

CITY VIEWS

A NEWSLETTER FOR CLAYTON BUSINESS AND RESIDENTIAL CITIZENS

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From the Desk of the City Manager

AN OPEN LETTER TO CLAYTON RESIDENTS...

It has been three years since I last penned such a letter to the citizens of Clayton. Unfortunately, a flurry of inaccurate and unsubstantiated claims, being made by representatives of our local police and fire unions, have been made about the City of Clayton and its management practices. To date, the Board of Aldermen and I have elected not to respond to these claims — due to the belief that our response only gives these two unions more exposure. However, the time to remain silent has ended and the Board wants our residents to know the facts.

Employee Turnover — Three years ago, every municipal fire department, including Clayton's, was losing experienced firefighters to competing fire protection districts within the region. At one point, Clayton lost as many as four employees within a one year period. However, this trend has abated, and in fact, the Clayton Fire Department has experienced only one employee separation over the past two years.

Most recently, the Clayton Police Department has experienced an increased level of employee turnover, but contrary to the assertion of the unions, this turnover has been for a variety of reasons, including pursuit of federal appointments, disenchantment with the profession, spouse relocation, retirement and termination. Chief Tom Byrne advises that within the past five years there have in fact been 32 separations from among our sworn contingent of 54 officers. However, of this total, Chief Byrne reports that 14 of these employees were hired during the same five year period, and that only five employees went to other municipal police departments. Within the past year, a total of six uniform employees have separated — including two who left the state, and others that elected to join the U.S. Customs Service, State Highway Patrol and St. Louis County. Despite this loss of personnel, we continue to attract an exemplary pool of candidates, many with significant police experience from other jurisdictions.

Competitive Salaries and Fringe Benefits — For over a decade, the City of Clayton has used a merit-based pay plan which awards individual employees based upon their documented performance. This practice is contrary to many (but certainly not all) area municipalities that use longevity-based pay plans. Despite the repeated demands of these two unions, Clayton has consistently rejected the notion that salaries be based primarily upon length of service.

Now to the specifics:

* For six consecutive years, the City has granted five percent annual merit pools, allocated on a range of zero - eight percent, based upon an employee's individual performance.

* In 1999, the City introduced a "step plan", awarding employees an additional 2.5 percent annual salary increase (subject to satisfactory performance), until such time as the employee's salary reached the midpoint of their salary range; for Police and Fire personnel, these "steps" were awarded retroactively to 1993; and in 2000, the value of this "step plan" was increased to five percent annually.

* For each of the past six years, cumulative salaries have increased more than six percent.

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* Since 1998, starting salaries for Clayton police officers and firefighters have increased 24.5 percent, while salary maximums have increased 33.7 percent; these significant changes in salary ranges have also had a beneficial impact on each employee's respective pension benefit.

* In 2000, the Board of Aldermen authorized sweeping changes in the Uniform (and Non-Uniform) Pension Plan benefits schedule — specifically, increasing the maximum benefit; adding a cost-of-living adjustment for all existing and future retirees; and in most instances, reducing employee contributions. As a result, the City's contribution for uniform pension benefits has increased from \$78,000 in 2000 to \$717,000 in 2003 — a whopping 900 percent increase in only three years.

* Other significant changes in the City's fringe benefit package over the past three years include:

- a health insurance "opt-out" plan
- addition of optical benefits for employees and dependents
- improved long-term disability program
- improved sick leave benefits, including unlimited accumulation and incentive programs
- increased computer loan program
- improved tuition reimbursement allowances.

In the coming year, average employee compensation will increase by another 4.75 percent, and the City will absorb all increases in ever-escalating employee health insurance and pension expenses.

In summary, the City is extremely proud of Clayton's record — and believe that our efforts to improve the financial condition of our employees is more than most will find among comparable public sector employers.

Union Recognition — The City of Clayton has recognized the IAFF, Local #2665 as the exclusive employee representative for certain members of Clayton Fire Department for more than a decade. However, for that entire period, the City has consistently and steadfastly refused to enter into any contract or memorandum of understanding with this or any other employee union. Such a position is entirely consistent with state labor law and numerous court decisions. We have, and continue, to abide by state law that requires the employer to "meet and confer" on proposals presented by the exclusive bargaining representative regarding salaries and conditions of employment.

