Ordinance adopting the FY2021 Capital Improvement Plan for the City of Ashland. First reading by title only. **Action:** _____
11. Council Bill No. 2020-016, an Ordinance Authorizing the appropriation of funds to certain accounts within the fiscal year 2020 Budget. First reading by title only. **Action:** _____
12. Council Bill No. 2020-017, an ordinance adopting the FY2021 Classification & Pay Plan. First reading by title only. **Action:** _____ **(need information)**

ORDINANCES

13. Ordinance No. 1293, an ordinance authorizing the Mayor to enter into a memorandum of agreement with Alliance Water Resources, LLC. **Action:** _____
14. Ordinance No. 1294, an ordinance adopting the annual Budget for the fiscal year beginning May 1, 2020 and appropriating funds pursuant thereto. **Action:** _____
15. Ordinance No. 1295, an Ordinance adopting the FY2021 Capital Improvement Plan for the City of Ashland. **Action:** _____
16. Ordinance No. 1296, an Ordinance authorizing the appropriation of funds to certain accounts within the fiscal year 2020 Budget. **Action:** _____
17. Ordinance No. 1297, an ordinance adopting the FY2021 Classification & Pay Plan. **Action:** _____

RESOLUTIONS

18. A policy resolution supporting a compensation philosophy for employees of the City of Ashland, Missouri that reflects the values and goals of the City. **Action:** _____
19. A policy resolution establishing a Cash Reserve Policy for the City of Ashland. **Action:** _____
20. A resolution authorizing the City Administrator to enter into a Revize Web Services sales agreement. **Action:** _____
21. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with Engineering Surveys and Services. **Action:** _____
22. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with Allstate Consultants. **Action:** _____

23. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with Klingner & Associates.
Action: _____
24. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with Bartlett & West, Inc.
Action: _____
25. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with Mecco Engineering.
Action: _____
26. A resolution authorizing the Mayor to enter into an agreement for professional engineering services for general on-call engineering services with McClure Engineering Company
Action: _____
27. A resolution authorizing the Mayor to enter into a contract with Watson Concrete, Inc.
Action: _____

OTHER

28. None

DISCUSSION

29. None

REPORTS

30. Mayor's Report
31. City Administrator Report
32. Public Works Director monthly report
33. City Attorney's Report
34. Board of Aldermen's Report
35. Vote to adjourn the meeting

The City of Ashland wants to make certain our meeting is accessible to all citizens. If you require any accommodations (signing, interpreter, translator, etc.) that we do not normally have at our meetings, please let Darla Sapp, City Clerk know of your needs. (if possible 48 hours in advance of the meeting)

Posted: 4-17-2020@ _____

City Hall and website: www.ashlandmo.us

Mayor Pro-tem Bronson called the regular meeting to order at 7:00 p.m. on March 17, 2020 at 815 East Broadway, Ashland, Missouri.

Mayor Pro-tem Bronson led in the pledge of allegiance.

Mayor Pro-tem Bronson called the roll: Ward One: Leslie Martin-here, Danny Clay-here Ward Two: Jesse Bronson-here, Richard Sullivan-here Ward Three: Rick Lewis-here, Jeff Sapp-here

Staff Present: Tony St. Romaine, City Administrator, Jon Sanders, Treasurer, James Creel, Public Works Director and Terry Toalson, Interim Police Chief.

Mayor Rhorer was absent.

Mayor Pro-tem Bronson presented the agenda of March 17, 2020 for consideration. Alderman Clay made motion and seconded by Alderman Lewis to approve the agenda as presented. Mayor Pro-tem Bronson called for the vote. Motion carried.

Mayor Pro-tem Bronson presented the minutes of March 03, 2020 Board meeting for consideration. Alderman Clay made motion and seconded by Alderman Lewis to approve the minutes as presented. Mayor Pro-tem Bronson called for the vote. Motion carried.

Mayor Pro-tem Bronson asked if anyone wishing to appear before the Board to come to the podium and state their name and place of residence on any subject. He stated this is the only public speaking portion of the meeting.

Charles Crandal. Caspian circle. Stated he was there to present his concerns regarding the Caspian Lift Station. Stated his home flooded several years back. Stated since then it had happened a second time and that raw sewage flooded in to the home. Stated he had a backflow preventer installed on his sewer line to prevent backups past his line but pressure busted the preventer and it flooded again about a month ago. Stated called Curtis and Curtis passed on to Derek at Alliance. Derek arrived and determined pumps are down. While Derek is there he finally gets notification that the pump is down. Meanwhile Grey water seeps in to the home. Stated Sunday he used his bathroom and washed his hands and water was seeping in to his basement again. Had a plumber out to see things out to ensure issue was not on his side of the line. Plumber inspected the line and did not find any issues. Plumber pulled manhole cover and water level was to the fourth step down. Derek from Alliance stated that is probably about 11 feet of water. Charles asked for help from the City, a pump truck was brought in and pumped three loads of sewage and storm water out of the manhole. Charles asks for help from the board to prevent future backups in to his home. Derek from Alliance stated the recommendation from Alliance would be to purchase a grinder to help put pressure on the sewage to push away from the home. Stated it would cost between \$3,000 and \$6,000 for the grinder. Alderman Lewis made motion to spend funds on a grinder pump. Seconded by Alderman Sapp. Alderman Sapp-aye, Alderman Sullivan-aye, Alderwoman Martin-aye, Alderman Clay-aye, Alderman Lewis-aye. Motion carried.

Scott Dooley. Asked if would Mr. Crandal's issue would impact the next neighbor. Derek from Alliance stated it would not. Mr. Dooley states he wants nothing to do curbside recycling.

Lisa Subzack, stated she does not want curbside recycling. Wants better initiative to get more data. She thanked James for cold patch areas around town and in her neighborhood.

Ryan Bradford, stated he is against curbside recycling. States does not have enough recyclables or room for additional carts.

Dan Vandevorde, stated he was there to talk about the recycling lot. States he has posted tags from boxes that people are dumping at the lot on Facebook. Asked if police could stop and check boxes and asked for visits to homes. Mr. Vandevorde stated he had a fence that was ripped out due to consistent stormwater issues that should have been fixed by the City. Stated he has worked with the City to bring attention to the issue but nothing has been done until recently. States his fence was ripped out and is asking for \$500 from the City to build a new fence. Asked for a motion for a \$500 to cover fencing materials fence. Sullivan made a motion to authorize \$500 for a new fence. Seconded by Alderman Lewis. Alderman Sapp-aye, Alderman Sullivan-aye, Alderwoman Martin-aye, Alderman Clay-aye, Alderman Lewis-aye. Motion carried.

Mayor Pro-tem Bronson presented the appointment of Amy Banning to the Parks and Recreation Board. Alderman Clay made motion and seconded by Alderman Sapp to approve the appointment of Amy Banning to the Parks and Recreation Board. Mayor Pro-tem Bronson called for the vote. Alderman Sapp-aye, Alderman Sullivan-aye, Alderwoman Martin-aye, Alderman Clay-aye, Alderman Lewis-aye. Motion carried.

Mayor Pro-tem Bronson presented the appointment of Niki Fuemmeler to the Planning and Zoning Commission. Alderman Clay made motion and seconded by Alderman Lewis to approve the appointment of Niki Fuemmeler to the Planning and Zoning Commission. Mayor Pro-tem called for the vote. Alderman Lewis-aye, Alderman Clay-aye, Alderwoman Martin-aye, Alderman Sullivan-aye, Alderman Sapp-abstain. Motion carried.

Mayor Pro-Tem Bronson presented Council Bill No. 2020-13 for consideration. Alderman Clay a made motion and seconded by Alderman Sapp to take up Council Bill No. 2020-013, an ordinance authorizing the Mayor to enter into a memorandum of agreement with Alliance Water Resources LLC. First reading by title. Mayor Pro-tem Bronson called for questions or comments. Tony stated this is an adjustment to the current five-year agreement which has the option to be negotiated each April. Tony states the price increase is due to additional staff at the waste water treatment plant. Tony States fully functioning treatment plants need two full time employee and one doing locates Mayor Pro-Tem Bronson called for the vote. Alderman Sapp-aye, Alderman Sullivan-aye, Alderwoman Martin-aye, Alderman Lewis-aye, Alderman Clay-aye. Motion carried.

Mayor Pro-tem Bronson presented a resolution for consideration authorizing the replacement of a lift station pump in the City Park. Derek from Alliance Water resources states replacing pumps would help Caspian lift station issues as well in addition to the City Park pump. All aye.

Mayor Pro-tem Bronson reported the next item on the agenda is discussion of parking restrictions on Red Tail Drive. Alderman Sullivan stated he thinks it would be necessary to move forward with no parking signs on one side of the streets and states it needs to be placed on a future agenda. He states that he does not believe the speed bump needs to be removed. Alderman Sapp stated he drove by and noted that several folks parked around the speed bump on both sides of the street. He also stated that he believes it should be on a future agenda.

Mayor Pro-tem Bronson reported the next item on the agenda is discussion of the placement of no parking signs on Ashland Drive and Perry Avenue. Tony stated last year an ordinance was passed restricting parking in the area except on the south side of Ashley Drive and the East side of Perry Avenue. James Creel stated signs for this area have been ordered and are in and will be placed in the area soon. Tony states that parking in the area is still an issue and is proposing an amendment to the ordinance for a future agenda. He states that his recommendation would be to restrict parking on the north side of Ashley Drive between Kimberly Drive and Perry Avenue and the West Side of Perry Avenue between Ashley and East Liberty. Alderman Sapp states this area is very congested on most days and would like to see no parking placed the length of Perry Avenue.

Mayor Pro-tem Bronson reported the next item on the agenda is discussion of the curbside recycling proposal. Alderman Clay states that the original plan to move the lot should be initiated. Tony states that is the direction and that the lot will need security fence, cameras and hours of operation to ensure the problem isn't being moved from one part of town to another. Alderman Sullivan states based on the information that was received by Tony that he thinks the lot should be moved and curbside recycling not pursued. Sullivan stated he wants to ensure the County bin will be moved or removed from its current location by the county. Alderman Sapp stated he wants the lot moved because that is what had been promised to the citizens. Alderman Lewis states he wants this done as soon as possible. Alderman Sullivan states he wants the minutes review for the county container. Alderman Sapp stated it was a grant and they cannot financially contribute to any lot upgrades. Mayor Pro-tem Bronson suggests someone talk to the solid waste commission. Mayor Pro-tem Bronson states he would like to talk to the county to see if their bin can be moved to the new recycle lot. Alderman Sullivan stated that the bins fill up too early and asked about the option of getting larger bins. Tony stated that Republic provided him with tonage reports and there is typically on .1 to .2 tons each time the bin is dumped.

Mayor's Report:

Mayor Rhorer was not present.

City Administrators report: Tony went through items on spreadsheet provided to alderman. Tony stated status updates are provided for the following items on the spreadsheet alliance contract, website bids, comp plan, downtown beautification, economic development strategy, GIS mapping, Lakeview park improvements. Tony stated the lodging tax, bill is now out of house and is before the senate.

Tony provided park improvements updates, Tony states the pocket park will be donated to two property owners. Tony states the RFQ for on call engineering is out and will have update at the next meeting. Tony states that the city has applied for a UTSA grant to help pay for tennis court repairs. Tony states he met with Chris Felmlee to consider increasing or starting tennis club at the school. Part of the grant would provide equipment to the School. Tony provided an update on the wastewater treatment road he states it will be finished before the open house and ribbon cutting in potentially May. Tony states he is working on an ordinance for golf carts which would repeal the current ordinance and will write a new ordinance to regulate use of low speed vehicles on city streets. He Stated will put ordinance on future agendas. Alderman Sapp stated wants to make sure there is no windshield requirement. Tony states the city needs to address future board meetings, access to facilities, restaurants, assisted living facilities due to COVID-19. Alderman Sapp stated local business owners are doing their best due diligence. Alderman martin asked if city hall lobby would be hard to close. Tony stated it would not be an issue. Tony wants to know what actions to be taken. Will call special meeting for COVI-19 preparations.

Public Works Monthly Report:

Wrapped up all subdivision inspections and reports should be done soon. James stated Hunters Bend received fresh gravel yesterday. He stated beginning public works is beginning temporary fixes for Billy Joe Sapp stormwater issue.

Attorney's report:

No Report

Alderman report:

Alderman Sullivan asked Cecil Payne if the situation over at Lakeview lake had been taken care of, Cecil stated swings and tires were being hauled in to lake. Tony stated he would have James look in this issue.

