

NOTICE OF MEETING AND BOARD OF ALDERMEN AGENDA



CITY OF OSAGE BEACH BOARD OF ALDERMEN MEETING

1000 City Parkway
Osage Beach, MO 65065
573.302.2000
www.osagebeach.org

TENTATIVE AGENDA

REGULAR MEETING

March 19, 2026 - 5:30 PM
CITY HALL

**** Note:** All cell phones should be turned off or on a silent tone only. If you desire to address the Board, please sign the attendance sheet located at the podium. Agendas are available on the back table in the Council Chambers. Complete meeting packets are available on the City's website at www.osagebeach.org.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

CITIZEN'S COMMUNICATIONS

This is a time set aside on the agenda for citizens and visitors to address the Mayor and Board on any topic that is not a public hearing. For those here in person, speakers will be restricted to three minutes unless otherwise permitted. Minutes may not be donated or transferred from one speaker to another.

Any questions or comments for the Mayor and Board may also be sent to the City Clerk at tberreth@osagebeach.org no later than 10:00 AM on the Board's meeting day (the 1st and 3rd Thursday of each month). Submitted questions and comments may be read during the Citizen's Communications section of the agenda.

The Board of Aldermen will not take action on any item not listed on the agenda, nor will it respond to questions, although staff may be directed to respond at a later time. The Mayor and Board of Aldermen welcome and value input and feedback from the public.

Is there anyone here in person who would like to address the Board?

APPROVAL OF CONSENT AGENDA

If the Board desires, the consent agenda may be approved by a single motion.

- ▶ Minutes of Board of Aldermen meeting March 5, 2026
- ▶ Bills List - March 19, 2026
- ▶ New Liquor Licenses - 5180 Social - 5180 Osage Beach Parkway

FINANCIAL UPDATE

UNFINISHED BUSINESS

- A. Bill 26-15 - An ordinance of the City of Osage Beach, Missouri, authorizing the Mayor to execute Supplemental Agreement #5 for a time extension with Missouri Highways and Transportation Commission Enhancement fund for the Highway 42 TAP grant ADA Project. *Second Reading*
- B. Bill 26-16 - An ordinance of the City of Osage Beach, Missouri, Authorizing the Mayor to sign a contract with Classic Red Hots to operate the Concession Stands at the Osage Beach City Park for a term to commence April 1, 2026, and conclude October 31, 2026. *Second Reading.*

NEW BUSINESS

- A. Discussion - Public Safety Salaries
- B. Bill 26-17 — An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No. 25.103 adopting the 2026 Annual Operating Budget , requesting a transfer of funds to increase personnel expenditures within the Police Department. *First Reading*
- C. Bill 26-18 — An ordinance of the City of Osage Beach, Missouri, amending Ordinance No. 25.103, adopting the 2026 Annual Operating Budget, approving the modification of the FY2026 Employee Pay Plan of certain Police Department positions. *First Reading*
- D. Resolution 2026 -07 - A resolution of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend the Fiscal Year 2026 Budget for the 2025 Blue Shield Grant to account for expected revenues and expenditures not carried over from FY2025.
- E. Bill 26-19 - An ordinance of the City of Osage Beach, Missouri, amending Ordinance 25.103 adopting the 2026 Annual Operating Budget for the 2025 Blue Shield Grant to account for expected revenue and expenditures not carried over from FY 2025. *First Reading*
- F. Bill 26-20 - An Ordinance Of The City Of Osage Beach, Missouri, Amending Chapter 125 Human Resources System (Personnel) Rules And Regulations: Section 125.015 Actions Of Board – Copies Of Rules And Regulations; Section 125.020 Definitions; 125.030 General Provisions; Section 125.050. Pay And Compensation; Section 125.070. Applications And Applicants; Section 125.090. Employment Lists; Section 125.100. Method Of Filling Vacancies; Section 125.110. Probationary Period; Section

125.120. Attendance And Leaves; Section 125.190. Training Of Employees; and Section 125.240. Other Employee Benefits Of The City Code As Set Forth. *First Reading*

- G. Bill 26-21 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 125 Human Resources System (Personnel) Rules and Regulations; Section 125.020. Definitions; of the City Code as set forth. *First Reading*
- H. Bill 26-22 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 125 Human Resources System (Personnel) Rules and Regulations and the Policies associated with Chapter 125, Section 125.050 Pay and Compensation, Section 125.110 Probationary Period, and Section 125.230 Supplemental Policies. *First Reading*.
- I. Bill 26-23 - An ordinance of the City of Osage Beach, Missouri, Authorizing the Mayor to sign a 3 Year contract with Euna Solutions, Inc. for budgeting software in an amount not to exceed \$39,115.00 annually. *First Reading*.
- J. Resolution 2026 - 08 - A resolution of the Board of Aldermen of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend an increase in budget expenditures for the Fiscal Year 2026 relating to the Grand Glaize and Lee C. Fine Master Plans.
- K. Bill 26-24 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget for Airport Capital; Grand Glaize and Lee C. Fine Master Plan. *First Reading*.
- L. Resolution 2026 - 09 - A resolution of the Board of Aldermen of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend an increase in budget expenditures for the Fiscal Year 2026 relating to the Lee C. Fine Runway Project.
- M. Bill 26-25 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget for the Lee C. Fine Runway Project. *First Reading*.
- N. Bill 26-26 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget requesting a transfer of funds to cover additional expenses related to the purchase of a jet refueler. *First and Second Reading*.
- O. Bill 26-27 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 605 Business License and Regulations, Section 650.010 Definitions; Section 650.070 Fee, of the City Code as set forth. *First Reading*
- P. Motion to approve the purchase of a 3,000 gallon Jet Refuel Truck; Fiscal Year 2026 budgeted item not to exceed \$253,955.00.
- Q. Motion to approve the purchase of a sewer pump from Municipal Equipment in an amount not to exceed \$110,602.88.
- R. Motion to purchase networking equipment from Tech365 in the amount not exceed \$74,975.61.

STAFF COMMUNICATIONS

MAYOR AND MEMBERS OF THE BOARD OF ALDERMEN COMMUNICATIONS

ADJOURN

EXECUTIVE SESSION

Remote viewing is available on Facebook at *City of Osage Beach, Missouri* and on YouTube at *City of Osage Beach*.

Representatives of the news media may obtain copies of this notice by contacting the following:

Tara Berreth, City Clerk
1000 City Parkway
Osage Beach, MO 65065
573.302.2000 x 1020

If any member of the public requires a specific accommodation as addressed by the Americans with Disabilities Act, please contact the City Clerk's Office forty-eight (48) hours in advance of the meeting at the above telephone number.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF
ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI
March 5, 2026

The Board of Aldermen of the City of Osage Beach, Missouri, conducted a Regular Meeting Thursday on March 5, 2026, at 5:40PM. The following were present in person: Mayor Michael Harmison, Alderman Phyllis Marose, Alderman Justin Hoffman, Alderman Rebecca Collins and Alderman Celeste Barela. Absent Alderman Bob O' Steen and Alderman Kevin Rucker. City Clerk Tara Berreth was present and performed the duties for the City Clerk's office.

Appointed and Management staff present City Administrator Devin Lake, Assistant City Administrator April White, Police Chief Todd Davis, Public Works Director Jeff Fisher, City Planner Cary Patterson, Airport Director Ty Dinsdale, Human Resource Director Maddy Moon, Building Official Ron White, Parks and Rec Director Eric Gregory and Marketing and Development Director Eric Hundelt.

CITIZEN'S COMMUNICATIONS

No citizen communications

SERVICE AWARD

Presentation — Annie Wallander — 5 years of service

APPROVAL OF CONSENT AGENDA

Alderman Collins made a motion to approve the minutes from February 19, 2026. This motion was seconded by Alderman Marose. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O'Steen.

Alderman Collins made a motion to approve the Bills List from March 5, 2026. This motion was seconded by Alderman Marose. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O'Steen.

The City Clerk has requested that the new liquor license for 5180 Social be issued as a temporary license due to missing signatures from the Liquor Control Board. The temporary license will remain in effect until May 1, 2026. The Board of Aldermen had no objections. The license will be added to the March 19, 2026, agenda for approval.

UNFINISHED BUSINESS

Bill 26-14 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 100, Section 100.220 Design Guidelines as set forth. *Second Reading*

Alderman Hoffman made a motion to approve the second reading of Bill 26-07. This motion was seconded by Alderman Collins. A roll call was taken to approve the second and final reading of Bill 26-07 and to pass same into ordinance: "Ayes" Alderman Marose, Alderman Collins, Alderman Hoffman and Alderman Barela. Absent Alderman O'Steen and Alderman Kevin Rucker. Bill 26-07 passed and approved as Ordinance 26.07.

NEW BUSINESS

Bill 26-15 - An ordinance of the City of Osage Beach, Missouri, authorizing the Mayor to execute Supplemental Agreement #5 for a time extension with Missouri Highways and Transportation Commission Enhancement fund for the Highway 42 TAP grant ADA Project. *First Reading*

Alderman Hoffman made a motion to approve the first reading of Bill 26-15. This motion was seconded by Alderman Collins. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O'Steen.

Bill 26-16 - An ordinance of the City of Osage Beach, Missouri, Authorizing the Mayor to sign a contract with Classic Red Hots to operate the Concession Stands at the Osage Beach City Park for a term to commence April 1, 2026, and conclude October 31, 2026. *First Reading.*

Alderman Hoffman made a motion to approve the first reading of Bill 26-15. This motion was seconded by Alderman Collins. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O’Steen.

Motion to proceed with Phase 2 of Sports Feasibility Study with Victus Advisors, Fiscal Year 2025 carry-over budgeted item.

Alderman Hoffman made a motion to proceed with Phase 2 of Sports Feasibility Study with Victus Advisors, Fiscal Year 2025 carry-over budgeted item. This motion was seconded by Alderman Marose. A roll call was taken to a “Ayes” Alderman Marose, Alderman Collins, Alderman Hoffman and Alderman Barela. Absent Alderman O’Steen and Alderman Kevin Rucker.

Motion to approve the purchase of a 2026 P285 Weiler Asphalt Paver; Fiscal Year 2026 budgeted item not to exceed \$215,000.00.

Alderman Collins made a motion to approve the purchase of a 2026 P285 Weiler Asphalt Paver; Fiscal Year 2026 budgeted item not to exceed \$215,000.00. This motion was seconded by Alderman Marose. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O’Steen.

Motion to approve the purchase of a 2026 TT600 Tack Trailer, Fiscal Year 2026 budgeted item not to exceed \$31,500.00.

Alderman Collins made a motion to approve the purchase of a 2026 TT600 Tack Trailer, Fiscal Year 2026 budgeted item not to exceed \$31,500.00. This motion was seconded by Alderman Hoffman. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O’Steen.

Motion to approve the purchase of a 2026 John Deere 333P Skid Steer; Fiscal Year 2026 budgeted item not to exceed \$89,900.00.

Alderman Hoffman made a motion to approve the purchase of a 2026 John Deere 333P Skid Steer: Fiscal Year 2026 budgeted item not to exceed \$89,900.00. This motion was seconded by Alderman Collins. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O’Steen.

STAFF COMMUNICATIONS

City Administrator Lake - We’ve started a book club at the City, and the first two meetings went really well. This week, Karri Bell, Torryn Shurts, Mikeal Bean, and I completed several budget software demonstrations. We’re very excited to report that we expect to be ready for an award recommendation at the next Board meeting, and the project is coming in significantly under budget.

Assistant City Administrator White – The City and Karri Bell receiving the certificate of achievement for excellence in financial reporting for fiscal year 2024 that's awarded by the Government Finance Officers Association, and this is the 26th consecutive certificate.

Parks and Rec Director Gregory - Hatchery Ridge Trail is expected to be completed by the end of March. The new playground is anticipated to open by the end of April.

MAYOR AND MEMBERS OF THE BOARD OF ALDERMEN COMMUNICATIONS

Aldermen commended the Polar Bear Plunge, noting it was a great job by all involved.

Alderman Hoffman made a motion to adjourn at 6:30pm. This motion was seconded by Alderman Marose. Passes unanimously with a voice vote. Absent Alderman Rucker and Alderman O'Steen.

ADJOURN

There being no further business to come before the Board, the meeting was adjourned at 6:30pm. I, Tara Berreth, City Clerk of the City of Osage Beach, Missouri, do hereby certify that the above foregoing is a true and complete journal of proceedings of the regular meeting of the Board of Aldermen of the City of Osage Beach, Missouri, on March 5, 2026, and approved March 19, 2026.

Tara Berreth/City Clerk

Michael Harmison/Mayor

** All meetings may be viewed on Facebook and YouTube for further details and clarification.

**CITY OF OSAGE BEACH
BILLS LIST
March 19, 2026**

| | |
|---|-------------------------------|
| Bills Paid Prior to Board Meeting - 2025 | \$ 1,026,514.65 |
| Bills Paid Prior to Board Meeting - 2026 | \$ 179,467.77 |
| | |
| Payroll Paid Prior to Board Meeting | \$ 198,459.96 |
| | |
| SRF Transfer Prior to Board Meeting | \$ - |
| | |
| TIF Transfers | \$ - |
| | |
| Bills Pending Board Approval | \$ 164,451.96 |
| | |
| Total Expenses | <u>\$ 1,568,894.34</u> |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|----------------------|--------------------|---|----------------------------|-------------------|
| Transportation | Transportation | HENDERSON PRODUCTS INC | DUMP TRUCK BODY | 115,648.00 |
| | | | DUMP TRUCK BODY | <u>111,616.00</u> |
| | | | TOTAL: | 227,264.00 |
| Sewer | Sewer Fund | KNAPHEIDE TRUCK INC FOUR SEASONS PLUMBING, LLC | SERVICE TRK BODY VIN 9926 | 52,916.80 |
| | | | OB24-009 SWR RELOC PRJCT | <u>33,800.00</u> |
| | | | TOTAL: | 86,716.80 |
| Lee C. Fine Airport | Lee C. Fine Airpor | CRAWFORD, MURPHY & TILLY INC CAPITAL PAVING & CONSTRUCTION LLC | LCF MSTR PLN & UPDATE 9/1- | 1,684.63 |
| | | | LCF RUNWAY CONST 10/1-10/3 | 64,908.90 |
| | | | LCF RUNWAY CONST 11/1-11/3 | 32,560.70 |
| | | | LCF RUNWAY CONST 12/1-12/3 | 99,331.16 |
| | | | #2 RUNWAY REHAB 24-046B-1 | 257,021.30 |
| | | | #3 RUNWAY REHAB 24-046B-1 | 249,888.99 |
| | | | #3 RUNWAY REHAB 24-046B-1 | <u>5,292.20</u> |
| | | | TOTAL: | 710,687.88 |
| Grand Glaize Airport | Grand Glaize Airpo | CRAWFORD, MURPHY & TILLY INC | GG MSTR PLAN & UPDATE 9/1- | <u>1,845.97</u> |
| | | | TOTAL: | 1,845.97 |

===== FUND TOTALS =====

| | | |
|-------|---------------------------|--------------|
| 20 | Transportation | 227,264.00 |
| 35 | Sewer Fund | 86,716.80 |
| 45 | Lee C. Fine Airport Fund | 710,687.88 |
| 47 | Grand Glaize Airport Fund | 1,845.97 |
| ----- | | |
| | GRAND TOTAL: | 1,026,514.65 |
| ----- | | |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT | | |
|--------------------------------|----------------------------|--------------------------------|----------------------------|-------------------------------|----------------------------|--------|
| NON-DEPARTMENTAL | General Fund | MO DEPT OF REVENUE | State Withholding | 5,179.00 | | |
| | | | INTERNAL REVENUE SERVICE | Fed WH | 14,080.31 | |
| | | MISSIONSQUARE RETIREMENT | FICA | 10,616.12 | | |
| | | | Medicare | 2,482.81 | | |
| | | | Retirement 457 Roth | 269.10 | | |
| | | | Loan Repayment | 303.83 | | |
| | | | Loan Repayment | 206.56 | | |
| | | | Retirement 457 & | 5,529.23 | | |
| | | | Retirement 457 | 3,542.30 | | |
| | | | Loan Repayments | 136.86 | | |
| | | | Loan Repayments | 248.75 | | |
| | | | Loan Repayments | 119.32 | | |
| | | | Loan Repayments | 180.67 | | |
| | | | Loan Repayments | 527.04 | | |
| | | | Loan Repayments | 164.56 | | |
| | | | Loan Repayments | 264.77 | | |
| | | | Loan Repayments | 92.43 | | |
| | | | Retirement Roth IRA | 200.00 | | |
| | | | CAMDEN COUNTY ASSOC COURT | OTHER AGENCY CASH BOND | 150.00 | |
| | | | OPTUM BANK INC | HSA Contribution No Tax | 260.83 | |
| | HSA Family/Dep. Contributi | <u>2,746.82</u> | | | | |
| | TOTAL: | 47,301.31 | | | | |
| Mayor & Board | General Fund | ELAN CORPORATE PAYMENT SYSTEMS | CALO VOLUNTEER LUNCH | 82.85 | | |
| | | | FLOWERS - FRANKLIN FAMILY | 101.46 | | |
| | | | FLOWERS -MURRAY BABY | 62.27 | | |
| | | | FLOWERS - HUTZLER GRANDMOT | 58.41 | | |
| | | COLLINS, REBECCA | MILEAGE REIMB-LEGISLATIVE | <u>65.54</u> | | |
| | | | TOTAL: | 370.53 | | |
| | | City Administrator | General Fund | INTERNAL REVENUE SERVICE | FICA | 738.93 |
| | | | | | Medicare | 172.82 |
| | | | | LAKE AREA CHAMBER OF COMMERCE | EGGS & ISSUES BFAST - D.LA | 20.00 |
| | | | | MISSIONSQUARE RETIREMENT | Retirement 401% | 358.22 |
| Retirement 401 | <u>835.85</u> | | | | | |
| | TOTAL: | | | 2,125.82 | | |
| City Clerk | General Fund | INTERNAL REVENUE SERVICE | FICA | 371.03 | | |
| | | | Medicare | 86.77 | | |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 195.98 | | |
| | | | Retirement 401 | 457.29 | | |
| | | BERRETH, TARA | MEALS & MILEAGE - SPRING I | 194.28 | | |
| | | POWERS, KEGAN | MILEAGE&MEALS- SPRING INST | 220.20 | | |
| | | ELAN CORPORATE PAYMENT SYSTEMS | CITY CLERK SUPPLIES | 144.00 | | |
| | | | LAMINATION SUPPLIES | 42.56 | | |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | <u>225.00</u> | | |
| | | | TOTAL: | 1,937.11 | | |
| | | City Treasurer | General Fund | INTERNAL REVENUE SERVICE | FICA | 648.40 |
| Medicare | 151.64 | | | | | |
| PITNEY BOWES GLOBAL | LEASE PAYMENT 12/30/25-3/2 | | | 438.81 | | |
| MISSIONSQUARE RETIREMENT | Retirement 401% | | | 371.29 | | |
| | Retirement 401 | | | 978.53 | | |
| ELAN CORPORATE PAYMENT SYSTEMS | WINTER SEMINAR-SHURTS, BEL | | | 250.00 | | |
| OPTUM BANK INC | HSA Family/Dep. Contributi | | | <u>225.00</u> | | |
| | TOTAL: | | | 3,063.67 | | |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|----------------------|--------------|------------------------------------|----------------------------|----------|
| Municipal Court | General Fund | INTERNAL REVENUE SERVICE | FICA | 111.62 |
| | | | Medicare | 26.11 |
| | | MACA | 2026 MACA MEMBERSHIP DUES | 75.00 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 57.98 |
| | | | Retirement 401 | 135.29 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | EXCEL TRAINING - COURT | 9.99 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 490.99 |
| City Attorney | General Fund | INTERNAL REVENUE SERVICE | FICA | 393.49 |
| | | | Medicare | 92.03 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 202.23 |
| | | | Retirement 401 | 471.87 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 1,234.62 |
| Building Inspection | General Fund | INTERNAL REVENUE SERVICE | FICA | 652.02 |
| | | | Medicare | 152.49 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 336.87 |
| | | | Retirement 401 | 786.04 |
| | | MABCA | 2026 MABCA SPRING TRNG - W | 275.00 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | I CLOUD STORAGE - JOHNS | 2.99 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 225.00 |
| | | | TOTAL: | 2,430.41 |
| Building Maintenance | General Fund | AMEREN MISSOURI | FRONT OF CH 1/15-2/15/26 | 61.42 |
| | | | CH SVC 1/15-2/15/26 | 3,937.96 |
| | | INTERNAL REVENUE SERVICE | FICA | 101.10 |
| | | | Medicare | 23.65 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 53.61 |
| | | | Retirement 401 | 125.10 |
| | | SUMMIT NATURAL GAS OF MISSOURI INC | CH SVC 1/15-2/16/26 | 1,478.36 |
| | | GFL ENVIRONMENTAL | CITY HALL TRASH SERVICE | 183.75 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 6,039.95 |
| Parks | General Fund | INTERNAL REVENUE SERVICE | FICA | 627.31 |
| | | | Medicare | 146.71 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 203.61 |
| | | | Retirement 401 | 716.51 |
| | | AT&T MOBILITY-CELLS | CITY PARK SIGN 1/13-2/12/2 | 46.73 |
| | | AMEREN MISSOURI | HATCHERY RD SIGN 1/15-2/15 | 75.27 |
| | | | CP MAINT BLDG 1/15-2/15/26 | 272.84 |
| | | | CP #2 DISPLAY C 1/15-2/15/ | 13.86 |
| | | | CP SOCCER FIELDS 1/15-2/15 | 26.25 |
| | | | CP #2 DISPLAY 1/15-2/15/26 | 13.86 |
| | | | CP BALL FIELDS 1/15-2/15/2 | 1,223.56 |
| | | | CP #2 DISPLAY B 1/15-2/15/ | 15.09 |
| | | | CP#2 DISPLAY A 1/15-2/15/2 | 15.42 |
| | | | CP#2 IRRIG PUMP 1/15-2/15 | 14.21 |
| | | GFL ENVIRONMENTAL | PARKS TRASH SERVICE | 210.00 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | 2026 MPRA MEMBERSHIP DUES | 400.00 |
| | | | 2026 MPRA CONF REGIS-PARK | 1,820.00 |
| | | | 2026 MPRA CONF REGIS REFUN | 145.00- |
| | | | EGGS AND ISSUES BFAST -GRE | 20.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 187.50 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|-----------------|--------------|-------------------------------------|----------------------------|-----------|
| | | MARIAH C. SHOULTS | MILEAGE & MEALS - MPRA CON | 199.20 |
| | | | TOTAL: | 6,102.93 |
| Human Resources | General Fund | INTERNAL REVENUE SERVICE | FICA | 256.22 |
| | | | Medicare | 59.92 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 136.24 |
| | | | Retirement 401 | 317.89 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | EAD PRIZES | 443.95 |
| | | | EAD PRIZES | 178.87 |
| | | | EAD PRIZES | 70.85 |
| | | | EAD PRIZES | 109.95 |
| | | | 2026 SHRM CONF - MOON, BER | 1,150.00 |
| | | | CHILI COOKOFF GIFTS | 15.98 |
| | | | CHILI COOKOFF GIFTS | 16.00 |
| | | | 2026 EAD BINGO DEPOSIT | 250.00 |
| | | | LABOR LAW POSTERS | 189.99 |
| | | | EMPLOYEE OF THE YEAR AWARD | 70.95 |
| | | | CH BOOK CLUB | 480.50 |
| | | | SNOW STORM MOTELS - PD | 162.34 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | RESOLVE TO EVOLVE LLC | 2026 EMP DEV SPEAKER | 6,500.00 |
| | | | TOTAL: | 10,484.65 |
| Police | General Fund | INTERNAL REVENUE SERVICE | FICA | 4,318.56 |
| | | | Medicare | 1,009.99 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 1,934.49 |
| | | | Retirement 401 | 4,888.10 |
| | | SALERNO, BRIAN | COMMAND CLG MEALS 2/9-2/13 | 75.00 |
| | | LAKE OF THE OZARKS MAJOR CASE SQUAD | 2026 MAJOR CASE SQUAD DUES | 200.00 |
| | | MORLEY, TRAVIS | COMMAND CLG MEALS 2/9-2/13 | 75.00 |
| | | MO DEPT NATURAL RESOURCES | 2025 INCINERATOR EMISSIONS | 50.00 |
| | | HENDRICKS, BLAIR | MEALS FOR TASER INSTR-HEND | 105.00 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | 2026 IACP MEMBERSHIP | 370.00 |
| | | | 2026 MOCIC MEMBERSHIP | 150.00 |
| | | | AR15 TRAINING REGIS - SHEL | 450.00 |
| | | | TASER INSTRUC REGIS-ROSENB | 895.00 |
| | | | TASER INSTR LODGING -ROSEN | 300.94 |
| | | | CHILD SAFETY CERT- VERPLOE | 95.00 |
| | | | CAR WASHES | 32.00 |
| | | | CPL PROMOTIONAL BOARD LUNC | 68.89 |
| | | | CPL TEST PACKETS | 16.97 |
| | | | CPL INTERVIEW PANEL LUNCH | 53.91 |
| | | | CARSON MEM BRIDGE RBN CUTT | 4.25 |
| | | | IDI SUBSCRIPTION | 76.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 187.50 |
| | | | HSA Family/Dep. Contributi | 1,350.00 |
| | | | TOTAL: | 16,706.60 |
| 911 Center | General Fund | INTERNAL REVENUE SERVICE | FICA | 1,069.39 |
| | | | Medicare | 250.10 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 306.39 |
| | | | Retirement 401 | 1,243.48 |
| | | AT&T INTERNET/IP SERVICES | 911 INTERNET 2/11/26 | 413.07 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | MPSCC SPRING CONF - SCOTT | 200.00 |
| | | | EMD RECERTIFICATION - SCOT | 55.00 |
| | | | ACTIVE SHOOTER TRNG - SCOT | 280.00 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|------------------------|----------------|--------------------------------|----------------------------|----------|
| | | | MPSCC SPRING CONF - CANSLE | 250.00 |
| | | | MPSCC SPRING CONF - EULER | 200.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 150.00 |
| | | | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 4,492.43 |
| Planning | General Fund | INTERNAL REVENUE SERVICE | FICA | 242.63 |
| | | | Medicare | 56.74 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 126.78 |
| | | | Retirement 401 | 295.83 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 796.98 |
| Engineering | General Fund | INTERNAL REVENUE SERVICE | FICA | 525.60 |
| | | | Medicare | 122.91 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 203.75 |
| | | | Retirement 401 | 613.68 |
| | | GFI DIGITAL | PW PRNTR MAINT 3/19-4/18/2 | 33.50 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | WOC CONF LODGING - WRIGHT | 860.58 |
| | | | WOC CONF - AIRPORT PARKING | 137.00 |
| | | | TEAM MEETING | 48.67 |
| | | | EMBROIDERY FEES | 174.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 37.50 |
| | | | HSA Family/Dep. Contributi | 75.00 |
| | | | TOTAL: | 2,832.19 |
| Information Technology | General Fund | INTERNAL REVENUE SERVICE | FICA | 386.79 |
| | | | Medicare | 90.46 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 119.33 |
| | | | Retirement 401 | 445.81 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 75.00 |
| | | BCN TELECOM INC TBS | FEB/MAR 2026 ELEVATOR PHON | 322.98 |
| | | HUBER & ASSOCIATES, INC | FEB SOFTWARE MANAGEMENT | 633.67 |
| | | | TOTAL: | 2,074.04 |
| Economic Development | General Fund | INTERNAL REVENUE SERVICE | FICA | 173.03 |
| | | | Medicare | 40.47 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 84.05 |
| | | | Retirement 401 | 196.12 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | CLOUD CAMPAIGN SUB 2/6-3/6 | 49.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 37.50 |
| | | | TOTAL: | 580.17 |
| NON-DEPARTMENTAL | Transportation | MO DEPT OF REVENUE | State Withholding | 495.54 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 1,105.44 |
| | | | FICA | 1,144.87 |
| | | | Medicare | 267.74 |
| | | MISSIONSQUARE RETIREMENT | Retirment 457 & | 718.29 |
| | | | Retirement 457 | 34.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 45.00 |
| | | | HSA Family/Dep. Contributi | 39.49 |
| | | | TOTAL: | 3,850.37 |
| Transportation | Transportation | INTERNAL REVENUE SERVICE | FICA | 1,144.87 |
| | | | Medicare | 267.75 |
| | | LAKE AREA CHAMBER OF COMMERCE | EGGS & ISSUES BFAST - J.FI | 6.66 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|------------------|------------|------------------------------------|----------------------------|----------|
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 464.86 |
| | | | Retirement 401 | 1,304.02 |
| | | AMEREN MISSOURI | 792 PASSOVER LTS 1/15-2/15 | 22.99 |
| | | | 1095 MACE RD LTS 1/15-2/15 | 40.57 |
| | | | 1129 INDUSTRIAL 1/15-2/15/ | 39.01 |
| | | | 1075 NICHOLS ROAD 1/18-2/1 | 64.12 |
| | | | 1109 OSAGE RD LTS 1/14-2/1 | 0.72 |
| | | | MACE RD RNDABT 1/15-2/15/2 | 28.69 |
| | | | 680 PASSOVER RD 1/15-2/15/ | 30.54 |
| | | SUMMIT NATURAL GAS OF MISSOURI INC | PW SVC 1/15-2/16/26 | 1,601.59 |
| | | GFI DIGITAL | PW PRNTR MAINT 3/19-4/18/2 | 33.50 |
| | | GFL ENVIRONMENTAL | TRANS TRASH SERVICE | 61.25 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | WOC LODGING - LONG | 860.58 |
| | | | TEAM MEETING | 48.68 |
| | | | DRINKS | 135.41 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 112.50 |
| | | | HSA Family/Dep. Contributi | 275.25 |
| | | | TOTAL: | 6,543.56 |
| NON-DEPARTMENTAL | Water Fund | MO DEPT OF REVENUE | State Withholding | 507.17 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 1,233.57 |
| | | | FICA | 1,046.20 |
| | | | Medicare | 244.68 |
| | | MISSIONSQUARE RETIREMENT | Retirment 457 & | 568.55 |
| | | | Retirement 457 | 33.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 90.00 |
| | | | HSA Family/Dep. Contributi | 138.88 |
| | | | TOTAL: | 3,862.05 |
| Water | Water Fund | GOEHRI, GEORGE | MARCH 2026 INSURANCE PREMI | 81.70 |
| | | INTERNAL REVENUE SERVICE | FICA | 1,046.20 |
| | | | Medicare | 244.68 |
| | | LAKE AREA CHAMBER OF COMMERCE | EGGS & ISSUES BFAST - J.FI | 6.67 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 425.02 |
| | | | Retirement 401 | 1,242.10 |
| | | CAMDEN COUNTY RECORDER OF DEEDS | LIEN RELEASE | 13.50 |
| | | AMEREN MISSOURI | LK RD 54-59 WELL 1/15-2/15 | 428.27 |
| | | | COLUMBIA CLG WELL 1/15-2/1 | 1,495.14 |
| | | | COLUMBIA TWR POLE 1/15-2/1 | 336.96 |
| | | DEVORE, CALEB | MEALS ADV - MRWA CONF - DE | 140.00 |
| | | SUMMIT NATURAL GAS OF MISSOURI INC | PW SVC 1/15-2/16/26 | 1,601.59 |
| | | STOUFER, TOMMIE L | MEALS ADV - MRWA CONF | 140.00 |
| | | GFI DIGITAL | PW PRNTR MAINT 3/19-4/18/2 | 33.51 |
| | | GFL ENVIRONMENTAL | WATER TRASH SERVICE | 61.25 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | WOC CONF - AIRPORT PARKING | 137.00 |
| | | | TEAM MEETING | 48.67 |
| | | | 2026 AWWA MEMBERSHIP | 260.00 |
| | | | TRAINING MATERIALS | 319.00 |
| | | | WOC CONF - UBER | 16.90 |
| | | | WOC CONF - UBER | 31.99 |
| | | | WOC CONF - UBER | 10.91 |
| | | | WOC CONF - UBER | 9.98 |
| | | | WOC CONF - UBER | 16.95 |
| | | | WOC CONF - UBER | 22.94 |
| | | | PENS | 15.81 |
| | | | DRINKS | 135.41 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|------------------|----------------|------------------------------------|----------------------------|-----------|
| | | | WOC LODGING - DEVORE | 860.58 |
| | | | WOC CONF - AIRPORT PARKING | 137.00 |
| | | | BLADES | 598.85 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 75.00 |
| | | | HSA Family/Dep. Contributi | 349.50 |
| | | HAMEL, KEVIN | TEMP CDL LICENSE REIMB-HAM | 45.13 |
| | | | TOTAL: | 10,388.21 |
| NON-DEPARTMENTAL | Sewer Fund | MO DEPT OF REVENUE | State Withholding | 680.29 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 1,610.04 |
| | | | FICA | 1,470.64 |
| | | | Medicare | 343.94 |
| | | MISSIONSQUARE RETIREMENT | Retirement 457 & | 349.74 |
| | | | Retirement 457 | 83.00 |
| | | | Retirement Roth IRA | 25.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 197.08 |
| | | | HSA Family/Dep. Contributi | 281.63 |
| | | | TOTAL: | 5,041.36 |
| Sewer | Sewer Fund | INTERNAL REVENUE SERVICE | FICA | 1,470.64 |
| | | | Medicare | 343.93 |
| | | LAKE AREA CHAMBER OF COMMERCE | EGGS & ISSUES BFAST - J.FI | 6.67 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 398.49 |
| | | | Retirement 401 | 1,737.10 |
| | | CAMDEN COUNTY RECORDER OF DEEDS | LIEN RELEASE | 13.50 |
| | | AMEREN MISSOURI | GRINDER PUMPS & LIFT STATI | 3,178.20 |
| | | | 5757 CHAPEL DRIVE 1/18-2/1 | 837.50 |
| | | | GRINDER PUMPS & LIFT STATI | 3,141.73 |
| | | | GRINDER PUMPS & LIFT STATI | 4,391.57 |
| | | SUMMIT NATURAL GAS OF MISSOURI INC | PW SVC 1/15-2/16/26 | 1,562.87 |
| | | HOME DEPOT CREDIT SERVICES | TITANIUM BIT | 63.94 |
| | | | GRINDER, DRILL, LIGHT, BAT | 1,282.85 |
| | | GFI DIGITAL | PW PRNTR MAINT 3/19-4/18/2 | 33.51 |
| | | CAMPBELL, FRANK | MILEAGE REIMB - 2/14-2/16/ | 106.61 |
| | | GFL ENVIRONMENTAL | SEWER TRASH SERVICE | 61.25 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | TEAM MEETING | 48.68 |
| | | | DRINKS | 135.41 |
| | | | WOC TRAVEL - UBER FEES | 9.93 |
| | | | WOC TRAVEL - UBER FEES | 22.65 |
| | | | WOC TRAVEL - UBER FEES | 22.94 |
| | | | WOC LODGING - DUNCAN | 860.58 |
| | | | POSTAGE | 353.74 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 225.00 |
| | | | HSA Family/Dep. Contributi | 350.25 |
| | | CAS DATALOGGERS | ODOR LOGS & COMM LINK | 2,292.50 |
| | | | ODOR LOG & COMM LINK | 2,082.50 |
| | | HARBOR FREIGHT TOOLS USA INC | MISC TOOLS | 1,228.31 |
| | | ZACHRY BELL | MILEAGE REIMB - 2/20-2/26/ | 181.25 |
| | | JOHNSTON, BRENT | MILEAGE REIMB - 2/14-2/15/ | 60.90 |
| | | | MILEAGE REIMB - 2/16, 2/18 | 81.20 |
| | | | TOTAL: | 26,586.20 |
| NON-DEPARTMENTAL | Ambulance Fund | MO DEPT OF REVENUE | State Withholding | 566.00 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 1,650.20 |
| | | | FICA | 1,227.90 |
| | | | Medicare | 287.16 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|----------------------|--------------------|-------------------------------------|----------------------------|----------|
| | | MISSIONSQUARE RETIREMENT | Retirment 457 & | 499.61 |
| | | | Loan Repayments | 244.66 |
| | | | Loan Repayments | 185.71 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 41.66 |
| | | | HSA Family/Dep. Contributi | 359.16 |
| | | ONE TIME VENDOR RONALD KEEN | AMBULANCE REIMBURSEMENT | 31.01 |
| | | | TOTAL: | 5,093.07 |
| Ambulance | Ambulance Fund | INTERNAL REVENUE SERVICE | FICA | 1,227.90 |
| | | | Medicare | 287.16 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 442.20 |
| | | | Retirement 401 | 1,322.70 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | CAR SEAT TECH - JOHNSON | 95.00 |
| | | | CAR SEAT TECH - JACKSON | 95.00 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 75.00 |
| | | | HSA Family/Dep. Contributi | 150.00 |
| | | | TOTAL: | 3,694.96 |
| NON-DEPARTMENTAL | Lee C. Fine Airpor | MO DEPT OF REVENUE | State Withholding | 215.40 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 623.61 |
| | | | FICA | 515.83 |
| | | | Medicare | 120.64 |
| | | MISSIONSQUARE RETIREMENT | Retirment 457 & | 104.39 |
| | | | Retirement 457 | 90.00 |
| | | | Loan Repayments | 74.51 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 55.00 |
| | | | TOTAL: | 1,799.38 |
| Lee C. Fine Airport | Lee C. Fine Airpor | INTERNAL REVENUE SERVICE | FICA | 515.83 |
| | | | Medicare | 120.64 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 123.56 |
| | | | Retirement 401 | 570.46 |
| | | DISH NETWORK | SVC 3/1-3/28/26 | 104.13 |
| | | GFL ENVIRONMENTAL | LCF TRASH SERVICE | 84.00 |
| | | ELAN CORPORATE PAYMENT SYSTEMS | BOLT KIT | 292.54 |
| | | OPTUM BANK INC | HSA Contribution No Tax | 37.50 |
| | | | HSA Family/Dep. Contributi | 195.00 |
| | | | TOTAL: | 2,043.66 |
| NON-DEPARTMENTAL | Grand Glaize Airpo | MO DEPT OF REVENUE | State Withholding | 52.60 |
| | | INTERNAL REVENUE SERVICE | Fed WH | 258.23 |
| | | | FICA | 171.24 |
| | | | Medicare | 40.05 |
| | | MISSIONSQUARE RETIREMENT | Retirment 457 & | 15.83 |
| | | | Retirement 457 | 60.00 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 55.00 |
| | | | TOTAL: | 652.95 |
| Grand Glaize Airport | Grand Glaize Airpo | CITY OF OSAGE BEACH | 957 AIRPORT RD 1/22-2/23/2 | 57.18 |
| | | INTERNAL REVENUE SERVICE | FICA | 171.24 |
| | | | Medicare | 40.05 |
| | | MISSIONSQUARE RETIREMENT | Retirement 401% | 58.13 |
| | | | Retirement 401 | 209.51 |
| | | GFL ENVIRONMENTAL | GG TRASH SERVICE | 54.60 |
| | | OPTUM BANK INC | HSA Family/Dep. Contributi | 105.00 |
| | | CHARTER COMMUNICATIONS HOLDINGS LLC | GG CABLE 2/16-3/15/26 | 151.89 |
| | | | TOTAL: | 847.60 |