Conversely, Missouri state statutes specifically preclude police officers from the right to join labor organizations and, thus, to present proposals relative to salaries and conditions of employment. Clayton has steadfastly refused to grant such recognition to the CPOA or any other organization purporting to represent its sworn police personnel.

In closing, the two unions' recent attempts to personalize these disagreements are fine — members of the Board of Aldermen and I know that such disparaging remarks sometimes go with the territory. However, Clayton residents need to know that the City has a long and proud tradition of providing exemplary service to its citizens; while treating its employees fairly by providing competitive compensation, fringe benefits and enviable working conditions; all while remaining responsible stewards of the public dollars with which it is entrusted.

As always, should you have questions or comments regarding any of this information, please do not hesitate to call me personally at 314.290.8460.

Scott Randall
City Manager

August Meeting Schedule

The following list of public meetings contain all regularly scheduled meetings of the City of Clayton. Meetings may be added, canceled or rescheduled, in accordance with the Open Meetings Act, as the need arises.

- August 4 Plan Commission/ARB
The Center - 5:30 p.m.
- August 11 Art Commission
The Center - 7:00 p.m.
- August 12 Board of Aldermen
The Center - 8:00 p.m.
- August 18 Plan Commission/ARB
The Center - 5:30 p.m.
- August 21 Landscape Committee
Clayton High - 5:00 p.m.
- August 22 C.R.S.W.C.
The Center - 7:30 a.m.
- August 25 Parks & Recreation
The Center - 7:00 p.m.
- August 26 Board of Aldermen
The Center - 8:00 p.m.

City Hall/Fire Station Complex Project Update

Clayton's Public Works Department Director Dave Christensen reports that the City Hall/Fire Station project continues to be on schedule and within budget. Piers, footings and the foundation walls have been completed in the area that will become the parking structure and new Fire Station. Installation of plumbing and mechanical equipment for the new HVAC system is underway and should be finished by the end of August.

The Clayton Fire Department is utilizing its existing housing and office facilities, while work progresses in the area that will become their new living quarters, administrative offices and 5-bay fire station. The remaining portion of City Hall will be renovated to house the City's administrative staff. This \$7.2 million project includes a three-level parking structure and is to be completed by August 2004.



Wash U Plans New Resident Hall

On May 31, 2003, Washington University's Elliot Hall, the University's last high-rise residential housing building, was demolished to make way for a new low-rise dormitory on the South 40 Campus. Clayton's Fire and Police Departments were actively involved in the planning and execution of the implosion. Planning for Clayton's first implosion project took weeks to accomplish. A crowd of several hundred witnessed the demolition, which brought the entire building to the ground in only 6.5 seconds.

Washington University plans to construct a 14,393 square foot, 4-story dormitory building on the Elliot Hall site. The University also plans to add 114 parking spaces to the Wohl Center garage.



Joe Angeles, WUSTL

Special Appliance Pickup

The City would like to remind all residents of the proper procedure for obtaining a special pickup of large appliances:

1. Contact the City's Public Works Department at 314.290.8540 and request a special appliance pickup. Appliances include refrigerators, washers/dryers, microwaves and window A/C units. There is a \$25.00 per appliance charge. Appliance pickups are scheduled on Wednesdays. For other large items, please place in the rear of the yard with a sign marked "trash".

2. Place the item(s) on the lawn, adjacent to the curb, and not blocking the public right-of-way.

3. Contact the Planning Department at 314.290.8452 to inform the inspectors that a special pickup has been requested and the approximate date of pickup. This will allow the Department to inform any concerned neighbors that the situation will be resolved.

Free Internet Service

WI-FI Available in Shaw Park

Clayton has joined other progressive cities around the country by implementing the cutting-edge technology called WI-FI, which stands for wireless fidelity. Starting with the installation of an antenna at Shaw Park Pool, the City created its first WI-FI zone. The program offers free wireless connection to the Internet and creates areas in which anyone with an appropriately equipped personal computer or handheld device can instantly connect to the Internet.