Alderman Clay made a motion to adjourn the meeting and was seconded by Alderman Sullivan. Mayor Pro-tem called for a vote. Motion carried.

Jon Sanders, Deputy City Clerk

Jesse Bronson, Mayor Pro-tem

TUESDAY, MARCH 20, 2020
SPECIAL BOARD OF ALDERMEN MEETING
5:00 P.M.

Mayor Rhorer called the special meeting to order at 5:00 p.m. on Friday, March 20, 2020 at 109 East Broadway, Ashland, Missouri.

Mayor Rhorer called the roll:

Ward One: Leslie Martin-here, Danny Clay-here

Ward Two: Jesse Bronson-here, Richard Sullivan-here

Ward Three: Rick Lewis-here, Jeff Sapp-here

Staff Present: Darla Sapp, City Clerk, Tony St. Romaine, City Administrator and Jon Sanders, Treasurer/ Deputy City Clerk.

Mayor Rhorer presented the agenda for March 20, 2020 for consideration. Alderman Bronson made motion and seconded by Alderman Lewis to approve the agenda as presented. Mayor Rhorer called for the vote. Motion carried.

Mayor Rhorer presented a Resolution supporting the declaration of a state of emergency within the City of Ashland, Missouri; calling for proactive measures to protect the public health, safety and welfare; expressing support for and calling upon the City Administrator to enact regulations to protect the public health, safety and welfare. Alderman Bronson made motion and seconded by Alderman Clay to approve the resolution as presented. Mayor Rhorer called for questions or comments. Tony St. Romaine, City Administrator stated the COVID-19 virus situation is changing daily if not hourly in Boone County and the State of Missouri. He stated a declaration of state of emergency has been declared in the County and State. He informed the Board the Resolution is supporting this and calling for proactive measures to protect the public health, safety and welfare. He informed this gives him the authority to enact regulations to protect the public health safety and welfare in the City of Ashland. He presented an overview of the protective measures that will be in effect Monday for City facilities and services.

1. Closing City Hall to all visitors and customers
2. Encourage the use of the drop box
3. Suspend disconnection fee
4. Staff still working at City Hall and public can call and make appointment
5. All meetings and task forces are suspended for thirty days.

He stated in conjunction with Order No. 2020-01C issued by the Health Department and Human Services the regulations are effective immediately

1. All commercial restaurants and retail food facilities that prepare food for on-site consumption shall limit dine in food service occupancy to fifty percent of the fire code capacity or maximum of 50 people
2. Restaurants should encourage delivery service, window service, walk up or drive up service
3. all gym and fitness facilities shall limit occupancy to fifty percent of capacity up to a maximum of fifty people including employees and staff
4. All concerts, conferences and meetings (greater than 50% capacity or 50 people; whichever is less and indoor sporting, amusement or entertainment events are prohibited.

Tony St. Romaine, City Administrator reported most businesses were already complying with this.

The Board discussed the regulations and suggestion was made to amend the resolution by adding the following:

Prohibiting the congregation of a gathering of more than 50 people, or as directed by the Governor of the State of Missouri.

Alderman Bronson and Alderman Clay were in agreement to amend the previous motion to add: "Or as directed by the Governor of the State of Missouri. Mayor Rhorer called for the vote with the amendment. Alderman Bronson-aye, Alderman Clay-aye, Alderman Sapp-aye, Alderman Lewis-aye, Alderman Sullivan-aye, Alderwoman Martin-aye. Motion carried.

Alderman Bronson made motion and seconded by Alderman Clay to adjourn the meeting. Mayor Rhorer called for the vote. Motion carried.

Darla Sapp, City Clerk

Gene Rhorer, Mayor

RESOLUTION

APPROVING THE COMMITMENT OF LOCAL MATCH FOR ECONOMIC DEVELOPMENT ADMINISTRATION GRANT APPLICATION IN THE AMOUNT OF \$50,000.

WHEREAS, the Economic Development Administration has grants funds available that provide regions with comprehensive and flexible resources to address a wide variety of local economic development needs, and

WHEREAS, these grants funds are designed to leverage existing assets and support implementation of local economic development strategies to advance economic prosperity, and

WHEREAS, the City of Ashland, Missouri is supportive of the application to construct a Ranken Technical College facility in Ashland and complete the extension of Perry Avenue that is required in order to provide appropriate access to the facility, and

WHEREAS, the project is consistent with the regional Comprehensive Economic Development Strategy and local development priorities, to promote workforce development initiatives that focus on technical skills and closely incorporate employer-based curriculum,

WHEREAS, the City of Ashland, Missouri, along with the Southern Boone County School District (co-applicant), is prepared to execute said project in a timely manner upon approval of the application by the Economic Development Administration,

NOW, THEREFORE, it is resolved by the Board of Aldermen that fifty (\$50,000) thousand dollars is available as unencumbered funds in the City's FY2021 budget for Community Development and Street funds for the City's portion of the local match of said EDA grant application (see attached spreadsheet for cost breakdown of the local match).

Dated this 21st day of April, 2020

ATTEST:

BY: CITY OF ASHLAND

Darla Sapp, City Clerk

Gene Rhorer, Mayor

RANKEN PROJECT

Total Project Cost:

\$7,000,000

EDA Funding (90%)			\$6,300,000
	LOC with Central Bank of Boone County	\$6,300,000	
		Total:	\$6,300,000

Local Match (10%)			\$700,000
	Land Value (SBCSD)	\$500,000	
	Road Engineering (City of Ashland)	\$50,000	
	Preliminary Engineering (SBCSD)	\$50,000	
	Boone County Community Health Fund	\$100,000	
		Total:	\$700,000

Grand Total: \$7,000,000

Ranken - Ashland Curriculum

Pedagogy - A 9th-14th grade academic structure. Grades 9-10 would focus on academics and career exploration. Grades 11-13 would primarily focus on career skill development and integrated work-based learning. Work-based learning would be modeled around an apprentice styled structure and would include approximately 2000 hour of paid work-based learning. Recruitment/engagement would be based on Ranken's pipeline development model (see attachment). Overall instruction would include 1) General Education 2) Technical Education and 3) Work Ethic component. WorkKeys would be used as entrance/exit assessments in designated focus skills. Upon completion students may receive: **Associates Degree; DoL Apprentice Certifications; applicable professional certifications (NIMS, AWS, ASE, CISCO, NCCER...); WorkKeys certifications; and up to 2000 hours of paid work experience** (increased employment potential).

Grade 14 would then offer students the opportunity to earn a **Bachelor of Science in Applied Management (BSAM)**. Course work would emphasize **project management** and **entrepreneurial subject matter**. Participating BSAM students would be required to oversee the microenterprise operations.

Microenterprises - Each of the instructional areas will have an integrated work-based learning component consisting of either traditional apprenticeship sequences or "work-based learning" in the school's microenterprises. Students would produce/repair biomedical equipment and/or manufacture pharmaceutical supplies along with building school sponsored housing; repair/assembly mechanical/electrical systems and /or grow produce/ vegetables and fish.

Associate Degree – Areas of instruction will emphasize emerging technologies/ renewable/ sustainable.

Health Informatics / Health Information Technology

- Electronic Medical Records / Electronic Health Records
- Remote Health Monitoring
- Computerized Provider Order Entry
- Telehealth / Telemedicine

Medical Technician

- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Emergency Medical Technician (EMT)

Advanced Manufacturing / Industrial Engineering Technology

- Automation/Robotics
- Medical Additive Manufacturing
- Mechanical systems
- Welding
- Manufacturing Processes / Rapid Scaling
- Manufacturing Capabilities related to Medical Countermeasures
- Hydraulics/Pneumatics/Electrical

Construction Trades

- Carpentry
- Electrical
- HVAC
- Plumbing
- Green Technology
- Building Systems Design / Modular Construction

Ag-Tech

- Aquaponics Engineering & Design
- System Construction & Maintenance
- Health & Nutrition
- Production & Marketing Aquaponics products
- Farm to Hospital

Bachelor of Science in Applied Management (BSAM) – Areas of emphasis include Project Management. Management Information Systems (MIS), Marketing and Entrepreneurialism. Courses include (but not limited to):

- Management and Supervision
- Human Resource Management
- Intercultural Communications
- Employment Law
- Organizational Behavior
- Statistics
- Quality Assurance
- Lean Six Sigma
- Small Business Management
- Global Business Strategy
- Managerial Accounting
- Principal of Finances
- Principles of Marketing
- Business Strategy and Implementation
- Production and Operations Mgmt.
- Management of Information Systems
- Macroeconomics
- Customer Relations management



Why Southern Boone?

The Southern Boone School District is uniquely located midway between Columbia and Jefferson City, Missouri. We are a growing community with a very low poverty rate. The Mid-Missouri region lacks a technical college that can provide education and training necessary to prepare students for employment and advancement in technical fields. This partnership will offer opportunities to neighboring high schools and offer adult education that is unmatched in this area of the state. The long term impact of this partnership is to educate, train, attract and retain a qualified labor force to support and accommodate economic growth within the region.

Please call Chris Felmlee, Superintendent of Schools, if you have questions at (573) 657-2147.

Additional information can be found at cfelmlee.edublogs.org



Southern Boone School District is located in central Missouri and includes all of the southern part of Boone County. The District centers around the City of Ashland and is located midway between Columbia and Jefferson City, Missouri. The District operates four schools, the Primary School, preschool through second grade, the Elementary School, third grade through fifth grade, the Middle School, sixth grade through eighth grade, and the High School, ninth through twelfth grade. The District's current enrollment is over 1,800 students in grades Kindergarten through twelfth grades. The District's enrollment continues to grow rapidly. In the District's 2018 Annual Performance Report, the District earned 98.9% of the points possible. The District has an established history of being recognized as maintaining an exemplary educational program and earned Distinction in Performance annually by the Department of Elementary and Secondary Education. The Southern Boone School District is sought out by families and is the main reason why our patrons move to our area. The communities within the Southern Boone School District are Ashland and Hartsburg. Both communities are known for their progressiveness and family centered values.



Southern Boone
County R-I School

Excellence in Learning for All



Strong Educational Programs

Community Partnerships

Amazing Community Support

The Southern Boone School District administration in partnership with our Chamber of Commerce and Economic Development and the City of Ashland are focused on designing a workforce development training center in the county. Our mission is to coordinate programs and efforts to provide a workforce with the necessary skills and training required of industries in the Mid-Missouri region. Our goal is to educate, train, attract and retain a qualified labor force to support and accommodate economic growth within the Mid-Missouri region.



Southern Boone County R-I School District

Partnerships Leading to Career Success

Ranken Technical College

The Southern Boone partnership includes Ranken Technical College, whose mission is to provide education and training necessary to prepare students for employment and advancement in a variety of technical fields. The model is ninth through thirteenth grade accelerated academic structure. Grades ninth through tenth focus on academics and career exploration. Grades eleven through thirteen focus on career skill development and intergraded work-based learning in cooperation with regional industry partners. Work based learning is modeled around an apprentice-styled structure to include paid work-based learning. Recruitment/engagement would be based on Ranken's pipeline development model. Ranken degree/certification programs include general education, technical education and a work ethics component, ensuring that graduates are job-ready from day one. Work Keys testing is utilized as the entrance/exit assessment in designated focused skills.

Upon completion, student may receive an Associates Degree, DoL Apprentices Certifications, professional certifications, Work Keys certifications and up to 2,000 hours of paid work experience. The model is adaptable to out of school youth and adult learners; nontraditional students and members of the workforce seeking a career change.

This project specifically focuses on advanced manufacturing, ag-tech and business, industrial technology and building industrial trades. These clusters align with the region's job needs and disaster-related fields.

Focus Areas of Instruction

Advanced Manufacturing

- Machining Principles
- Blueprint Reading/Instruments
- Manufacturing/3D printing
- Lean Manufacturing/5S
- Advanced Programing and Fixture Design

Construction Trades

- Carpentry
- Electrical
- HVAC
- Plumbing
- Green Technology
- Building Systems Design
- Broadband

Agriculture Technology

- Associates of Science Degree

Medical

- Nursing Programs and Medical IT

Workforce Development Continuum

The partnership with Ranken Technical College will influence the Southern Boone School District's educational programs starting with our sixth grade through the twelfth grade as a result of Ranken's curriculum to provide "STEM pipeline" (science, technology, engineering and math) and industry experiences. Students can earn up to \$10,000.00 in scholarships as a result of participating in these activities.