DEPARTMENT FUND VENDOR NAME DESCRIPTION AMOUNT

===== FUND TOTALS =====

| | | |
|----|---------------------------|------------|
| 10 | General Fund | 109,064.40 |
| 20 | Transportation | 10,393.93 |
| 30 | Water Fund | 14,250.26 |
| 35 | Sewer Fund | 31,627.56 |
| 40 | Ambulance Fund | 8,788.03 |
| 45 | Lee C. Fine Airport Fund | 3,843.04 |
| 47 | Grand Glaize Airport Fund | 1,500.55 |

GRAND TOTAL: 179,467.77

TOTAL PAGES: 8

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT | | | |
|---------------------------|--------------|--|----------------------------|--------------|---|---------------------------|--------|
| City Administrator | General Fund | MO MUNICIPAL LEAGUE | MCMA CONF REGIS - A WHITE | 200.00 | | | |
| | | | TOTAL: | 200.00 | | | |
| City Clerk | General Fund | AMAZON CAPITAL SERVICES INC ONSITE MOBILE DOCUMENT DESTRUCTION OF | CITY CLERK "POSTED" STAMP | 16.34 | | | |
| | | | RECORDS DESTRUCTION 2/10/2 | 1,317.24 | | | |
| | | | TOTAL: | 1,333.58 | | | |
| Municipal Court | General Fund | SMITH, GARY L | FEB MUNICIPAL JUDGE SVCS | 1,848.74 | | | |
| | | | TOTAL: | 1,848.74 | | | |
| Building Inspection | General Fund | WOOD SHED LUMBER | ADHESIVE | 11.99 | | | |
| | | | TOTAL: | 11.99 | | | |
| Building Maintenance | General Fund | BUTLER SUPPLY CO CINTAS CORPORATION STAPLES BUSINESS ADVANTAGE AMAZON CAPITAL SERVICES INC SHERLOCK HOME INSPECTIONS LLC HICKERSON LAWCARE CO LLC JOHNSON CONTROLS US HOLDINGS INC | RECYCLING FEE - LAMPS | 78.60 | | | |
| | | | CH FLOOR MAT | 89.03 | | | |
| | | | SWEETENER, PAPER TWLS, BOW | 89.40 | | | |
| | | | PLATES, CUPS, KNIFES | 158.03 | | | |
| | | | LED BULBS | 97.00 | | | |
| | | | WATER FILTER | 29.99 | | | |
| | | | LED BULBS | 97.00 | | | |
| | | | FEB 2026 CH PEST CONTROL | 105.00 | | | |
| | | | CH LEAF REMOVAL | 160.00 | | | |
| | | | 2026 SPRNKLR, EXT, ALARM S | 755.05 | | | |
| | | | TOTAL: | 1,659.10 | | | |
| | | | Parks | General Fund | HI-TECH AUTO BODY INC O'REILLY AUTOMOTIVE STORES INC PARKWAY PLAZA TIRE | BUILDING TOW TO LAKEFRONT | 191.00 |
| | | | | | | FILTER, OIL, AIR FILTER | 208.15 |
| AIR FILTER | 11.13 | | | | | | |
| TRAILER TIRE | 31.00 | | | | | | |
| FLAT REPAIR - MOWER | 28.00 | | | | | | |
| TOTAL: | 469.28 | | | | | | |
| Human Resources | General Fund | LAKE REGIONAL OCCUPATIONAL MEDICINE LAKE REGIONAL HEALTH SYSTEM VALIDITY SCREENING SOLUTIONS AMAZON CAPITAL SERVICES INC STANARD & ASSOCIATES, INC | PREEMPLOYMENT TESTING | 25.00 | | | |
| | | | DOT TESTING/POST ACCIDENT | 130.00 | | | |
| | | | POST ACCIDENT TESTING | 75.00 | | | |
| | | | PREEMPLOYMENT TESTING | 50.00 | | | |
| | | | HR BOOK CLUB | 48.99 | | | |
| | | | CH BOOK CLUB | 25.98 | | | |
| | | | INK, HIGHLIGHTERS | 153.87 | | | |
| | | | LAW ENFORCEMENT TESTING | 705.00 | | | |
| TOTAL: | 1,213.84 | | | | | | |
| Police | General Fund | PURCELL TIRE & RUBBER CO MO VOCATIONAL ENTERPRISES MOTOROLA SOLUTIONS INC LAKE PRINTING COMPANY, INC HEDRICK MOTIV WERKS LLC GT DISTRIBUTORS INC STAPLES BUSINESS ADVANTAGE LANGUAGE LINE SERVICES INC COMMENCO SHERLOCK HOME INSPECTIONS LLC | TIRE SENSORS - 2010 FUSION | 299.60 | | | |
| | | | FLAT REPAIR - PD31 | 32.10 | | | |
| | | | TIRE REPLACEMENT - PD 16 | 169.25 | | | |
| | | | RECORD FORMS, BOND FORMS | 197.00 | | | |
| | | | REMOTE MOUNT HARDWARE | 1,443.60 | | | |
| | | | BUSINESS CARDS-SOOTER,ROBI | 104.00 | | | |
| | | | VEHICLE INSP - 2010 FUSION | 12.00 | | | |
| | | | OIL CHANGE - PD 20 | 90.00 | | | |
| | | | SLING ATTACHMENTS | 1,350.76 | | | |
| | | | INK, MAILERS | 87.05 | | | |
| | | | INK | 113.05 | | | |
| | | | OVER THE PHONE INTERPRETAT | 33.28 | | | |
| | | | ANTENNA (3) | 356.40 | | | |
| PEST CONTRL - DOG KENNELS | 50.00 | | | | | | |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|------------------------|----------------|------------------------------------|----------------------------|-----------|
| | | | TOTAL: | 4,338.09 |
| Engineering | General Fund | LAKE PRINTING COMPANY, INC | PUBLIC WORKS ENVELOPE | 63.75 |
| | | CINTAS CORPORATION | ENG DEPT UNIFORMS | 7.20 |
| | | | ENG DEPT FLOOR MATS | 5.33 |
| | | | ENG DEPT UNIFORMS | 12.59 |
| | | | ENG DEPT FLOOR MATS | 5.33 |
| | | AMAZON CAPITAL SERVICES INC | TAPE, SCISSORS, ORGANIZER | 11.90 |
| | | | CREDIT MEMO | 1.75- |
| | | | TOTAL: | 104.35 |
| Information Technology | General Fund | GFI DIGITAL | 911 & PATROL PRINTER | 2,560.07 |
| | | PASS SECURITY | CAMERA REPAIR | 370.00 |
| | | | TOTAL: | 2,930.07 |
| Economic Development | General Fund | AMAZON CAPITAL SERVICES INC | PAW PATROL MOVIE | 7.99 |
| | | | TOTAL: | 7.99 |
| Transportation | Transportation | UNITED RENTALS (NORTH AMERICA) INC | BLUE HOSE | 80.00 |
| | | | LEAF VAC REPAIR | 2,210.63 |
| | | | LEAF VAC REPAIR | 882.98 |
| | | PURCELL TIRE & RUBBER CO | TIRE REPAIR - MOWER MAX | 183.52 |
| | | MO VOCATIONAL ENTERPRISES | LICENSE PLATES | 30.50 |
| | | MO ONE CALL SYSTEM INC | LOCATES 02/2026 | 35.10 |
| | | MOTOR HUT INC | OIL CHNG, BLADE SHARPEN | 454.09 |
| | | | OIL CHNG, FILTER & BLADE R | 658.89 |
| | | CROWN POWER & EQUIPMENT | OIL AND FILTERS | 663.04 |
| | | ULINE | JACKET - ROB LONG | 57.00 |
| | | | 1ST AID KITS, GLASSES | 2,733.66 |
| | | | METAL WORK PLATFORM | 1,986.72 |
| | | LAKE PRINTING COMPANY, INC | PUBLIC WORKS ENVELOPE | 63.75 |
| | | MAGRUDER LIMESTONE CO INC | 4-6" CLEAN, 1" CLEAN | 3,267.56 |
| | | CINTAS CORPORATION | TRANS DEPT UNIFORMS | 121.44 |
| | | | TRANS DEPT FLOOR MATS | 5.33 |
| | | | TRANS DEPT UNIFORMS | 204.10 |
| | | | TRANS DEPT FLOOR MATS | 5.33 |
| | | PARKWAY PLAZA TIRE | TIE ROD REPAIR - TRK 6510 | 969.79 |
| | | AMAZON CAPITAL SERVICES INC | JUMP STARTER, AIR FILTER | 336.25 |
| | | | TAPE, SCISSORS, ORGANIZER | 11.90 |
| | | | CREDIT MEMO | 1.75- |
| | | HIGH POINT RADIATOR LLC | LEAF VAC - RADIATOR RECORE | 882.00 |
| | | A K SMALL ENGINES LLC | CHAINS FOR CHAINSAWS (2) | 56.16 |
| | | WOOD SHED LUMBER | PAIL, DISH SOAP | 109.79 |
| | | WILSON & COMPANY INC | SS4A ENGINEER SVC 1/24-2/2 | 35,694.48 |
| | | | TOTAL: | 51,702.26 |
| Water | Water Fund | USABBLUEBOOK | METERING PUMP | 2,344.00 |
| | | | METERING PUMP (6) | 4,052.00 |
| | | | METERING PUMP (7) | 5,294.00 |
| | | FASTENAL CO | MISC NUTS & BOLTS | 62.75 |
| | | MO ONE CALL SYSTEM INC | LOCATES 02/2026 | 157.95 |
| | | LAKE SUN LEADER 81525 & 1586450 | PN23877 - WATER/SEWER RATE | 288.00 |
| | | CORE & MAIN LP | 3/4" PIPE | 2,256.00 |
| | | | BRASS SADDLE | 159.36 |
| | | | END CAP | 603.94 |
| | | ULINE | METAL SHELVING RACKS | 5,120.88 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|------------|----------------|---------------------------------------|----------------------------|-----------|
| | | | OFFICE DESK | 962.94 |
| | | | SHIELDS FOR WELL HOUSES | 409.44 |
| | | | RAID SPRAY, OFF SPRAY | 2,733.67 |
| | | | METAL WORK PLATFORM | 1,986.72 |
| | | LAKE PRINTING COMPANY, INC | PUBLIC WORKS ENVELOPE | 63.75 |
| | | CINTAS CORPORATION | WATER DEPT UNIFORMS | 115.71 |
| | | | WATER DEPT FLOOR MATS | 5.33 |
| | | | WATER DEPT UNIFORMS | 115.71 |
| | | | WATER DEPT FLOOR MATS | 5.33 |
| | | PARKWAY PLAZA TIRE | TIRES (2) - TRK 5898 | 376.98 |
| | | AMAZON CAPITAL SERVICES INC | TAPE, SCISSORS, ORGANIZER | 11.91 |
| | | | CREDIT MEMO | 1.75- |
| | | PORTERS ACE | MISC NUTS AND BOLTS | 31.45 |
| | | | TOTAL: | 27,156.07 |
| Sewer | Sewer Fund | AMOS SEPTIC SERVICE INC | PUMP LIFT STATION 29-5 | 2,500.00 |
| | | FASTENCO INC | SAFETY GLASSES HEX THREADI | 361.14 |
| | | MO ONE CALL SYSTEM INC | LOCATES 02/2026 | 157.95 |
| | | O'REILLY AUTOMOTIVE STORES INC | MOTOR OIL, PLIERS | 165.75 |
| | | | ELECTRIC CLEANER | 12.99 |
| | | | SHOP TOWEL | 5.49 |
| | | | SEAT COVERS | 64.99 |
| | | | POLISH AND SHINE CLOTH | 45.97 |
| | | | SPOT MIRROR | 9.99 |
| | | | BATTERY AND CORE CHARGE | 142.49 |
| | | | CORE RETURN | 22.00- |
| | | CONSOLIDATED ELECTRICAL DISTR, INC | WIRE AND CONDUIT | 1,480.62 |
| | | | CONDUIT, REDUCER | 59.74 |
| | | | GROUND ROD, CONDUIT | 53.47 |
| | | BUTLER SUPPLY CO | CIRCUIT BREAKER ENCLOSURE | 301.44 |
| | | | BREAKER | 103.61 |
| | | CORE & MAIN LP | CHAIN | 1,940.00 |
| | | | COUPLING (2) | 6,791.96 |
| | | ULINE | RAID SPRAY, OFF SPRAY | 2,733.66 |
| | | LAKE PRINTING COMPANY, INC | PUBLIC WORKS ENVELOPE | 63.75 |
| | | FOUR SEASONS PLUMBING, LLC | OB24-009 SWR RELOC PRJECT | 33,859.00 |
| | | SOUTHWEST STONE SUPPLY INC | TOPSOIL | 157.44 |
| | | CINTAS CORPORATION | SEWER DEPT UNIFORMS | 192.69 |
| | | | SEWER DEPT FLOOR MATS | 5.33 |
| | | | SEWER DEPT UNIFORMS | 263.04 |
| | | | SEWER DEPT FLOOR MATS | 5.33 |
| | | AMAZON CAPITAL SERVICES INC | TAPE, SCISSORS, ORGANIZER | 11.91 |
| | | | CREDIT MEMO | 1.75- |
| | | COCHRAN ENGINEERING | LOR 24-335 LIFT STATION IM | 675.00 |
| | | REEVES-WIEDEMAN COMPANY | CURB STOP | 316.35 |
| | | | CONDUIT COUPLING | 1.98 |
| | | | BRASS TEE, BALL VALVE, | 59.06 |
| | | | REPAIR COUPLING | 23.65 |
| | | HIGH TIDE TECHNOLOGIES | ANNUAL COMMS RENEWAL | 480.00 |
| | | HEARTLAND ENVIRONMENTAL DISTRIBUTORS, | SEBS (3) | 15,000.00 |
| | | SRI-MO | SANDS PUMP REPAIR | 815.00 |
| | | WOOD SHED LUMBER | ENGINE STARTER HANDLE | 6.49 |
| | | | LUMBER CRAYON/MARKER | 6.48 |
| | | | TOTAL: | 68,850.01 |
| Ambulance | Ambulance Fund | DOUGLAS G WILSON DO PC | FEB 2026 MEDICAL DIRECTOR | 1,000.00 |

| DEPARTMENT | FUND | VENDOR NAME | DESCRIPTION | AMOUNT |
|----------------------|--------------------|---------------------------------|----------------------------|----------|
| | | | TOTAL: | 1,000.00 |
| Lee C. Fine Airport | Lee C. Fine Airpor | NAEGLER OIL CO | LCF EQUIP CHRG & SATELITTE | 60.00 |
| | | O'REILLY AUTOMOTIVE STORES INC | VOLTAGE REG AND BATTERY TE | 51.94 |
| | | LO ENVIRONMENTAL LLC | WATER TESTING - LCF | 829.65 |
| | | PLATINUM CLEANING SOLUTIONS LLC | AP JANITORIAL SVC 2/23/26 | 192.50 |
| | | | AP JANITORIAL SVCS 3/2/202 | 192.50 |
| | | | TOTAL: | 1,326.59 |
| Grand Glaize Airport | Grand Glaize Airpo | NAEGLER OIL CO | GG EQUIP CHRG & SATELITTE | 60.00 |
| | | PLATINUM CLEANING SOLUTIONS LLC | AP JANITORIAL SVC 2/23/26 | 120.00 |
| | | | AP JANITORIAL SVCS 3/2/202 | 120.00 |
| | | | TOTAL: | 300.00 |

===== FUND TOTALS =====

| | | |
|-------|---------------------------|------------|
| 10 | General Fund | 14,117.03 |
| 20 | Transportation | 51,702.26 |
| 30 | Water Fund | 27,156.07 |
| 35 | Sewer Fund | 68,850.01 |
| 40 | Ambulance Fund | 1,000.00 |
| 45 | Lee C. Fine Airport Fund | 1,326.59 |
| 47 | Grand Glaize Airport Fund | 300.00 |
| ----- | | |
| | GRAND TOTAL: | 164,451.96 |
| ----- | | |

City of Osage Beach
 1000 City Parkway
 Osage Beach, MO 65065
 573/302-2000 Phone
 573/302-2039 Fax
www.osagebeach-mo.gov



Planning Dept: NA
 Sewer Dept: TB
 License #: _____

LIQUOR LICENSE APPLICATION

Date of Application: 02/10/2026 Date Application Received: 2/18/26
 Name of Establishment: 5180 SOCIAL pd 125.00
 Physical Address: 5180 OSAGE BEACH PKWY #2, OSAGE BEACH, MO, 65065 proceed
 Mailing Address: 711 STANFORD STREET, JEFFERSON CITY, MO 65109 TB
 Applicant Name: TD'S BAR / TARA DAVIS V# 53
 (As it is to appear on license. If corporation, name of corporation and managing officer)

⚠ **Original Applications:** Submit a copy of your Missouri voter registration card & background check performed by the Missouri Highway Patrol along with the application.
 Renewal Applications: Submit completed application and background check per Ordinance 15.81 (voter registration not required for renewals.) Completed applications must be received by May 1st. Applications received after May 1 are subject to the following late fees: May 2 to May 31 - \$100 late fee; June 1 to June 30 - \$200 late fee; after June 30 - \$300 late fee.

| Item | Fee | License Description | City Code |
|-------------|--------|--|-----------|
| a. ___ | 375.00 | Manufacture and distribution (not sales) of intoxicating malt liquor not more than 5% alcohol by weight. | MDBWT |
| b. ___ | 150.00 | Distribution or wholesale of intoxicating liquors not more than 5% alcohol by weight. | DBLQWT |
| c. ___ | 300.00 | Manufacture or distilling of intoxicating liquors in excess of 5% alcohol by weight. | MLQWT |
| d. ___ | 750.00 | Distribution or wholesale of intoxicating liquors in excess of 5% alcohol by weight. | DLQWT |
| e. ___ | 75.00 | Retail sales of intoxicating liquors not more than 5% alcohol by weight in original package to be consumed on premises. (Includes Sunday Sales.) | BPR |
| f. ___ | 75.00 | Retail sales of intoxicating liquors not more than 5% alcohol by weight in original package not to be consumed on premises. (Includes Sunday Sales.) | BPK |
| g. ___ | 450.00 | Retail sales of intoxicating liquors in excess of 5% alcohol by weight to be consumed on premises. | LDRK1 |
| h. <u>X</u> | 750.00 | Retail sales of intoxicating liquors in excess of 5% alcohol by weight to be consumed on premises. (Includes Sunday Sales.) | LDRK2 |
| i. ___ | 150.00 | Retail sales of intoxicating liquors in excess of 5% alcohol by weight in original package not to be consumed or opened on premises. | LPKG1 |
| j. ___ | 450.00 | Retail sales of intoxicating liquors in excess of 5% alcohol by weight in original package not to be consumed or opened on premises. (Includes Sunday Sales.) | LPKG2 |
| k. ___ | 75.00 | Retail sales of malt liquor not more than 5% alcohol by weight /or light wines containing in excess of 14% alcohol by weight. | BWDRK1 |
| l. ___ | 375.00 | Retail sales of malt liquor not more than 5% alcohol by weight /or light wines containing in excess of 14% alcohol by weight. (Includes Sunday Sales.) | BWDRK2 |
| m. ___ | 300.00 | Sunday Liquor Sales | LSUN |
| n. ___ | 15.00 | *Caterer per day. | CTLQDY |
| o. ___ | 10.00 | *Picnic per day. | PCLQDY |
| p. ___ | N/C | Change of managing officer. | MGO |
| q. ___ | N/C | Wine tasting. | WTG |

*If applying for a Caterer or Picnic License describe the event in detail, including the event name, location and time.