The City has included funds in the 2004 budget for deployment of at least three additional free WI-FI internet access zones to be located in the central business district.

Board Approves Intergovernmental ITS Project

In the summer of 2001, the City received a grant from the East-West Gateway Coordinating Council (EWGCC) for the Clayton and St. Louis County joint Intelligent Transportation System (ITS) Project. The goal of the project is to effectively coordinate all traffic control devices between multiple jurisdictions in order to maximize safety, improve mobility and reduce congestion for the traveling public. On February 26, 2002, the Clayton Board of Aldermen accepted the grant and approved an agreement between the City and the Missouri Highway and Transportation Commission for the federal funds to be used on this project.

The proposed improvement is a multi-agency initiative to implement an Intelligent Transportation System among all of the arterial and interstate highways in the vicinity of Clayton. The agencies involved in the partnership include the City of Clayton, Ladue, St. Louis County Department of Highways and Traffic, and the Missouri Department of Transportation (MoDOT).

The scope of work for this project includes the installation of ITS facility improvements on the following major arterial roadways in and around the City of Clayton:

- Maryland Avenue/Ladue Road – from Hanley Road to I-170.
- Clayton Road - from DeMun Avenue to Brentwood Boulevard.
- Brentwood Boulevard – from Maryland Avenue to I-40.
- Hanley Road – from Pershing Avenue to I-40.
- Big Bend Boulevard – from Forsyth Avenue to Clayton Road.
- Forsyth Boulevard – from Jackson to Maryland.
- Bonhomme Avenue – from Hanley to Brentwood.
- Shaw Park Drive – from Hanley to Brentwood.

The physical improvements to be made include the following:

- Fiber optic connection of existing signalized intersections.
- Upgrade traffic signal control equipment.
- Installation of video surveillance cameras at strategic locations.
- Installation of in-pavement and out-of-pavement vehicle detection devices.

The key component of the project will provide a core communications network, transportation system monitoring, and advanced information processing that will act as the foundation for the coordinated operation of the City's, County's and MoDOT's transportation systems.

A transportation study prepared by Crawford, Bunte & Brameier and endorsed by the Board of Aldermen in September of 2000 recommended that the City initiate a joint partnership to implement an intergovernmental ITS project with St. Louis County and MoDOT. In addition, national studies show that an effective ITS project has the potential to reduce congestion by as much as 20 percent, hence, the purpose for the project. All of this will be done without adding additional traffic lanes, but instead will better utilize the existing resources and effectively coordinate traffic control operations between multiple and jurisdictions.

Clayton has received a federal grant in the amount of \$637,368, which represents an 80 percent federal reimbursement for implementation of significant portions of this project. The City's local match of \$159,342 is currently budgeted in the City's Revolving Public Improvement Fund. St. Louis County will contribute \$53,416 toward the City's local match for their share of the project.

Phase I, consisting of purchase and installation of video cameras at the intersections of Brentwood and Carondelet and Brentwood and Orlando; connecting all traffic signals in the central business district to the City's existing closed loop system; and relocating the master signal controller during the City Hall renovation, will begin in September and be completed in November 2003. Phase II will extend these treatments to every traffic signal controlled by the City, County and MoDOT over the area bounded by I-170, I-64, Maryland/Ladue and Big Bend, and will be completed in 2005.

Combating West Nile Virus

With the mosquito season upon us, the St. Louis County Health Department offers the following tips to help residents reduce the mosquito populations.