"Ranken believes it is never too soon to encourage students to design, create, think, and work together on project-based activities that inspire them to pursue an exciting STEM-focused career."

Middle School

- Lego Robotics
- Learn 2 Earn
- Summer Academies for students and teachers

High School

- City Career College
- Dual Enrollment
- Summer Employment Program
- Skills USA
- Supermilage Challenge





Ranken Tech College/ Southern Boone R1 School District/ SBEDC Project Overview

1) How We Got Here

There is an increasing awareness of the gap between the trades and other vocations that require technical training and an ample supply of able workers. To address this gap, there is a renewed interest in a previous effort to attract Ranken Technical College to locate a satellite office in Southern Boone County (SBC). A series of meetings and an ever-expanding circle of folks are learning about, as well as joining the effort.

Ranken Technical College was established in 1907 and continues to educate nearly 3,000 students annually. Ranken's first touch with folks can be as early as middle school. This touch includes making students aware that there is an avenue other than a traditional four-year college degree program and a summer camp at Ranken. High school students can begin their Ranken experience by being dually enrolled at their high school and Ranken. Post-secondary and adult students may enroll for a bachelor's degree, an associate's degree or certificate programs.

Ranken boasts that each student has more than five job opportunities when they graduate, tech careers have starting salaries up to \$60,000 annually, and 80% of Ranken students receive financial aid.

The effort is benefitting from a sister city, Troy, MO., who is working on the same plan, but is ahead of Southern Boone on the timeline. The Lincoln County School District Superintendent, Dr. Mark Penny, shared many details of their progress which is providing a blueprint to guide the SBC effort.

The team is working to identify industries that would benefit from this satellite location, identify the decision makers in these industries, and work to gain their buy-in to the project. That buy-in is manifested in financial support of a program to be taught in SBC in exchange for a pipeline of trained, skilled labor.

2) Where Are We

There is presently a core committee of 12-14 members. The committee (The Team) consists of members from the business community, education, politics, and a couple of non-profits. Efforts are being championed by Chris Felmlee, Superintendent of Southern Boone County R-1 School District, Dave Westhoff and Bill Lloyd, representing the business community, and Tony St. Romaine representing the City of Ashland.

The business community team is responsible for identifying and arranging partnerships between industry and Ranken which ultimately determines what is taught at the Southern Boone County campus. Both the school district and business team are responsible for working with the appropriate core committee members to seek and obtain funding to make this happen.



The school district has placed a 5 acre tract under contract with an option on an adjacent 5 acre tract. The school district and The City of Ashland will partner as the applicants to apply for a grant from the U.S. Economic Development Administration (EDA) which is structured with a 10% match to be raised in cash or in-kind and the remaining 90% of the project paid from the EDA grant. Application needs to be made on or before May 1, 2020. The match is growing but work continues to make the 10% match a reality. The initial 5 acres was donated and is presently being appraised. The City of Ashland intends to donate the cost for engineering the outer road construction to allow access to the property towards the match and will commit to building the road as part of the overall facility cost, and the donors of the land are also committed to clearing the site at their expense. Lastly, the appraiser is donating his services. Our best effort calculation indicates we are still in need of some level of cash donations, perhaps as much as \$250,000. Final costs are also still being calculated.

3) The Vision

The Vision...there is a vision that exists, continues to develop and will continue to develop. The hope is that we can match needs for students who choose to learn a skill, graduate with an incredibly high rate of placement into the workforce, accrue less debt to finance a degree than at a 4-year college degree while being in great demand to fill critical shortages in the job market. Industries such as agriculture, information technology, all construction trades, and medical will have a reliable supply of workers who are properly trained to make an immediate impact on a business following graduation. The vision includes some numerical success as well. The target area is an 8-county area in central Missouri; Boone, Randolph, Audrain, Callaway, Cole, Moniteau, Cooper and Howard. As a result of researching what vocational programs exist in our region, the Southern Boone County Ranken partnership will work to avoid duplicative services and offerings with State Tech, MACC and the regional high school career centers. This will remain true unless such certifications are in demand and the educational institutions are at enrolment capacity.

In addition to the primary mission of closing the gap between industry vacancies and skilled employees, the central Missouri region will benefit from ancillary businesses who choose to locate near the source of the employee pool.

Lastly, it is the intent of the Southern Boone School District to link career opportunities for our students as they obtain their high school diploma. Linking career paths to graduation is a missing link that we feel our students can no longer afford to miss. The partnership with Ranken will help foster a new mindset to focus not only on a kindergarten through twelfth grade education but rather include an additional year of education so that our students can earn employment certifications and/or an Associate Degree. It is the teams hope that our local students will graduate high school with additional opportunities towards attaining successful career opportunities as well as advanced educational opportunities regardless of the career path or vocation they choose.



CITY OF ASHLAND, MISSOURI BOARD MEMBER APPLICATION

Name: Scott Dooley

Telephone Number: Daytime: 217-430-8101-cell Evening: 217-430-8101-cell

Home Address: 495 Marinas Ave
Ashland MO 65010

E-Mail: sdd2pd@gmail.com

Year Current Residence in Ashland Began: 2018

Check Which Board(s) You Are Interested In:

- Board of Adjustment
- Parks and Recreation Board - 3rd
- Ashland Fall Festival Committee
- Planning and Zoning Commission - 1st
- Law Enforcement Advisory Committee
- Economic Development Committee - 2nd

Special Qualifications for Specific Board(s): (Include past board services)

HOA President - 1 year HOA - Board Member - 1 year

Education Background:

Parks, Recreation, Tourism Major - undergrad
MBA

Community Involvement:

Looking to be involved. Went to the 10 year planning meeting to help participate in feedback and future ideas.

Are You Related to Any Employee or Official of the City of Ashland? YES _____ NO X

If Yes, Name of Person: _____ Relationship: _____

Signed: Scott Dooley Date: 3/12/2020

Board member applications are valid for one year from the date they are signed. Return to Ashland City Hall.



CITY OF ASHLAND, MISSOURI BOARD MEMBER APPLICATION

Name: Cory Bergthold

Telephone Number: Daytime: 573-721-0537 Evening: _____

Home Address: 104 Brian Ln, Ashland MO 65010

E-Mail: jcbergthold@gmail.com

Year Current Residence in Ashland Began: 2017

Check Which Board(s) You Are Interested In:

- Board of Adjustment
- Parks and Recreation Board
- Ashland Fall Festival Committee
- Planning and Zoning Commission
- Law Enforcement Advisory Committee
- Economic Development Committee

Special Qualifications for Specific Board(s): (Include past board services)

Fifteen years experience in surveying and civil engineering. Currently operations manager at
Engineering Surveys & Services, Columbia, Mo.

Education Background:

AAS Drafting & Design Technology, Studies in Computer Informations Systems and Surveying

Community Involvement:

Youth leader Grandview Baptist Church, Centralia, Mo, Leadership Columbia 2019

Are You Related to Any Employee or Official of the City of Ashland? YES _____ NO X

If Yes, Name of Person: _____ Relationship: _____

Signed:  Date: 3/13/2020

Board member applications are valid for one year from the date they are signed. Return to Ashland City Hall.

COUNCIL BILL NO. 2020-016

ORDINANCE NO.

AN ORDINANCE AUTHORIZING THE APPROPRIATION OF FUNDS TO CERTAIN
ACCOUNTS WITHIN THE FISCAL YEAR 2020 BUDGET

WHEREAS, the Board of Aldermen has reviewed the revenues & expenditures for the fiscal year budget beginning May 1, 2019; and

WHEREAS, unforeseen circumstances have arisen and the budget estimation accounts are not sufficient.

THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The Board of Aldermen hereby authorizes funds to be appropriated as attached and marked as Exhibit "A" hereto and made as if fully set forth herein.

Section 2. The Board further instructs the City Treasurer to make the appropriations as set forth in this ordinance.

Section 3. This ordinance shall be in full force and effect from and after its passage.

Dated this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffrey Kays, City Attorney



City of Ashland

109 East Broadway, Ashland, Missouri 65010

Department Source: City Administrator

To: Board of Alderpersons

From: Tony St Romaine

Board Meeting Date: April 21, 2020

Re: Adopting FY2021 Classification & Pay Plan

EXECUTIVE SUMMARY: This ordinance adopts the City of Ashland's Classification and Pay Plan for FY 2021. Changes result from a survey of similar size jurisdictions for police salary ranges, along with a review of competitive market pay data of all employee positions in the City. Changes are effective May 4, 2020. In addition to the pay ranges established in this pay plan, I am recommending that the City's minimum starting wage be \$15 per hour for all established permanent positions.

DISCUSSION: The FY 2021 budget is based upon the adoption of a new classification system and pay plan and pay range adjustments.

Adjustments are proposed to pay range structures for FY 2021. The FY 2021 proposed budget includes a series of pay increases for permanent employees who are not at or above the minimum pay range rate. All changes are included in the FY 2021 proposed budget document. The FY 2010 proposed budget as per the attached spreadsheet includes:

- Adoption of pay ranges recommended.
- Establishment of 8 pay grade classifications.
- Move to new minimum pay adjustment for any employee paid below new minimum of their classification.
- Incremental move to midpoint pay adjustments based on time in classification.
- One-time time-in-classification pay adjustment to address pay compression for employees with more than one year of service. The increase is calculated as a 2.0% increase for each year of service not to exceed the mid-point of the proposed salary range.
- Across the board increase of 3.0% for all employees whose pay has been unaffected by the move to minimum or midpoint pay ranges proposed in this plan.
- Changes are effective May 4, 2020.

FISCAL IMPACT:

Short Term Impact (cost proposed legislation the next 2 years): See attached spreadsheet.

Long Term Impact:

SUGGESTED BOARD ACTION:

Staff recommends approval of the Ordinance adopting the City's Classification and Pay Plan for FY2021.

