



**AGENDA
CITY OF CREVE COEUR
PERSONNEL APPEALS BOARD
ONLINE MEETING
MAY 10, 2023
4:00 PM**

ZOOM

1. Wednesday, May 10, 2023 at 4 p.m. for the annual Personnel Appeals Board Meeting as required by City Ordinance.

City of Creve Coeur is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting <https://us02web.zoom.us/j/87913303960>
Meeting ID: 879 1330 3960

CALL TO ORDER

ROLL CALL

UNFINISHED BUSINESS

2. Approval of June 30, 2022 Personnel Appeals Board Meeting Minutes.

NEW BUSINESS

3. Elections of Chair and Vice-Chair for FY 2024 (July 1, 2023-June 30, 2024).

BUSINESS FROM STAFF

4. Biennial Elected & Appointed Official Ethics Training - Mon., Oct. 9, 2023 @ 6 PM
5. FY 2023 Personnel Updates
6. Schedule Next Annual Meeting - Proposed Wed., May 8, 2024 @ 4 PM

ADJOURNMENT

Posted by: _____

Date/Time posted: _____



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If you need special accommodations to attend a meeting, services may be arranged by contacting the Office of the City Administrator in advance.



**Personnel Appeals Board
Board Meeting Minutes
June 30, 2022
2:00 PM
Online**

1. Call to Order

Vice-Chair Jack Groneck called the meeting to order at 2:07 p.m.

2. Roll Call

A quorum was present.

Eric Sterman	Board Member	
Jack Groneck	Vice Chair	
Lisa Williams	Board Member	(Absent)
Walter Thomas Taylor	Alternate Board Member	
Kirk Williams	Board Member	
Joyce Steiger	Chair	(Absent)
Veronica Bowers	Board Member	

3. Approval of Minutes

1. Approval of June 29, 2021 Personnel Appeals Board Meeting Minutes

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	Eric Sterman, Board Member
SECONDER:	Kirk Williams, Board Member
AYES:	Sterman, Groneck, Taylor, Williams, Bowers
ABSENT:	Williams, Steiger

4. Business from Members

No items were discussed.

5. Business from Staff Liaison

A. Fiscal Year 2022 in Review

i. Special Counsel Appointment - Andy Martone

Sharon Stott stated the former special counsel to the Personnel Appeals Board, John Maupin, retired from practicing law. To fill the vacancy, a nominating committee was formed consisting of the Mayor, then Council President Heather Silverman and Council Member David Hoffman. Interviews were conducted in August 2021 and Andrew Martone was appointed as the new Special Counsel of the Personnel Appeals Board on September 13, 2021. Ms. Stott explained in a situation where there is a personnel appeal, the City Attorney would represent the City and the Special Counsel would serve as the attorney to the Personnel Appeals Board during appeal-related matters.

ii. Employee Overview

Sharon Stott provided an overview of personnel matters and stated no appeals were filed in fiscal year 2022. Ms. Stott stated turnover was the highest it has been in many years and this is consistent with employee turnover nationwide. She added the City has also experienced a low



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applicant response rate to job vacancies, but that the situation has improved as inflation has increased. Eric Sterman stated the City of Ballwin was experiencing similar issues filling its vacancies.

Ms. Stott stated the City has implemented a new step pay plan for non-exempt commissioned officers (patrol and sergeants) and changed the pay grades for many city positions in fiscal year 2023 in order for the City to remain competitive.

Sharon Stott suggested setting a tentative annual meeting date of Wednesday, May 3, 2023 at 2 p.m., and that the meeting can be rescheduled at a later time if necessary. Ms. Stott stated a one-hour meeting with the Personnel Appeals Board (PAB) and the City Attorney or the Special Counsel to assist newer members with better understanding the role of the PAB which could be held in the fall or at the next annual meeting.

6. Comments from the Public

No comments from the public.

7. Adjourn

The meeting adjourned at 2:30 p.m.

A. Tentative Next Annual Meeting: Wed., May 3, 2023 @ 2 p.m.