- Eliminate standing water sites where mosquitoes can breed.
- Remove tires, buckets, and other objects that hold water.
- Clean and chlorinate swimming pools or drain and cover if not in use.
- Make sure pool cover is not holding water and breeding mosquitoes.
- Make sure screens fit tightly in doors and windows.
- Clean out clogged rain gutters and downspouts so they won't hold water.
- Store inside, or get rid of, artificial containers such as flowerpots, cans, tires, etc.
- Empty, clean, and refill birdbaths on a weekly basis.
- Keep fish in your fishpond, as they will eat mosquito larvae.
- Install splash blocks around homes to carry water away from foundations.
- Empty and clean small wading pools at least once a week.
- Store wheelbarrows upside down; cover or store canoes and boats upside down.
- Keep in mind that mosquitoes rest in vegetation and other protected places; keep the grass cut and bushes trimmed.
- Homeowners can purchase biological mosquito control products at garden centers, home supply, and other retailers. *Bacillus thuringiensis israelensis* (Bti) is the active ingredient; it destroys the intestinal lining of the mosquito larvae. Another product contains methoprene, which prevents the larvae from developing into adults. Barrier sprays are also available that can be sprayed on vegetation where mosquitoes rest.
- Dispose of dead birds by double bagging and placing in the trash. Handle carcass with gloves or plastic bags protecting hands. Wash hands afterwards.

To avoid mosquito bites and reduce the risk of becoming infected with West Nile Virus, health officials suggest taking some simple precautions.

- Stay indoors at dawn, dusk, and in the early evening, when mosquitoes are most active.
- When outdoors wear light colored long sleeved shirts, long pants, and a hat.
- Spray clothing with repellants containing permethrin or DEET since mosquitoes may bite through thin clothing (follow product instructions).
- Apply insect repellent sparingly to exposed skin. An effective repellent contains 35% DEET (N,N-diethyl-meta-tolamide), DEET in high concentrations (greater than 35%) provides no additional protection (follow product instructions).
- Repellents may irritate the eyes and mouth, so avoid applying repellent to hands of children.
- Whenever you use an insecticide or insect repellent, be sure to read and follow the manufacturer's DIRECTION FOR USE, as printed on the product.

For additional information visit Saint Louis County Department of Health @ www.stlouisco.com , the Centers for Disease Control @ www.cdc.gov , or the National Pesticide Information Center @ www.npic.orst.edu.

Clayton Police Department Undergoes CALEA Reassessment

Clayton Police Department recently announced that it would undergo the CALEA reaccreditation assessment process. A team of assessors from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) will scrutinize Clayton's policies, procedures, management practices, operations practices and support services. The assessment will also take into consideration comments from the community. Clayton residents are invited to offer their input at a public information session in the second-floor OASIS conference room at The Center of Clayton, 50 Gay Avenue on Monday, August 4, 2003, at 7:00 p.m. Comments can also be submitted by calling 314.290.8438 on Monday, August 4, between 1:00 and 5:00 p.m. All comments are limited to ten minutes and must address the department's ability to comply with CALEA standards. A copy of the standards can be obtained from the Chief of Police's Administrative Assistant Dennis Davenport at Clayton Police headquarters, 227 South Central Avenue. Written comments can be sent to the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), 10302 Eaton Place, Suite 100, Fairfax, Virginia 22030-2215. Citizens can obtain information on-line at www.CALEA.org.

Approval is expected in November of 2003. With continued compliance with CALEA standards, the Clayton Police Department will maintain its CALEA accreditation status for three years.

Taste of Clayton Celebrates Another Success

At an appreciation luncheon in June, City employees were recognized for their quiet, behind-the-scenes attention to detail and their willingness to go the extra mile, and commended for their role in providing the community with a flawlessly executed festival. "It's true that the Taste of Clayton would not happen without the ongoing support of sponsors and the participating restaurants. However, Clayton City employees are the backbone of the event. The City is proud of its staff and delighted to host an event of this caliber." stated City Manager Scott Randall.



On July 23rd, Taste of Clayton officials awarded benefiting charities St. Vincent's Ministries, Lift for Life, S.T.A.R. and the Clayton Park Foundation with checks totaling \$60,000 — bringing the total contributed to charitable organizations since the event's inception in 1993 to almost \$600,000. "To ensure substantial benefits to its charitable organizations, event officials fine-tune the budget, while maintaining the quality of the event. We're proud of the all-encompassing affect our event has on the community." said event co-chair Ray Gallardo.