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
10-10-4000	PROPERTY TAX REAL & PERSO	173,461.43	175,000.00		175,000.00	175,000.00
10-10-4010	1% LOCAL SALES TAX	410,904.37	395,000.00	8,000.00	403,000.00	403,000.00
10-10-4011	FINANCIAL INSTITUTION TAX	.10	400.00	399.90-	.10	.10
10-10-4012	SURTAXES	9,880.25	8,900.00	980.25	9,880.25	9,880.25
10-10-4020	INTEREST INCOME	37,741.20	45,000.00	5,500.00-	39,500.00	39,500.00
10-10-4135	WIRELESS LEASE AGREEMENT	27,802.00	27,802.00		27,802.00	27,802.00
10-10-4140	MISCELLANEOUS INCOME	8,292.19	1,000.00	7,500.00	8,500.00	8,500.00
10-10-4155	3% GROSS RECEIPTS CHARTER	13,761.65	20,000.00	3,000.00-	17,000.00	17,000.00
10-10-4160	5% GROSS RECEIPTS AMERENM	172,168.53	253,000.00	68,000.00-	185,000.00	185,000.00
10-10-4165	5% GROSS RECEIPTS BOONE E	22,162.11	26,000.00	2,000.00-	24,000.00	24,000.00
10-10-4170	5% GROSS RECEIPTS MOBILE	39,843.15	56,000.00	14,000.00-	42,000.00	42,000.00
10-10-4600	LIQUOR & BUSINESS LICENSE	2,369.00	2,400.00		2,400.00	2,400.00
10-10-5000	SALARIES	186,790.18	182,000.00	10,000.00	192,000.00	192,000.00
10-10-5001	SALARIES-OVERTIME	354.75	.00	400.00	400.00	400.00
10-10-5010	PAYROLL TAXES	14,299.65	20,600.00	5,600.00-	15,000.00	15,000.00
10-10-5020	LAGERS	4,343.21	7,200.00	2,700.00-	4,500.00	4,500.00
10-10-5030	HEALTH INSURANCE	29,811.64	22,200.00	9,800.00	32,000.00	32,000.00
10-10-5040	WORK COMP INSURANCE	1,460.00	1,460.00		1,460.00	1,460.00
10-10-5115	PROF TRAINING/MILEAGE	4,693.47	3,300.00	1,400.00	4,700.00	4,700.00
10-10-5120	PROF. MEMBERSHIPS	2,375.70	1,640.00	860.00	2,500.00	2,500.00
10-10-5121	MMRCOG	.00	1,150.00			1,150.00
10-10-5122	MML	.00	1,450.70			1,450.70
10-10-5205	PROPERTY/AUTO INSURANCE	818.00	48,000.00		48,000.00	48,000.00
10-10-5210	LEGAL FEES-CITY ATTORNEY	23,917.48	30,000.00	5,000.00-	25,000.00	25,000.00
10-10-5211	SPECIAL LEGAL EXPENSES	.00	.00			.00
10-10-5215	CITY AUDIT	11,900.00	12,100.00	200.00-	11,900.00	11,900.00
10-10-5240	MISCELLANEOUS EXPENSE	977.42	1,000.00		1,000.00	1,000.00
10-10-5244	CONTINGENCY	.00	1,000.00			1,000.00
10-10-5300	MAINTENANCE & IMPROVEMENT	230.00	500.00	270.00-	230.00	230.00
10-10-5303	OPERATION/SUPPLIES	.00	.00			.00
10-10-5305	UTILITIES	4,980.82	4,200.00	900.00	5,100.00	5,100.00
10-10-5306	STREET LIGHTS/CITY SIRENS	59,134.09	67,000.00	4,000.00-	63,000.00	63,000.00
10-10-5360	TELEPHONE	2,204.31	2,400.00		2,400.00	2,400.00
10-10-5380	SERVICE AGREEMENTS	30,929.39	24,480.30	7,519.70	32,000.00	32,000.00
10-10-5381	CONTRACTUAL SERVICES	.00	.00			.00
10-10-5638	ADVERTISING	4,703.62	3,500.00	1,203.62	4,703.62	4,703.62
10-10-5640	DRUG & ALCOHOL TESTING	160.00	100.00	60.00	160.00	160.00
10-10-5643	ELECTION FEES	4,635.23	3,000.00	1,635.23	4,635.23	4,635.23
10-10-5670	OFFICE & PRINTING SUPPLIE	3,204.45	5,000.00	1,500.00-	3,500.00	3,500.00
10-10-5680	POSTAGE	124.25	200.00	75.75-	124.25	124.25
10-10-5790	EMERGENCY PREPAREDNESS	.00	300.00			300.00
10-10-5815	SMALL EQUIPMENT	.00	200.00			200.00
10-10-5816	CAPITAL EXPENDITURE	.00	.00			.00
10-10-5835	COMPUTER MAINTENANCE	10,510.46	6,226.00	5,774.00	12,000.00	12,000.00
10-10-5840	EVENT LIGHTS	.00	.00			.00
10-10-5955	CITY EVENTS EXPENSE	.00	.00			.00
10-11-4110	BUILDING PERMITS	45,785.67	54,000.00		54,000.00	54,000.00
10-11-4112	P&Z APPLICATION/SIGN PERM	19,776.55	45,100.00	24,100.00-	21,000.00	21,000.00
10-11-4113	PROCESSING FEE	2,800.00	3,500.00		3,500.00	3,500.00
10-11-4120	DRIVEWAY APPROACH INSPECT	1,475.00	1,800.00		1,800.00	1,800.00
10-11-4122	INFRASTRUCTURE DEV. INSPE	18,578.05	26,600.00	5,600.00-	21,000.00	21,000.00

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
10-11-4124	RECORDING	171.00	1,000.00	800.00-	200.00	200.00
10-11-5000	SALARIES	.00	.00			.00
10-11-5001	SALARIES-OVERTIME	.00	.00			.00
10-11-5010	PAYROLL TAXES	.00	.00			.00
10-11-5020	LAGERS	.00	.00			.00
10-11-5030	HEALTH INSURANCE	.00	.00			.00
10-11-5040	WORK COMP INSURANCE	.00	.00			.00
10-11-5130	BUILDING PERMITS	51,642.01	54,000.00	15,000.00-	39,000.00	39,000.00
10-11-5135	PLANNING AND ZONING/SITE	14,225.58	47,000.00	32,000.00-	15,000.00	15,000.00
10-11-5380	SERVICE AGREEMENTS	10,110.17	10,000.00	200.00	10,200.00	10,200.00
10-11-5676	RECORDING	654.37	1,000.00	300.00-	700.00	700.00
10-11-5677	MAPPING	.00	.00			.00
10-11-5678	INFRASTRUCTURE DEV INSPEC	31,177.55	20,000.00	12,000.00	32,000.00	32,000.00
10-15-4140	MISCELLANEOUS INCOME	3,717.75	1,644.85	1,996.67	3,641.52	3,641.52
10-15-4179	RESTITUTION	.00	.00			.00
10-15-4330	GRANT INCOME	.00	.00			.00
10-15-4331	P.O.S.T.	500.00	500.00		500.00	500.00
10-15-4332	BVP GRANT	.00	750.00			750.00
10-15-4335	DONATIONS	.00	.00			.00
10-15-4411	FINGERPRINTING	10.00	50.00	40.00-	10.00	10.00
10-15-4413	RECOUPMENT FEES	69.00	500.00	430.00-	70.00	70.00
10-15-4418	REPORTS	215.80	160.00	44.00	204.00	204.00
10-15-4419	OFF DUTY EMPLOYMENT	2,190.00	1,300.00	890.00	2,190.00	2,190.00
10-15-5000	SALARIES	322,952.03	310,000.00	25,000.00	335,000.00	335,000.00
10-15-5001	SALARIES-OVERTIME	6,506.36	6,000.00	750.00	6,750.00	6,750.00
10-15-5005	RESERVE OFFICERS	3,211.18	4,000.00	500.00-	3,500.00	3,500.00
10-15-5007	OFF DUTY EMPLOYMENT	1,937.50	1,390.00	610.00	2,000.00	2,000.00
10-15-5010	PAYROLL TAXES	25,412.63	36,000.00	9,500.00-	26,500.00	26,500.00
10-15-5020	LAGERS	18,695.14	20,000.00	500.00-	19,500.00	19,500.00
10-15-5030	HEALTH INSURANCE	56,642.86	47,000.00	12,100.00	59,100.00	59,100.00
10-15-5040	WORK COMP INSURANCE	19,800.00	19,800.00		19,800.00	19,800.00
10-15-5105	POLICE HIRING	.00	.00			.00
10-15-5110	UNIFORMS/EQUIPMENT	2,979.37	3,000.00		3,000.00	3,000.00
10-15-5112	AMMUNITION	818.00	1,000.00	182.00-	818.00	818.00
10-15-5113	SPECIAL EQUIPMENT	932.49	1,000.00	100.00-	900.00	900.00
10-15-5115	PROF. TRAINING/MILEAGE	1,549.53	1,500.00	100.00	1,600.00	1,600.00
10-15-5120	PROF. MEMBERSHIPS	90.00	250.00	210.00-	40.00	40.00
10-15-5125	PERSONAL SAFETY EQUIPMENT	.00	1,000.00			1,000.00
10-15-5240	MISCELLANEOUS EXPENSE	2,668.28	2,500.00	200.00	2,700.00	2,700.00
10-15-5300	BUILDING MAINTENANCE & IM	893.01	2,000.00	1,106.99-	893.01	893.01
10-15-5305	UTILITIES	3,310.17	4,000.00	450.00-	3,550.00	3,550.00
10-15-5360	TELEPHONE	8,304.62	5,000.00	3,500.00	8,500.00	8,500.00
10-15-5380	SERVICE AGREEMENTS	19,307.42	22,613.00	1,613.00-	21,000.00	21,000.00
10-15-5420	VEHICLE & EQUIPMENT MAINT	21,131.14	17,000.00	4,500.00	21,500.00	21,500.00
10-15-5425	VEHICLE & EQUIPMENT FUEL	17,556.56	18,000.00		18,000.00	18,000.00
10-15-5638	ADVERTISING	19.77	.00	19.77	19.77	19.77
10-15-5640	DRUG AND ALCOHOL TESTING	.00	100.00			100.00
10-15-5670	OFFICE & PRINTING SUPPLIE	2,356.81	3,000.00	500.00-	2,500.00	2,500.00
10-15-5680	POSTAGE	1,000.00	1,000.00		1,000.00	1,000.00
10-15-5810	CAPITAL EQUIPMENT	362.00	500.00	138.00-	362.00	362.00
10-15-5815	SMALL EQUIPMENT	546.27	1,000.00	453.73-	546.27	546.27

PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
10-15-5816	CAPITAL EXPENDITURES	2,961.00	3,500.00	539.00-	2,961.00	2,961.00
10-15-5835	COMPUTERS MAINTENANCE	6,320.70	7,000.00	700.00-	6,300.00	6,300.00
10-15-5850	GRANT	.00	.00			.00
10-15-5851	P.O.S.T.	500.00	500.00		500.00	500.00
10-15-5852	BVP GRANT	1,012.00	1,600.00	588.00-	1,012.00	1,012.00
10-15-5926	DONATIONS	.00	.00			.00
10-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	46,469.84-	23,946.85	119,264.83-	90,867.28-	95,317.98-
	PROOF	46,469.84-	23,946.85	119,264.83-	90,867.28-	95,317.98-

PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
15-16-4450	COURT AUTOMATED FUND	.00	.00			.00
15-16-4452	STATE CLERK'S FEE	.00	.00			.00
15-16-4454	COUNTY CLERK'S FEE	.00	.00			.00
15-16-4456	CRIME VICTIM COMPENSATION	.00	.00			.00
15-16-4458	LAW ENFORCEMENT TRAINING	364.00	200.00	164.00	364.00	364.00
15-16-4459	INMATE DETAINEE SECURITY	362.00	200.00	162.00	362.00	362.00
15-16-4460	MUNICIPAL CT FINES	18,779.50	24,000.00	3,000.00-	21,000.00	21,000.00
15-16-4461	MTV COURT FINES	.00	.00			.00
15-16-4462	SHERIFF'S RETIREMENT FUND	.00	.00			.00
15-16-4463	INMATE FEE	.00	.00			.00
15-16-4465	BOND FORFEITURE	2,372.50	600.00	1,772.50	2,372.50	2,372.50
15-16-5000	SALARIES	.00	.00			.00
15-16-5001	SALARIES-OVERTIME	.00	.00			.00
15-16-5010	PAYROLL TAXES	.00	.00			.00
15-16-5020	LAGERS	.00	.00			.00
15-16-5030	HEALTH INSURANCE	.00	.00			.00
15-16-5240	COURT MISCELLANEOUS	300.00	300.00			300.00
15-16-5448	LEGAL FEES - PROSECUTING	12,000.00	12,000.00			12,000.00
15-16-5450	COURT AUTOMATED FUND	.00	.00			.00
15-16-5452	STATE CLERK'S FEE EXPENSE	.00	.00			.00
15-16-5454	COUNTY CLERK'S FEE EXPENS	.00	.00			.00
15-16-5456	CRIME VICTIM COMPENSATION	.00	.00			.00
15-16-5458	LAW ENFORCEMENT TRAINING	.00	.00			.00
15-16-5462	SHERIFF'S RETIREMENT FUND	.00	.00			.00
15-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	9,578.00	12,700.00	901.50-	24,098.50	11,798.50
	PROOF	9,578.00	12,700.00	901.50-	24,098.50	11,798.50

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
18-18-4005	PARK/STORMWATER TAX	187,231.12	185,000.00	2,231.12	187,231.12	187,231.12
18-18-4006	MISCELLANEOUS INCOME	.00	.00			.00
18-18-4335	PARK DONATIONS	.00	300.00			300.00
18-18-5000	SALARIES	31,631.05	32,200.00	700.00	32,900.00	32,900.00
18-18-5001	SALARIES-OVERTIME	1,417.98	2,000.00	500.00-	1,500.00	1,500.00
18-18-5002	SUMMER SALARIES	4,620.00	6,000.00	1,380.00-	4,620.00	4,620.00
18-18-5010	PAYROLL TAXES	2,881.64	5,500.00	3,200.00-	2,300.00	2,300.00
18-18-5020	LAGERS	1,288.88	1,300.00	40.00	1,340.00	1,340.00
18-18-5030	HEALTH INSURANCE	4,850.24	4,850.00	205.00	5,055.00	5,055.00
18-18-5040	WORK COMP INSURANCE	331.00	331.00			331.00
18-18-5240	MISCELLANEOUS EXPENSE	1,083.81	3,000.00	1,800.00-	1,200.00	1,200.00
18-18-5241	FLAG FUND	744.35	744.35			744.35
18-18-5270	SERVICE AGREEMENTS	368.75	4,000.00	3,631.25-	368.75	368.75
18-18-5305	UTILITIES	3,253.52	2,000.00	1,500.00	3,500.00	3,500.00
18-18-5420	VEH & EQUIP MAINTENANCE	4,106.40	4,000.00			4,000.00
18-18-5425	VEH & EQUIP FUEL	2,885.23	4,000.00	900.00-	3,100.00	3,100.00
18-18-5604	STORMWATER REPAIRS	381.00	10,000.00			10,000.00
18-18-5609	STORMWATER CONTRACT WORK	22,586.02	.00	22,586.02	22,586.02	22,586.02
18-18-5610	MAINTENANCE	3,394.23	5,000.00	1,650.37-	3,349.63	3,349.63
18-18-5621	STORMWATER MAINTENANCE	533.18	5,000.00	4,500.00-	500.00	500.00
18-18-5629	STORMWATER MATERIALS	1,807.63	10,000.00	8,192.37-	1,807.63	1,807.63
18-18-5800	ENGINEERING	25,703.16	18,000.00	7,703.16	25,703.16	25,703.16
18-18-5810	CAPITAL EQUIPMENT	359.00	2,000.00	1,641.00-	359.00	359.00
18-18-5815	SMALL EQUIPMENT	475.68	1,000.00	524.32-	475.68	475.68
18-18-5816	CAPITAL EXPENDITURES	13,691.76	40,000.00	25,000.00-	15,000.00	15,000.00
18-18-5956	CITY PARK EVENTS	3,466.36	5,000.00	1,533.64-	3,466.36	3,466.36
18-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	55,370.25	19,374.65	23,949.89	58,099.89	43,324.54
	PROOF	55,370.25	19,374.65	23,949.89	58,099.89	43,324.54