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Jeff Fisher, Public Works Director

Agenda Item:

Bill 26-15 - An ordinance of the City of Osage Beach, Missouri, authorizing the Mayor to execute Supplemental Agreement #5 for a time extension with Missouri Highways and Transportation Commission Enhancement fund for the Highway 42 TAP grant ADA Project. *Second Reading*

Requested Action:

Second Reading of Bill #26-15

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Not Applicable

Budget Line Information (if applicable):

Yes

Department Comments and Recommendation:

See memo

City Attorney Comments:

Per City Code 110.230, Bill 26-15 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Frederick Gregory, Parks and Recreation Manager

Agenda Item:

Bill 26-16 - An ordinance of the City of Osage Beach, Missouri, Authorizing the Mayor to sign a contract with Classic Red Hots to operate the Concession Stands at the Osage Beach City Park for a term to commence April 1, 2026, and conclude October 31, 2026. *Second Reading.*

Requested Action:

Second Reading of Bill #26-16

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Not Applicable

Budget Line Information (if applicable):

Department Comments and Recommendation:

The Parks and Recreation Department requests approval to enter into an agreement with Classic Red Hots to operate the City Park Concession Stand for the 2026 season. The owner, Jason Abrams, has experience managing a concession stand for a St. Louis–area municipality and also owns and operates a restaurant, catering business, and hot dog stands. This agreement will allow staff to focus more on park events and improvement projects while eliminating the need to hire seasonal employees and manage concession inventory. Although the projected \$35,000 in budgeted revenue will likely decrease, the City will avoid \$53,500 in expenses, including \$28,500 for two seasonal employees salaries and a significant portion of what was budgeted for concession supplies. As this is a test year, gross sales are unknown; however, if the partnership does not prove beneficial, the contract will not be renewed for FY2027. A budget amendment will follow pending approval. The Parks Department does recommend approval and happy to answer any questions.

City Attorney Comments:

Per City Code 110.230, Bill 26-16 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.



**CITY OF OSAGE BEACH
CONCESSION STAND MANAGEMENT AGREEMENT**

THIS CONCESSION STAND MANAGEMENT AGREEMENT (the “Agreement”) states the terms and conditions that govern the contractual relationship between the City of Osage Beach, Missouri (“**City**”) and Classic Red Hots (“**Operator**”), on the following terms.

WHEREAS, the City of Osage Beach wishes to contract with Operator to manage the City’s Concession Stand at Osage Beach City Park, subject to the terms below; and

WHEREAS, the City’s goal is to provide increase the use of and revenue from the concession stand while maintaining appropriate access to park facilities for the public and

WHEREAS, Operator wishes to provide such services to enhance the City’s park amenities to the City’s visitors and residents.

NOW THEREFORE the parties make the following Agreement in furtherance of the above:

I. TERMS

1. **Definitions and Common Terms.** The following terms shall have the following specific meanings:
 - a. Ballfield Complex: The three hardball fields enclosed by fencing at Osage Beach City Park, together with the areas immediately in between said fields and the paved and landscaped areas west of the fields and the concession stand structure (excluding the Osage Beach Parks and Recreation offices and any locked space not otherwise authorized herein). A diagram of the approximate area is attached hereto as Exhibit A.
 - b. Normal Business Hours. Monday through Friday, 8:00 a.m. through 5:00 p.m., excluding all City holidays.
 - c. Dollar amounts. Any dollar amount specified herein, including but not limited to Rent, shall be increased each year by the percentage change in the CPI - All Urban Consumers, Midwest - Size Class B/C, not seasonally adjusted (available at <https://www.bls.gov/regions/midwest/data/xg-tables/ro5xg01.htm>) for the preceding calendar year (January-December) plus 0.5%.
2. **Term.** This Agreement shall commence April 1st, 2026 and conclude October 31, 2026 (the “Initial Term”). The City may authorize the Mayor to extend this Agreement for the same dates in 2027, 2028, and 2029 (each a “Renewal Term”) by motion no later than December 31 of the preceding year.

3. Description of Relationship.

- a. Rent. Operator shall pay a share of gross concession sales to the City for the duration of this Agreement.
 - i. The City's share shall be 5% of the initial \$5,000 in gross concession sales.
 - ii. For every subsequent \$5,000 in gross concession sales, the City's share shall increase by 2%, not to exceed a maximum share of 15%.
- b. Payment. Any other monies due to City (including but not limited to Rent, , reimbursable expenses, and the like) shall be paid not less than monthly by the 15th day of the month for the preceding month. All such payments shall be accompanied by a report showing the calculation of such sums and shall represent a certification by Operator that such reports/calculations are true and accurate.
- c. Concession Stand
 - i. The concession stand shall collect all regular sales taxes.
 - ii. In addition to sales tax, the concession stand shall pay 5% of the initial \$5,000 in gross concession sales to the City plus an additional 2% for every subsequent \$5,000 in gross concession sales, not to exceed a maximum share of 15%.
 - iii. The concession stand shall be staffed and open a minimum of 24 hours per week. The City shall approve the scheduled hours, with such approval not to be unreasonably withheld.
 - iv. Operator shall be solely responsible for complying with all food safety regulations, liquor license restrictions, and other requirements.
 - v. Operator shall be responsible for setting prices for all concessions.
 - vi. Alcohol will only be sold through the concession stand. Operator will obtain all necessary licenses, including business and liquor licenses. No outside alcohol may be permitted (this is both a state liquor license requirement and a term of this Agreement) and the licensed premises for liquor licensing will be limited to the Ballfield Complex.
 - vii. Operator shall not sell non-food items in the Ballfield Complex without prior written approval from City. Such approval is in City's sole discretion and shall be subject to

the same terms, requirements, and fees as above. All outside vendors must receive prior written approval from City and otherwise comply with City Code § 245.050.

- viii. Operator shall be responsible for cleaning both the concession stand, and bathrooms in the adjacent area if park staff are not available, to comply with or exceed health department standards. City Parks and Recreation staff shall maintain and clean facilities at all other times and to prepare for weekday or weekend events.

d. Possession, Usage, and Control

- i. Operator will have semi-exclusive possession and control of the Ballfield Complex from April 1 (“Possession” or “Date of Possession”) to October 31, 2025, subject to the following terms:

A. The City will retain use of the Ballfield Complex for the following weekends (Saturday-Sunday unless otherwise indicated):

- Easter Egg Hunt, March 28th in 2026 and one Saturday near Easter in following years;
- Parks Movie Night, May 15th in 2026 and approximately the same weekend in following years;
- Fishing Derby, June 10th, 2026 (may not affect field usage but does affect parking);
- Parks Movie Night, June 26th in 2026
- Parks 4th of July Event, July 4th in 2026 and approximately the same weekend in following years;
- Parks Movie Night, July 17th in 2026
- Rummage Sale, September 12th in 2026 and approximately the same weekend in future years;
- World Bird Sanctuary Event, September 27th in 2026 and approximately the same weekend in future years;
- Fall Festival, October 10th in 2026 and approximately the same weekend in future years;
- Dog Park Event, October, October 24th in 2026 and approximately the same weekend in future years.

The City will retain the right to designate up to two additional three-day periods per year (likely spring or fall) for new events. The City will make reasonable efforts to avoid impacting the ballfields in its event planning and will designate its selected weekends no later than January 1 of each year.

- B. Operator will maintain one night (3pm-park closing) per week during which the ballfields will be available for public use. Operator shall designate such night in writing no later than Possession and may not change it week-to-week without prior City approval.

- ii. The City shall retain control over the ballfield light controls. The City may authorize Operator to access them in its sole discretion.

- iii. The Operator shall not charge for parking, nor shall it restrict access to any portion of the park except the interior of the concession stand. All parking at City Park is public parking. City may designate certain parking spots for the playground, fishing pond, or any other non-Ballfield use; Operator shall advise and direct its patrons to comply with those restrictions.
- iv. All decisions not expressly provided for herein shall be up to the discretion of the City Administrator or his/her designee.
- v.

e. Maintenance and Setup

- i. Operator agrees not to paint or otherwise alter any structure without City's prior written consent. City will be responsible for maintenance of and repairs to the roof, walls, and structural components of the Ballfield Complex structures. Operator will provide its own signage to clearly communicate that it is managing the Concession Stand by agreement with the City.
- ii. Except the foregoing, Operator will be responsible for all maintenance of the concession stand, which shall be returned to City in the same or similar condition at the termination of this lease. Operator shall keep the concession stand in the same condition as delivered by the City. Any broken or worn down concession stand equipment, etc. shall be replaced at Operator's expense unless otherwise agreed to in advance. Operator shall provide its own concession stand supplies, food, cleaning and other supplies for its own use. Any additional maintenance desired by Operator may be provided by Operator at its expense with City's prior written approval.
- iii. Notwithstanding the foregoing, if either party causes damage to the Ballfield Complex, the maintenance or repair of which would otherwise be the responsibility of the non-damaging party, the damaging party shall be responsible for all such repairs. City shall bear the cost of any maintenance or repair required due to the actions of the public during public-use hours unless such acts are attributable to the acts or omissions of Operator. Operator shall bear the cost of any maintenance or repair required due to the actions or inactions of its employees, agents, contractors, customers, players, and guests.
- iv. The City will provide a fenced area for Operator to place its maintenance and other equipment and supplies. If Operator desires additional space or security beyond what the City intends to provide, Operator may provide that at its expense with the City's prior written approval.

- v. Operator shall not cause or permit any waste, misuse, or neglect of the water, gas or electric fixtures. Operator shall not bore, cut into, or otherwise structurally weaken any column, beam, or other part of the Ballfield Complex for any purpose whatsoever without the written consent of City, and in the event Operator shall so bore, cut, or structurally weaken any part of the Ballfield Complex, City may at once enter and repair any damage done or replace any parts, and charge the cost of the same to Operator, or City may, at its option, pursue any other remedy herein provided.

f. Staffing.

- i. Operator shall be solely responsible for all costs associated with providing the staff necessary to perform the terms of its bid, including umpires.
- ii. Operator must provide proof of background check clearance (criminal and sex offender) in a form acceptable to the City for each of Operator's staff/volunteers to City before said staff/volunteer begins any work that is covered by this Agreement. Operator shall maintain records thereof in an electronically accessible format for not less than three years from the end of the Term for which the check was performed.

- g. Keys, Inspections. City shall retain working keys necessary to access the Premises, including all exterior and interior doors but excluding Tenant's filing cabinets, safes, cash drawers, and other personal property. Tenant shall insure that Landlord has all such keys and shall inform Landlord of any changes in locks and keys and provide new keys to Landlord at Tenant's expense.

- h. No Guarantee. The statement in this Lease of the nature of the business to be conducted by Tenant in the Premises shall not be deemed or construed to constitute a representation or guarantee by Landlord that such business may be conducted in the Premises or is lawful or permissible.

- i. Records. Operator shall utilize a commercially available point-of-sale (POS) system which records sales in each category (i.e. food, drink sales), producing valid receipts therefor. Said POS system shall produce an audit trail which is acceptable to a City Administrator or his/her designee who may audit Operator's records and accounts on behalf of the City. Operator shall maintain such records in an electronically accessible format for not less than three years from the end of the Term for which the record was produced.

4. Operator's Obligations.

- a. *Professionalism.* Operator will exercise the care and skill ordinarily used by members of the subject profession practicing under similar circumstances (as defined by the appropriate licensing authority, professional standards, and/or relevant industry

practices). Operator understands that it will be perceived as a representative of the City and will ensure its personnel and any subcontractors will conduct themselves in a thoroughly professional and respectable manner while performing all Work for the City and while on-site. Operator shall ensure its personnel and any subcontractors comply with all City policies while on-site. Operator and its personnel and any subcontractors will comply with all reasonable instructions and requests by the City. City property and resources are to be used only in ways that are consistent with their lawful intended purpose.

- b. *Time.* If a specific time of performance of any obligation is provided, that time shall control. If a specific time of performance is not provided, Operator's obligation to perform such obligation will be for a period which may reasonably be required for the completion thereof.
- c. *Insurance.* Operator shall purchase and maintain insurance as set forth below:
 - i. Commercial General Liability insurance with a minimum limit of \$1,000,000 for each occurrence and \$2,000,000 general aggregate;
 - ii. Workers Compensation and Employer's Liability insurance in accordance with statutory requirements, with a limit of \$1,000,000 for each accident;
 - iii. Professional Liability insurance on a claims-made basis in the amount of \$3,000,000 per claim and \$3,000,000 annual aggregate; and
 - iv. If Operator is using a company-owned vehicle to perform the Work, Automobile Liability insurance with a limit of \$1,000,000 for each accident, combined single limit for bodily injury and property damage.Operator shall cause City to be named as additional insured for any or all of such policies.
- d. *Licenses, Permits, Taxes.* Operator must have or obtain a City merchant's license. Operator shall be responsible for applying for, obtaining, and maintaining all licenses, permits, and other approvals required for itself, including but not limited to its obligations herein. Operator shall be responsible for paying all sales, income, property, and other taxes required to carry on its business.
- e. *Communication.* Operator will provide timely replies to City's inquiries and requests for information. Operator's point of contact for this Agreement is: Jason Abrams, General Manager.

5. City's Obligations.

- a. *Criteria and Direction.* City will provide Operator with all criteria and full information as to City's requirements for the Work, including objectives, design, capacity, performance, and budgetary requirements and limitations.
- b. *Access.* Unless otherwise specified in the RFP, City will arrange for access to and make all provisions for Operator to enter upon public and private property as required to perform the Work.

- c. *Cooperation.* City will examine alternative solutions, reports, drawings, specifications, and other documents presented by Operator and render timely decisions pertaining to the documents. City will answer reasonable requests for conferences and meetings by Operator.
- d. *Permitting and Approvals.* City will provide timely reviews, approvals, licenses, and permits from where it has jurisdiction over components or phases of Operator's obligations. Such approvals are contingent upon Operator meeting the requirements therefor.
- e. City will provide timely replies to Operator's inquiries and requests for information. City's point of contact for this Agreement is: Eric Gregory, Parks and Recreation Manager.

II. STANDARD CONDITIONS

The following conditions are standard in all City of Osage Beach contracts and are only to be modified with substantial justification, and then only as much as necessary to accommodate such justification.

- 6. **Appropriations.** The continuation of this Agreement is contingent upon annual appropriation of funds by the Osage Beach Board of Aldermen. In the event the Board of Aldermen shall not budget and appropriate, specifically with respect to this Agreement, on or before January 1, subsequent years of the contract moneys sufficient to make all payments under this Agreement, the City shall not be obligated to make those payments.
- 7. **Pre-Contract Expense.** The City shall not be obligated to pay or liable for any cost incurred by Operator prior to execution of this Agreement. All costs to prepare and submit a response to this and any other RFQ, RFP, or IFB shall be borne by the proposer.
- 8. **Assignment or Transfer.** Neither this Agreement, nor any portion thereof, shall be transferred or assigned without formal written approval by the City.
- 9. **Discrimination Policy.** The City of Osage Beach advises the public that it does not discriminate on the basis of disability, race or color, national origin, religion, age, or sex in employment or the provision of municipal services. Operator shall not discriminate on any prohibited basis and shall comply with all applicable employment laws.
- 10. **Laws, Ordinances, and Regulations.** Operator shall conform to all Federal, State, and local regulations, ordinances, and laws applicable to Operator, the City, or the subject matter of this Agreement. The City shall not be responsible for any fees, charges, money, or other obligations due as result of from any service provided under this Agreement. Operator shall conform to all changes made to this Agreement as a result of any ordinance, law and/or directive issued by the Federal, State, or local authority having jurisdiction over this Agreement, Operator, or the City.
 - a. Operator specifically acknowledges that it has read and understands Chapter 245 of the Osage Beach City Code, which applies to City Park and Peanick Park.

11. **Certifications Regarding Debarment.** Operator certifies that, except as noted below, it and any other person associated therewith in the capacity of owner, partner, director, officer, or manager (collectively “Operator Principals”), are not presently nor have ever been under suspension, debarment, voluntary exclusion, or determination of ineligibility by any governmental unit or agency (whether federal, state, tribal, local, or other), nor is any such action pending. Operator further certifies that it and its Operator Principals have not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any manner involving fraud or official misconduct, nor has Operator or any Operator Principal been party to any public transaction (whether federal, state, tribal, local, or other) terminated for cause or default. Operator further certifies that any and all exceptions to these representations were disclosed with its bid, and City relied on these certifications as a material inducement into entering this Agreement. Operator must notify City within thirty days of being debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in any contract by any governmental entity during the operation of this Agreement.

12. **E-Verify.** If this Agreement is for an aggregate value in excess of \$5,000.00, Operator shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection to the contracted services. Operator shall also sign an affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection to the Work. *See R.S.Mo. § 285.530.*

13. **Anti-Israel Discrimination.** Operator certifies it is not currently engaged in and shall not, for the duration of this Agreement, engage in a boycott of goods or services from the State of Israel companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel; or persons or entities doing business in the State of Israel. *See R.S.Mo. § 34.600.*

14. **Indemnification by Operator.** Operator shall indemnify, save, and hold harmless the City, its employees, and agents, against any and all claims, damages, liability and court awards including costs, expenses, and attorney fees incurred as a result of any act or omission by Operator or its employees, agents, subcontractors, or assignees arising out of this Agreement.

15. **No Indemnification by City.** Nothing in this Agreement shall be construed to require the City to indemnify Operator. Such indemnification is illegal under Missouri law. *See Mo. A.G. Opinion 138-87 (1987).*

16. **Sunshine Law.** All material submitted to the City will likely become public record and will be subject to the Missouri Sunshine Law, R.S.Mo. Chapter 610. Any material requested to be treated as proprietary or confidential must be clearly identified and easily separable from other materials. Operator must include justification for the request. The City’s obligation to comply with the Sunshine Law supersedes any request by Operator that material be treated as proprietary or confidential.

17. **Ownership of Work Product.** All documents and other work product created by Operator under this Agreement shall become the property of City once submitted to City.
18. **Termination.** The City reserves the right to terminate this Agreement without cause by giving 30 days' written notice to Operator. City may terminate this Agreement upon written notice of any violation of this Agreement if such violation is not cured within 7 calendar days of such notice. City may immediately terminate this Agreement for any material violation or any violation which creates a risk to the health, safety, or welfare of any person or property.
19. **Notices.** All formal notices or other documents required by this Agreement shall be in writing and delivered personally or mailed by certified mail, postage prepaid, addressed to the parties at:

For City:

City Clerk
 1000 City Parkway
 Osage Beach, MO 65065

For Operator:

Classic Red Hots
 8626 Veteran's Memorial Pkwy
 O'Fallon, MO 63366

City may also serve written notice to Operator by personal delivery to any of its owners, officers, or employees.

20. **Necessary Documents.** The parties agree to execute and deliver without additional consideration such instruments and documents and to take such further actions as they may reasonably request in order to fulfill the intent of and give effect to this Agreement and the transactions contemplated thereby.
21. **Entire Agreement.** This Agreement supersedes all agreements previously made between the parties relating to its subject matter. There are no other understandings or agreements between them. Without limiting the foregoing, this Agreement expressly supersedes any click-through, browse-wrap, or any other terms related to the subject matter of this Agreement on any website or that otherwise may be presented to or required to be accepted by the City or its employees and contractors while exercising rights under this Agreement.
22. **Non-Waiver.** No delay or failure by either party to exercise any right under this Agreement, and no partial or single exercise of that right, shall constitute a waiver of that or any other right unless otherwise expressly provided herein.
23. **Headings.** Headings in this Agreement are for convenience only and shall not be used to interpret or construe its provisions.
24. **Governing Law; Venue for Disputes.** This Agreement was made in the State of Missouri and shall be interpreted under and governed by the laws of the State of Missouri. Any action arising out of this Agreement or its subject matter, including both state and federal causes of action, shall be filed in the Circuit Court for Camden County, Missouri or the Associate Division thereof and the parties hereby consent and agree to the exclusive personal and subject-matter jurisdiction of that Court.

EXHIBIT A
BALLFIELD COMPLEX MAP



City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief
Devin Lake, City Administrator

Agenda Item:
Discussion - Public Safety Salaries

Requested Action:
Discussion

Ordinance Referenced for Action:
Not Applicable

Deadline for Action:

Budgeted Item:

Budget Line Information (if applicable):

Department Comments and Recommendation:
Please see attached memo

City Attorney Comments:
Not Applicable

City Administrator Comments:



City of Osage Beach

1000 City Parkway · Osage Beach, MO 65065
Phone (573) 302-2000 · Fax (573) 302-2039 · www.OsageBeach.org

Memo: Public Safety Salaries

To: Mayor and Board of Aldermen

From: City Administrator Devin Lake & Chief Todd Davis

Date: February 27, 2026

Mayor and Board of Aldermen,

Chief and I have diligently done comparisons with other municipalities in regards to Public Safety pay. Please understand, we have extremely high respect for all of those who serve our community and want to ensure that everyone is compensated well for their service. We have not taken this research lightly and do not want it to ever be construed that we value one position over another. It is our duty to make sure that we make the best, fiscally responsible and sustainable decisions that we can in regards to paying our employees. Our main goal is to offer competitive pay for our entry level Police Officer and Dispatcher positions. We have rarely been completely staffed in these positions over the last 18 months and the data presented below explains why: We do not offer competitive pay to similar municipalities or, more importantly, to our surrounding agencies. The data presented below will hopefully explain our recommendations.

On all of the positions possible, we did a data comparison with other municipalities based on the below qualifications with our FY2026 Pay Plan:

1. 4,000 – 6,000 Population
2. 120-130 Full-time equivalent employees (FTE's)
3. \$35M - \$40M Budget

We also included in each data comparison our local competitors (**red text in charts**) including Jefferson City, Lebanon, Lake Ozark, Sunrise Beach, Camdenton, Eldon, Linn Creek, Miller County and Camden County, where the data was available. The rankings shown for each position do not include our competitors unless they fell into the category being evaluated (population, FTE's, budget) denoted by an asterisk (*) within the following pages.

POSITION: POLICE CHIEF

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- Higher than all competitors except Jefferson City
- Recommendation: Our current pay scale is competitive with like municipalities and most competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|----------------------------------|------------|-----------|----------------|---------------|-------|--------------|---------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 141,607.44 | \$ 198,254.68 | \$ 68.08 | \$ 95.31 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 138,154.00 | \$ 193,419.00 | \$ 66.42 | \$ 92.99 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 100,728.00 | \$ 100,728.00 | \$ 48.43 | \$ 48.43 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 94,998.00 | \$ 107,130.00 | \$ 45.67 | \$ 51.50 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 90,000 | \$ 131,000 | \$ 43.27 | \$ 62.98 | 24 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 85,953.00 | \$ 115,957.00 | \$ 41.32 | \$ 55.75 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 83,650.00 | \$ 108,450.00 | \$ 40.22 | \$ 52.14 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 83,500.00 | | \$ 40.14 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 80,681.00 | | \$ 38.79 | \$ - | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 79,768 | \$ 79,768 | \$ 34.09 | \$ 34.09 | 24 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 77,453.00 | | \$ 37.24 | \$ - | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 76,827.00 | | \$ 36.94 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 75,436.34 | \$ 114,096.64 | \$ 36.27 | \$ 54.85 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 75,000.00 | | \$ 36.06 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 74,911.00 | | \$ 36.01 | \$ - | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 72,654.40 | | \$ 34.93 | \$ - | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | \$ - | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 67,620.00 | \$ 98,049.00 | \$ 32.51 | \$ 47.14 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 64,000.00 | \$ 75,000.00 | \$ 30.77 | \$ 36.06 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 62,794.00 | \$ 87,912.00 | \$ 30.19 | \$ 42.27 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 57,761.60 | \$ 62,524.80 | \$ 27.77 | \$ 30.06 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 57,000 | \$ 65,500 | \$ 27.40 | \$ 31.49 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 55,349.00 | \$ 72,738.00 | \$ 26.61 | \$ 34.97 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 52,000.00 | \$ 92,000.00 | \$ 25.00 | \$ 44.23 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|-------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 137,821 | \$ 137,821 | \$ 66.26 | \$ 66.26 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 101,750 | \$ 101,750 | \$ 48.92 | \$ 48.92 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 95,036.00 | | \$ 45.69 | | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 86,185.00 | \$ 137,896.00 | \$ 41.44 | \$ 66.30 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 83,116.00 | | \$ 39.96 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 80,000 | \$ 90,000 | \$ 38.46 | \$ 43.27 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 75,359 | \$ 75,359 | \$ 36.23 | \$ 36.23 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 65,653 | \$ 96,432 | \$ 31.56 | \$ 46.36 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 118,006 | \$ 165,121 | \$ 37.82 | \$ 52.92 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 107,100 | \$ 135,516 | \$ 51.49 | \$ 65.15 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 86,616.00 | \$ 119,897.00 | \$ 41.64 | \$ 57.64 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 82,547 | \$ 120,823 | \$ 39.69 | \$ 58.09 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 73,485.00 | \$ 96,754.00 | \$ 35.33 | \$ 46.52 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

POSITION: POLICE LIEUTENANT

- 2nd by population
- 2nd by FTEs
- 3rd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 84,699.00 | \$ 84,699.00 | \$ 40.72 | \$ 40.72 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 73,403 | \$ 73,403 | \$ 33.61 | \$ 33.61 | 24 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 70,262.00 | \$ 79,238.00 | \$ 33.78 | \$ 38.10 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$ 14,449,147 | \$ 69,596.80 | | \$ 33.46 | | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$ 58,968.00 | | \$ 28.35 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 53,476.80 | \$ 57,886.40 | \$ 25.71 | \$ 27.83 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 53,216.00 | \$ 74,502.00 | \$ 25.58 | \$ 35.82 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 53,157.90 | \$ 80,401.89 | \$ 25.56 | \$ 38.65 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$ 51,418.00 | \$ 72,509.00 | \$ 24.72 | \$ 34.86 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd | Bates | Southwest | 70 | \$ 12,700,000 | \$ 46,300 | \$ 46,300 | \$ 22.26 | \$ 22.26 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30.00 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 81,120 | \$ 114,400 | \$ 39.00 | \$ 55.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$ 74,172.00 | \$ 81,884.00 | \$ 35.66 | \$ 39.37 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$ 70,031.00 | \$ 94,726.00 | \$ 33.67 | \$ 45.54 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 64,138 | \$ 64,138 | \$ 30.84 | \$ 30.84 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 62,182 | \$ 65,000 | \$ 28.47 | \$ 29.76 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$ 14,000,000 | \$ 60,000 | \$ 80,000 | \$ 28.85 | \$ 38.46 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 53,069 | \$ 77,983 | \$ 25.51 | \$ 37.49 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 119 | \$ 35,058,848 | \$ 91,441 | \$ 114,231 | \$ 29.31 | \$ 36.61 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.6 | \$ 35,971,080 | \$ 85,050 | \$ 107,615 | \$ 40.89 | \$ 51.74 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 63,558 | \$ 95,576 | \$ 30.56 | \$ 45.95 | 24 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$ 56,429.00 | \$ 74,297.00 | \$ 27.13 | \$ 35.72 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