Plans are already in full swing for the 2004 Taste of Clayton, which is set for Sunday, June 6, 2004.

IronKids Triathlon

The IronKids Triathlon will be held on Sunday, August 3rd. Activities, which include swimming, biking and running, begin at 8:00 a.m. and will take place at The Center of Clayton and throughout Shaw Park. Children between the ages of 7 and 14 from all over the country will be competing in the event. Registration forms are available at The Center of Clayton.

Volunteers are needed to help make this event possible. You are invited to be a part of this exciting and growing event. Volunteers will receive a T-shirt and snack. For more information about the competition or to sign up to volunteer, please contact Janet Eiserle at 290.8508.

National Night Out

The Clayton Police Department will take part in the National Night Out program again this year. On Tuesday, August 5, 2003, between 6:00 and 9:00 p.m., residents of Clayton will turn on their porch lights and secure their residences to join neighbors in various special events planned for the evening. Neighborhoods, who have participated in special events like ice cream socials, flashlight walks, and block parties in the past, include Hillcrest, Polo, Clayshire, Davis Place, Ellenwood, Clayton Gardens and Old Town Subdivisions.

Clayton Farmers' Market

North Central Avenue
(Clayton's central business district)



August 2, 9, 16, 23, 30
September 13, 20, 27
(no market on September 6)

Saturdays, 8:00 a.m. to noon

SAINT LOUIS ART FAIR

Still Original . . . Even After 10 Years

Friday, September 5
 5:00 - 10:00 p.m.
 Saturday, September 6
 10:00 a.m. - 10:00 p.m.
 Sunday, September 7
 11:00 a.m. - 5:00 p.m.



2003 event features:

- original works by 165 visual artists
 - artists demonstrations
 - Creative Castle for kids
 - Pleasures of the Palette
 - live music on three stages
- unique performance art activities



For details call 863.0278
 or visit on-line at
www.saintlousartfair.com



FACTS ABOUT CLAYTON

Q. I remember reading about a key that can be used instead of change at parking meters. Are they still available? If so, where can I get one?

A. Clayton Parking Meter Cash Keys can be used in parking meters throughout Clayton. Instead of depositing quarters, the cash key is programmed with a predetermined amount of time that can be used to reserve time at any parking meter located in Clayton. One turn of the key in the hole designated on the meter will use 25 cents and reserve 30 minutes of parking time.

To open a cash key account, you must complete an application, make a one-time \$25 deposit and purchase a minimum of 20 hours (\$10) of programmed time. For details, contact Clayton's Public Works Department at 314.290.8540.

What would you like to know? Clayton citizens are invited to ask questions of their City officials. Forward your questions to: City of Clayton, ATTN: Judy Kekich, 10 North Bemiston, Clayton, MO 63105; Fax them to 314/863-0295; E-mail them to: jakekich@ci.clayton.mo.us

IMPORTANT NUMBERS

<i>In Case of Emergency</i>	911
City Manager	290.8400
Economic Development	290.8473
Finance	290.8443
Fire (non-emergency)	721.9566
Planning and Development	290.8453
Mayor/Board of Aldermen/City Clerk	290.8469
Parks and Recreation	290.8500
Park Program 24-Hour Registration	290.8501
Personnel	290.8449
Police (non-emergency)	727.4130
Public Works	290.8540
TDD	290.8435

STATEMENT OF ACCESSIBILITY TO ALL CITIZENS

It is the City of Clayton's goal to make programs and facilities accessible to all individuals. If you or someone you know has a disabling condition and would like more information and support for accessibility of all programs and facilities, please contact us at 290-8501(V). Sign interpreters may be scheduled upon request. Suggestions for future programs are welcomed.

City of Clayton

10 North Bemiston Avenue
Clayton, Missouri 63105

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CITY MANAGER

Scott S. Randall

CITY VIEWS EDITOR

Judy Kekich

"The Mission of Clayton City Government is to foster a vital, balanced community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions, and a healthy natural environment through an open, accessible and fiscally responsible government."



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