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
20-20-4140	MISCELLANEOUS INCOME	229,509.11	226,348.34		226,348.34	226,348.34
20-20-4174	TRANSPORTATION TAX	188,737.70	178,000.00	6,000.00	184,000.00	184,000.00
20-20-4175	MOTOR VEHICLE STATE SALES	31,024.53	35,000.00	1,500.00-	33,500.00	33,500.00
20-20-4176	MOTOR FUEL TAX	93,411.26	100,000.00		100,000.00	100,000.00
20-20-4177	MOTOR VEHICLE FEE	15,236.38	18,000.00	1,500.00-	16,500.00	16,500.00
20-20-4178	ROAD TAX REPLACEMENT	155,778.04	157,000.00	1,221.96-	155,778.04	155,778.04
20-20-4183	ST EXCAVATION PERMIT	.00	.00			.00
20-20-5000	SALARIES	62,395.26	59,000.00	6,665.00	65,665.00	65,665.00
20-20-5001	SALARIES-OVERTIME	380.16	1,200.00	750.00-	450.00	450.00
20-20-5002	SUMMER SALARIES	.00	.00			.00
20-20-5010	PAYROLL TAXES	4,771.71	7,000.00	2,000.00-	5,000.00	5,000.00
20-20-5020	LAGERS	2,448.18	2,000.00	600.00	2,600.00	2,600.00
20-20-5030	HEALTH INSURANCE	8,217.46	8,400.00			8,400.00
20-20-5040	WORK COMP INSURANCE	657.00	657.00			657.00
20-20-5110	UNIFORMS	180.00	200.00	20.00-	180.00	180.00
20-20-5115	PROF TRAINING/MILEAGE	.00	.00			.00
20-20-5120	PROF. MEMBERSHIP	.00	.00			.00
20-20-5125	PERSONAL SAFETY EQUIPMENT	12.35	100.00	88.61-	11.39	11.39
20-20-5240	MISCELLANEOUS EXPENSE	3,005.24	4,000.00	994.76-	3,005.24	3,005.24
20-20-5300	BUILDING MAINTENANCE & IM	2,127.38	5,000.00	3,250.00-	1,750.00	1,750.00
20-20-5305	UTILITIES	3,823.09	5,000.00	800.00-	4,200.00	4,200.00
20-20-5360	TELEPHONE	824.84	2,500.00	1,500.00-	1,000.00	1,000.00
20-20-5380	SERVICE AGREEMENTS	512.78	5,000.00	4,400.00-	600.00	600.00
20-20-5420	VEHICLE & EQUIPMENT MAINT	12,316.84	7,000.00	6,000.00	13,000.00	13,000.00
20-20-5425	VEHICLE & EQUIPMENT FUEL	6,993.46	7,000.00	700.00	7,700.00	7,700.00
20-20-5603	STREET REPAIRS, SUPPLIES,	357,176.76	580,691.34	210,691.34-	370,000.00	370,000.00
20-20-5608	STREET CONTRACT WORK	.00	.00			.00
20-20-5640	DRUG & ALCOHOL TESTING	65.00	100.00	35.00-	65.00	65.00
20-20-5815	SMALL EQUIPMENT	456.57	1,000.00	500.00-	500.00	500.00
20-20-5816	CAPITAL EXPENDITURES	4,385.65	5,000.00	500.00-	4,500.00	4,500.00
20-20-5817	SIGNS & POSTS	4,942.04	5,500.00		5,500.00	5,500.00
20-20-5835	COMPUTER MAINTENANCE	5,050.60	7,000.00	2,000.00-	5,000.00	5,000.00
20-21-4330	SIDEWALK GRANT PROCEEDS	199,521.45	248,392.95	1,182.48-	247,210.47	247,210.47
20-21-5630	SIDEWALK PROJ CONSTRUCTIO	233,974.62	215,061.68	18,912.94	233,974.62	233,974.62
20-21-5800	SIDEWALK PROJ ENGINEERING	30,045.01	33,331.27	3,286.26-	30,045.01	30,045.01
20-22-4330	TEAP GRANT PROCEEDS	.00	.00			.00
20-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	168,456.47	1,000.00	198,533.59	208,590.59	199,533.59
	PROOF	168,456.47	1,000.00	198,533.59	208,590.59	199,533.59

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
30-30-4020	INTEREST INCOME	41,145.57	42,000.00			42,000.00
30-30-4130	RETURN PAYMENTS	300.00	600.00			600.00
30-30-4140	MISCELLANEOUS INCOME	828.76	2,000.00	1,100.00-	900.00	900.00
30-30-4240	WATER INCOME COMMERCIAL	95,368.52	120,000.00			120,000.00
30-30-4245	WATER INCOME RESIDENTIAL	543,027.32	550,000.00			550,000.00
30-30-4250	SALES TAX WATER	17,805.51	22,000.00			22,000.00
30-30-4270	WATER NEW SERVICE	39,446.18	48,000.00			48,000.00
30-30-4280	SERVICE CHARGE PENALTY	25,046.24	24,000.00			24,000.00
30-30-4290	RECONNECT FEE	20,344.01	19,000.00			19,000.00
30-30-4295	PRIMACY FEE	5,786.91	6,500.00			6,500.00
30-30-4530	INCOME DEBT SERVICE	.00	.00			.00
30-30-5000	SALARIES	120,048.97	124,000.00			124,000.00
30-30-5001	SALARIES-OVERTIME	326.93	700.00	373.07-	326.93	326.93
30-30-5010	PAYROLL TAXES	9,108.60	10,500.00			10,500.00
30-30-5020	LAGERS	4,694.64	4,500.00	275.00	4,775.00	4,775.00
30-30-5030	HEALTH INSURANCE	29,097.19	30,000.00			30,000.00
30-30-5040	WORK COMP INSURANCE	500.00	500.00			500.00
30-30-5110	UNIFORMS	263.95	200.00	63.95	263.95	263.95
30-30-5115	PROF. TRAINING/MILEAGE	100.00	3,000.00	2,900.00-	100.00	100.00
30-30-5120	PROF. MEMBERSHIP	1,253.56	1,500.00	246.44-	1,253.56	1,253.56
30-30-5125	PERSONAL SAFETY EQUIPMENT	.00	200.00			200.00
30-30-5220	WATER SALES TAX	17,732.79	20,000.00	2,267.21-	17,732.79	17,732.79
30-30-5225	PRIMACY FEE	5,810.34	5,810.34			5,810.34
30-30-5240	MISCELLANEOUS EXPENSE	338.45	1,000.00	661.55-	338.45	338.45
30-30-5245	BANK SERVICE CHARGES	1,065.23	1,200.00			1,200.00
30-30-5300	MAINTENANCE & IMPROVEMENT	3,023.32	1,000.00	2,023.32	3,023.32	3,023.32
30-30-5310	BOONE ELECTRIC	6,601.44	13,000.00			13,000.00
30-30-5315	AMERENMO	27,262.93	33,000.00			33,000.00
30-30-5360	TELEPHONE	1,337.60	2,000.00			2,000.00
30-30-5380	SERVICE AGREEMENTS	5,534.90	9,000.00	2,000.00-	7,000.00	7,000.00
30-30-5420	VEH & EQUIP MAINTENANCE	1,611.08	3,000.00	1,000.00-	2,000.00	2,000.00
30-30-5425	VEH & EQUIP FUEL	4,198.92	4,500.00			4,500.00
30-30-5510	2008A BOND PRINCIPAL	.00	.00			.00
30-30-5515	2008A BOND INTEREST	.00	.00			.00
30-30-5520	2008A BOND FEES	.00	.00			.00
30-30-5600	MO.ONE CALL LOCATES	460.20	1,000.00			1,000.00
30-30-5608	CONTRACT WORK	.00	.00			.00
30-30-5615	LAB EXPENSES	150.00	500.00	350.00-	150.00	150.00
30-30-5618	CHEMICALS	771.85	3,000.00	2,000.00-	1,000.00	1,000.00
30-30-5628	MATERIALS	32,491.57	70,000.00	35,000.00-	35,000.00	35,000.00
30-30-5638	ADVERTISING	44.40	44.40			44.40
30-30-5640	DRUG & ALCOHOL TESTING	80.00	100.00	20.00-	80.00	80.00
30-30-5670	OFFICE/PRINTING/POSTAGE S	5,288.38	12,000.00	6,000.00-	6,000.00	6,000.00
30-30-5800	ENGINEERING	.00	.00			.00
30-30-5810	CAPITAL EQUIPMENT	.00	1,000.00	1,000.00-		.00
30-30-5815	SMALL EQUIPMENT	345.12	500.00	154.88-	345.12	345.12
30-30-5816	CAPITAL EXPENDITURES	84,427.57	380,000.00	293,000.00-	87,000.00	87,000.00
30-30-5835	COMPUTER MAINTENANCE	4,016.74	5,000.00	1,000.00	6,000.00	6,000.00
30-99-9999	PROFIT HANDLER	.00	.00			.00

PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
	DIFFERENCE	421,112.35	92,345.26	342,510.88	171,489.12-	434,856.14
	PROOF	421,112.35	92,345.26	342,510.88	171,489.12-	434,856.14

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
35-35-4275	COLLECTION FEE	44,120.84	46,000.00			46,000.00
35-35-4280	SERVICE CHARGE PENALTY	5,484.09	8,000.00	1,750.00-	6,250.00	6,250.00
35-35-4305	SOLID WASTE-TRASH SERVICE	398,998.61	390,000.00			390,000.00
35-35-4306	RECYCLING FEES	19,892.53	22,000.00			22,000.00
35-35-4307	YARD WASTE FEES	29,842.65	31,000.00			31,000.00
35-35-5000	SALARIES	.00	.00			.00
35-35-5001	SALARIES-OVERTIME	.00	.00			.00
35-35-5010	PAYROLL TAXES	.00	.00			.00
35-35-5020	LAGERS	.00	.00			.00
35-35-5030	HEALTH INSURANCE	.00	.00			.00
35-35-5040	WORK COMP INSURANCE	.00	.00			.00
35-35-5240	MISCELLANEOUS EXPENSE	247.88	68,460.00			68,460.00
35-35-5670	OFFICE & PRINTING SUPPLIE	4,293.90	7,000.00	2,250.00-	4,750.00	4,750.00
35-35-5810	CAPITAL EQUIPMENT	.00	1,000.00	1,000.00-		.00
35-35-5900	RECYCLING PROGRAM	6,531.24	6,540.00	560.00	7,100.00	7,100.00
35-35-5910	YARD WASTE DISPOSAL	23,030.11	24,000.00	969.89-	23,030.11	23,030.11
35-35-5920	SYSTEM OPERATIONS	406,160.39	390,000.00	16,160.39	406,160.39	406,160.39
35-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	58,075.20	.00	14,250.50-	434,790.50-	14,250.50-
	PROOF	58,075.20	.00	14,250.50-	434,790.50-	14,250.50-

**PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020**

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
40-40-4020	INTEREST INCOME	3,144.58	1,300.00	2,700.00	4,000.00	4,000.00
40-40-4140	MISCELLANEOUS INCOME	10,268.00	10,268.00			10,268.00
40-40-4246	SEWER BOND BASE FEE WW	108,664.69	106,000.00			106,000.00
40-40-4247	REIMBURSE PINNACLE FINANC	.00	.00			.00
40-40-4275	SEWER CONNECT/COLLECT FEE	8,908.81	16,000.00			16,000.00
40-40-4280	SERVICE CHARGE PENALTY	14,812.90	14,000.00			14,000.00
40-40-4300	SEWER INCOME	631,976.65	725,000.00			725,000.00
40-40-4315	SEWER IMPACT FEE	44,750.00	45,000.00			45,000.00
40-40-4320	SEWER DIST. CONNECT FEE	40,550.00	40,000.00			40,000.00
40-40-4530	INCOME DEBT SERVICE	340,298.17	260,000.00	90,000.00	350,000.00	350,000.00
40-40-5000	SALARIES	.00	.00			.00
40-40-5001	SALARIES-OVERTIME	.00	.00			.00
40-40-5010	PAYROLL TAXES	.00	.00			.00
40-40-5020	LAGERS	.00	.00			.00
40-40-5030	HEALTH INSURANCE	.00	.00			.00
40-40-5040	WORK COMP INSURANCE	.00	.00			.00
40-40-5115	PROF. TRAINING/MILEAGE	.00	4,000.00	4,000.00-		.00
40-40-5120	PROF. MEMBERSHIP	.00	.00			.00
40-40-5214	INTEREST PRIVATE LOAN	.00	.00			.00
40-40-5226	SEWER CONNECT FEE	1,785.62	2,000.00			2,000.00
40-40-5245	BANK SERVICE CHARGES	1,065.21	1,300.00			1,300.00
40-40-5300	MAINTENANCE & IMPROVEMENT	4,974.71	5,000.00			5,000.00
40-40-5310	BOONE ELECTRIC	9,767.43	20,000.00	8,000.00-	12,000.00	12,000.00
40-40-5315	AMERENMO	59,470.23	60,000.00			60,000.00
40-40-5355	LIFT ST. MAINT & IMPROVE	29,680.22	100,000.00	55,000.00-	45,000.00	45,000.00
40-40-5357	LAGOON MAINT/IMPROVEMENTS	.00	100,000.00			100,000.00
40-40-5360	TELEPHONE	1,020.04	1,200.00			1,200.00
40-40-5380	SERVICE AGREEMENTS	7,151.11	5,000.00	3,000.00	8,000.00	8,000.00
40-40-5420	VEH & EQUIP MAINTENANCE	.00	5,000.00	5,000.00-		.00
40-40-5425	VEH & EQUIP FUEL	.00	5,000.00	5,000.00-		.00
40-40-5532	N.E. EXTENSION EXPENSES	.00	.00			.00
40-40-5550	2014 COMBINED BOND INT 1.	31,920.18	40,000.00	8,079.82-	31,920.18	31,920.18
40-40-5551	2014 COMB BOND PRINCIPAL	56,600.00	56,600.00			56,600.00
40-40-5552	2014 COMB BOND FEES 1.3	300.00	810.00	510.00-	300.00	300.00
40-40-5553	2014 COMB BOND INTEREST 6	46,908.56	15,000.00	31,908.56	46,908.56	46,908.56
40-40-5554	2014 COMBINED BOND PRINC	68,500.00	84,590.00	16,090.00-	68,500.00	68,500.00
40-40-5555	2014 COMB BOND FEES 6.4	1,305.02	10,000.00	8,694.98-	1,305.02	1,305.02
40-40-5600	MO.ONE CALL LOCATES	.00	1,000.00			1,000.00
40-40-5601	COLLECTION REPAIRS	.00	75,000.00			75,000.00
40-40-5605	SUPPLIES	.00	.00			.00
40-40-5608	CONTRACT WORK	241,901.00	280,000.00			280,000.00
40-40-5615	LAB EXPENSES	.00	5,000.00	5,000.00-		.00
40-40-5618	CHEMICALS	.00	5,000.00	5,000.00-		.00
40-40-5670	OFFICE & PRINTING SUPPLIE	4,404.40	10,000.00	5,500.00-	4,500.00	4,500.00
40-40-5800	ENGINEERING	144,063.52	150,000.00			150,000.00
40-40-5810	CAPITAL EQUIPMENT	.00	10,000.00			10,000.00
40-40-5813	VEHICLE/EQUIPMENT LEASE	.00	.00			.00
40-40-5815	SMALL EQUIPMENT	.00	1,000.00	1,000.00-		.00
40-40-5835	COMPUTER MAINTENANCE	4,116.66	15,000.00	9,000.00-	6,000.00	6,000.00
40-41-4248	2014 WW BOND REVENUE 6.4	3,632,230.48	4,406,184.00			4,406,184.00
40-41-4330	DNR GRANT REVENUE WW	.00	25,000.00			25,000.00

PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
40-41-5533	WW PLANT CONSTRUCTION	3,632,230.48	4,431,184.00			4,431,184.00
40-41-5534	WW PLANT ENGINEERING	.00	.00			.00
40-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	488,439.89	150,068.00	193,666.24	129,566.24	343,734.24
	PROOF	488,439.89	150,068.00	193,666.24	129,566.24	343,734.24

PROPOSED AMENDMENTS
CALENDAR 4/2020, FISCAL 12/2020

ACCOUNT NUMBER	TITLE	YTD BALANCE	CURRENT BUDGET	PROPOSED CHANGE	PROPOSED BUDGET	NEW BUDGET
50-21-5887	SIDEWALK EXPENSE CITY MAT	66,004.93	80,000.00	13,995.07-	66,004.93	66,004.93
50-51-4140	OTHER INCOME	.00	.00			.00
50-51-4330	GRANT	.00	.00			.00
50-51-4390	CAPITAL SALES TAX	188,717.59	179,000.00	9,717.59	188,717.59	188,717.59
50-51-4900	TRANSFER IN	.00	.00			.00
50-51-5095	GRANT	.00	.00			.00
50-51-5880	GENERAL	166,621.17	99,000.00	67,621.17	166,621.17	166,621.17
50-51-5881	STREET	.00	.00			.00
50-51-5882	WATER	.00	.00			.00
50-51-5883	SEWER	.00	.00			.00
50-51-5884	STORMWATER	.00	.00			.00
50-51-5886	PARKS	.00	.00			.00
50-99-9999	PROFIT HANDLER	.00	.00			.00
	DIFFERENCE	43,908.51-	.00	43,908.51-	43,908.51-	43,908.51-
	PROOF	43,908.51-	.00	43,908.51-	43,908.51-	43,908.51-

COUNCIL BILL NO. 2020-017

ORDINANCE NO.

AN ORDINANCE ADOPTING THE FY2021 CLASSIFICATION AND PAY PLAN FOR THE CITY
OF ASHLAND

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS
FOLLOWS:

WHEREAS, the City Staff have prepared a FY2021 Classification and Pay Plan for the City of Ashland.

WHEREAS, the Board of Aldermen has reviewed the Classification and Pay Plan and hereby recommends
the adoption of this plan.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS
FOLLOWS:

Section 1. The adoption of the FY2021 Classification and Pay Plan as "Exhibit A".

Section 2. This ordinance shall be in full force and effect upon the final passage and approval.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffery Kays, City Attorney

DEPARTMENT	POSITION	YEARS SERVICE	CURRENT		SALARY RANGE			PROPOSED		DIFFERENCE
			HOURLY	ANNUAL	HOURLY MIN	HOURLY MID	HOURLY MAX	HOURLY	ANNUAL	
Admin.	Customer Service Rep	3.4	\$13.91	\$28,932.80	\$15.00	\$16.56	\$18.28	\$16.24	\$33,779.20	\$4,846.40
Admin.	Customer Service Rep	1.5	\$13.65	\$28,392.00	\$15.00	\$16.56	\$18.28	\$15.61	\$32,468.80	\$4,076.80
Admin.	City Clerk	37.5	\$28.33	\$58,926.40	\$24.00	\$27.87	\$29.18	\$29.18	\$60,694.40	\$1,768.00
Admin.	Treasurer	0.6	\$24.04	\$50,003.20	\$24.76	\$27.87	\$29.18	\$24.76	\$51,500.80	\$1,497.60
Admin.	City Administrator	0.7	\$40.00	\$83,200.00	\$41.20	\$42.07	\$47.04	\$41.20	\$85,696.00	\$2,496.00

Gen Fund Total: \$14,684.80

DEPARTMENT	POSITION	YEARS SERVICE	CURRENT		SALARY RANGE			PROPOSED		DIFFERENCE
			HOURLY	ANNUAL	HOURLY MIN	HOURLY MID	HOURLY MAX	HOURLY	ANNUAL	
Police	Chief	6.4	\$30.77	\$64,001.60	\$26.90	\$30.77	\$35.68	\$30.77	\$64,001.60	\$0.00
Police	Clerk	10	\$15.81	\$32,884.80	\$15.00	\$16.56	\$18.28	\$16.56	\$34,444.80	\$1,560.00
Police	Deputy Chief	14	\$22.15	\$54,080.00	\$26.78	\$27.56	\$29.21	\$26.78	\$55,702.40	\$1,622.40
Police	Officer	0.5	\$14.50	\$30,160.00	\$17.27	\$19.46	\$21.64	\$17.27	\$35,921.60	\$5,761.60
Police	Officer	0.5	\$14.50	\$30,160.00	\$17.27	\$19.46	\$21.64	\$17.27	\$35,921.60	\$5,761.60
Police	Officer	1.6	\$14.42	\$29,993.60	\$17.27	\$19.46	\$21.64	\$17.97	\$37,377.60	\$7,384.00
Police	Officer	2.67	\$15.19	\$31,595.20	\$17.27	\$19.46	\$21.64	\$18.87	\$39,249.60	\$7,654.40
Police	Officer	5.2	\$16.48	\$34,278.40	\$17.27	\$19.46	\$21.64	\$19.45	\$40,456.00	\$6,177.60
Police	Officer	3.5	\$15.45	\$32,136.00	\$17.27	\$19.46	\$21.64	\$17.27	\$35,921.60	\$3,785.60
Police	Reserve Officer	3.7	\$13.50	\$27,560.00	\$15.00	\$16.00	\$17.00	\$15.00	100 hrs	\$150.00
Police	Reserve Officer	2.3	\$13.50	\$27,560.00	\$15.00	\$16.00	\$17.00	\$15.00	100 hrs	\$150.00

Gen Fund Total: \$40,007.20

DEPARTMENT	POSITION	YEARS SERVICE	CURRENT		SALARY RANGE			PROPOSED		DIFFERENCE
			HOURLY	ANNUAL	HOURLY MIN	HOURLY MID	HOURLY MAX	HOURLY	ANNUAL	
Public Works	PW Director	0.8	\$24.00	\$49,920.00	\$24.72	\$27.87	\$29.18	\$24.72	\$51,417.60	\$1,497.60
Public Works	Maintenance Worker I	8.6	\$15.69	\$32,635.20	\$15.00	\$16.56	\$18.28	\$16.56	\$34,444.80	\$1,809.60
Public Works	Maintenance Worker I	1.7	\$12.36	\$25,708.80	\$15.00	\$16.56	\$18.28	\$15.61	\$32,468.80	\$6,760.00

Streets Total: \$10,067.20

DEPARTMENT	POSITION	YEARS SERVICE	CURRENT		SALARY RANGE			PROPOSED		DIFFERENCE
			HOURLY	ANNUAL	HOURLY MIN	HOURLY MID	HOURLY MAX	HOURLY	ANNUAL	
Water	Water Superintendent	29.3	\$26.78	\$55,702.40	\$24.00	\$27.87	\$29.18	\$27.87	\$57,969.60	\$2,267.20
Water	Maintenance Worker II	18.5	\$20.02	\$41,641.60	\$19.00	\$21.50	\$24.00	\$21.50	\$44,720.00	\$3,078.40

Water Total: \$5,345.60

City of Ashland, Missouri
 FY 2021 Classification & Pay Plan

Effective May 4, 2020, the City's established permanent position minimum starting wage is \$15/hour