POSITION: POLICE SERGEANT

- 8th by population
- 4th by FTEs
- 4th by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 10 to Pay Level 11 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Sergeant's pay is inclusive within Pay Level 11 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|----------------|---------------|-------|---------------|-------------|---------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$ 27,239,928 | \$86,062.50 | \$ 115,536.39 | \$ 39.41 | \$ 52.90 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$76,807.00 | \$ 76,807.00 | \$ 35.17 | \$ 35.17 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$ 48,159,928 | \$75,555.00 | \$ 104,533.00 | \$ 34.59 | \$ 47.86 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$61,776.00 | \$ 69,680.00 | \$ 28.29 | \$ 31.90 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$ 10,200,000 | \$61,640.00 | \$ 79,890.00 | \$ 28.22 | \$ 36.58 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$ 10,840,559 | \$60,000.00 | | \$ 27.47 | \$ - | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 59,000 | \$ 85,000 | \$ 28.37 | \$ 40.87 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$ 25,762,450 | \$55,406.00 | \$ 74,515.00 | \$ 25.37 | \$ 34.12 | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$55,000.00 | \$ 74,250.00 | \$ 25.18 | \$ 34.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$54,600.00 | \$ 68,250.00 | \$ 25.00 | \$ 31.25 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$ 12,592,630 | \$52,881.40 | \$ 70,255.12 | \$ 24.21 | \$ 32.17 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$51,417.60 | | \$ 23.54 | \$ - | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$51,368.00 | | \$ 23.52 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$50,120.94 | \$ 75,813.19 | \$ 22.95 | \$ 34.71 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$49,524.80 | \$ 53,601.60 | \$ 22.68 | \$ 24.54 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$47,000.00 | \$ 80,000.00 | \$ 21.52 | \$ 36.63 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$44,762.00 | \$ 58,843.00 | \$ 20.50 | \$ 26.94 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$ 28,101,673 | \$ 43,250 | \$ 51,750 | \$ 19.80 | \$ 23.70 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 72,800 | \$ 104,000 | \$ 35.00 | \$ 50.00 | 24 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$66,100.00 | \$ 67,429.00 | \$ 30.27 | \$ 30.87 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$62,311.00 | \$ 84,292.00 | \$ 28.53 | \$ 38.60 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$ 49,782,927 | \$56,534.00 | | \$ 25.89 | \$ - | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 54,865 | \$ 66,103 | \$ 25.12 | \$ 30.27 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 53,910 | \$ 58,780 | \$ 25.92 | \$ 28.26 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 43,480 | \$ 63,742 | \$ 20.90 | \$ 30.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|----------------|---------------|--------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$ 35,058,848 | \$ 81,330 | \$ 103,475 | \$ 39.10 | \$ 49.75 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$ 35,971,080 | \$ 76,650 | \$ 96,987 | \$ 36.85 | \$ 46.63 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 57,854 | \$ 88,038 | \$ 27.81 | \$ 42.33 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$ 38,000,000 | \$53,782.00 | \$ 74,447.00 | \$ 24.63 | \$ 34.09 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$51,674.00 | \$ 68,035.00 | \$ 23.66 | \$ 31.15 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

POSITION: DETECTIVE/POLICE CORPORAL

- 7th by population
- 2nd by FTEs
- 2nd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 9 to Pay Level 10 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Detective's and Corporal's pay is inclusive with Pay Level 10 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|---------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 75,000.00 | \$ 103,765.33 | \$ 36.06 | \$ 49.89 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 68,494.40 | | \$ 32.93 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 60,278.00 | | \$ 28.98 | \$ - | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 55,455.00 | \$ 71,875.00 | \$ 26.66 | \$ 34.56 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 25.00 | \$ 41.41 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 24.16 | \$ 32.49 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 47,283.49 | \$ 71,512.68 | \$ 22.73 | \$ 34.38 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 45,843.20 | \$ 49,628.80 | \$ 22.04 | \$ 23.86 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th | Barton | Southwest | 64.5 | \$ 176,746 | \$ 43,680 | \$ 43,680 | \$ 21.00 | \$ 21.00 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 42,016.00 | \$ 54,163.00 | \$ 20.20 | \$ 26.04 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 59,425.00 | \$ 80,367.00 | \$ 28.57 | \$ 38.64 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 49,703 | \$ 58,899 | \$ 23.90 | \$ 28.32 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 49,603 | \$ 53,113 | \$ 23.85 | \$ 25.54 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd | Randolph | Central | 124 | \$49,782,927 | \$ 45,760 | \$ 45,760 | \$ 22.00 | \$ 22.00 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 51,337.00 | \$ 71,063.00 | \$ 24.68 | \$ 34.16 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 47,933 | \$ 66,351 | \$ 23.04 | \$ 31.90 | 24 MML Wage Survey |
| Jefferson | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Jefferson City | 43,228 | Home Rule | Callaway/Cole | Central | 437 | \$79,285,619 | \$ 46,000 | \$ 69,994 | \$ 22.12 | \$ 33.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 45,282.00 | \$ 59,620.00 | \$ 21.77 | \$ 28.66 | 25 MML Wage Survey |

POSITION: POLICE OFFICER

- 15th by population*
- 5th by FTEs*
- 7th by budget*
- 6 of our 9 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies. Based on this data, we recommend moving this position from Pay Level 8 to Pay Level 9 (purple in charts) and increase the base starting pay from \$19.85 to \$23.75. This brings our agency up to a more competitive position. The budget implication for these changes are:
 - \$7,696 – additional salaries above FY26 budget
 - \$1,359 – additional benefits above FY26 budget
 - \$4,925 – additional Holiday Pay above FY26 budget
 - TOTAL - \$13,980

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 65,000.00 | \$ 92,573.70 | \$ 29.76 | \$ 42.39 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 60,486.40 | \$ 60,486.40 | \$ 27.70 | \$ 27.70 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 54,600.00 | | \$ 25.00 | \$ - | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 23.81 | \$ 39.44 | 25 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 52,000.00 | \$ 58,635.20 | \$ 23.81 | \$ 26.85 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 50,887.00 | \$ 74,240.00 | \$ 23.30 | \$ 33.99 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 50,336.00 | | \$ 23.05 | \$ - | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 23.01 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 45,000 | \$ 65,000 | \$ 21.63 | \$ 31.25 | 24 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 47,000.00 | \$ 63,450.00 | \$ 21.52 | \$ 29.05 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 46,933.64 | \$ 60,058.96 | \$ 21.49 | \$ 27.50 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 46,000.00 | \$ 56,000.00 | \$ 21.06 | \$ 25.64 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 42,806.40 | | \$ 19.60 | \$ - | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 42,074.10 | \$ 63,643.18 | \$ 19.26 | \$ 29.14 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 41,600.00 | \$ 52,000.00 | \$ 19.05 | \$ 23.81 | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 40,248.00 | \$ 58,354.00 | \$ 18.43 | \$ 26.72 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 39,520.00 | \$ 45,760.00 | \$ 18.10 | \$ 20.95 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 39,000 | \$ 47,500 | \$ 17.86 | \$ 21.75 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 36,754.00 | \$ 48,277.00 | \$ 16.83 | \$ 22.10 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,400.00 | \$ 42,556.80 | \$ 16.67 | \$ 19.49 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 33,300.80 | \$ 38,584.00 | \$ 15.25 | \$ 17.67 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 64,480 | \$ 91,520 | \$ 31.00 | \$ 44.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 49,952.00 | \$ 67,600.00 | \$ 22.87 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 48,000.00 | \$ 61,299.00 | \$ 21.98 | \$ 28.07 | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 46,073 | \$ 54,728 | \$ 21.10 | \$ 25.06 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 43,966 | \$ 49,603 | \$ 19.66 | \$ 22.18 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 41,600.00 | | \$ 19.05 | \$ - | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 40,000 | \$ 55,000 | \$ 17.89 | \$ 24.60 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 66,150 | \$ 83,701 | \$ 31.80 | \$ 40.24 | 24 MML Wage Survey |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 64,034 | \$ 84,321 | \$ 30.79 | \$ 40.54 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 48,191 | \$ 72,943 | \$ 23.17 | \$ 35.07 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 45,754 | \$ 63,335 | \$ 20.95 | \$ 29.00 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 44,448.00 | \$ 61,526.00 | \$ 20.35 | \$ 28.17 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 43,332.00 | \$ 57,052.00 | \$ 19.84 | \$ 26.12 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

POSITIONS: POLICE ANALYST, DEPARTMENT SECRETARY, EVIDENCE CUSTODIAN & RECORDS CLERK

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POLICE FINANCIAL SUMMARY

Current Entry Level Police Officer Pay - \$19.851
 Entry Level Hourly Wage Increase - \$3.899
 New Entry Level Police Officer Pay - \$23.75

Current 3% Probationary Increase - \$20.446
 Probationary Increase - \$4.016
 New 3% Probationary Increase - \$24.462

Pay Increase Details

Currently still on probation - \$3.899 per hour increase
 Successfully completed probation between 7/1/2025 through current - \$4.016 per hour increase
 Employee in Quartile 1 - \$3.363 per hour increase
 Employee in Quartile 2 - \$2.924 per hour increase
 Employee in Quartile 3 - \$1.949 per hour increase
 Employee in Quartile 4 - \$0.974 per hour increase

POSITIONS: DISPATCH SUPERVISOR & LEAD DISPATCHER

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POSITION: DISPATCHER

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- 3 of our 5 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies which has negatively affected our ability to stay staffed as well as retain our current staff. Based on this data, we recommend increasing the base starting pay from \$18.50 to \$19.75 (purple in charts). This brings our agency up to a more competitive position. Due to current staffing levels, there is no budget implication for these changes.

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|-------|--------------|------------|------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 52,234 | \$ 73,128 | \$ 25.11 | \$ 35.16 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 50,960 | \$ 71,344 | \$ 24.50 | \$ 34.30 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 41,184 | \$ 54,392 | \$ 19.80 | \$ 26.15 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 37,918 | \$ 45,490 | \$ 18.23 | \$ 21.87 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 37,730 | \$ 55,810 | \$ 18.14 | \$ 26.83 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 37,501 | \$ 50,435 | \$ 18.03 | \$ 24.25 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,483 | \$ 39,499 | \$ 17.54 | \$ 18.99 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 36,150 | | \$ 17.38 | \$ - | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 28,000 | \$ 36,500 | \$ 13.46 | \$ 17.55 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 27,518 | \$ 38,480 | \$ 13.23 | \$ 18.50 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 55,440 | \$ 77,543 | \$ 26.65 | \$ 37.28 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 40,934.00 | \$ 55,368.00 | \$ 19.68 | \$ 26.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 38,320 | \$ 60,840 | \$ 17.55 | \$ 27.86 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 33,280.00 | | \$ 16.00 | | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 54,600 | \$ 69,086 | \$ 26.25 | \$ 33.21 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 40,464.00 | \$ 61,613.00 | \$ 19.45 | \$ 29.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |

DISPATCH FINANCIAL SUMMARY

Current Entry Level Dispatcher Pay - \$18.495
Recommended Hourly Wage Increase - \$1.255
New Entry Level Dispatcher Pay - \$19.75

Current 3% Probationary Increase - \$19.049
Probationary Increase - \$1.293
New 3% Probationary Increase - \$20.342

Pay Increase Details

Currently still on probation- \$1.255 per hour increase
Successfully completed probation between 7/1/2025 through current - \$1.293 per hour increase
Employee in Quartile 1 - \$1.082 per hour increase
Employee in Quartile 2 - \$0.941 per hour increase
Employee in Quartile 3 - \$0.627 per hour increase
Employee in Quartile 4 - \$0.313 per hour increase

POSITIONS: AMBULANCE SUPERVISOR, PARAMEDIC & EMT

There is no data for these particular positions within the MML Wage Study, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief

Agenda Item:

Bill 26-17 — An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No. 25.103 adopting the 2026 Annual Operating Budget , requesting a transfer of funds to increase personnel expenditures within the Police Department. *First Reading*

Requested Action:

First Reading of Bill #26-17

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|--------------------------|-----------------|----------------|
| 10-14-774265 Vehicles | \$157,360 | \$143,380 |
| 10-14-711000 Salaries | \$1,934,714 | \$1,942,410 |
| 10-14-714000 Holiday Pay | \$99,341 | \$104,266 |
| 10-14-722000 FICA | \$163,164 | \$163,753 |
| 10-14-723000 Retirement | \$213,286 | \$214,056 |

Department Comments and Recommendation:

Plases see memo.

City Attorney Comments:

Per City Code 110.230, Bill 26-17 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.



City of Osage Beach

1000 City Parkway · Osage Beach, MO 65065
Phone (573) 302-2000 · Fax (573) 302-2039 · www.OsageBeach.org

Memo: Public Safety Salaries

To: Mayor and Board of Aldermen

From: City Administrator Devin Lake & Chief Todd Davis

Date: February 27, 2026

Mayor and Board of Aldermen,

Chief and I have diligently done comparisons with other municipalities in regards to Public Safety pay. Please understand, we have extremely high respect for all of those who serve our community and want to ensure that everyone is compensated well for their service. We have not taken this research lightly and do not want it to ever be construed that we value one position over another. It is our duty to make sure that we make the best, fiscally responsible and sustainable decisions that we can in regards to paying our employees. Our main goal is to offer competitive pay for our entry level Police Officer and Dispatcher positions. We have rarely been completely staffed in these positions over the last 18 months and the data presented below explains why: We do not offer competitive pay to similar municipalities or, more importantly, to our surrounding agencies. The data presented below will hopefully explain our recommendations.

On all of the positions possible, we did a data comparison with other municipalities based on the below qualifications with our FY2026 Pay Plan:

1. 4,000 – 6,000 Population
2. 120-130 Full-time equivalent employees (FTE's)
3. \$35M - \$40M Budget

We also included in each data comparison our local competitors (**red text in charts**) including Jefferson City, Lebanon, Lake Ozark, Sunrise Beach, Camdenton, Eldon, Linn Creek, Miller County and Camden County, where the data was available. The rankings shown for each position do not include our competitors unless they fell into the category being evaluated (population, FTE's, budget) denoted by an asterisk (*) within the following pages.

POSITION: POLICE CHIEF

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- Higher than all competitors except Jefferson City
- Recommendation: Our current pay scale is competitive with like municipalities and most competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|----------------------------------|------------|-----------|----------------|---------------|-------|--------------|---------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 141,607.44 | \$ 198,254.68 | \$ 68.08 | \$ 95.31 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 138,154.00 | \$ 193,419.00 | \$ 66.42 | \$ 92.99 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 100,728.00 | \$ 100,728.00 | \$ 48.43 | \$ 48.43 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 94,998.00 | \$ 107,130.00 | \$ 45.67 | \$ 51.50 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 90,000 | \$ 131,000 | \$ 43.27 | \$ 62.98 | 24 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 85,953.00 | \$ 115,957.00 | \$ 41.32 | \$ 55.75 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 83,650.00 | \$ 108,450.00 | \$ 40.22 | \$ 52.14 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 83,500.00 | | \$ 40.14 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 80,681.00 | | \$ 38.79 | \$ - | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 79,768 | \$ 79,768 | \$ 34.09 | \$ 34.09 | 24 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 77,453.00 | | \$ 37.24 | \$ - | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 76,827.00 | | \$ 36.94 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 75,436.34 | \$ 114,096.64 | \$ 36.27 | \$ 54.85 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 75,000.00 | | \$ 36.06 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 74,911.00 | | \$ 36.01 | \$ - | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 72,654.40 | | \$ 34.93 | \$ - | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | \$ - | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 67,620.00 | \$ 98,049.00 | \$ 32.51 | \$ 47.14 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 64,000.00 | \$ 75,000.00 | \$ 30.77 | \$ 36.06 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 62,794.00 | \$ 87,912.00 | \$ 30.19 | \$ 42.27 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 57,761.60 | \$ 62,524.80 | \$ 27.77 | \$ 30.06 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 57,000 | \$ 65,500 | \$ 27.40 | \$ 31.49 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 55,349.00 | \$ 72,738.00 | \$ 26.61 | \$ 34.97 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 52,000.00 | \$ 92,000.00 | \$ 25.00 | \$ 44.23 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|-------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 137,821 | \$ 137,821 | \$ 66.26 | \$ 66.26 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 101,750 | \$ 101,750 | \$ 48.92 | \$ 48.92 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 95,036.00 | | \$ 45.69 | | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 86,185.00 | \$ 137,896.00 | \$ 41.44 | \$ 66.30 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 83,116.00 | | \$ 39.96 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 80,000 | \$ 90,000 | \$ 38.46 | \$ 43.27 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 75,359 | \$ 75,359 | \$ 36.23 | \$ 36.23 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 65,653 | \$ 96,432 | \$ 31.56 | \$ 46.36 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 118,006 | \$ 165,121 | \$ 37.82 | \$ 52.92 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 107,100 | \$ 135,516 | \$ 51.49 | \$ 65.15 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 86,616.00 | \$ 119,897.00 | \$ 41.64 | \$ 57.64 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 82,547 | \$ 120,823 | \$ 39.69 | \$ 58.09 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 73,485.00 | \$ 96,754.00 | \$ 35.33 | \$ 46.52 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

POSITION: POLICE LIEUTENANT

- 2nd by population
- 2nd by FTEs
- 3rd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 84,699.00 | \$ 84,699.00 | \$ 40.72 | \$ 40.72 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 73,403 | \$ 73,403 | \$ 33.61 | \$ 33.61 | 24 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 70,262.00 | \$ 79,238.00 | \$ 33.78 | \$ 38.10 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$ 14,449,147 | \$ 69,596.80 | | \$ 33.46 | | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$ 58,968.00 | | \$ 28.35 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 53,476.80 | \$ 57,886.40 | \$ 25.71 | \$ 27.83 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 53,216.00 | \$ 74,502.00 | \$ 25.58 | \$ 35.82 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 53,157.90 | \$ 80,401.89 | \$ 25.56 | \$ 38.65 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$ 51,418.00 | \$ 72,509.00 | \$ 24.72 | \$ 34.86 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd | Bates | Southwest | 70 | \$ 12,700,000 | \$ 46,300 | \$ 46,300 | \$ 22.26 | \$ 22.26 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30.00 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 81,120 | \$ 114,400 | \$ 39.00 | \$ 55.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$ 74,172.00 | \$ 81,884.00 | \$ 35.66 | \$ 39.37 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$ 70,031.00 | \$ 94,726.00 | \$ 33.67 | \$ 45.54 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 64,138 | \$ 64,138 | \$ 30.84 | \$ 30.84 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 62,182 | \$ 65,000 | \$ 28.47 | \$ 29.76 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$ 14,000,000 | \$ 60,000 | \$ 80,000 | \$ 28.85 | \$ 38.46 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 53,069 | \$ 77,983 | \$ 25.51 | \$ 37.49 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 119 | \$ 35,058,848 | \$ 91,441 | \$ 114,231 | \$ 29.31 | \$ 36.61 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.6 | \$ 35,971,080 | \$ 85,050 | \$ 107,615 | \$ 40.89 | \$ 51.74 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 63,558 | \$ 95,576 | \$ 30.56 | \$ 45.95 | 24 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$ 56,429.00 | \$ 74,297.00 | \$ 27.13 | \$ 35.72 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

POSITION: POLICE SERGEANT

- 8th by population
- 4th by FTEs
- 4th by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 10 to Pay Level 11 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Sergeant's pay is inclusive within Pay Level 11 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|----------------|---------------|-------|---------------|-------------|---------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$ 27,239,928 | \$86,062.50 | \$ 115,536.39 | \$ 39.41 | \$ 52.90 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$76,807.00 | \$ 76,807.00 | \$ 35.17 | \$ 35.17 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$ 48,159,928 | \$75,555.00 | \$ 104,533.00 | \$ 34.59 | \$ 47.86 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$61,776.00 | \$ 69,680.00 | \$ 28.29 | \$ 31.90 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$ 10,200,000 | \$61,640.00 | \$ 79,890.00 | \$ 28.22 | \$ 36.58 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$ 10,840,559 | \$60,000.00 | | \$ 27.47 | \$ - | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 59,000 | \$ 85,000 | \$ 28.37 | \$ 40.87 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$ 25,762,450 | \$55,406.00 | \$ 74,515.00 | \$ 25.37 | \$ 34.12 | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$55,000.00 | \$ 74,250.00 | \$ 25.18 | \$ 34.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$54,600.00 | \$ 68,250.00 | \$ 25.00 | \$ 31.25 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$ 12,592,630 | \$52,881.40 | \$ 70,255.12 | \$ 24.21 | \$ 32.17 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$51,417.60 | | \$ 23.54 | \$ - | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$51,368.00 | | \$ 23.52 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$50,120.94 | \$ 75,813.19 | \$ 22.95 | \$ 34.71 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$49,524.80 | \$ 53,601.60 | \$ 22.68 | \$ 24.54 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$47,000.00 | \$ 80,000.00 | \$ 21.52 | \$ 36.63 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$44,762.00 | \$ 58,843.00 | \$ 20.50 | \$ 26.94 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$ 28,101,673 | \$ 43,250 | \$ 51,750 | \$ 19.80 | \$ 23.70 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 72,800 | \$ 104,000 | \$ 35.00 | \$ 50.00 | 24 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$66,100.00 | \$ 67,429.00 | \$ 30.27 | \$ 30.87 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$62,311.00 | \$ 84,292.00 | \$ 28.53 | \$ 38.60 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$ 49,782,927 | \$56,534.00 | | \$ 25.89 | \$ - | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 54,865 | \$ 66,103 | \$ 25.12 | \$ 30.27 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 53,910 | \$ 58,780 | \$ 25.92 | \$ 28.26 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 43,480 | \$ 63,742 | \$ 20.90 | \$ 30.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|----------------|---------------|--------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$ 35,058,848 | \$ 81,330 | \$ 103,475 | \$ 39.10 | \$ 49.75 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$ 35,971,080 | \$ 76,650 | \$ 96,987 | \$ 36.85 | \$ 46.63 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 57,854 | \$ 88,038 | \$ 27.81 | \$ 42.33 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$ 38,000,000 | \$53,782.00 | \$ 74,447.00 | \$ 24.63 | \$ 34.09 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$51,674.00 | \$ 68,035.00 | \$ 23.66 | \$ 31.15 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

POSITION: DETECTIVE/POLICE CORPORAL

- 7th by population
- 2nd by FTEs
- 2nd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 9 to Pay Level 10 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Detective's and Corporal's pay is inclusive with Pay Level 10 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|---------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 75,000.00 | \$ 103,765.33 | \$ 36.06 | \$ 49.89 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 68,494.40 | | \$ 32.93 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 60,278.00 | | \$ 28.98 | \$ - | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 55,455.00 | \$ 71,875.00 | \$ 26.66 | \$ 34.56 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 25.00 | \$ 41.41 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 24.16 | \$ 32.49 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 47,283.49 | \$ 71,512.68 | \$ 22.73 | \$ 34.38 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 45,843.20 | \$ 49,628.80 | \$ 22.04 | \$ 23.86 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th | Barton | Southwest | 64.5 | \$ 176,746 | \$ 43,680 | \$ 43,680 | \$ 21.00 | \$ 21.00 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 42,016.00 | \$ 54,163.00 | \$ 20.20 | \$ 26.04 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 59,425.00 | \$ 80,367.00 | \$ 28.57 | \$ 38.64 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 49,703 | \$ 58,899 | \$ 23.90 | \$ 28.32 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 49,603 | \$ 53,113 | \$ 23.85 | \$ 25.54 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd | Randolph | Central | 124 | \$49,782,927 | \$ 45,760 | \$ 45,760 | \$ 22.00 | \$ 22.00 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 51,337.00 | \$ 71,063.00 | \$ 24.68 | \$ 34.16 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 47,933 | \$ 66,351 | \$ 23.04 | \$ 31.90 | 24 MML Wage Survey |
| Jefferson | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Jefferson City | 43,228 | Home Rule | Callaway/Cole | Central | 437 | \$79,285,619 | \$ 46,000 | \$ 69,994 | \$ 22.12 | \$ 33.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 45,282.00 | \$ 59,620.00 | \$ 21.77 | \$ 28.66 | 25 MML Wage Survey |

POSITION: POLICE OFFICER

- 15th by population*
- 5th by FTEs*
- 7th by budget*
- 6 of our 9 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies. Based on this data, we recommend moving this position from Pay Level 8 to Pay Level 9 (purple in charts) and increase the base starting pay from \$19.85 to \$23.75. This brings our agency up to a more competitive position. The budget implication for these changes are:
 - \$7,696 – additional salaries above FY26 budget
 - \$1,359 – additional benefits above FY26 budget
 - \$4,925 – additional Holiday Pay above FY26 budget
 - TOTAL - \$13,980

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 65,000.00 | \$ 92,573.70 | \$ 29.76 | \$ 42.39 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 60,486.40 | \$ 60,486.40 | \$ 27.70 | \$ 27.70 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 54,600.00 | | \$ 25.00 | \$ - | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 23.81 | \$ 39.44 | 25 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 52,000.00 | \$ 58,635.20 | \$ 23.81 | \$ 26.85 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 50,887.00 | \$ 74,240.00 | \$ 23.30 | \$ 33.99 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 50,336.00 | | \$ 23.05 | \$ - | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 23.01 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 45,000 | \$ 65,000 | \$ 21.63 | \$ 31.25 | 24 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 47,000.00 | \$ 63,450.00 | \$ 21.52 | \$ 29.05 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 46,933.64 | \$ 60,058.96 | \$ 21.49 | \$ 27.50 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 46,000.00 | \$ 56,000.00 | \$ 21.06 | \$ 25.64 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 42,806.40 | | \$ 19.60 | \$ - | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 42,074.10 | \$ 63,643.18 | \$ 19.26 | \$ 29.14 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 41,600.00 | \$ 52,000.00 | \$ 19.05 | \$ 23.81 | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 40,248.00 | \$ 58,354.00 | \$ 18.43 | \$ 26.72 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 39,520.00 | \$ 45,760.00 | \$ 18.10 | \$ 20.95 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 39,000 | \$ 47,500 | \$ 17.86 | \$ 21.75 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 36,754.00 | \$ 48,277.00 | \$ 16.83 | \$ 22.10 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,400.00 | \$ 42,556.80 | \$ 16.67 | \$ 19.49 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 33,300.80 | \$ 38,584.00 | \$ 15.25 | \$ 17.67 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 64,480 | \$ 91,520 | \$ 31.00 | \$ 44.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 49,952.00 | \$ 67,600.00 | \$ 22.87 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 48,000.00 | \$ 61,299.00 | \$ 21.98 | \$ 28.07 | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 46,073 | \$ 54,728 | \$ 21.10 | \$ 25.06 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 43,966 | \$ 49,603 | \$ 19.66 | \$ 22.18 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 41,600.00 | | \$ 19.05 | \$ - | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 40,000 | \$ 55,000 | \$ 17.89 | \$ 24.60 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 66,150 | \$ 83,701 | \$ 31.80 | \$ 40.24 | 24 MML Wage Survey |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 64,034 | \$ 84,321 | \$ 30.79 | \$ 40.54 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 48,191 | \$ 72,943 | \$ 23.17 | \$ 35.07 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 45,754 | \$ 63,335 | \$ 20.95 | \$ 29.00 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 44,448.00 | \$ 61,526.00 | \$ 20.35 | \$ 28.17 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 43,332.00 | \$ 57,052.00 | \$ 19.84 | \$ 26.12 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

POSITIONS: POLICE ANALYST, DEPARTMENT SECRETARY, EVIDENCE CUSTODIAN & RECORDS CLERK

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POLICE FINANCIAL SUMMARY

Current Entry Level Police Officer Pay - \$19.851
 Entry Level Hourly Wage Increase - \$3.899
 New Entry Level Police Officer Pay - \$23.75

Current 3% Probationary Increase - \$20.446
 Probationary Increase - \$4.016
 New 3% Probationary Increase - \$24.462

Pay Increase Details

Currently still on probation - \$3.899 per hour increase
 Successfully completed probation between 7/1/2025 through current - \$4.016 per hour increase
 Employee in Quartile 1 - \$3.363 per hour increase
 Employee in Quartile 2 - \$2.924 per hour increase
 Employee in Quartile 3 - \$1.949 per hour increase
 Employee in Quartile 4 - \$0.974 per hour increase

POSITIONS: DISPATCH SUPERVISOR & LEAD DISPATCHER

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POSITION: DISPATCHER

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- 3 of our 5 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies which has negatively affected our ability to stay staffed as well as retain our current staff. Based on this data, we recommend increasing the base starting pay from \$18.50 to \$19.75 (purple in charts). This brings our agency up to a more competitive position. Due to current staffing levels, there is no budget implication for these changes.

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|-------|--------------|------------|------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 52,234 | \$ 73,128 | \$ 25.11 | \$ 35.16 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 50,960 | \$ 71,344 | \$ 24.50 | \$ 34.30 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 41,184 | \$ 54,392 | \$ 19.80 | \$ 26.15 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 37,918 | \$ 45,490 | \$ 18.23 | \$ 21.87 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 37,730 | \$ 55,810 | \$ 18.14 | \$ 26.83 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 37,501 | \$ 50,435 | \$ 18.03 | \$ 24.25 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,483 | \$ 39,499 | \$ 17.54 | \$ 18.99 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 36,150 | | \$ 17.38 | \$ - | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 28,000 | \$ 36,500 | \$ 13.46 | \$ 17.55 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 27,518 | \$ 38,480 | \$ 13.23 | \$ 18.50 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 55,440 | \$ 77,543 | \$ 26.65 | \$ 37.28 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 40,934.00 | \$ 55,368.00 | \$ 19.68 | \$ 26.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 38,320 | \$ 60,840 | \$ 17.55 | \$ 27.86 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 33,280.00 | | \$ 16.00 | | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 54,600 | \$ 69,086 | \$ 26.25 | \$ 33.21 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 40,464.00 | \$ 61,613.00 | \$ 19.45 | \$ 29.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |

DISPATCH FINANCIAL SUMMARY

Current Entry Level Dispatcher Pay - \$18.495
Recommended Hourly Wage Increase - \$1.255
New Entry Level Dispatcher Pay - \$19.75

Current 3% Probationary Increase - \$19.049
Probationary Increase - \$1.293
New 3% Probationary Increase - \$20.342

Pay Increase Details

Currently still on probation- \$1.255 per hour increase
Successfully completed probation between 7/1/2025 through current - \$1.293 per hour increase
Employee in Quartile 1 - \$1.082 per hour increase
Employee in Quartile 2 - \$0.941 per hour increase
Employee in Quartile 3 - \$0.627 per hour increase
Employee in Quartile 4 - \$0.313 per hour increase

POSITIONS: AMBULANCE SUPERVISOR, PARAMEDIC & EMT

There is no data for these particular positions within the MML Wage Study, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief
 Madeline Mousseau, Human Resources Director

Agenda Item:

Bill 26-18 — An ordinance of the City of Osage Beach, Missouri, amending Ordinance No. 25.103, adopting the 2026 Annual Operating Budget, approving the modification of the FY2026 Employee Pay Plan of certain Police Department positions. *First Reading*

Requested Action:

First Reading of Bill #26-18

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|--------------------------|-----------------|----------------|
| 10-14-774265 Vehicles | \$157,360 | \$143,380 |
| 10-14-711000 Salaries | \$1,934,714 | \$1,942,410 |
| 10-14-714000 Holiday Pay | \$99,341 | \$104,266 |
| 10-14-722000 FICA | \$163,164 | \$163,753 |
| 10-14-723000 Retirement | \$213,286 | \$214,056 |

Department Comments and Recommendation:

Plases see memo.

City Attorney Comments:

Per City Code 110.230, Bill 26-18 is in correct form.

City Administrator Comments:

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING ORDINANCE NO. 25.103, ADOPTING THE 2026 ANNUAL OPERATING BUDGET, APPROVING THE MODIFICATION OF THE FY2026 EMPLOYEE PAY PLAN FOR CERTAIN POLICE DEPARTMENT POSITIONS.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, AS FOLLOWS, TO WIT:

Section 1. That the 2026 Annual Operating Budget adopted as Ordinance No. 25.103 is hereby modified as follows:

Pay Level 8
~~Police Officer~~

Pay Level 9
~~Police Corporal~~
Police Officer

Pay Level 10
~~Police Sergeant (Patrol/Detective)~~
Police Corporal

Pay Level 11
Police Sergeant (Patrol/Detective)

Section 2. In all other respects the 2026 Annual Operating Budget adopted in Ordinance No. 25.103 remains in full force and effect.

Section 3. That this Ordinance shall be in full force and effect upon date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.18 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstain:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.18.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk



City of Osage Beach

1000 City Parkway · Osage Beach, MO 65065
Phone (573) 302-2000 · Fax (573) 302-2039 · www.OsageBeach.org

Memo: Public Safety Salaries

To: Mayor and Board of Aldermen

From: City Administrator Devin Lake & Chief Todd Davis

Date: February 27, 2026

Mayor and Board of Aldermen,

Chief and I have diligently done comparisons with other municipalities in regards to Public Safety pay. Please understand, we have extremely high respect for all of those who serve our community and want to ensure that everyone is compensated well for their service. We have not taken this research lightly and do not want it to ever be construed that we value one position over another. It is our duty to make sure that we make the best, fiscally responsible and sustainable decisions that we can in regards to paying our employees. Our main goal is to offer competitive pay for our entry level Police Officer and Dispatcher positions. We have rarely been completely staffed in these positions over the last 18 months and the data presented below explains why: We do not offer competitive pay to similar municipalities or, more importantly, to our surrounding agencies. The data presented below will hopefully explain our recommendations.

On all of the positions possible, we did a data comparison with other municipalities based on the below qualifications with our FY2026 Pay Plan:

1. 4,000 – 6,000 Population
2. 120-130 Full-time equivalent employees (FTE's)
3. \$35M - \$40M Budget

We also included in each data comparison our local competitors (**red text in charts**) including Jefferson City, Lebanon, Lake Ozark, Sunrise Beach, Camdenton, Eldon, Linn Creek, Miller County and Camden County, where the data was available. The rankings shown for each position do not include our competitors unless they fell into the category being evaluated (population, FTE's, budget) denoted by an asterisk (*) within the following pages.

POSITION: POLICE CHIEF

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- Higher than all competitors except Jefferson City
- Recommendation: Our current pay scale is competitive with like municipalities and most competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|----------------------------------|------------|-----------|----------------|---------------|-------|--------------|---------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 141,607.44 | \$ 198,254.68 | \$ 68.08 | \$ 95.31 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 138,154.00 | \$ 193,419.00 | \$ 66.42 | \$ 92.99 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 100,728.00 | \$ 100,728.00 | \$ 48.43 | \$ 48.43 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 94,998.00 | \$ 107,130.00 | \$ 45.67 | \$ 51.50 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 90,000 | \$ 131,000 | \$ 43.27 | \$ 62.98 | 24 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 85,953.00 | \$ 115,957.00 | \$ 41.32 | \$ 55.75 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 83,650.00 | \$ 108,450.00 | \$ 40.22 | \$ 52.14 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 83,500.00 | | \$ 40.14 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 80,681.00 | | \$ 38.79 | \$ - | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 79,768 | \$ 79,768 | \$ 34.09 | \$ 34.09 | 24 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 77,453.00 | | \$ 37.24 | \$ - | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 76,827.00 | | \$ 36.94 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 75,436.34 | \$ 114,096.64 | \$ 36.27 | \$ 54.85 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 75,000.00 | | \$ 36.06 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 74,911.00 | | \$ 36.01 | \$ - | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 72,654.40 | | \$ 34.93 | \$ - | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | \$ - | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 67,620.00 | \$ 98,049.00 | \$ 32.51 | \$ 47.14 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 64,000.00 | \$ 75,000.00 | \$ 30.77 | \$ 36.06 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 62,794.00 | \$ 87,912.00 | \$ 30.19 | \$ 42.27 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 57,761.60 | \$ 62,524.80 | \$ 27.77 | \$ 30.06 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 57,000 | \$ 65,500 | \$ 27.40 | \$ 31.49 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 55,349.00 | \$ 72,738.00 | \$ 26.61 | \$ 34.97 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 52,000.00 | \$ 92,000.00 | \$ 25.00 | \$ 44.23 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|-------------------------|------------|-----------|------------------|---------------|-------|---------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 137,821 | \$ 137,821 | \$ 66.26 | \$ 66.26 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 101,750 | \$ 101,750 | \$ 48.92 | \$ 48.92 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 95,036.00 | | \$ 45.69 | | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 86,185.00 | \$ 137,896.00 | \$ 41.44 | \$ 66.30 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 83,116.00 | | \$ 39.96 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 80,000 | \$ 90,000 | \$ 38.46 | \$ 43.27 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 75,359 | \$ 75,359 | \$ 36.23 | \$ 36.23 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 65,653 | \$ 96,432 | \$ 31.56 | \$ 46.36 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|---------------|------------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 118,006 | \$ 165,121 | \$ 37.82 | \$ 52.92 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 107,100 | \$ 135,516 | \$ 51.49 | \$ 65.15 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 99,544.00 | \$ 149,316.00 | \$ 47.86 | \$ 71.79 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 96,426 | \$ 154,283 | \$ 46.35 | \$ 74.17 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 86,616.00 | \$ 119,897.00 | \$ 41.64 | \$ 57.64 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 82,547 | \$ 120,823 | \$ 39.69 | \$ 58.09 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 80,758 | \$ 128,712 | \$ 38.83 | \$ 61.88 | 24 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 73,485.00 | \$ 96,754.00 | \$ 35.33 | \$ 46.52 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 70,800.00 | | \$ 34.04 | | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 66,352.00 | \$ 97,589.00 | \$ 31.90 | \$ 46.92 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 64,480.00 | | \$ 31.00 | | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 60,000.00 | \$ 80,000.00 | \$ 28.85 | \$ 38.46 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 60,000.00 | \$ 67,000.00 | \$ 28.85 | \$ 32.21 | 25 MML Wage Survey |

POSITION: POLICE LIEUTENANT

- 2nd by population
- 2nd by FTEs
- 3rd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies so we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

By Population 4,000-6,000

| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 84,699.00 | \$ 84,699.00 | \$ 40.72 | \$ 40.72 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Ste. Genevieve | 4,999 | 4th | Ste. Genevieve | Southeast | 19 | \$ 7,465,235 | \$ 73,403 | \$ 73,403 | \$ 33.61 | \$ 33.61 | 24 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 70,262.00 | \$ 79,238.00 | \$ 33.78 | \$ 38.10 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$ 14,449,147 | \$ 69,596.80 | | \$ 33.46 | | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$ 58,968.00 | | \$ 28.35 | | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 53,476.80 | \$ 57,886.40 | \$ 25.71 | \$ 27.83 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 53,216.00 | \$ 74,502.00 | \$ 25.58 | \$ 35.82 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 53,157.90 | \$ 80,401.89 | \$ 25.56 | \$ 38.65 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$ 51,418.00 | \$ 72,509.00 | \$ 24.72 | \$ 34.86 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd | Bates | Southwest | 70 | \$ 12,700,000 | \$ 46,300 | \$ 46,300 | \$ 22.26 | \$ 22.26 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30.00 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

By FTE's 120-130

| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 81,120 | \$ 114,400 | \$ 39.00 | \$ 55.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$ 74,172.00 | \$ 81,884.00 | \$ 35.66 | \$ 39.37 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$ 70,031.00 | \$ 94,726.00 | \$ 33.67 | \$ 45.54 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 64,138 | \$ 64,138 | \$ 30.84 | \$ 30.84 | 24 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 62,182 | \$ 65,000 | \$ 28.47 | \$ 29.76 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$ 14,000,000 | \$ 60,000 | \$ 80,000 | \$ 28.85 | \$ 38.46 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 53,069 | \$ 77,983 | \$ 25.51 | \$ 37.49 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

By Budget \$35M-\$40M

| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
|-----------------------|---------------|------------------|----------------------|----------------------|-------------|----------------------|---------------------|---------------------|------------------|------------------|---------------------------|
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 119 | \$ 35,058,848 | \$ 91,441 | \$ 114,231 | \$ 29.31 | \$ 36.61 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.6 | \$ 35,971,080 | \$ 85,050 | \$ 107,615 | \$ 40.89 | \$ 51.74 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 74,341 | \$ 115,230 | \$ 35.74 | \$ 55.39 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$ 66,621 | \$ 98,900 | \$ 32.03 | \$ 47.55 | 25 MML Wage Survey |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 63,558 | \$ 95,576 | \$ 30.56 | \$ 45.95 | 24 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$ 62,000.00 | | \$ 29.81 | | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$ 56,429.00 | \$ 74,297.00 | \$ 27.13 | \$ 35.72 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 56,249 | \$ 89,678 | \$ 27.04 | \$ 43.11 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 54,891 | | \$ 26.39 | | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 52,416.00 | \$ 64,064.00 | \$ 25.20 | \$ 30.80 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 44,720 | \$ 62,400 | \$ 21.50 | \$ 30 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th | Camden/Miller | South Central | 34.5 | \$ 8,890,389 | \$ 43,722 | \$ 63,626 | \$ 105.10 | \$ 152.95 | 24 MML Wage Survey |

POSITION: POLICE SERGEANT

- 8th by population
- 4th by FTEs
- 4th by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 10 to Pay Level 11 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Sergeant's pay is inclusive within Pay Level 11 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|----------------|---------------|-------|---------------|-------------|---------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$ 27,239,928 | \$86,062.50 | \$ 115,536.39 | \$ 39.41 | \$ 52.90 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$76,807.00 | \$ 76,807.00 | \$ 35.17 | \$ 35.17 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$ 48,159,928 | \$75,555.00 | \$ 104,533.00 | \$ 34.59 | \$ 47.86 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$61,776.00 | \$ 69,680.00 | \$ 28.29 | \$ 31.90 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$ 10,200,000 | \$61,640.00 | \$ 79,890.00 | \$ 28.22 | \$ 36.58 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$ 10,840,559 | \$60,000.00 | | \$ 27.47 | \$ - | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 59,000 | \$ 85,000 | \$ 28.37 | \$ 40.87 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$ 25,762,450 | \$55,406.00 | \$ 74,515.00 | \$ 25.37 | \$ 34.12 | 25 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$55,000.00 | \$ 74,250.00 | \$ 25.18 | \$ 34.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$54,600.00 | \$ 68,250.00 | \$ 25.00 | \$ 31.25 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$ 12,592,630 | \$52,881.40 | \$ 70,255.12 | \$ 24.21 | \$ 32.17 | 25 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$51,417.60 | | \$ 23.54 | \$ - | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$ 17,106,466 | \$51,368.00 | | \$ 23.52 | \$ - | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$50,120.94 | \$ 75,813.19 | \$ 22.95 | \$ 34.71 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$49,524.80 | \$ 53,601.60 | \$ 22.68 | \$ 24.54 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$47,000.00 | \$ 80,000.00 | \$ 21.52 | \$ 36.63 | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$ 20,923,000 | \$44,762.00 | \$ 58,843.00 | \$ 20.50 | \$ 26.94 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$ 28,101,673 | \$ 43,250 | \$ 51,750 | \$ 19.80 | \$ 23.70 | 24 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$ 30,760,909 | \$ 72,800 | \$ 104,000 | \$ 35.00 | \$ 50.00 | 24 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$ 17,121,261 | \$66,100.00 | \$ 67,429.00 | \$ 30.27 | \$ 30.87 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$ 41,997,191 | \$62,311.00 | \$ 84,292.00 | \$ 28.53 | \$ 38.60 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$ 49,782,927 | \$56,534.00 | | \$ 25.89 | \$ - | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$ 24,824,972 | \$ 54,865 | \$ 66,103 | \$ 25.12 | \$ 30.27 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 53,910 | \$ 58,780 | \$ 25.92 | \$ 28.26 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$ 50,307,750 | \$ 43,480 | \$ 63,742 | \$ 20.90 | \$ 30.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|----------------|---------------|--------|---------------|-------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$ 35,058,848 | \$ 81,330 | \$ 103,475 | \$ 39.10 | \$ 49.75 | 24 MML Wage Survey |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$ 35,971,080 | \$ 76,650 | \$ 96,987 | \$ 36.85 | \$ 46.63 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 64,645 | \$ 100,200 | \$ 29.60 | \$ 45.87 | Proposed Pay Plan Change |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$ 39,349,046 | \$ 57,854 | \$ 88,038 | \$ 27.81 | \$ 42.33 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$ 40,220,032 | \$ 57,336 | \$ 86,005 | \$ 26.25 | \$ 39.37 | FY2026 Pay Plan |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$ 86,463,675 | \$54,679.00 | \$ 81,172.00 | \$ 25.04 | \$ 37.17 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$ 38,000,000 | \$53,782.00 | \$ 74,447.00 | \$ 24.63 | \$ 34.09 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$ 36,289,748 | \$51,674.00 | \$ 68,035.00 | \$ 23.66 | \$ 31.15 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$ 39,512,211 | \$50,000.00 | | \$ 22.89 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 48,679 | \$ 77,620 | \$ 23.40 | \$ 37.32 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$48,526.00 | \$ 71,371.00 | \$ 22.22 | \$ 32.68 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$45,318.00 | \$ 63,882.00 | \$ 20.75 | \$ 29.25 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$37,128.00 | \$ 48,048.00 | \$ 17.00 | \$ 22.00 | 25 MML Wage Survey |

POSITION: DETECTIVE/POLICE CORPORAL

- 7th by population
- 2nd by FTEs
- 2nd by budget
- Higher than all competitors
- Recommendation: Our current pay scale is competitive with like municipalities and all competing agencies, however, we recommend moving this position from Pay Level 9 to Pay Level 10 (purple in charts) to address wage compression that could result from our recommended wage increases below. All current Detective's and Corporal's pay is inclusive with Pay Level 10 so there will be **no budgetary impact**. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

| By Population 4,000-6,000 | | | | | | | | | | | |
|---------------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|---------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 75,000.00 | \$ 103,765.33 | \$ 36.06 | \$ 49.89 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 68,494.40 | | \$ 32.93 | \$ - | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 60,278.00 | | \$ 28.98 | \$ - | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 55,455.00 | \$ 71,875.00 | \$ 26.66 | \$ 34.56 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 25.00 | \$ 41.41 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 24.16 | \$ 32.49 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 47,283.49 | \$ 71,512.68 | \$ 22.73 | \$ 34.38 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 45,843.20 | \$ 49,628.80 | \$ 22.04 | \$ 23.86 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 21.20 | \$ 35.90 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th | Barton | Southwest | 64.5 | \$ 176,746 | \$ 43,680 | \$ 43,680 | \$ 21.00 | \$ 21.00 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 42,016.00 | \$ 54,163.00 | \$ 20.20 | \$ 26.04 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 59,425.00 | \$ 80,367.00 | \$ 28.57 | \$ 38.64 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 49,703 | \$ 58,899 | \$ 23.90 | \$ 28.32 | 24 MML Wage Survey |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 49,603 | \$ 53,113 | \$ 23.85 | \$ 25.54 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd | Randolph | Central | 124 | \$49,782,927 | \$ 45,760 | \$ 45,760 | \$ 22.00 | \$ 22.00 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|-----------------------|------------|-----------|---------------|---------------|-------|--------------|--------------|--------------|----------|------------|--------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hour | Max Hourly | Information Source |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 57,337 | \$ 86,005 | \$ 27.56 | \$ 41.34 | FY2026 Pay Plan |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 51,337.00 | \$ 71,063.00 | \$ 24.68 | \$ 34.16 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 49,858 | \$ 74,788 | \$ 23.97 | \$ 35.95 | FY2026 Pay Plan |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 48,526.00 | \$ 71,372.00 | \$ 23.33 | \$ 34.31 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 47,933 | \$ 66,351 | \$ 23.04 | \$ 31.90 | 24 MML Wage Survey |
| Jefferson | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 22.12 | \$ 33.65 | 25 MML Wage Survey |
| Jefferson City | 43,228 | Home Rule | Callaway/Cole | Central | 437 | \$79,285,619 | \$ 46,000 | \$ 69,994 | \$ 22.12 | \$ 33.65 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22 | \$ 25 | 25 MML Wage Survey |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 45,282.00 | \$ 59,620.00 | \$ 21.77 | \$ 28.66 | 25 MML Wage Survey |

POSITION: POLICE OFFICER

- 15th by population*
- 5th by FTEs*
- 7th by budget*
- 6 of our 9 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies. Based on this data, we recommend moving this position from Pay Level 8 to Pay Level 9 (purple in charts) and increase the base starting pay from \$19.85 to \$23.75. This brings our agency up to a more competitive position. The budget implication for these changes are:
 - \$7,696 – additional salaries above FY26 budget
 - \$1,359 – additional benefits above FY26 budget
 - \$4,925 – additional Holiday Pay above FY26 budget
 - TOTAL - \$13,980

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 65,000.00 | \$ 92,573.70 | \$ 29.76 | \$ 42.39 | 25 MML Wage Survey |
| Cottleville | 5,611 | 4th Class | St. Charles | Metro East | 26 | \$ 7,260,000 | \$ 60,486.40 | \$ 60,486.40 | \$ 27.70 | \$ 27.70 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 54,600.00 | | \$ 25.00 | \$ - | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 52,000.00 | \$ 86,140.00 | \$ 23.81 | \$ 39.44 | 25 MML Wage Survey |
| Normandy | 4,287 | 3rd Class | St. Louis | Metro East | 29.5 | \$ 4,340,998 | \$ 52,000.00 | \$ 58,635.20 | \$ 23.81 | \$ 26.85 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 50,887.00 | \$ 74,240.00 | \$ 23.30 | \$ 33.99 | 25 MML Wage Survey |
| California | 4,498 | 4th Class | Moniteau | Central | 46 | \$10,840,559 | \$ 50,336.00 | | \$ 23.05 | \$ - | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 50,255.00 | \$ 67,587.00 | \$ 23.01 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Platte City | 4,784 | 4th | Platte | Westgate | 33 | \$ 9,472,030 | \$ 45,000 | \$ 65,000 | \$ 21.63 | \$ 31.25 | 24 MML Wage Survey |
| Ashland | 4,747 | 4th Class | Boone | Central | 22 | \$ 6,500,000 | \$ 47,000.00 | \$ 63,450.00 | \$ 21.52 | \$ 29.05 | 25 MML Wage Survey |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 46,933.64 | \$ 60,058.96 | \$ 21.49 | \$ 27.50 | 25 MML Wage Survey |
| Ste. Genevieve | 4,999 | 4th Class | Ste. Genevieve | Southeast | 20 | \$ 6,997,107 | \$ 46,000.00 | \$ 56,000.00 | \$ 21.06 | \$ 25.64 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Desloge | 4,823 | 4th Class | St. Francois | Southeast | 43 | \$ 7,000,000 | \$ 44,096.00 | \$ 74,680.00 | \$ 20.19 | \$ 34.19 | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 42,806.40 | | \$ 19.60 | \$ - | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Odessa | 5,593 | 4th Class | Lafayette | Central | 45 | \$ 4,060,454 | \$ 42,074.10 | \$ 63,643.18 | \$ 19.26 | \$ 29.14 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Mountain Grove | 4,313 | 4th Class | Wright,Texas | South Central | 45 | \$ 6,912,500 | \$ 41,600.00 | \$ 52,000.00 | \$ 19.05 | \$ 23.81 | 25 MML Wage Survey |
| Mount Vernon | 4,526 | 4th Class | Lawrence | Southwest | 33.5 | \$17,362,823 | \$ 40,248.00 | \$ 58,354.00 | \$ 18.43 | \$ 26.72 | 25 MML Wage Survey |
| Lamar | 4,266 | 4th Class | Barton | Southwest | 58 | \$17,106,466 | \$ 39,520.00 | \$ 45,760.00 | \$ 18.10 | \$ 20.95 | 25 MML Wage Survey |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 39,000 | \$ 47,500 | \$ 17.86 | \$ 21.75 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 36,754.00 | \$ 48,277.00 | \$ 16.83 | \$ 22.10 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,400.00 | \$ 42,556.80 | \$ 16.67 | \$ 19.49 | 25 MML Wage Survey |
| Hollister | 4,583 | 4th Class | Taney | Southwest | 43 | \$ 9,400,000 | \$ 33,300.80 | \$ 38,584.00 | \$ 15.25 | \$ 17.67 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 64,480 | \$ 91,520 | \$ 31.00 | \$ 44.00 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 49,952.00 | \$ 67,600.00 | \$ 22.87 | \$ 30.95 | 25 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Hannibal | 17,108 | Home Rule | Marion,Ralls | Northeast | 125.4 | \$17,121,261 | \$ 48,000.00 | \$ 61,299.00 | \$ 21.98 | \$ 28.07 | 25 MML Wage Survey |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 46,073 | \$ 54,728 | \$ 21.10 | \$ 25.06 | 24 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Neosho | 12,590 | Home Rule | Newton | Southwest | 121.5 | \$ 7,615,459 | \$ 43,966 | \$ 49,603 | \$ 19.66 | \$ 22.18 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 41,600.00 | | \$ 19.05 | \$ - | 25 MML Wage Survey |
| Monett | 9,576 | 3rd | Barry/Lawrence | Southwest | 125 | \$50,307,750 | \$ 38,607 | \$ 56,104 | \$ 18.56 | \$ 26.97 | 24 MML Wage Survey |
| Bolivar | 10,679 | 4th | Polk | Southwest | 124 | \$14,000,000 | \$ 40,000 | \$ 55,000 | \$ 17.89 | \$ 24.60 | 24 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|----------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 66,150 | \$ 83,701 | \$ 31.80 | \$ 40.24 | 24 MML Wage Survey |
| Creve Coeur | 18,834 | Home Rule | St. Louis | Metro East | 118.98 | \$35,058,848 | \$ 64,034 | \$ 84,321 | \$ 30.79 | \$ 40.54 | 24 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 51,870 | \$ 74,788 | \$ 23.75 | \$ 34.24 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 51,848.16 | | \$ 23.74 | | Chief Davis |
| Jackson | 15,481 | 4th | Cape Girardeau | Southeast | 140 | \$39,349,046 | \$ 48,191 | \$ 72,943 | \$ 23.17 | \$ 35.07 | 24 MML Wage Survey |
| Sunrise Beach | 431 | Village | Camden,Morgan | South Central | 11 | \$ 2,066,000 | \$ 49,140.00 | \$ 54,054.00 | \$ 22.50 | \$ 24.75 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 46,000.00 | \$ 69,994.00 | \$ 21.06 | \$ 32.05 | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd | Phelps | South Central | 225 | \$37,900,000 | \$ 45,754 | \$ 63,335 | \$ 20.95 | \$ 29.00 | 24 MML Wage Survey |
| Lake Ozark | 2,077 | 4th Class | Camden,Miller | South Central | 34.5 | \$ 9,736,609 | \$ 45,601.92 | \$ 54,447.12 | \$ 20.88 | \$ 24.93 | 25 MML Wage Survey |
| Battlefield | 5,990 | 4th Class | Greene | Southwest | 20.5 | \$39,512,211 | \$ 45,000.00 | | \$ 20.60 | \$ - | 25 MML Wage Survey |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 44,448.00 | \$ 61,526.00 | \$ 20.35 | \$ 28.17 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 42,142 | \$ 67,209 | \$ 20.26 | \$ 32.31 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 43,680.00 | | \$ 20.00 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 43,355 | \$ 65,033 | \$ 19.85 | \$ 29.77 | FY2026 Pay Plan |
| Nevada | 8,212 | Home Rule | Vernon | Southwest | 100 | \$36,289,748 | \$ 43,332.00 | \$ 57,052.00 | \$ 19.84 | \$ 26.12 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 42,224.00 | \$ 58,240.00 | \$ 19.33 | \$ 26.67 | 25 MML Wage Survey |
| Camdenton | 3,960 | 4th Class | Camden | South Central | 46 | \$ 7,000,000 | \$ 42,042.00 | \$ 58,760.00 | \$ 19.25 | \$ 26.90 | 25 MML Wage Survey |
| Linn Creek | 216 | 4th Class | Camden | South Central | 6 | \$ 1,038,371 | \$ 37,440.00 | | \$ 17.14 | \$ - | 25 MML Wage Survey |

POSITIONS: POLICE ANALYST, DEPARTMENT SECRETARY, EVIDENCE CUSTODIAN & RECORDS CLERK

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POLICE FINANCIAL SUMMARY

Current Entry Level Police Officer Pay - \$19.851
 Entry Level Hourly Wage Increase - \$3.899
 New Entry Level Police Officer Pay - \$23.75

Current 3% Probationary Increase - \$20.446
 Probationary Increase - \$4.016
 New 3% Probationary Increase - \$24.462

Pay Increase Details

Currently still on probation - \$3.899 per hour increase
 Successfully completed probation between 7/1/2025 through current - \$4.016 per hour increase
 Employee in Quartile 1 - \$3.363 per hour increase
 Employee in Quartile 2 - \$2.924 per hour increase
 Employee in Quartile 3 - \$1.949 per hour increase
 Employee in Quartile 4 - \$0.974 per hour increase

POSITIONS: DISPATCH SUPERVISOR & LEAD DISPATCHER

There is no industry data for these particular positions, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

POSITION: DISPATCHER

- 4th by population*
- 3rd by FTEs*
- 3rd by budget*
- 3 of our 5 competitors pay higher
- Recommendation: Our current pay scale is not competitive with like municipalities nor the majority of competing agencies which has negatively affected our ability to stay staffed as well as retain our current staff. Based on this data, we recommend increasing the base starting pay from \$18.50 to \$19.75 (purple in charts). This brings our agency up to a more competitive position. Due to current staffing levels, there is no budget implication for these changes.