PAY GRADE	ANNUAL MINIMUM		ANNUAL MIDPOINT		40-HOUR MINIMUM		40-HOUR MIDPOINT		40-HOUR MAXIMUM		JOB GROUP	OVERTIME	JOB TITLE	# POSITIONS
	MINIMUM	MAXIMUM	MINIMUM	MIDPOINT	MINIMUM	MIDPOINT	MAXIMUM							
A1	31,200	34,445	38,022	\$15.00	\$16.56	\$18.28	Clerical	Non-Exempt	CUSTOMER SERVICE REP	2				
	31,200	34,445	38,022	\$15.00	\$16.56	\$18.28	Clerical	Non-Exempt	POLICE CLERK	1				
	31,200	34,445	38,022	\$15.00	\$16.56	\$18.28	Operator	Non-Exempt	UTILITY SERVICE WORKER I	2				
A2	39,520	44,720	49,920	\$19.00	\$21.50	\$24.00	Operator	Non-Exempt	UTILITY SERVICE WORKER II	1				
B1	35,922	40,477	45,011	\$17.27	\$19.46	\$21.64	Public Safety	Non-Exempt	POLICE OFFICER	6				
	46,821	49,629	52,603	\$22.51	\$23.86	\$25.29	Public Safety	Non-Exempt	POLICE SERGEANT	1				
B2	46,821	49,629	52,603	\$22.51	\$23.86	\$25.29	Professional	Non-Exempt	PLAN REVIEWER/INSPECTOR	1				
	55,702	57,325	60,757	\$26.78	\$27.56	\$29.21	Manager	Exempt	DEPUTY POLICE CHIEF	1				
C1	54,080	57,325	60,757	\$26.00	\$27.56	\$29.21	Manager	Exempt	ASSISTANT CITY ADMINISTRATOR	1				
	51,501	57,970	60,694	\$24.76	\$27.87	\$29.18	Appointed	Exempt	TREASURER/DEPUTY CITY CLERK	1				
D1	49,920	57,970	60,694	\$24.00	\$27.87	\$29.18	Director	Exempt	WATER UTILITY SUPT.	1				
	51,418	57,970	60,694	\$24.72	\$27.87	\$29.18	Director	Exempt	PUBLIC WORKS DIRECTOR	1				
	49,920	57,970	60,694	\$24.00	\$27.87	\$29.18	Appointed	Exempt	CITY CLERK	1				
D2	64,002	67,829	74,214	\$30.77	\$32.61	\$35.68	Appointed	Exempt	POLICE CHIEF	1				
E1	85,696	87,506	97,843	\$41.20	\$42.07	\$47.04	Appointed	Exempt	CITY ADMINISTRATOR	1				

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF AGREEMENT WITH ALLIANCE WATER RESOURCES, LLC.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The Board of Aldermen hereby authorizes the Mayor, on behalf of the City of Ashland, to enter into a memorandum of agreement with Alliance Water Resources, LLC. This memorandum of agreement has as its purpose to modify the Professional Services Agreement dated February 20, 2018, to establish Alliance's base fee for the period May 1, 2020 through April 30, 2021. The form and content of the memorandum of agreement shall be substantially as set forth in Exhibit "A" which is attached to and made a part of this ordinance.

Section 2. This ordinance shall be in full force and effect from and after its passage and approval.

Dated this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffrey Kays, City Attorney

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this ____ day of _____, 2020 by and between the City of Ashland, a municipal corporation of the state of Missouri (hereinafter referred to as "City"), and Alliance Water Resources, Inc., (hereinafter referred to as "Alliance").

This Memorandum of Agreement has as its purpose to modify the Professional Services Agreement dated February 20th, 2018, to establish Alliance's Base Fee for the period May 1, 2020 through April 30, 2021.

Section 5.10 of the Professional Services Agreement is modified to read as follows:

Alliance will staff the Utility with a sufficient number of State wastewater certified operators to the level of the system or higher as required by the Missouri DNR. Currently a "C" operator is required with anticipation of "B" requirement with the new wastewater treatment facility. Alliance staff will consist of three (3) full time employees with additional support from the Division Manager, other qualified staff, and Alliance's corporate office as needed. Alliance will respond to call out situations outside of normal business hours within three (3) hours of being notified.

Section 6.1 of the Professional Services Agreement is modified to read as follows:

Utility shall pay Alliance a Base Fee of \$286,608.00 (\$ 23,884.00 per month) for services rendered as described in the Agreement for the year of service beginning May 1, 2020. This monthly Base Fee is a fixed monthly Base Fee for the year of service and includes a \$10,000.00 annual Repair Limit and a \$5,000.00 annual Chemical Limit as described in this agreement. The base fee as modified shall be effective the month during which staffing levels meet the provisions outlined in this section but no sooner than May 1, 2020.

All other terms and conditions of the Professional Services Agreement dated February 20, 2018 and subsequent Professional Services Agreement amendments not expressly amended by this Memorandum of Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the first date written above.

Authorized Signature

Authorized Signature

President
Alliance Water Resources

Mayor
City of Ashland, Missouri

Date: _____

Date: _____

ATTEST:

Secretary

City Clerk



City of Ashland

109 East Broadway, Ashland, Missouri 65010

Department Source: City Administrator

To: Board of Alderpersons

From: Tony St Romaine 

Board Meeting Date: March 17, 2020

Re: Modification of Agreement with Alliance Water Resources, Inc.

EXECUTIVE SUMMARY: The City of Ashland entered into a five year agreement with Alliance Water Resources, Inc. dated February 20, 2018 to perform management, operation and maintenance services for the City's sewer utility system. Base fees paid to Alliance by the City are subject to negotiation following the end of each year of service. The City is currently paying Alliance a base fee of \$241,668 per year (\$20,139 per month) based upon staffing levels that were negotiated for operation of the City's lagoon system. The changeover to a mechanical treatment facility will require an additional full time employee to operate the plant efficiently; to ensure safety; to respond to emergency callouts, and other field work such as locates, etc.

DISCUSSION: Staffing for the current fiscal year was based upon Russell Gerling as the "A" (Local Manager) and Mark Hengstl as a "D" Operator. Shawn Middendorf served as "A" backup to Russell and filled in the gap when Russell left the area for another position. Currently and into the next fiscal year Derek McCubbin will be the "A" (Local Manager) along with two employees for the purpose of plant operation and attending to collection system needs. Shawn will continue to serve as a backup to Derek as an "A" Manager/Operator.

The proposed base fee for FY2021 will be \$286,608 per year (\$23,884 per month) to compensate for the additional fulltime employee. This new fee shall be effective the month during which staffing levels meet the provisions outlined in this section, but no sooner than May 1, 2020.

FISCAL IMPACT:

Short Term Impact (cost proposed legislation the next 2 years): \$573, 218

Long Term Impact: Agreement will be re-bid in 2023.

SUGGESTED BOARD ACTION:

Staff recommends approval of the legislation amending the agreement with Alliance Water Resources effective May 1, 2020 through April 30, 2021.

AN ORDINANCE ADOPTING AN ANNUAL BUDGET FOR THE FISCAL YEAR BEGINNING
MAY 1, 2020 AND APPROPRIATING FUNDS PURSUANT THERETO

WHEREAS, the City Administrator and City Staff has presented the Board of Aldermen with an annual budget for the fiscal year beginning May 1, 2020; and

WHEREAS, the Board of Aldermen has reviewed and agree with the recommendations for the annual budget for the fiscal year beginning May 1, 2020.

THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The annual budget for the City of Ashland, Missouri, for the fiscal year beginning May 1, 2020 and ending April 30, 2021; A copy of which is attached and marked as "Exhibit A" hereto and made a part hereof as if fully set forth herein, is hereby adopted.

Section 2. Funds are hereby appropriated for the objects and purposes of expenditures set forth in said budget.

Section 3. Instructs the City Treasurer to distribute said budget to all entities that have interest in the financial matter of the City.

Section 4. This ordinance shall be in full force and effect from and after its passage by the Board of Aldermen.

Passed this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffrey Kays, City Attorney

AN ORDINANCE ADOPTING THE FY2021 CAPITAL IMPROVEMENT PLAN FOR THE CITY OF ASHLAND

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

WHEREAS, the City Staff have prepared the FY2021 Capital Improvement Plan.

WHEREAS, the Board of Aldermen has reviewed the Capital Improvement Plan and hereby recommends the adoption of this program.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The adoption of the FY2021 Capital Improvement Plan as "Exhibit A".

Section 2. This ordinance shall be in full force and effect upon the final passage and approval.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffrey Kays, City Attorney

AN ORDINANCE AUTHORIZING THE APPROPRIATION OF FUNDS TO CERTAIN
ACCOUNTS WITHIN THE FISCAL YEAR 2020 BUDGET

WHEREAS, the Board of Aldermen has reviewed the revenues & expenditures for the fiscal year budget beginning May 1, 2019; and

WHEREAS, unforeseen circumstances have arisen and the budget estimation accounts are not sufficient.

THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The Board of Aldermen hereby authorizes funds to be appropriated as attached and marked as Exhibit "A" hereto and made as if fully set forth herein.

Section 2. The Board further instructs the City Treasurer to make the appropriations as set forth in this ordinance.

Section 3. This ordinance shall be in full force and effect from and after its passage.

Dated this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffrey Kays, City Attorney

AN ORDINANCE ADOPTING THE FY2021 CLASSIFICATION AND PAY PLAN FOR THE CITY OF ASHLAND

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

WHEREAS, the City Staff have prepared a FY2021 Classification and Pay Plan for the City of Ashland.

WHEREAS, the Board of Aldermen has reviewed the Classification and Pay Plan and hereby recommends the adoption of this plan.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI AS FOLLOWS:

Section 1. The adoption of the FY2021 Classification and Pay Plan as "Exhibit A".

Section 2. This ordinance shall be in full force and effect upon the final passage and approval.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

Certified as to correct form:

Jeffery Kays, City Attorney



City of Ashland

109 East Broadway, Ashland, Missouri 65010

Department Source: City Administrator

To: Board of Alderpersons

From: Tony St Romaine

Board Meeting Date: April 21, 2020

Re: Resolution Adopting a Compensation Philosophy

EXECUTIVE SUMMARY: Chapter 2, Article 5 of the City's Code of Ordinances states: "The City Administrator shall annually review the salaries of City employees to provide increases or decreases in their salary based upon the cost of living and merit, subject to availability of appropriated fund." Compensation is both a critical component of the relationship current and future team members share with the organization and the largest cost category for the City and therefore must be carefully, respectfully, systematically and transparently maintained.

DISCUSSION: In order to ensure that the City's financial resources are used in an effective and efficient manner; that the City maintain salary ranges that are competitive within our labor market, and job titles and descriptions are consistently used throughout the City, a Policy Resolution has been prepared for the Board of Aldermen to support the attached compensation philosophy for employees of the City of Ashland.

FISCAL IMPACT:

Short Term Impact (cost proposed legislation the next 2 years): \$0

Long Term Impact: TBD

SUGGESTED BOARD ACTION:

Staff recommends approval of the Policy Resolution supporting a compensation philosophy for employees of the City of Ashland.

4-21-2020

A POLICY RESOLUTION

supporting a compensation philosophy for employees of the City of Ashland, Missouri that reflects the values and goals Of the City.

WHEREAS, the City of Ashland, Missouri (hereinafter "City") has an interest to ensure the City's financial resources are used in the most effective and efficient manner; and

WHEREAS, the City has an interest to provide a rational basis for making compensation decisions and eliminating arbitrary salary assignments to establish internal fairness to its employees; and

WHEREAS, the City has an interest to maintain salary ranges that are competitive with labor markets from which employees are recruited, both within the public and private sectors; and

WHEREAS, the City has an interest to establish job titles and job descriptions that are consistently used throughout the City; and

WHEREAS, the City has an interest to clarify relationships among employee classifications in order to avoid overlaps and gaps in responsibilities; and

WHEREAS, the City has an interest to clarify the knowledge, skills and abilities required for an employee to competently perform duties of the employee's position and aid in the development of career paths; and

WHEREAS, the City has an interest to assist supervisors in evaluating and rewarding employee job performance; and

WHEREAS, the City desires to implement a compensation philosophy to further the foregoing interests of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI, AS FOLLOWS:

SECTION 1. The Board of Aldermen hereby supports the following compensation philosophy for employees of the City of Ashland, Missouri submitted by the City Administrator:

The City of Ashland, Missouri's compensation philosophy is to provide City employees with base salaries and benefits which are externally competitive and internally equitable while recognizing individual performance. The City identifies with, and competes for, talent among diverse organizations in both the public and private sectors in the State of Missouri and, in

some cases, across the United States. Given the desire to provide fair and reasonable compensation and also ensure the prudent use of taxpayer funds, the City of Ashland targets benefits and compensation levels at the median of the competitive labor market.