| By Population 4,000-6,000 | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|-------|--------------|------------|------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Riverside | 4,013 | 4th Class | Platte | Westgate | 87.5 | \$27,239,928 | \$ 52,234 | \$ 73,128 | \$ 25.11 | \$ 35.16 | 25 MML Wage Survey |
| North Kansas City | 4,467 | 3rd Class | Clay | Westgate | 212 | \$48,159,928 | \$ 50,960 | \$ 71,344 | \$ 24.50 | \$ 34.30 | 25 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Hermann | 4,672 | 4th Class | Jefferson | Metro East | 40 | \$14,449,147 | \$ 41,184 | \$ 54,392 | \$ 19.80 | \$ 26.15 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Centralia | 4,541 | 4th Class | Boone,Audrain | Central | 55 | \$12,592,630 | \$ 37,918 | \$ 45,490 | \$ 18.23 | \$ 21.87 | 25 MML Wage Survey |
| Crystal City | 4,740 | 3rd Class | Jefferson | Central | 54 | \$10,200,000 | \$ 37,730 | \$ 55,810 | \$ 18.14 | \$ 26.83 | 25 MML Wage Survey |
| Higginsville | 4,817 | 4th Class | Lafayette | Central | 90 | \$25,762,450 | \$ 37,501 | \$ 50,435 | \$ 18.03 | \$ 24.25 | 25 MML Wage Survey |
| Waynesville | 5,406 | 3rd Class | Pulaski | South Central | 70 | \$ 2,120,192 | \$ 36,483 | \$ 39,499 | \$ 17.54 | \$ 18.99 | 25 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Butler | 4,220 | 3rd Class | Bates | Southwest | 67.5 | \$ 4,500,000 | \$ 36,150 | | \$ 17.38 | \$ - | 25 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Macon | 5,457 | 3rd | Macon | Northeast | 74 | \$28,101,673 | \$ 28,000 | \$ 36,500 | \$ 13.46 | \$ 17.55 | 24 MML Wage Survey |
| Salem | 4,608 | 4th Class | Dent | South Central | 59.5 | \$20,923,000 | \$ 27,518 | \$ 38,480 | \$ 13.23 | \$ 18.50 | 25 MML Wage Survey |

| By FTE's 120-130 | | | | | | | | | | | |
|--------------------------------|------------|-----------|------------------|---------------|-------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Arnold | 20,858 | 3rd | Jefferson | Metro East | 125 | \$30,760,909 | \$ 55,440 | \$ 77,543 | \$ 26.65 | \$ 37.28 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Harrisonville | 10,121 | 4th Class | Cass | Westgate | 124 | \$41,997,191 | \$ 40,934.00 | \$ 55,368.00 | \$ 19.68 | \$ 26.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Sikeston | 16,291 | Home Rule | New Madrid,Scott | Southeast | 124 | \$24,824,972 | \$ 38,320 | \$ 60,840 | \$ 17.55 | \$ 27.86 | 24 MML Wage Survey |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |
| Moberly | 13,783 | 3rd Class | Randolph | Central | 124 | \$49,782,927 | \$ 33,280.00 | | \$ 16.00 | | 25 MML Wage Survey |

| By Budget \$35M-\$40M | | | | | | | | | | | |
|--------------------------------|------------|-----------|---------------|---------------|--------|--------------|--------------|--------------|------------|------------|--------------------------|
| Municipality | Population | Class | County | Region | FTE's | Budget | Min Annual | Max Annual | Min Hourly | Max Hourly | Information Source |
| Hazelwood | 25,458 | Home Rule | St. Louis | Metro East | 216.64 | \$35,971,080 | \$ 54,600 | \$ 69,086 | \$ 26.25 | \$ 33.21 | 24 MML Wage Survey |
| Eldon | 4,416 | 4th Class | Miller | South Central | 65 | \$ 8,500,000 | \$ 45,760 | \$ 52,000 | \$ 22.00 | \$ 25.00 | 25 MML Wage Survey |
| Jefferson City | 43,228 | 4th Class | Cole | Central | 438 | \$86,463,675 | \$ 41,834 | \$ 65,889 | \$ 20.11 | \$ 31.68 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 41,080 | \$ 65,033 | \$ 19.75 | \$ 26.81 | Proposed Pay Plan Change |
| Camden County Sheriff's Office | | | | | | | \$ 40,768 | | \$ 19.60 | | Chief Davis |
| Rolla | 19,943 | 3rd Class | Phelps | South Central | 225 | \$38,000,000 | \$ 40,464.00 | \$ 61,613.00 | \$ 19.45 | \$ 29.62 | 25 MML Wage Survey |
| Osage Beach | 5,123 | 4th | Camden/Miller | | 130 | \$40,220,032 | \$ 38,469 | \$ 55,780 | \$ 18.49 | \$ 26.81 | FY2026 Pay Plan |
| Lebanon | 15,013 | 3rd | Laclede | South Central | 170 | \$ 4,010,392 | \$ 36,436 | \$ 58,121 | \$ 17.52 | \$ 27.94 | 24 MML Wage Survey |
| Miller County Sheriff's Office | | | | | | | \$ 35,360 | | \$ 17.00 | | Chief Davis |

DISPATCH FINANCIAL SUMMARY

Current Entry Level Dispatcher Pay - \$18.495
Recommended Hourly Wage Increase - \$1.255
New Entry Level Dispatcher Pay - \$19.75

Current 3% Probationary Increase - \$19.049
Probationary Increase - \$1.293
New 3% Probationary Increase - \$20.342

Pay Increase Details

Currently still on probation- \$1.255 per hour increase
Successfully completed probation between 7/1/2025 through current - \$1.293 per hour increase
Employee in Quartile 1 - \$1.082 per hour increase
Employee in Quartile 2 - \$0.941 per hour increase
Employee in Quartile 3 - \$0.627 per hour increase
Employee in Quartile 4 - \$0.313 per hour increase

POSITIONS: AMBULANCE SUPERVISOR, PARAMEDIC & EMT

There is no data for these particular positions within the MML Wage Study, therefore, we do not recommend a change to the pay structure at this time. However, all positions within the City will be evaluated during the Compensation Study during FY2026 where additional pay changes may be recommended for consideration.

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief

Agenda Item:

Resolution 2026 -07 - A resolution of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend the Fiscal Year 2026 Budget for the 2025 Blue Shield Grant to account for expected revenues and expenditures not carried over from FY2025.

Requested Action:

Resolution #2026-07

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Not Applicable

Budgeted Item:

Not Applicable

Budget Line Information (if applicable):

Department Comments and Recommendation:

These two budget amendments are for items that go with the 2025 Blue Shield grant the City was awarded in October 2025 and were not carried over in the 2026 Budget.

The first is in the revenue line item 10-00-40000 Grants - Crime Prevention. The City was awarded \$50,000.00 and we received \$15,733.32 in 2025. We will receive the remaining \$34,266.68 in 2026.

The second is the expenditure line item 10-14-774266 Police Equipment. We will expend the remaining funds in the amount of \$34,266.68 with the purchase of a Drug Identification Machine, Traffic Cones, and Lapel Lights.

These expenditures must be completed by May 15, 2026.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

RESOLUTION 2026-07

A RESOLUTION OF THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI, STATING FACTS AND REASONS FOR THE NECESSITY TO AMEND THE FISCAL YEAR 2026 BUDGET RELATING TO ACCOUNT FOR THE EXPECTED REVENUES AND EXPENDITURES NOT CARRIED OVER FROM FY2025.

WHEREAS, a budget amendment is necessary for the proper administration, documentation, and increased expense referenced above.

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

Section 1. The Board of Aldermen of the City of Osage Beach, Missouri hereby authorizes the increase in revenues in the sum of Thirty-Four Thousand Two Hundred Sixty-Six Dollars and Sixty-Eight Cents (\$34,266.68) in the budget for the Fiscal Year 2026 for additional revenue received by the 2025 Blue Shield Grant not originally carried over in the 2026 Budget.

Section 2. The Board of Aldermen of the City of Osage Beach, Missouri hereby authorizes the increase in expenditures in the sum of Thirty-Four Thousand Two Hundred Sixty-Six Dollars and Sixty-Eight Cents (\$34,266.68) in the budget for the Fiscal Year 2026 for additional purchases to be reimbursed by the 2025 Blue Shield Grant not originally carried over in the 2026 Budget.

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

I hereby certify that the above Resolution 2026-07 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows.

Ayes:

Nays:

Abstain:

Absent:

Date

Tara Berreth, City Clerk

Approved to form:

Cole Bradbury, City Attorney

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief

Agenda Item:

Bill 26-19 - An ordinance of the City of Osage Beach, Missouri, amending Ordinance 25.103 adopting the 2026 Annual Operating Budget for the 2025 Blue Shield Grant to account for expected revenue and expenditures not carried over from FY 2025. *First Reading*

Requested Action:

First Reading of Bill #26-19

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|--|-----------------|----------------|
| 10-00-440000 Grants - Crime Prevention | \$15,000 | \$49,266.68 |

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|-------------------------------|-----------------|----------------|
| 10-14-774266 Police Equipment | \$30,000 | \$64,266.68 |

Department Comments and Recommendation:

These two budget amendments are for items that go with the 2025 Blue Shield grant the City was awarded in October 2025 and were not carried over in the 2026 Budget.

The first is in the revenue line item 10-00-40000 Grants - Crime Prevention. The City was awarded \$50,000.00 and we received \$15,733.32 in 2025. We will receive the remaining \$34,266.68 in 2026.

The second is the expenditure line item 10-14-774266 Police Equipment. We will expend the remaining funds in the amount of \$34,266.68 with the purchase of a Drug Identification Machine, Traffic Cones, and Lapel Lights.

These expenditures must be completed by May 15, 2026.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING ORDINANCE NO. 25.103 ADOPTING THE 2026 ANNUAL OPERATING BUDGET FOR THE 2025 BLUE SHIELD GRANT TO ACCOUNT FOR EXPECTED REVENUES AND EXPENDITURES NOT CARRIED OVER FROM FY2025.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, AS FOLLOWS, TO WIT:

Section 1. That the FY2026 Annual Operating Budget adopted as Ordinance No. 25.103 is hereby amended by appropriating additional funds or reducing appropriations as follows:

| | Original Item | Amended Item |
|--|---------------|--------------|
| 10-00-440000 Grants – Crime Prevention | \$15,000 | \$49,266.68 |
| 10-14-774266 Police Equipment | \$30,000 | \$64,266.68 |

Section 2. In all other respects the 2026 Annual Operating Budget adopted in Ordinance No. 25.103 remains in full force and effect.

Section 3. That this Ordinance shall be in full force and effect upon date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.19 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstain:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.19.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk



REQUEST FOR BUDGET AMENDMENTS / TRANSFERS - FY 2026

Refer to City Code Chapter 135.020.3: Budget and Financial Control – Budget Modification

Department: Police

Does this require Board of Aldermen Action? Yes

If yes, proposed Board of Aldermen Meeting Agenda date: March 19, 2026

Deadline for Action: March 19, 2026 Proposed expenditure date: May 1, 2026

AMENDMENTS:

| | |
|----------------------------------|---------------------------|
| ACCOUNT LINE ITEM # | 10-00-440000 |
| ACCOUNT LINE-ITEM TITLE | Grants - Crime Prevention |
| AMENDMENT AMOUNT | \$34,266.68 |
| ORIGINAL BUDGET | \$15,000.00 |
| AMENDED BUDGET (after amendment) | \$49,266.68 |

REQUEST JUSTIFICATION AND EXPLANATION:

The \$34,266.68 will be the remaining amount that we will receive for the 2025 Blue Shield Grant that the City was awarded. We will be reimbursed as we expend the funds. This needs to be completed by May 15, 2026

TRANSFERS:

| | TRANSFER FROM: | TRANSFER TO: |
|---------------------------------|----------------|--------------|
| ACCOUNT LINE ITEM # | | |
| ACCOUNT LINE-ITEM TITLE | | |
| AMENDMENT AMOUNT | | |
| ORIGINAL BUDGET | | |
| REVISED BUDGET (after transfer) | | |

TRANSFER JUSTIFICATION AND EXPLANATION:

Department Manager: *David D*

Date: 3/10/26

City Administrator: *Devin Lake*

Date: 3/10/2026



REQUEST FOR BUDGET AMENDMENTS / TRANSFERS - FY 2026

Refer to City Code Chapter 135.020.3: Budget and Financial Control – Budget Modification

Department: Police

Does this require Board of Aldermen Action? Yes

If yes, proposed Board of Aldermen Meeting Agenda date: March 19, 2026

Deadline for Action: March 19, 2026 Proposed expenditure date: May 1, 2026

AMENDMENTS:

| | |
|----------------------------------|------------------|
| ACCOUNT LINE ITEM # | 10-14-774266 |
| ACCOUNT LINE-ITEM TITLE | Police Equipment |
| AMENDMENT AMOUNT | \$34,266.68 |
| ORIGINAL BUDGET | \$30,000.00 |
| AMENDED BUDGET (after amendment) | \$64,266.68 |

REQUEST JUSTIFICATION AND EXPLANATION:

The \$34,266.68 will be the remaining amount that we will expend for items that we requested funding for with the 2025 Blue Shield Grant. The items are a Drug Identification Machine, Traffic Cones, and Lapel Lights. These purchases must be made and paid for by May 15, 2026.

TRANSFERS:

| | TRANSFER FROM: | TRANSFER TO: |
|---------------------------------|----------------|--------------|
| ACCOUNT LINE ITEM # | | |
| ACCOUNT LINE-ITEM TITLE | | |
| AMENDMENT AMOUNT | | |
| ORIGINAL BUDGET | | |
| REVISED BUDGET (after transfer) | | |

TRANSFER JUSTIFICATION AND EXPLANATION:

Department Manager: *Todd D*

Date: 3/10/2026

City Administrator: *Dewin Lake*

Date: 3/10/2026

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Mousseau, Human Resources Director

Agenda Item:

Bill 26-20 - An Ordinance Of The City Of Osage Beach, Missouri, Amending Chapter 125 Human Resources System (Personnel) Rules And Regulations: Section 125.015 Actions Of Board – Copies Of Rules And Regulations; Section 125.020 Definitions; 125.030 General Provisions; Section 125.050. Pay And Compensation; Section 125.070. Applications And Applicants; Section 125.090. Employment Lists; Section 125.100. Method Of Filling Vacancies; Section 125.110. Probationary Period; Section 125.120. Attendance And Leaves; Section 125.190. Training Of Employees; and Section 125.240. Other Employee Benefits Of The City Code As Set Forth. *First Reading*

Requested Action:

First Reading of Bill #26-20

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Department Comments and Recommendation:

This change revises the previous designation of "Human Resources Generalist" to "Human Resources Director" where application in Chapter 125 Human Resources System (Personnel) Rules and Regulations to follow the current role titling. There is also one instance of the "Public Works Operations Manager" being updated to reflect the current title of "Public Works Director".

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING CHAPTER 125 HUMAN RESOURCES SYSTEM (PERSONNEL) RULES AND REGULATIONS: SECTION 125.015 ACTIONS OF BOARD – COPIES OF RULES AND REGULATIONS; SECTION 125.020 DEFINITIONS; 125.030 GENERAL PROVISIONS; SECTION 125.050. PAY AND COMPENSATION; SECTION 125.070. APPLICATIONS AND APPLICANTS; SECTION 125.090. EMPLOYMENT LISTS; SECTION 125.100. METHOD OF FILLING VACANCIES; SECTION 125.110. PROBATIONARY PERIOD; SECTION 125.120. ATTENDANCE AND LEAVES; SECTION 125.190. TRAINING OF EMPLOYEES; SECTION 125.240. OTHER EMPLOYEE BENEFITS OF THE CITY CODE AS SET FORTH.

Section 1. Within the City Code there are hereby enacted new Sections with material repealed and replaced as set forth below with new material set out in **RED** and deleted material struck as follows:

Section 125.015. Actions of Board — Copies of Rules and Regulations

Board actions relative to the human resources policies and regulations shall be filed with the City Clerk and maintained in a special file for the purpose of consistency. Duplicate copies shall be filed with the City Administrator and the Human Resources ~~Generalist~~ **Director**.

Section 125.020. Definitions.

The following terms, whenever used in these rules, shall be defined as follows:

HUMAN RESOURCES RECORDS — Includes all records kept by the Human Resources ~~Generalist~~ **Director** or in the Human Resources System of any type.

MANAGEMENT TEAM — The following positions shall be deemed the Management Team: the appointed officials, as defined within Chapter 125, Assistant City Administrator, Human Resources ~~Generalist~~ **Director**, Airport Manager, IT Director, ~~Public Works Operations Manager~~, Parks and Recreation Manager, and **Marketing and Development Director**.

Section 125.030. General Provisions.

G. Employee Human Resources Records. The City Administrator and the Human Resources ~~Generalist~~ **Director** shall maintain a human resources file, to be known as the employee's human resources file, on each employee. Employees have the right to review their individual human resources folder and to have copies of any materials. They may request that any material be removed from their folders. Denial of such a request may be appealed. Employees have the right to prepare and submit a rebuttal to any material in the file. Employee's access to his/her human resources file shall be scheduled at the convenience of the employee and the Human Resources ~~Generalist~~ **Director** and shall be reviewed only in the presence of the Human Resources ~~Generalist~~ **Director** and the employee.

H. Access To Human Resources Records. Human resources files shall be protected from access by persons other than the following:

1. City Administrator;
2. Human Resources ~~Generalist~~ **Director**;

3. Information may be shared with the City Attorney at the discretion of the City Administrator;
4. Information systems employees may have access by virtue of their information systems responsibilities;
5. Department managers for employees of his/her department(s);
6. Supervisors for employees directly supervised; and
7. The employee.

A City employee who reveals any information contained in another employee's human resources records to any person except as provided for herein shall be subject to disciplinary action.

The following information is generally available without authorization from the employee through the Human Resources ~~Generalist~~ Director:

1. Verification of data sufficient to insure proper identity of an employee; and
 2. Verification of current employment status.
 3. Requests for kinds of information not included above may only be considered when accompanied by a signed authorization from the employee or as provided in Subsection (I) below.
- I. Request For Materials. Records subpoenaed or otherwise received in connection with some legal action or investigation must be submitted in itemized form. Items not specifically identified will not be provided. When an investigator seeks information, only the material specifically identified and requested shall be disclosed, and the Human Resources ~~Generalist~~ Director shall check the investigator's credentials. If there is any doubt concerning the validity of the credentials or appropriateness of the information requested, a written request for the material including verification of the credentials may be required before disclosure. All such requests shall be directed to the Human Resources ~~Generalist~~ Director. For the purposes of this Section, "investigator" shall be an individual specifically named by a court of competent jurisdiction.

Section 125.050. Pay and Compensation.

It is the policy of the City of Osage Beach that a Classification and Compensation System be established and maintained to provide a means to assist in recruiting, retaining, and rewarding qualified employees. The Classification and Compensation System shall seek to establish wage and salary ranges that are competitive with the labor market.

The objectives of the system are as follows:

1. To maintain pay structures that are competitive with labor markets from which employees are recruited and is reflective of the values and goals of the City.
2. To ensure the most effective and efficient use of the City's financial resources.
3. To provide a rational basis for making pay decisions eliminating arbitrary salary assignments, thereby establishing and ensuring internal fairness and equity.

B. *Maintenance Of The Classification And Compensation Plan.* The Human Resources ~~Generalist~~ **Director** and City Administrator are responsible for implementation and maintenance of the Classification and Compensation System. These responsibilities include assessment of proposed new positions, reassessment of existing positions, preparation and maintenance of job descriptions and assignment of position titles and pay levels, and maintenance of the overall City pay structure.

C. *Assessment Of New Positions.*

- a. Following approval to create a new position, the supervisor completes the job analysis questionnaire (JAQ) describing the duties to be assigned to the position.
- b. The department manager submits the JAQ to the Human Resources ~~Generalist~~ **Director** and City Administrator for assessment.
- c. The Human Resources ~~Generalist~~ **Director** conducts an assessment of the duties and responsibilities of the position and, in consultation with the City Administrator, assigns a position title and pay level.
- d. The department manager is notified in writing of the position title and pay level.

D. *Reassessment Of An Existing Position.*

- a. Except in unusual circumstances, requests for reassessment may be made annually in concert with budget preparation. Each year the Human Resources ~~Generalist~~ **Director** will notify departments of the period within which any position reassessments must be considered. A review of a position's classification is warranted when there has been a material, significant, and permanent change in job duties. The supervisor or department manager is responsible for recognizing such job changes. Additionally, an employee who believes his or her job is not properly classified may request a reassessment.
- b. When the supervisor and department manager concludes that a material, significant, and permanent change in job duties has occurred, the JAQ should be completed and sent through administrative channels to the Human Resources ~~Generalist~~ **Director**.
- c. Upon receipt of a JAQ, an assessment of the duties and responsibilities of the position will be made. This process usually includes an interview with the employee and supervisor. Following a complete evaluation, the Human Resources ~~Generalist~~ **Director** in consultation with the City Administrator will determine if the job should remain as presently classified or if a new classification is appropriate. The department manager is notified in writing of the reassessment results.

E. *Periodic Position Review And Maintenance Of Job Descriptions.* In order to ensure that jobs remain in the appropriate classification and job descriptions are relevant, the Human Resources ~~Generalist~~ **Director** is responsible for establishing procedures so that all positions are reviewed every five (5) years.

F. *Annual Review Of Pay Structure.* It is the policy of the City to pay at a level that is competitive with market rates for City positions. Through annual review of the Pay Plan, the City Administrator will recommend necessary modifications and the Board of

Aldermen may consider the need for any changes between the City's level of pay and market pay level for jobs. Modification of the Pay Plan will be based on changes in the market and the City's available resources.

The Human Resources **Generalist Director** will annually compare pay ranges established in the Pay Plan with market pay for similar jobs.

Section 125.070. Applications and Applicants.

- A. **Announcement.** All examinations for City employment not filled by the special conditions of Section 125.100 below will be published by any means approved by the City Administrator. Job announcements must also be sent to any interested individuals or groups active in assisting persons in obtaining City employment. The Human Resources **Generalist Director** must also take whatever steps may be necessary to insure public awareness of City employment opportunities. He/she may advertise outside the community when appropriate.

Section 125.090. Employment Lists.

- A. *Employment Lists.* As soon as possible after the completion of an examination for which employment lists are maintained, the Human Resources **Generalist Director** shall prepare and keep available an employment list consisting of the names of candidates who qualified in the examination.
- B. *Duration Of Lists.* Employment lists shall remain in effect for a period prescribed by the City Administrator, unless sooner exhausted, and may be extended prior to their expiration dates by the City Administrator. In no event shall an employment list remain in effect for more than one (1) year.
- C. *Re-employment Lists.* The names of full-time employees who have been laid off shall be placed on appropriate re-employment lists in the order of total continuous cumulative time served in probationary and full-time status. Such names shall remain thereon for a period of one (1) year unless such persons are re-employed. Employees who have been laid off shall assume the responsibility for advising the Human Resources **Generalist Director** of a current address and telephone number where they may be reached in the event that appropriate jobs become open. In the event reasonable attempts by the Human Resources **Generalist Director** to contact an employee who has been laid off fail, that employee shall be removed from the re-employment list until such time as he/she contacts the Human Resources **Generalist Director** and advises him/her of an address and telephone number where he/she may be reached.
- D. *Removal Of Names From List.* The name of any person appearing on an employment, re-employment or promotional list shall be removed by the City Administrator if the eligible person requests in writing that his/her name be removed; if he/she fails to respond to a notice sent by certified mail to his/her last known address; or for any of the reasons specified in Section 125.070(C) of these rules. The names of persons on promotional employment lists who resign from service shall automatically be dropped from such lists.

Section 125.100. Method of Filling Vacancies.

- A. **Appointment.** Full-time positions deemed vacant by the City Administrator shall be opened to all City employees for a five-day period. Such jobs shall be communicated to all

employees. Applicants shall meet the minimum qualifications specified in the relevant job description and shall be selected by merit and qualifications. Vacant department manager positions may not be posted, although the City Administrator will review the qualifications of current City employees to assure that equal opportunity is afforded them in filling the vacancy. Any of the selection techniques outlined in Section 125.080(A) above of these rules may be used if more than one (1) qualified applicant applies for a position posted under this rule. The employee selected will be required to serve a minimum six-month training period/probationary period.

- B. **Training Positions.** The City Administrator may place an individual in any vacant job as an on-the-job training position. Upon placement, the City Administrator may set the length of the training period. Upon successful completion of the training period, the trainee may be appointed if a full-time position is available. An employee not successful in meeting the job criteria at the end of the training period shall be returned to his/her previous position or a comparable position as best meets the needs of the City. Persons not previously City employees placed in training positions may be terminated at any time.
- C. **Temporary Employees.** The City Administrator may authorize temporary hiring as best meets the needs of the City.
- D. **Other Appointments.** Positions not filled by provisions of Section 125.090 above or Subsections (A) through (C) of this Section shall follow the recommendations of Section 125.070 above.

Section 125.110. Probationary Period.

- 3. When possible, the employee should be provided at least ninety (90) days' warning of the developing problems. This can be done through informal counseling and oral and written reprimands. Records of these actions should be kept by the supervisor, with copies of reprimand forms sent to the department manager and the Human Resources ~~Generalist~~ **Director**.

Section 125.120. Attendance and Leaves.

- 7. Employees with ten (10) or more years of continuous service may, at their option, request to be paid-out up to one (1) week of available vacation balance at the employee's current hourly/salary rate in lieu of using said available vacation credit. Requests shall be made in writing to the ~~HR~~ **Human Resources Generalist Director**, and approved by the employee's department manager, at least two (2) weeks prior to desired payroll date for pay-out.

Section 125.190. Training of Employees.

- B Credit For Training.* Participation in and successful completion of special training courses will be considered in making advancements and promotions. Evidence of such activity shall be filed by the employee with the Human Resources ~~Generalist~~ **Director** and his/her department manager.

Section 125.240. Other Employee Benefits.

- A. *Retirement Plans.* The City will provide full-time employees six percent (6%) of gross wages under

Section 401A of the Internal Revenue Service Code into the employee's account. The City will provide up to an additional three percent (3%) match contribution of gross wages under Section 401A of the Internal Revenue Service Code into the employee's account upon the employee's contribution of up to three percent (3%), which may be in one-half percent (0.5%) increments. There is a five-year vesting period. Employees should contact the Human Resources ~~Generalist~~ Director for detailed information.

Section 2. Severability

The chapters, sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional or otherwise invalid by the valid judgment or degree of any Court of any competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of this ordinance since the same would have been enacted by the Board of Aldermen without the incorporation in this ordinance of any such unconstitutional or invalid phrase, clause, sentence, paragraph or section.

Section 3. Repeal of Ordinances not to affect liabilities, etc.

Whenever any part of this ordinance shall be repealed or modified, either expressly or by implication, by a subsequent ordinance, that part of the ordinance thus repealed or modified shall continue in force until the subsequent ordinance repealing or modifying the ordinance shall go into effect unless therein otherwise expressly provided; but no suit, prosecution, proceeding, right, fine or penalty instituted, created, given, secured or accrued under this ordinance previous to its repeal shall not be affected, released or discharged but may be prosecuted, enjoined and recovered as fully as if this ordinance or provisions had continued in force, unless it shall be therein otherwise expressly provided.

Section 4. That this Ordinance shall be in full force and effect from and after the date of passage and approval of the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that Ordinance No. 26.20 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstentions:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.20.

Michael Harmison, Mayor

Date

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Mousseau, Human Resources Director

Agenda Item:

Bill 26-21 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 125 Human Resources System (Personnel) Rules and Regulations; Section 125.020. Definitions; of the City Code as set forth. *First Reading*

Requested Action:

First Reading of Bill #26-21

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Department Comments and Recommendation:

These changes revise, update, and eliminate redundancies of existing definitions, including: appointed officials and department managers updated, repetitive appointed official definitions removed, the addition of exempt and non-exempt employee definitions, and the elimination of a merit increase definition due to redundancy.

City Attorney Comments:

Per City Code 110.230, Bill 26-21 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING CHAPTER 125 HUMAN RESOURCES SYSTEM (PERSONNEL) RULES AND REGULATIONS; SECTION 125.020. DEFINITIONS OF THE CITY CODE AS SET FORTH.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI AS FOLLOWS:

Section 1. Within the City Code there are hereby enacted new Sections with material repealed and replaced as set forth below with new material set out in **RED** as follows:

Section 125.020. Definitions.

The following terms, whenever used in these rules, shall be defined as follows:

ALLOCATION — The assignment of a single position to its proper class in accordance with the duties performed, and the authority and responsibilities exercised.

~~APPOINTED OFFICIAL — The following positions shall be deemed appointed officials: City Administrator, City Clerk, Chief of Police, Building Official, City Planner, Public Works Director, City Engineer, City Treasurer, and City Attorney.~~ **[Ord. No. 23.73, 10-5-2023]**

APPOINTING POWER — The officers of the City who, in their individual capacities or as a board, commission, the Mayor, or Board of Aldermen, have the final authority to make the appointment to the position to be filled.

CITY — The City of Osage Beach.

CITY ADMINISTRATOR — City Administrator as used in these rules shall be the appointed City Administrator or individual named by the City Administrator to act in his/her behalf on these matters.

CLASS — All positions sufficiently similar in duties, authority and responsibility to permit grouping under a common title and the application with equity of common standards of selection, transfer, promotion and salary.

CLASSIFICATION OF EMPLOYEES — Employees shall be classified as full-time, temporary/seasonal, part-time, PRN, contractual, appointed, or intermittent.

CLASSIFIED SERVICE — All positions of full-time status employment in the service of the City except members of boards and commissions and officers of the City.

COMMISSION — The Human Resources Commission established as provided elsewhere in these regulations.

CONFLICT OF INTEREST — A direct or indirect interest that conflicts substantially with an employee's official duties and responsibilities.

DEMOTION — The movement for disciplinary purposes of an employee from one class to another class having a lower maximum rate of pay.

DEPARTMENT MANAGER — Full-time employee designated broad areas of responsibility within the City.

DESIGNEE — Staff member designated by the City Administrator to represent him/her in human resources matters.

ELIGIBLE — A person whose name is on an employment list.

EMPLOYEE —

1. APPOINTED OFFICIAL — The following positions shall be deemed appointed officials: City Administrator, City Clerk, Chief of Police, Building Official, City Planner, Public Works Director, ~~City Engineer~~, City Treasurer, and City Attorney.
2. CONTRACTUAL EMPLOYEE — Any employee who receives compensation and other benefits as provided for in individual contracts negotiated between the employee and the City.
3. ESSENTIAL EMPLOYEE — An employee whose duties are critical to City operations, public safety, or regulatory functions, and who may be required to report or remain on duty during emergencies. Designation is based on job function and operational need, not title, and is determined by the City Administrator.
4. EXEMPT EMPLOYEE — An employee that does not qualify for overtime benefits as defined by the Fair Labor Standards Act.
5. FULL-TIME EMPLOYEE —
 - a. An employee who regularly works at least thirty-two (32) hours per week on a year-round basis and who has successfully completed the probationary period and has been appointed as a full-time employee.
 - b. For the purpose of the definition of full-time employees eligible for benefits under Section 125.240, the City Administrator shall have the authority to direct the use for the alternate definition "full-time employee under pandemic illness emergency," set forth below, for any employee impacted by staffing or hours reductions where the Mayor has declared a pandemic illness emergency under Section 125.120(F) of this Code.
 - c. FULL-TIME EMPLOYEE UNDER PANDEMIC ILLNESS EMERGENCY — An employee who regularly works at least twenty-four (24) hours per week on a year-round basis and who has successfully completed the probationary period and has been appointed as a full-time employee.
6. INTERMITTENT EMPLOYEE — An employee who fills a position that requires a large degree of flexibility in the number of hours worked either on a daily, weekly, monthly, or annual basis.
7. NON-EXEMPT EMPLOYEE — An employee that does qualify for overtime benefits as defined by the Fair Labor Standards Act.
8. NON-ESSENTIAL EMPLOYEE — An employee whose duties can be delayed, modified, or performed remotely without disrupting critical City services or public safety.
9. PART-TIME EMPLOYEE — An employee who regularly works less than thirty-two (32) hours per week on a year-round basis. Part-time employees are excluded from benefits and the appeal process under these rules.
10. PRN STATUS EMPLOYEE — An employee who works on an as needed basis. PRN status employees are excluded from benefits and the appeal process under these rules.
11. PROBATIONARY EMPLOYEE — Any employee serving a probationary period. They are

excluded from the appeals process under these rules.

12. TEMPORARY/SEASONAL EMPLOYEE — A classification of employees who may work up to forty (40) hours per week or more, but not on a year-round basis and who are excluded from benefits and the appeal process under these rules.

EMPLOYMENT — Providing or performing a service, or participation by an employee in any enterprise, public or private, which results in or anticipation of receiving wages, compensation, or other consideration of value. Employment does not include unpaid volunteer work for a charitable or civic organization, unless that work falls outside the criteria detailed in the Secondary Employment Policy.

EMPLOYMENT LIST - OPEN — A list of names of persons who have applied for employment in the classified service and have qualified for consideration by demonstrating their fitness for such employment.

EMPLOYMENT LIST - PROMOTIONAL — A list of names of persons who are presently employed in the classified service and who have qualified for promotion to a higher class.

EXAMINATION — EMPLOYMENT LIST - OPEN — A list of names of persons who have applied for employment in the classified service and have qualified for consideration by demonstrating their fitness for such employment.

EMPLOYMENT LIST - PROMOTIONAL — A list of names of persons who are presently employed in the classified service and who have qualified for promotion to a higher class.

EXAMINATION —

1. EXAMINATION — CONTINUOUS — An open competitive examination which is administered periodically and as a result of which names are placed on an employment list. Such examinations shall be conducted as the needs of the City dictate.
2. EXAMINATION — OPEN COMPETITIVE — An examination for a particular position, which is open to all persons meeting the qualifications of that position.
3. EXAMINATION — PROMOTIONAL — An examination for a particular position, admission to the examination being limited to full-time and probationary employees in the classified service who meet the qualifications of that position.

HUMAN RESOURCES DIRECTOR — The City Administrator administers the comprehensive human resources program as established by the Osage Beach Code of Ordinances.

HUMAN RESOURCES RECORDS — Includes all records kept by the Human Resources ~~Generalist~~ **Director** or in the Human Resources System of any type.

MANAGEMENT TEAM — The following positions shall be deemed the Management Team: the appointed officials, as defined within Chapter 125, Assistant City Administrator, Human Resources ~~Generalist~~ **Director**, Airport Manager, IT ~~Manager~~ **Director**, ~~Public Works Operations Manager~~, Parks and Recreation Manager, **and Marketing and Development Director**.

~~MERIT INCREASE — A salary increase granted on the basis of meritorious service within the limits of a pay range established for a class.~~

Section 2. Severability

The chapters, sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional or otherwise invalid by the valid judgment or degree of any Court of any competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of this ordinance since the same would have been enacted by the Board of Aldermen without the incorporation in this ordinance of any such unconstitutional or invalid phrase, clause, sentence, paragraph or section.

Section 3. Repeal of Ordinances not to affect liabilities, etc.

Whenever any part of this ordinance shall be repealed or modified, either expressly or by implication, by a subsequent ordinance, that part of the ordinance thus repealed or modified shall continue in force until the subsequent ordinance repealing or modifying the ordinance shall go into effect unless therein otherwise expressly provided; but no suit, prosecution, proceeding, right, fine or penalty instituted, created, given, secured or accrued under this ordinance previous to its repeal shall not be affected, released or discharged but may be prosecuted, enjoined and recovered as fully as if this ordinance or provisions had continued in force, unless it shall be therein otherwise expressly provided.

Section 4. That this Ordinance shall be in full force and effect from and after the date of passage and approval of the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that Ordinance No. 26.21 was duly passed on , by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstentions:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.21.

Michael Harmison, Mayor

Date

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Mousseau, Human Resources Director

Agenda Item:

Bill 26-22 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 125 Human Resources System (Personnel) Rules and Regulations and the Policies associated with Chapter 125, Section 125.050 Pay and Compensation, Section 125.110 Probationary Period, and Section 125.230 Supplemental Policies. *First Reading.*

Requested Action:

First Reading of Bill #26-22

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Department Comments and Recommendation:

This change includes revisions to Section 125.050 Pay & Compensation, 125.110 Probationary Period, and 125.230 Supplemental Policies to be consistent with revisions to the supplemental policy "Merit Increase Policy". This revised policy document was provided to the Board per the process outlined in Section 125.230 on March 11th with an effective date of April 7th. Ordinance changes include retitling the policy from "Merit Increase Policy" to "Performance Evaluations, COLA & Merit Award Policy", removing the section "city-wide merit adjustment" from ordinance as it has been included and rephrased for clarity in the supplemental policy as "Cost-of-Living-Adjustment (COLA)", and performance evaluation language included in Section 125.110 updated to reflect current standards.

City Attorney Comments:

Per City Code 110.230, Bill 26-22 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING CHAPTER 125 HUMAN RESOURCES SYSTEM (PERSONNEL) RULES AND REGULATIONS: SECTION 125.050. PAY AND COMPENSATION; SECTION 125.110. PROBATIONARY PERIOD; SECTION 125.230. SUPPLEMENTAL POLICIES OF THE CITY CODE AS SET FORTH.

2replacing them set forth below with new material set out in **RED** and deleted material struck as follows:

Section 125.050. Pay and Compensation.

G. *Individual Employee Pay Adjustments.* Individual pay adjustments may be made in any of the following ways:

1. *Merit and lump sum increases awards.* Refer to ~~Merit Increase Policy dated 01/01/19~~ **Performance Evaluation, COLA & Merit Award Policy effective April 7, 2026.**
2. *Overtime/comp. time/flex time.* Refer to policy dated 01/01/22.
3. *College and Law Enforcement Academy. Tuition reimbursement.* Refer to policy dated 05/20/2022.
4. *Education incentive.* Refer to policy dated 06/01/2022.
5. *Travel and expense.* Refer to policy dated 08/03/17.
6. *Uniform/dress.* Refer to policy dated 8/21/14.
7. ~~*City-wide merit adjustment.* The Board of Aldermen may authorize a City-wide merit adjustment. The Board may authorize a percentile range for the adjustments.~~
8. **7. On-call pay.**
 - a. Employees will be paid a minimum of three (3) hours when called to work during off-duty hours for emergency or imperative work that cannot be addressed during business hours or as determined by the department manager.
 - b. An employee called out within three (3) hours or less from the start of his/her regular scheduled shift shall be paid for actual hours worked at his/her regular wage rate and mileage reimbursement does not apply.
 - c. Round trip mileage, calculated from the employee's residence to the City (appropriate departmental location) and back to the residence, shall be paid upon departmental authorization on call outs, excluding exception listed above in item (b).
9. **8. Standby pay.**
 - a. Employees with predetermined positions requiring to be on standby for a determined time period for the purpose of on-call status shall receive seven (7) hours of his/her overtime rate per week (week = a seven-day period and for time periods other than a week, paid hours shall be prorated) to compensate for this on-call status.

- b. Employees are required to be able to report to work upon call-in within a reasonable time period based on the equivalent travel time from his/her specific residence.
- c. The same "fit for duty" expectations apply as if the employee is reporting for work during his/her regular scheduled hours of work.
- d. Employees shall forfeit his/her scheduled standby if employee is unable to perform the duties required for any reason and/or is unable to report to work within the reasonable time frame stated above.
- e. Unless otherwise stated in this policy, City Code Section 125.150 "Discipline" shall be followed when imposing discipline for violation of this policy.

Section 125.110. Probationary Period.

E. Full-Time Employees.

- 1. If a full-time employee is placed on three-month or six-month probation due to the result of a merit evaluation or a disciplinary action, biweekly meetings will be scheduled with the employee and the Department Manager/Supervisor to review the employee's progress. The City Administrator will be notified and given regular updates as to the progress being made. If the probation was a result of a merit evaluation, at the end of the probation, if the employee has brought his or her performance up to ~~"meets expectations,"~~ **"Performing as Expected"**, he or she will receive a merit increase for the remaining months of the annual evaluation. The employee will be reevaluated again on his or her regular annual evaluation date, but will not be reimbursed for the months spent on probation.

Section 125.230. Supplemental Policies.

- A. The City implements the following Supplemental Employee-Related Policies. These policies may be updated from time to time with approval of the City Administrator. The City Administrator shall provide copies of all policy changes to the Board and Mayor at least twenty (20) business days prior to implementing such changes.
 - 1. Secondary Employment Policy.
 - 2. ~~Merit Increase Policy.~~ **Performance Evaluation, COLA & Merit Award Policy.**
 - 3. Overtime/Comp Time/Flex Time Policy.
 - 4. College and Law Enforcement Academy Tuition Reimbursement Policy.
 - 5. Education Incentive Policy.
 - 6. Travel and Expense Policy.
 - 7. Uniform/Dress Policy.
 - 8. Donation of Leave Policy.
 - 9. Workers' Compensation Policy.
 - 10. Family Medical Leave Act (FMLA) Policy.
 - 11. Safety Policy.
 - 12. Prohibited Harassment Policy.
 - 13. Drug Free Workplace Policy.
 - 14. Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act (ADAAA) Policy.
 - 15. Information Technology Acceptable Use Policy.
 - 16. Facility Access Policy.
 - 17. Vehicle and Equipment Policy.

- 18. Tool Policy — Department of Public Works.
- 19. Mobile Device Policy.

Section 2. Severability

The chapters, sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional or otherwise invalid by the valid judgment or degree of any Court of any competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of this ordinance since the same would have been enacted by the Board of Aldermen without the incorporation in this ordinance of any such unconstitutional or invalid phrase, clause, sentence, paragraph or section.

Section 3. Repeal of Ordinances not to affect liabilities, etc.

Whenever any part of this ordinance shall be repealed or modified, either expressly or by implication, by a subsequent ordinance, that part of the ordinance thus repealed or modified shall continue in force until the subsequent ordinance repealing or modifying the ordinance shall go into effect unless therein otherwise expressly provided; but no suit, prosecution, proceeding, right, fine or penalty instituted, created, given, secured or accrued under this ordinance previous to its repeal shall not be affected, released or discharged but may be prosecuted, enjoined and recovered as fully as if this ordinance or provisions had continued in force, unless it shall be therein otherwise expressly provided.

Section 4. That this Ordinance shall be in full force and effect from and after the date of passage and approval of the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that Ordinance No.26.22 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstentions:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No.26.22.

Michael Harmison, Mayor

Date

Tara Berreth, City Clerk

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Devin Lake, City Administrator
Presenter: Devin Lake, City Administrator

Agenda Item:

Bill 26-23 - An ordinance of the City of Osage Beach, Missouri, Authorizing the Mayor to sign a 3 Year contract with Euna Solutions, Inc. for budgeting software in an amount not to exceed \$39,115.00 annually. *First Reading.*

Requested Action:

First Reading of Bill #26-23

Ordinance Referenced for Action:

Board of Aldermen approval required for purchases over \$25,001 per Municipal Code Chapter 135; Article II: Purchasing, Procurement, Transfers, and Sales.

Deadline for Action:

Yes - proposed pricing only good until the end of March

Budgeted Item:

Yes

Budget Line Information (if applicable):

Budget Line Item/Title: 10-19-733610 Maintenance/Support Services

| | |
|---|---|
| FY2026 Budgeted Amount: | \$340,500 total/\$40,000 this software |
| FY2026 Expenditures to Date (03/10/2026): | (\$84,666.00) / (\$0.00) |
| FY2026 Available: | \$255,834 / \$40,000 |
| FY2026 Requested Amount: | \$27,850.00 |

Budget Line Item/Title: 10-19-774251 Computer Software

| | |
|--|-----------|
| FY2026 Budgeted Amount: | \$25,000 |
| FY2026 Expenditures to Date (3/10/26): | (\$ 0.00) |

| | |
|--------------------------|-------------|
| FY2026 Available: | \$25,000 |
| FY2026 Requested Amount: | \$11,265.00 |

Department Comments and Recommendation:

City Attorney Comments:

City Administrator Comments:

April, Karri, Torryn, Mikeal and myself reviewed the 7 proposals received for budgeting software. Below are the original costs proposed.

| | Year 1 | | | Year 2 | Year 3 | 3-Yr Invest |
|--------------------|---------------|-------------|--------------|--------------|--------------|---------------|
| | OneTime/Setup | Software | Total | Software | Software | |
| MDSS | | | \$ 24,500.00 | \$ - | \$ - | \$ 24,500.00 |
| Concourse | | | \$ 13,200.00 | \$ 13,200.00 | \$ 13,200.00 | \$ 39,600.00 |
| Euna BudgetPro | \$ 12,500.00 | \$29,450.00 | \$ 41,950.00 | \$ 30,333.50 | \$ 31,243.50 | \$ 103,527.00 |
| ClearGov + Gravity | \$ 25,725.00 | \$37,700.00 | \$ 63,425.00 | \$ 39,585.00 | \$ 41,564.00 | \$ 144,574.00 |
| OpenGov | \$ 51,600.00 | \$33,631.00 | \$ 85,231.00 | \$ 33,631.00 | \$ 33,631.00 | \$ 152,493.00 |
| Tyler Tech | \$ 12,430.00 | \$56,000.00 | \$ 68,430.00 | \$ 56,000.00 | \$ 56,000.00 | \$ 180,430.00 |
| Dalsum | | | \$290,000.00 | \$117,500.00 | \$117,500.00 | \$ 525,000.00 |

We narrowed these 7 down to our top 3 (MDSS, Euna & ClearGov + Gravity) of which we conducted demo interviews. We did not select the 2nd low bidder, Concourse, to be interviewed as their references indicated they used their hardware but could not give a reference on their budgeting software. The group unanimously chose Euna Solutions, Inc. after the demo's were complete. Euna's product will assist with multiple budgeting aspects including personnel projections, multi-year forecasting, budget award preparation, integration with our Tyler financial software, a resident dashboard, unlimited user accounts, and scenario builders. After discussions with Euna, they were willing to reduce their price as shown below:

- Year 1 OneTime/Setup - \$12,500 to \$11,265 (\$1,235 savings)
- Year 1 Software - \$29,450 to \$27,850 (\$1,600 savings)
- Year 2 Software - \$30,333.50 to \$28,685 (\$1,648.50 savings)
- Year 3 Software - \$31,243.50 to \$29,546.06 (1,697.44 savings)
- TOTAL 3 YEAR SAVINGS FROM ORIGINAL PROPOSAL = \$6,180.94**

This solution is over \$25,000 under budget for this year and will cost less than \$30,000

per year for the next 2 years. We recommend approval.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AUTHORIZING THE MAYOR TO SIGN A 3 YEAR CONTRACT WITH EUNA SOLUTIONS, INC FOR BUDGETING SOFTWARE IN AN AMOUNT NOT TO EXCEED \$39,115.00 ANNUALLY.

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

Section 1. The Board of Aldermen hereby authorizes the Mayor to execute on behalf of the City a contract from March 31, 2026 , to March 30, 2029, with Euna Solutions, Inc., under substantially the same or similar terms and conditions as set forth in “Exhibit A”.

Section 2. This Ordinance shall be in full force and effect from date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.23 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstain:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.23.

Date

Michael Harmison, Mayor

ATTEST:

Tara Berreth, City Clerk

Euna Order Form

Euna Solutions, Inc.
1155 Perimeter Center West, Suite 500
Sandy Springs, GA 30338

Bill To:

City of Osage Beach
1000 City Parkway
Osage Beach,
Missouri 65065
United States

End User:

City of Osage Beach
1000 City Parkway
Osage Beach,
Missouri 65065
United States

Prepared by:

Justin Borrow
justin.borrow@eunasolutions.com

Quote Expiry Date: 2026-03-31

Subscription Term: 36 months

Euna Solution Line: Euna Budget

| Annual Subscriptions | | |
|--|------------------------|---------------|
| Description | SKU Code | Quantity |
| Operating Budgeting + Capital + Personnel Budgeting + OpenBook + Budget Book | BTPR-SW-96 | 1 |
| | Recurring Annual Fees: | USD 27,850.00 |

| Professional Services | |
|--|-----------------------------------|
| Description | Quantity |
| Planning & Analysis, Installation, Data Load & Verify, Training, and Project Management | 1 |
| Integrations with Tyler ERP Pro 9 - Operating Actuals Import, Budget Export, Capital Actuals Import, Budget Export | |
| | Non-Recurring Fees: USD 11,265.00 |

ORDER NOTES

Fees By Period:

| Period | Price |
|--------|---------------|
| 1 | USD 39,115.00 |
| 2 | USD 28,685.00 |
| 3 | USD 29,546.06 |

Terms of Payment:

- Net 30
- Applicable sales tax extra

- **Annual Subscriptions**
 - Due 100% upon Contract Effective Date

- **One-Time Services**
 - Due 100% upon Contract Effective Date

ACCEPTANCE

City of Osage Beach

Signature:

Name:

Title:

Acceptance Date:



Terms and Conditions

This agreement has a Contract Effective Date of March 31, 2026. Unless otherwise stipulated in [Order Notes and Terms of Payment](#), the Customer hereby agrees to order the products and/or services outlined above at the prices indicated, and acknowledges it has read, understands and agrees to be bound by the terms and conditions detailed at [End User License Agreement | Euna Solutions](#) (the "Agreement").

All remittance advice and invoice inquiries can be directed to billing@eunasolutions.com.

Attachment I – End User License Agreement

This agreement, including all documents referenced and incorporated below and the Order Form which by this reference is incorporated herein (collectively, this “**Agreement**”), is a binding agreement between Euna Solutions, Inc. (referred to as “**Licensor**” or “**EUNA**,” as part of the EUNA brand) and the entity identified on the Order Form as the Customer (“**Customer**”). EUNA and Customer are sometimes individually referred to as a “**Party**” and collectively referred to as the “**Parties**.” The Parties agree as follows:

LICENSOR PROVIDES THE SAAS OFFERING, PROFESSIONAL SERVICES, SOFTWARE AND DOCUMENTATION SOLELY ON THE TERMS AND CONDITIONS SET FORTH IN THIS AGREEMENT AND ON THE CONDITION THAT CUSTOMER ACCEPTS AND FULLY COMPLIES WITH THEM. BY CHECKING THE “ACCEPT” BOX ON THE ORDER FORM OR ISSUING A PURCHASE ORDER AFTER REVIEWING THESE TERMS YOU (A) ACCEPT THIS AGREEMENT AND AGREE THAT CUSTOMER IS LEGALLY BOUND BY ITS TERMS AND CONDITIONS; AND (B) REPRESENT AND WARRANT THAT: (I) YOU ARE OF LEGAL AGE TO ENTER INTO A BINDING AGREEMENT; AND (II) IF CUSTOMER IS A CORPORATION, GOVERNMENTAL ORGANIZATION, OR OTHER LEGAL ENTITY, YOU HAVE THE RIGHT, POWER, AND AUTHORITY TO ENTER INTO THIS AGREEMENT ON BEHALF OF CUSTOMER AND BIND CUSTOMER TO ITS TERMS. IF CUSTOMER DOES NOT AGREE TO THE TERMS AND CONDITIONS OF THIS AGREEMENT, LICENSOR WILL NOT AND DOES NOT LICENSE OR PROVIDE THE SAAS OFFERING, PROFESSIONAL SERVICES, SOFTWARE OR OTHER DELIVERABLE TO CUSTOMER AND YOU MUST NOT DOWNLOAD, USE OR ACCESS THE SAAS OFFERING, SOFTWARE OR DOCUMENTATION OR OTHERWISE RECEIVE THE PROFESSIONAL SERVICES.

NOTWITHSTANDING ANYTHING TO THE CONTRARY IN THIS AGREEMENT OR YOUR OR CUSTOMER’S ACCEPTANCE OF THE TERMS AND CONDITIONS OF THIS AGREEMENT, NO LICENSE IS GRANTED (WHETHER EXPRESSLY, BY IMPLICATION, OR OTHERWISE) UNDER THIS AGREEMENT WITHOUT AN APPLICABLE ORDER FORM AND PAYMENT OF ALL REQUIRED FEES, COSTS AND AMOUNTS. THIS AGREEMENT EXPRESSLY EXCLUDES ANY RIGHT CONCERNING ANY SAAS OFFERING, PROFESSIONAL SERVICES, SOFTWARE OR DOCUMENTATION THAT CUSTOMER DID NOT ACQUIRE LAWFULLY OR THAT IS NOT A LEGITIMATE, AUTHORIZED COPY OF LICENSOR’S SAAS OFFERING, SOFTWARE OR DOCUMENTATION.

1. Definitions.

a. “**Authorized User**” means Customer’s employees, consultants, contractors, and agents (i) who are authorized by Customer to access and use the SAAS Offering under the rights granted to Customer pursuant to this Agreement and the applicable Order Form, and (ii) for whom access to the SAAS Offering has been purchased hereunder.

b. “**Confidential Information**” means any information relating to a Disclosing Party (as defined in Section 9), its business, technology, suppliers, licensors, resellers, distributors, customers, and third parties to whom the Disclosing Party has an obligation of confidentiality, whether in tangible or intangible form, which is either marked or designated as “confidential” or “proprietary,” or disclosed under circumstances indicating its confidential or proprietary nature, or otherwise would be known to be confidential or proprietary by a reasonable person.

c. “**Customer Data**” means, other than Diagnostic Data, information, data, and other content, in any form or medium, that is submitted, posted, or otherwise transmitted by or on behalf of Customer or an Authorized User through the SAAS Offering or Professional Services, as applicable.

d. “**Deliverable**” means all documents, work product and other materials that are delivered to Customer under this Agreement or prepared by or on behalf of the EUNA in the course of performing the Professional Services or providing the SAAS Offering, including any items identified as such in the applicable Order Form.

e. “**Diagnostic Data**” means all aggregated and de-identified information that EUNA’s systems or applications automatically collect regarding Customer’s use of the SAAS Offering and its performance, including to compile statistical and performance information related to the provision and operation of the SAAS Offering.

f. “**Documentation**” means the applicable training, informational or support videos and documentation relating to (i) the use of and access to the SAAS Offering and (ii) any error corrections, bug fixes, enhancements, improvements, new releases, maintenance releases and updates thereto, provided by EUNA to Customer in any format.

g. “**Fees**” means the fees set forth in the applicable Order Form.

h. “**Intellectual Property Rights**” (i) all United States and foreign patents, patent applications, and certificates of invention, and all continuations, continuations in part, extensions, renewals, divisions, re-issues and re-examinations relating thereto; (ii) all moral rights and copyrights in any work of authorship or other work recognized by applicable Law, including all copyright registrations issued by the United States Register of Copyrights and applications therefor, together with any renewal or extension thereof, or by similar authority in any other jurisdiction, and all rights deriving therefrom; (iii) all, whether registered or unregistered, trademarks, service marks, domain names, trade names and trade dress, and all goodwill relating thereto; (iv) all rights in all trade secrets, know-how, and confidential information; and (v) other intellectual property rights protectible under any Laws or international conventions throughout the world, and in each case including the right to apply for registrations, certificates, or renewals with respect thereto and the right to prosecute, enforce, obtain damages relating to, settle or release any past, present, or future infringement or misappropriation thereof.

i. “**Law**” means all applicable laws (including those arising under common law), statutes, codes, rules, regulations, reporting or licensing requirements, ordinances and other pronouncements having the effect of law in the United States, any foreign country or any domestic or foreign state, county, city or other political subdivision, including those promulgated, interpreted or enforced by any governmental or regulatory authority.

j. “**Order Form**” means the order form between the Parties that incorporates this Agreement.

k. “**Public Facing Software**” means a portion of the Software made available by the Customer to members of the general public.

l. “**SAAS IP**” means the SAAS Offering and the Documentation. For the avoidance of doubt, SAAS IP includes proprietary data structures, database schemas, metadata, Diagnostic Data and any information, data, or other content derived from EUNA’s monitoring of Customer’s access to or use of the SAAS IP but does not include Customer Data.

m. **“SAAS Offering”** means the software-as-a-service offering, including any integrated platform offering, as set out in the applicable Order Form.

n. **“Professional Services”** means the services set out in the applicable Order Form and any associated statement of work attached or referenced in the Order Form (“Statement of Work”), if applicable.

o. **“Term”** has the meaning set forth in Section 10 a.

p. **“Third-Party Products”** means any third-party products described in the applicable Order Form provided with or incorporated into the SAAS Offering.

2. Professional Services. Subject to and conditioned on Customer’s payment of Fees and compliance with all other terms and conditions of this Agreement, EUNA shall provide to Customer the Professional Services in accordance with the applicable Order Form and Statement of Work.