SECTION 2. The Board of Aldermen hereby directs the City Administrator to implement the compensation philosophy for employees of the City of Ashland, Missouri, as funding may permit, through amendments to Chapter 2, Article 5 of the Code of Ordinances, or by administrative rules promulgated under Chapter 2, in support of the compensation philosophy.

Dated this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk



City of Ashland

109 East Broadway, Ashland, Missouri 65010

Department Source: City Administrator

To: Board of Alderpersons

From: Tony St Romaine

Board Meeting Date: April 21, 2020

Re: Resolution Adopting a Reserve Fund Policy

EXECUTIVE SUMMARY: Staff has prepared for Board consideration a Resolution authorizing the City Administrator to establish a cash reserve policy that is approved for use as a financial planning tool in the budgeting process.

DISCUSSION: It is desirable to have cash on hand in order to avoid cash flow interruptions, to be able to take advantage of grant opportunities so as to further leverage City resources, to provide the capacity to protect governmental services, and to ensure capacity to plan such services in the event of permanent revenue.

Staff's recommendation is as follows:

- to maintain an unassigned General Fund balance equal to at least 8 months of projected annual operating revenue,
- to maintain an unassigned Parks Fund balance between 18% and 22% of projected annual operating revenue,
- to maintain an unassigned Capital Improvement Plan (CIP) Fund balance of \$595,000 within the combined Transportation and Capital Sales Tax Funds.
- Water and Sewer operating reserves shall be maintained at a level equal to at least 45 days of each fund's annual operating expenses less annual depreciation and capital outlays.

FISCAL IMPACT:

Short Term Impact (cost proposed legislation the next 2 years): \$0

Long Term Impact: \$0

SUGGESTED BOARD ACTION:

Staff recommends approval of the Resolution adopting a reserve fund policy.

A POLICY RESOLUTION

establishing a Cash Reserve Policy
for the City of Ashland, Missouri.

WHEREAS, the City of Ashland desires to establish a Cash Reserve Policy as a financial planning tool in the budget process; and

WHEREAS, a minimum unassigned cash reserve policy is generally considered a prudent and fiscally responsible policy to deal with unforeseen situations that include, but are not limited to:

- Unfunded federal, state or other mandates.
- Revenue shortfalls due to economic downturns or other unexpected conditions.
- Expenses incurred for restoration of service due to weather events or other disasters.
- It is desirable to have cash on hand in order to avoid cash flow interruptions, to be able to take advantage of grant opportunities so to further leverage City resources, to provide the capacity to protect governmental services and to ensure capacity to plan such services in the event of permanent revenue loss.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND, MISSOURI, AS FOLLOWS:

The Board of Aldermen of the City of Ashland, Missouri adopts the following Cash Reserve Policy:

PURPOSE OF POLICY:

The purpose of the Cash Reserve Policy is to provide guidelines to the Board of Aldermen and staff for establishing, maintaining and performing an annual review of the cash balance for the City of Ashland.

POLICY:

The City desires to maintain as a goal an unassigned General Fund balance equal to at least 8 months of projected annual operating revenue, an unassigned Parks Fund balance between 18% and 22% of projected annual operating revenue, and an unassigned Capital Improvement Plan (CIP) Fund balance of \$595,000 within the combined Transportation and Capital Sales Tax Funds. Water and Sewer operating reserves shall be maintained at a level equal to at least 45 days of each fund’s annual operating expenses less annual depreciation and capital outlays.

The Board of Aldermen shall annually establish and evaluate the unassigned cash reserve level. The results of this evaluation will be used in budget development and consideration.

Passed and adopted this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk

RESOLUTION 4-21-2020

A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO A
REVIZE WEB SERVICES SALES AGREEMENT

BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF ASHLAND,
MISSOURI.

Section 1. The Board of Aldermen hereby authorizes the City Administrator, on behalf of the City of Ashland, to enter into an agreement with Revize Web Services Sales Agreement in the amount of \$7,900.00 for website design, development and annual tech support, software subscription, and web hosting service. The form and content of the agreement shall be substantially as set forth in the document attached as "Exhibit A" to and made a part of this resolution.

Passed and adopted this _____ day of _____, 2020.

Gene Rhorer, Mayor

Attest:

Darla Sapp, City Clerk



City of Ashland

109 East Broadway, Ashland, Missouri 65010

Department Source: City Administrator

To: Board of Alderpersons

From: Tony St Romaine

Board Meeting Date: April 21, 2020

Re: Agreement for City Website Re-Design

EXECUTIVE SUMMARY: Request for Proposals were mailed to prospective companies for a re-design of the City's website. The City received three proposals – CivicPlus, Revize and Bluebird Internet Marketing, which were evaluated by City Staff. Based on overall cost of development, annual hosting fees, and experience working with local government, staff's recommendation is to award to Revize.

DISCUSSION: Revize has been in the business of developing government websites for twenty years. Some of their major clients include the cities of Key Largo, FL, New Bern, NC, Arcadia, CA, St Petersburg, FL, Des Moines, IA, Troy, MI, and many more. Approximately three years ago, the City of Ashland entered into an agreement with Revize for our current website at the basic entry level with very few features. This new, recommended agreement with Revize will allow us to create a full featured website that is considerably easier to navigate with additional features such as a calendar of events, e-notification, e-newsletters, job posting and tracking module, online forms, facility reservations, etc.

FISCAL IMPACT:

Short Term Impact (cost proposed legislation the next 2 years): \$7,550

Long Term Impact: See payment schedule on Page 2 of agreement

SUGGESTED BOARD ACTION:

Staff recommends approval of the Legislation approving an agreement with Revize for development of a new City website.

Revize Web Services Sales Agreement

This Sales Agreement is between The City of Ashland, Missouri ("CLIENT") and Revize LLC, aka Revize Software Systems, ("Revize"). Federal Tax ID# 20-5000179 Date: 4-9-2020

CLIENT INFORMATION:	REVIZE LLC:
Company Name: <u>City of Ashland</u>	Revize Software Systems
Company Address: <u>109 E. Broadway.</u>	150 Kirts Blvd.
Company City/State/Zip: <u>Ashland, MO 65010</u>	Troy, MI 48084
Contact Name: <u>Tony St Romaine 573.657.2091</u>	248-269-9263
Billing Dept. Contact: <u>cityadmin@ashlandmo.us</u>	
CLIENT Website Address: <u>www.ashlandmo.us</u>	

The CLIENT agrees to purchase the following products and services provided by REVIZE:

<u>Quantity</u>	<u>Description</u>	<u>Price</u>
1	Phase 1: Project Planning and Analysis, SOW, onetime fee:	\$500.00
1	Phase 2 – Discovery & Design from Scratch, onetime fee: <ul style="list-style-type: none"> 1 mockup with up to 3 rounds of changes Home page template and inner page design and layout. Includes Responsive Web Design 	\$1,000.00
1	Phase 3 & 4 – Revize Template Development, onetime fee: <ul style="list-style-type: none"> Set-up all CMS modules listed in this agreement Integration with all 3rd party web applications 	\$2,300.00
1	Phase 5 – Quality Assurance Testing, onetime fee:	\$900.00
1	Phase 6 – Content Migration up to 500 webpages & documents: <ul style="list-style-type: none"> Site map development and content migration from old website including spell checking and style corrections 	\$1,700.00
1	Phase 7 –Content Editing Training, onetime fee:	\$600.00
1	Phase 8 – Go Live:	Included
1	Current Client Discount	(\$1,500)
1	Revize Annual Software Subscription, Tech Support, CMS Updates, Website Hosting, Unlimited Users, 10GB website storage, 100GB/Month Bandwidth, SSL Certificate pre-paid annual fee:	\$2,400.00
1	Grand Total First Year	\$7,900.00

Payment Schedule

Payment Amount	Payment Date	Includes
\$ 3,775.00	4/22/2020	25% Project Costs + Year 1 Annual Hosting and Maintenance
\$ 3,775.00	3/30/2021	25% Project Costs + Year 2 Annual Hosting and Maintenance
\$ 3,775.00	3/30/2022	25% Project Costs + Year 3 Annual Hosting and Maintenance
\$ 3,775.00	3/30/2023	25% Project Costs + Year 4 Annual Hosting and Maintenance
\$ 2,400.00	3/30/2024	Year 5 of Annual Hosting & Maintenance (Includes Redesign)

Terms:

1. Payments: All Invoices are due upon receipt. Work begins upon receiving initial payment.
2. Revize requires a check for \$3,775 to start this project.
3. Additional content migration, if requested, is available for \$3 per web page or document.
4. Additional bandwidth is available at \$360 per year for each additional 50GB per month.
5. Additional website storage is available at \$1,000 per year for each additional 5GB website storage.
6. This agreement is the only legal document governing this sale & Proper jurisdiction and venue for any legal action or dispute relating to this Agreement shall be the State of Michigan..
7. Both parties must agree in writing to any changes or additions to this Sales Agreement.
8. CLIENT understands that project completion date is highly dependent on their timely communication with Revize. CLIENT also agrees and understands that;
 - a. The primary communication tool for this project and future tech support is the Revize customer portal found at <https://support.revize.com>.
 - b. During the project, CLIENT will respond to Revize inquiries within 48 hours of the request to avoid any delay in the project timeline.
 - c. CLIENT understands that project timelines will be delayed if they do not respond to Revize inquiries in a timely manner.
9. Revize will provide a free redesign of the website in year 4 of the agreement. This assumes the City agrees to 4 consecutive years of annual software subscription, tech support, CMS updates, and hosting.
10. CLIENT owns design, content, and will receive periodic updates to the CMS for the life of the contract.
11. Unless otherwise agreed, Revize does not migrate irrelevant records, calendar events, news items, bid results, low quality images, or data that can reasonably be considered non-conforming to new website layout.
12. Storage is limited only to relevant website data. Unreasonably large folders of documents or images are not permitted. Examples include, but are not limited to, plat/property maps, tax records, GIS data, etc.
13. After content migration, CLIENT is responsible for any additional content cleanup. This includes, but is not limited to, resizing photos, reformatting text, replacing photos/icons, consolidating unwanted content, adding future calendar events, and general prep of the site before go live. CLIENT will also have the ability to add new photos, content, and pages.

Enterprise Revize CMS License

As part of this agreement Revize Software Systems, LLC. will provide to the CLIENT a full Enterprise Revize CMS Software license. This software is a proprietary software built and maintained by Revize Software Systems LLC. and is intended to allow for the CLIENT to easily update the content of their website. CLIENT agrees that this license will only be used to maintain the websites included in this agreement. Sharing of the content management system, by the CLIENT, with other entities not identified in this agreement is prohibited.

Revize will maintain, update, and host the Revize CMS during the contract period. In the event that the contract is terminated, for any reason, Revize will provide the latest version of the Revize CMS to the CLIENT. This system will then have the ability to be hosted and used by the CLIENT as long as they wish. Revize will provide reasonable support in transferring the CMS system to the CLIENT's decided upon hosting architecture.

Products CLIENT Owns Include:

- Revize CMS License
- Hosted Website
- Source Files
- All Included Revize Web Applications
- Design & Page Content

AGREED TO BY:

CLIENT

REVIZE

Signature of Authorized Person:

Name of Authorized Person:

Thomas Jean

Title of Authorized Person

Project Manager

Date:

Please sign and return to:

Thomas@revize.com

Fax 1-866-346-8880

Revize will integrate the following web applications into your website

Citizen's Communication Center Apps

- Notification Center with Email Alerts
- Bid Posting
- Document Center
- Email Notify
- FAQs
- Job Posting
- News Center with Facebook/Twitter Integration
- Online Forms
- Photo Gallery
- Quick Link Buttons
- Revize Web Calendar
- "Share This" Social Media Flyout App
- Sliding Feature Bar
- Language Translator

Citizen's Engagement Center Apps

- Citizen Request Center with Captcha
- Public Records Request App
- Online Bill Pay
- RSS Feed

Staff Productivity Apps

- Agenda Posting Center
- Job Posting App
- Image Manager
- iCal Integration
- Link Checker
- Menu Manager
- Online Form Builder
- Staff Directory
- Website Content Archiving
- Website Content Scheduling

Site Administration and Security Features

- Audit Trail
- Auto Site Map Generator
- History Log
- URL Redirect Setup
- Roles and Permission-based Security Mode
- Secure Site Gateway
- Unique Login/Password for each Content Editor
- Web Statistics and Analytics
- Workflows by Department

Mobile Device and Accessibility Features

- Font Size Adjustment
- Alt-Tags
- Responsive Website Design (RWD)