3. Software Subscription.

a. Provision of Access. Subject to and conditioned on Customer’s payment of Fees and compliance with all other terms and conditions of this Agreement, EUNA hereby grants Customer a non-exclusive, non-sublicensable, non-transferable (except in compliance with Section 22) right to access and use the SAAS Offering during the Term, solely for use by Authorized Users in accordance with the terms and conditions herein. Such use is limited to Customer’s internal use. EUNA shall provide to Customer the necessary information to allow Customer to access the SAAS Offering. The total number of Authorized Users will not exceed the number set forth in the applicable Order Form, except as expressly agreed to in writing by the Parties and subject to any appropriate adjustment of the Fees payable hereunder.

b. Public Facing Software. Notwithstanding the definition of Authorized Users, Customer is permitted to provide access to its constituents that are solely utilizing public facing functionalities of the SAAS Offering that do not otherwise require a specific license from EUNA.

c. Documentation License. Subject to and conditioned on Customer’s payment of Fees and compliance with the terms and conditions of this Agreement, EUNA hereby grants to Customer a non-exclusive, non-sublicensable, non-transferable (except in compliance with Section 22) license to use the Documentation during the Term solely for Customer’s internal business purposes in connection with its use of the SAAS Offering.

d. Optional Features. EUNA shall provide all extensions, enhancements, and other changes, which are logical improvements to the SAAS Offering and to which EUNA makes generally available on a commercial basis, without charge, to other licensees of the EUNA SAAS Offering. Updates do not include any new software products that are then made generally available on a commercial basis as separate, price-listed options or additions to the SAAS Offering nor do they include any Professional Services that may be required for implementation.

e. Use Restrictions. Customer shall not use the SAAS Offering for any purposes beyond the scope of the access granted in this Agreement or the applicable Order Form. Customer shall not at any time, directly or indirectly, and shall not permit any Authorized Users to: (i) copy, modify, or create derivative works of the SAAS Offering or Documentation, in whole or in part; (ii) rent, lease, lend, sell, license, sublicense, assign, distribute, publish, transfer, or otherwise make available the SAAS Offering or Documentation to a third

party; (iii) reverse engineer, disassemble, decompile, decode, adapt, or otherwise attempt to derive or gain access to any software component of the SAAS Offering, in whole or in part; (iv) remove any proprietary notices from the SAAS Offering or Documentation; or (v) use the SAAS Offering or Documentation in any manner or for any purpose that causes such SAAS Offering or Documentation to infringe, misappropriate, or otherwise violate any Intellectual Property Right or other right of any person, or that violates any applicable Law.

f. Suspension. Notwithstanding anything to the contrary in this Agreement, EUNA may temporarily suspend Customer's and any Authorized User's access to any portion or all of the SAAS Offering if: (i) EUNA reasonably determines that (A) there is a threat or attack on any of the SAAS IP; (B) Customer's or any Authorized User's use of the SAAS IP disrupts or poses a security risk to the SAAS IP or to any other customer or vendor of EUNA; (C) Customer or any Authorized User is using the SAAS IP for fraudulent or illegal activities; (D) subject to applicable Law, Customer has ceased to continue its business in the ordinary course, made an assignment for the benefit of creditors or similar disposition of its assets, or become the subject of any bankruptcy, reorganization, liquidation, dissolution, or similar proceeding; or (E) EUNA's provision of the SAAS Offering to Customer or any Authorized User is prohibited by applicable Law; (ii) any vendor of EUNA has suspended or terminated EUNA's access to or use of any third-party services or products required to enable Customer to access or use the SAAS Offering each a ("**Service Suspension**"). EUNA shall use commercially reasonable efforts to resume providing access to the SAAS Offering as soon as reasonably possible after the event giving rise to the Service Suspension is investigated, contained, remediated, and cured. EUNA will have no liability for any damage, liabilities, losses (including any loss of data or profits), or any other consequences that Customer or any Authorized User may incur as a result of a Service Suspension.

g. Diagnostic Data. Notwithstanding anything to the contrary in this Agreement, EUNA may monitor Customer's use of the SAAS Offering and collect and compile Diagnostic Data. As between EUNA and Customer, all right, title, and interest in Diagnostic Data, and all Intellectual Property Rights therein, belong to and are retained solely by EUNA. Customer acknowledges that EUNA may compile Diagnostic Data based on Customer Data input into the SAAS Offering. Customer agrees that EUNA may (i) make Diagnostic Data publicly available in compliance with applicable Law, and (ii) use Diagnostic Data to the extent and in the manner permitted under applicable Law. EUNA agrees to process Customer Data available in accordance with EUNA's privacy policy which is available upon request and online at <https://Eunasolutions.com/privacy-policy/>. EUNA may update its privacy policy from time to time and such updated privacy policy will be effective and applicable upon posting.

4. Customer Obligations.

a. For Professional Services. In connection with the Professional Services, Customer shall:

(i) cooperate with EUNA in its performance of the Professional Services and provide access to Customer's premises, employees, contractors, and equipment as required to enable EUNA to provide the Professional Services;

(ii) provide Cooperation, as defined herein, and perform Customer facing milestones and Customer deliverables necessary to enable EUNA to continue to perform under the Order Form and Statement of Work; and

(iii) take all steps necessary, including obtaining any required licenses or consents, to prevent Customer-caused delays in EUNA's provision of the Professional Services.

b. For the SAAS Offering. In connection with the SAAS Offering:

(i) Customer agrees to be responsible and liable for all uses of the SAAS Offering and Documentation resulting from access provided by Customer, directly or indirectly, whether such access or use is permitted by or in violation of this Agreement. Without limiting the generality of the foregoing, Customer agrees to be responsible for all acts and omissions of Authorized Users, and any act or omission by an Authorized User that would constitute a breach of this Agreement if taken by Customer will be deemed a breach of this Agreement by Customer. Customer shall use reasonable efforts to make all Authorized Users aware of this Agreement's provisions as applicable to such Authorized User's use of the SAAS Offering and shall cause Authorized Users to comply with such provisions.

(ii) EUNA may from time to time make Third-Party Products available to Customer. For purposes of this Agreement, such Third-Party Products are subject to their own terms and conditions and the applicable flow-through provisions.

(iii) EUNA will use commercially reasonable efforts to implement the SAAS Offering. Customer acknowledges and agrees that Customer's timely provision of (and EUNA's access to) Customer's assistance, cooperation, and complete and accurate feedback, approvals, information, and data from Customer's officers, agents and employees as is reasonably requested by EUNA (collectively, "**Cooperation**") is essential to the implementation and operation of the SAAS Offering, and that EUNA shall not be liable for any deficiency, delay or failure in implementing or operating the SAAS Offering if such deficiency, delay or failure results from Customer's failure to provide full Cooperation as required hereunder. Cooperation will include designating a project manager to interface with EUNA during the course of EUNA's implementation or provision of the SAAS Offering. If Customer repeatedly fails to provide Cooperation, EUNA may terminate this Agreement in accordance with Section 10(b)(ii).

5. Fees and Expenses.

a. Fees. Except for Fees that Customer has successfully disputed, Customer shall pay the Fees without offset or deduction. Unless otherwise provided in the applicable Order Form, US Customers shall pay the Fees in US dollars within thirty (30) days from the date of the applicable invoice and Canadian Customers shall pay the fees in CAD dollars within thirty (30) days from the date of the applicable invoice. If Customer fails to make any payment when due, without limiting EUNA's other rights and remedies: (i) EUNA may charge interest on the past due amount at the rate of 1% per month calculated daily and compounded monthly or, if lower, the highest rate permitted under applicable Law; (ii) if such failure continues for thirty (30) days or more, and in addition to all other remedies available under this Agreement or at law (which EUNA does not waive by the exercise of any rights hereunder), EUNA may suspend Customer's and its Authorized Users' access to any portion or all of the Professional Services and the SAAS Offering until such amounts are paid in full.

b. Taxes. Fees do not include any taxes. Customer is exempt by Law from payment of State and local sales tax and federal excise tax. In the event that taxes are assessed by any governmental body on any Deliverable provided under this Agreement, in which Customer is not exempted from paying, EUNA shall have the option to terminate the Agreement in lieu of assessment of the taxes against EUNA, provided however that Customer shall have the option to pay EUNA all such tax amounts which have been properly

invoiced, at Customer's discretion, to avoid termination of this Agreement. Customer shall provide EUNA with a valid tax exemption certificate upon request.

6. Service Levels and Support.

a. Service Levels. Subject to and conditioned upon Customer's payment of Fees and compliance with the terms and conditions of this Agreement, EUNA will use commercially reasonable efforts to make the SAAS Offering available in accordance with the service levels set out in the provided service level documentation posted from time to time on EUNA's website at www.eunasolutions.com/sla/ (the "**Service Level Agreement**").

b. Support. Subject to and conditioned upon Customer's payment of Fees and compliance with the terms and conditions of this Agreement, EUNA will use commercially reasonable efforts to provide the support services described in the support services documentation posted from time to time on EUNA's website at www.eunasolutions.com/sla/ (the "**Service Level Agreement**").

c. Updates. EUNA reserves the right to modify the Service Level Agreement from time to time effective immediately by posting an updated policy at the links referenced above. EUNA's support obligations extend solely to Customer's designated support contacts. Customer acknowledges and agrees that, as between Customer and EUNA, Customer shall be solely responsible to provide any and all support to all other third parties. Unless otherwise stated in the Service Level Agreement, EUNA shall not have any obligation to provide support services to any third parties.

7. Representations, Limited Warranties, and Disclaimer.

a. Representations. Each Party hereby represents and warrants that: (i) it has the full corporate right, power and authority to enter into this Agreement and to perform the acts required hereunder; and (ii) the execution of this Agreement by such Party, and the performance by such Party of its obligations and duties hereunder, do not and will not violate any agreement to which such Party is bound or any obligation of such Party.

b. Warranties for Professional Services. EUNA warrants that it will perform the Professional Services:

(i) in accordance with the terms and subject to the conditions set out in the respective Statement of Work or Order Form and this Agreement;

(ii) using personnel of commercially reasonable skill, experience, and qualifications; and

(iii) in a timely, workmanlike, and professional manner in accordance with generally recognized industry standards for similar services.

c. Warranties for the SAAS Offering. EUNA warrants that during the Term, the SAAS Offering will conform in all material respects to the Documentation when accessed and used in accordance with the Documentation. EUNA does not make any warranties, representations or guarantees regarding uptime or availability of the SAAS Offering except to the extent specifically included in the applicable Service Level Agreement. THE FOREGOING WARRANTIES, REPRESENTATIONS AND GUARANTEES DO NOT APPLY AND EUNA STRICTLY DISCLAIMS ALL WARRANTIES, REPRESENTATIONS AND GUARANTEES WITH

RESPECT TO ANY THIRD-PARTY PRODUCTS OR ANY FAILURE IN PERFORMANCE CAUSED BY THIRD-PARTY PRODUCTS.

d. Remedies. EUNA's sole and exclusive liability and Customer's sole and exclusive remedy for breach of the warranties, representations and guarantees in this Agreement shall be as follows:

(i) EUNA shall use reasonable commercial efforts to promptly cure any such breach; provided, that if EUNA cannot cure such breach within sixty (60) days after Customer's written notice of such breach, Customer may, at its option, terminate this Agreement by serving written notice of termination.

(ii) For Professional Services, Customer's remedy for breach of the foregoing warranties, representations and guarantees shall be the re-performance of the relevant Professional Services free of charge to the extent the breach was caused solely by EUNA. The foregoing remedy shall not be available unless Customer provides written notice of such breach (which notice reasonably describes the breach and the deficiencies identified by Customer) within thirty (30) days after delivery of such Professional Service or Deliverable to Customer.

(iii) For any such breach involving a failure to meet the commitments in the Service Level Agreement, EUNA's sole obligation and Customer's exclusive remedy shall be for EUNA to perform the remedies set forth in the Service Level Agreement.

e. Disclaimer of Warranties. EXCEPT FOR THE LIMITED WARRANTIES SET FORTH IN THIS SECTION OF THE AGREEMENT, THE PROFESSIONAL SERVICES, DELIVERABLES, SAAS OFFERING AND EUNA IP ARE PROVIDED "AS IS" AND EUNA HEREBY DISCLAIMS ALL WARRANTIES, REPRESENTATIONS AND GUARANTEES WHETHER EXPRESS, IMPLIED, STATUTORY, OR OTHERWISE. EUNA SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT, AND ALL WARRANTIES ARISING FROM COURSE OF DEALING, USAGE, OR TRADE PRACTICE. EXCEPT FOR THE LIMITED WARRANTIES SET FORTH IN THIS SECTION, EUNA MAKES NO WARRANTY, REPRESENTATION OR GUARANTEE OF ANY KIND THAT THE PROFESSIONAL SERVICES, DELIVERABLES, EUNA IP, OR ANY PRODUCTS OR RESULTS OF THE USE THEREOF, WILL MEET CUSTOMER'S, AN AUTHORIZED USER'S, OR ANY OTHER PERSON'S REQUIREMENTS, OPERATE WITHOUT INTERRUPTION, ACHIEVE ANY INTENDED RESULT, BE COMPATIBLE OR WORK WITH ANY SOFTWARE, SYSTEM, OR OTHER PROFESSIONAL, OR BE SECURE, ACCURATE, COMPLETE, FREE OF HARMFUL CODE, OR ERROR FREE.

8. Intellectual Property.

a. Deliverables. All Intellectual Property Rights in and to the Deliverables except for any Confidential Information of Customer shall be owned by EUNA. If any derivative work is created by Customer from the SaaS Offering EUNA shall own all right, title and interest in and to such derivative work.

b. SAAS IP and Documentation. Customer acknowledges that, as between Customer and EUNA, EUNA owns all right, title, and interest, including all Intellectual Property Rights, in and to the SAAS IP and Documentation and, with respect to Third-Party Products, the applicable third-party providers own all right, title, and interest, including all Intellectual Property Rights, in and to the Third-Party Products.

c. Customer Data. EUNA acknowledges that, as between EUNA and Customer, Customer either (i) owns all right, title, and interest, including all Intellectual Property Rights, in and to the Customer Data, or (ii) has

a valid license with the right to sublicense the Customer Data to EUNA as provided herein. Customer hereby grants to EUNA a non-exclusive, royalty-free, worldwide license to reproduce, distribute, and otherwise use and display the Customer Data and perform all acts with respect to the Customer Data as may be necessary for EUNA to provide the SAAS Offering to Customer, and a non-exclusive, perpetual, irrevocable, royalty-free, worldwide license to reproduce, distribute, modify, and otherwise use and display Customer Data incorporated within the Diagnostic Data. Customer represents, warrants and agrees that: (A) it will comply with applicable Law, including the Laws of the territories and jurisdictions from which any Customer Data is obtained or pertains, in collecting, using, disclosing, transmitting and in soliciting the transmission of Customer Data into or with the SAAS Offering as contemplated under this Agreement; (B) prior to transmitting (or soliciting the transmission of) any Customer Data to EUNA through the SAAS Offering, Customer shall have all applicable consents and approvals required for the transmission of such Customer Data to EUNA; and (C) EUNA's use, storage, disclosure and other processing of Customer Data in accordance with this Agreement or Customer's instructions or direction will not cause EUNA or any of its vendors to violate any applicable Law or infringe the rights of any individual or third party.

d. Passwords. Customer is responsible for the confidentiality and use of its passwords, other credentials, and account, and in no event shall EUNA be liable for any loss of information of Customer or other claims arising from unauthorized access to the SAAS Offering as a result of the failure by Customer to protect the confidentiality of its passwords, other credentials or account.

e. Prohibited Information. Except as necessary to utilize the SAAS Offering, Customer shall not transmit, disclose or otherwise provide (or cause or allow to be transmitted or provided to EUNA): (i) health information, medical information, health insurance card information, policy identification numbers, or any other information that would cause EUNA to be classified as a "business associate" under the Health Insurance Portability and Accountability Act of 1996, as amended ("HIPAA") or similar designation under other Laws, (ii) information that causes EUNA to be subject to any Laws beyond those Laws generally applicable to all cloud service providers, (iii) security passwords or credentials, and/or (iv) data revealing race, ethnicity, political opinions, religion, sexual orientation, philosophical beliefs or trade union membership or any other information identified under applicable Law as "sensitive information," "private information," or like designation (collectively, "**Prohibited Information**"). If Customer transmits or provides to EUNA any Prohibited Information, Customer shall indemnify and hold EUNA harmless from and against any claims and liability arising from the transmission to EUNA of any Prohibited Information or any processing of such information by EUNA, and EUNA shall have no liability or obligation whatsoever with respect to such Prohibited Information or Customer Data provided to EUNA.

f. Feedback. If Customer or any of its employees or contractors provides, sends or transmits any communications or materials to EUNA by mail, email, telephone, or otherwise, suggesting or recommending changes to the SAAS Offering, Documentation, Software, Professional Services, or any of EUNA's Intellectual Property Rights, including without limitation, the SAAS IP and new features or functionality relating thereto, or any comments, questions, suggestions, or the like ("**Feedback**"), EUNA is free to use such Feedback irrespective of any other obligation or limitation between the Parties governing such Feedback. Customer hereby assigns and agrees to assign to EUNA, and will cause its employees, contractors and/or agents to assign to EUNA, all right, title, and interest in and to the Feedback, including all Intellectual Property Rights in the Feedback, to EUNA without further consideration. EUNA is free to use, without any attribution or compensation to any party, any ideas, know-how, concepts, techniques, or other Intellectual Property Rights contained in the Feedback, for any purpose whatsoever, although EUNA is not required to use any Feedback.

g. Reservation of Rights. EUNA reserves all rights not expressly granted to Customer in this Agreement. Except for the limited rights and licenses expressly granted under this Agreement, nothing in this Agreement grants, by implication, waiver, estoppel, or otherwise, to Customer or any third party any Intellectual Property Rights or other right, title, or interest in or to the Professional Services or SAAS IP.

9. Confidentiality.

a. Generally. From time to time during the Term, either Party (as the “**Disclosing Party**”) may disclose or make available to the other Party (as the “**Receiving Party**”) Confidential Information. Confidential Information shall at all times remain the property of the Disclosing Party. The Receiving Party shall: (A) protect and safeguard the confidentiality of the Disclosing Party’s Confidential Information with at least the same degree of care as the Receiving Party protects its own Confidential Information, but in no event with less than a commercially reasonable degree of care; (B) not use the Disclosing Party’s Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this Agreement; and (C) except as permitted in this Agreement, not disclose any such Confidential Information to any person or entity, except to the Receiving Party’s representatives (including EUNA’s affiliates and third party service providers) who need to know the Confidential Information to assist the Receiving Party, act on its behalf, or to exercise its rights or perform its obligations under this Agreement. The obligations in this section do not apply to Confidential Information that: (i) is or becomes generally available to the public other than as a result of the Receiving Party’s breach of this Section; (ii) is or becomes available to the Receiving Party on a non-confidential basis from a third-party source, provided that such third party is not and was not prohibited from disclosing such Confidential Information; (iii) was in the Receiving Party’s possession prior to the Disclosing Party’s disclosure hereunder; or (iv) was or is independently developed by the Receiving Party without using any Confidential Information of the Disclosing Party.

b. Permitted Disclosures. Notwithstanding the foregoing, each Party may disclose Confidential Information to the limited extent required to establish a Party’s rights under this Agreement, including to make required court filings. If a Receiving Party is faced with judicial or governmental action to disclose Confidential Information of the Disclosing Party, the Receiving Party must, if legally permissible, notify the Disclosing Party forthwith and, at the Disclosing Party’s request, provide reasonable assistance in opposing such action at the Disclosing Party’s cost and expense.

c. Destruction. On the expiration or termination of the Agreement, the Receiving Party shall promptly destroy or securely archive, in accordance with its standard information retention practices, all copies of the Disclosing Party’s Confidential Information in its possession or control and, upon request, certify in writing to the Disclosing Party that such Confidential Information has been destroyed or archived in accordance with this Section. Notwithstanding the foregoing, (i) a Receiving Party may retain Confidential Information relevant to any pending or threatened litigation, audit, or governmental investigation, and (ii) EUNA may retain Customer’s Confidential Information, including Customer Data, in accordance with its information retention policies and Section 15(a), including through logical archival, restricted access controls, backup systems, or similar commercially reasonable data management practices..

d. Irreparable Harm. Each Party acknowledges that Confidential Information may constitute unique, valuable, proprietary and trade secret information of the Disclosing Party, and that unauthorized disclosure thereof by the Receiving Party may cause irreparable injury to the Disclosing Party. Accordingly, each Party acknowledges and agrees that monetary damages may not be adequate in the event of a default of this Article 9 and, therefore, that the Disclosing Party may be entitled to injunctive or other affirmative relief,

without such constituting an election of remedies, and that the Disclosing Party will not be required to obtain, furnish or post any bond or similar instrument in connection with or as a condition to obtaining any remedy referred to in this Article 9, and each Party irrevocably waives any right it may have to require the obtaining, furnishing or posting of any such bond or similar instrument.

e. Duration. Each Party's obligations of non-disclosure with regard to Confidential Information are effective as of the Effective Date and will expire five years from the date first disclosed to the Receiving Party; provided, however, with respect to any Confidential Information that constitutes a trade secret (as determined under applicable Law), such obligations of non-disclosure will survive the termination or expiration of this Agreement for as long as such Confidential Information remains subject to trade secret protection under applicable Law.

10. Term, Termination, and Survival.

a. Term. The term of this Agreement (the "**Term**") commences on the Effective Date of this Agreement and will continue in effect for as long as there is an outstanding Order Form in place. Each Order Form will continue for the applicable term listed in such Order Form until terminated by either Party in accordance with this Agreement. The termination or expiration of an Order Form will not affect or otherwise terminate this Agreement or any other Order Form covering other products or services in effect at such time.

b. User Subscriptions. All user subscriptions in an Order Form shall automatically renew for an additional one-year at the end of the then current subscription term listed on the Order Form, unless the Customer gives the other notice of non-renewal at least thirty (30) days before the end of the relevant subscription term. The per-unit pricing during any such renewal term of the subscription shall be the same as that during the prior term unless EUNA gives written notice of a pricing increase at least thirty (30) days before the end of such prior term, in which case the pricing increase shall be effective upon renewal and thereafter.

c. Termination for Convenience. Customer may terminate this Agreement without cause by giving sixty (60) days advance written notice to EUNA of its election to terminate this Agreement pursuant to this provision. In the event of such termination, Customer agrees to pay a "**SaaS Recovery Amount**" equivalent to 50% of the subscription fees for the remainder of the initial term of the Order Form.

d. Termination for Cause. In addition to any other express termination right set forth in this Agreement:

(i) either Party may terminate this Agreement, effective on written notice to the other Party, if the other Party materially breaches this Agreement, and such breach: (A) is incapable of cure; or (B) being capable of cure, remains uncured thirty (30) days after the non-breaching Party provides the breaching Party with written notice of such breach; or

(ii) either Party may terminate this Agreement, effective immediately upon written notice to the other Party, if the other Party: (A) becomes insolvent or is generally unable to pay, or fails to pay, its debts as they become due; (B) files or has filed against it, a petition for voluntary or involuntary bankruptcy or otherwise becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency Law; (C) makes or seeks to make a general assignment for the benefit of its creditors; or (D) applies for or has appointed a receiver, trustee, custodian, or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

e. Effect of Expiration or Termination. Upon expiration or earlier termination of this Agreement, EUNA will immediately cease providing any Professional Services and Customer shall immediately discontinue use of the SAAS Offering. No expiration or termination will affect Customer's obligation to pay all Fees that may have become due before such expiration or termination or entitle Customer to any refund.

f. Non-Appropriation. In the event Customer is not granted an appropriation of funds at any time during the Term and the non-appropriation did not result from an act or omission by Customer, Customer shall have the right to terminate this Agreement on the last day of the fiscal period for which appropriations were received without penalty or expense to Customer, except as to the portion of the payments for which funds shall have been appropriated and budgeted. At least ninety (90) days prior to the end of Customer's fiscal period, Customer shall certify in writing that (1) funds have not been appropriated for the next fiscal period, (b) such non-appropriation did not result from any act or failure to act by Customer; and (c) Customer has exhausted all funds legally available to pay EUNA. If Customer terminates this Agreement because of non-appropriation of funds, Customer may not purchase or lease during the subsequent fiscal period, software and/or service performing the same function as, or functions taking the place of those performed by the software and/or service provided by EUNA; however, that these restrictions shall not be applicable if or to the extent that the application of these restrictions would affect the validity of this Agreement.

g. Survival. Sections 3.g, 4, 5, 7, 8, 9, 10, 11, 12, and 14-34 survive any termination or expiration of this Agreement. No other provisions of this Agreement survive the expiration or earlier termination of this Agreement.

11. Indemnification.

a. EUNA Indemnification.

(i) EUNA SHALL INDEMNIFY, DEFEND, AND HOLD HARMLESS CUSTOMER FROM AND AGAINST ANY AND ALL LOSSES, DAMAGES, LIABILITIES, COSTS (INCLUDING REASONABLE ATTORNEYS' FEES) ("**LOSSES**") INCURRED BY CUSTOMER RESULTING FROM ANY THIRD-PARTY CLAIM, SUIT, ACTION, OR PROCEEDING ("**THIRD-PARTY CLAIM**") THAT THE SAAS OFFERING OR PROFESSIONAL SERVICES, OR ANY USE OF THE SAAS OFFERING OR PROFESSIONAL SERVICES IN ACCORDANCE WITH THIS AGREEMENT, INFRINGES OR MISAPPROPRIATES SUCH THIRD PARTY'S INTELLECTUAL PROPERTY RIGHTS, PROVIDED THAT CUSTOMER PROMPTLY NOTIFIES EUNA IN WRITING OF SUCH THIRD-PARTY CLAIM, COOPERATES WITH EUNA, AND ALLOWS EUNA SOLE AUTHORITY TO CONTROL THE DEFENSE AND SETTLEMENT OF SUCH THIRD-PARTY CLAIM.

(ii) If a Third-Party Claim is made or appears possible, Customer agrees to permit EUNA, at EUNA's sole discretion, to (A) modify or replace the SAAS Offering or Professional Services or component or part thereof, to make it non-infringing, (B) obtain the right for Customer to continue use, or (C) terminate the license for the SAAS Offering and Professional Services and provide a pro rata refund to Customer. If EUNA determines that none of these alternatives is reasonably available, EUNA may terminate this Agreement, in its entirety or with respect to the affected component or part, effective immediately on written notice to Customer.

(iii) This Section will not apply to the extent that the alleged infringement arises from: (A) use of the SAAS Offering or Professional Services in combination with data, software, hardware, equipment, or technology not provided by EUNA or authorized by EUNA in writing; (B) modifications to the SAAS Offering or Professional Services not made by EUNA; or (C) Customer Data; or (D) Third-Party Products.

b. Customer Indemnification. CUSTOMER SHALL INDEMNIFY, HOLD HARMLESS, AND, AT EUNA'S OPTION, DEFEND EUNA AND ITS AFFILIATES, AND THEIR RESPECTIVE INVESTORS, DIRECTORS, OFFICERS, EMPLOYEES AND AGENTS (COLLECTIVELY, THE "EUNA GROUP") FROM AND AGAINST ANY LOSSES RESULTING FROM ANY THIRD-PARTY CLAIM (I) THAT THE CUSTOMER DATA, OR ANY USE OF THE CUSTOMER DATA IN ACCORDANCE WITH THIS AGREEMENT, INFRINGES, VIOLATES OR MISAPPROPRIATES SUCH THIRD PARTY'S INTELLECTUAL PROPERTY RIGHTS OR ANY LAW, OR (II) BASED ON CUSTOMER'S OR ANY AUTHORIZED USER'S (A) NEGLIGENCE OR WILLFUL MISCONDUCT; (B) USE OF THE SERVICES OR SAAS OFFERING IN A MANNER NOT AUTHORIZED BY THIS AGREEMENT; (C) USE OF THE SERVICES OR SAAS OFFERING IN COMBINATION WITH DATA, SOFTWARE, HARDWARE, EQUIPMENT, OR TECHNOLOGY NOT PROVIDED BY EUNA OR AUTHORIZED BY EUNA IN WRITING; OR (D) MODIFICATIONS TO THE PROFESSIONAL SERVICES OR SAAS OFFERING NOT MADE BY EUNA, PROVIDED THAT CUSTOMER MAY NOT SETTLE ANY THIRD-PARTY CLAIM AGAINST ANY OF THE EUNA GROUP UNLESS EUNA CONSENTS TO SUCH SETTLEMENT, AND FURTHER PROVIDED THAT EUNA WILL HAVE THE RIGHT, AT ITS OPTION, TO DEFEND THE EUNA GROUP AGAINST ANY SUCH THIRD-PARTY CLAIM OR TO PARTICIPATE IN THE DEFENSE THEREOF BY COUNSEL OF ITS OWN CHOICE.

c. Sole Remedy. THIS SECTION SETS FORTH CUSTOMER'S SOLE REMEDIES AND EUNA'S SOLE LIABILITY AND OBLIGATION FOR ANY ACTUAL, THREATENED, OR ALLEGED CLAIMS THAT THE PROFESSIONAL SERVICES OR SAAS OFFERING INFRINGES, MISAPPROPRIATES, OR OTHERWISE VIOLATES ANY INTELLECTUAL PROPERTY RIGHTS OF ANY THIRD PARTY.

12. Limitation of Liability.

a. IN NO EVENT SHALL EUNA BE LIABLE TO CUSTOMER OR TO ANY THIRD PARTY FOR ANY LOSS OF USE, REVENUE, OR PROFIT OR LOSS OF DATA OR DIMINUTION IN VALUE, OR FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL, OR PUNITIVE DAMAGES WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, REGARDLESS OF WHETHER SUCH DAMAGE WAS FORESEEABLE AND WHETHER OR NOT EUNA HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, AND NOTWITHSTANDING THE FAILURE OF ANY AGREED OR OTHER REMEDY OF ITS ESSENTIAL PURPOSE.

b. IN NO EVENT SHALL EUNA'S AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, EXCEED THE AGGREGATE AMOUNTS PAID OR PAYABLE TO EUNA PURSUANT TO THE APPLICABLE ORDER FORM IN THE TWELVE (12) MONTH PERIOD PRECEDING THE EVENT GIVING RISE TO THE CLAIM. ADDITIONALLY, IN NO EVENT WILL EUNA BE LIABLE FOR ANY CLAIM BROUGHT BY CUSTOMER MORE THAN ONE (1) YEAR AFTER THE CAUSE OF ACTION AROSE OR REASONABLY SHOULD HAVE BEEN DISCOVERED.

c. UNDER NO CIRCUMSTANCES SHALL EUNA HAVE ANY LIABILITY OR RESPONSIBILITY FOR THE ACCURACY OF ANY CUSTOMER DATA THAT IS INPUTTED INTO THE SAAS OFFERING.

13. Press Release. The Parties may issue a joint press release announcing the launch of the SAAS Offering and Customer's use thereof. Such press releases shall be subject to Customer's approval. If the Customer provides express permission in advance, during the Term, EUNA may list Customer as a customer of EUNA, and Customer grants EUNA a non-exclusive, royalty-free, worldwide license to use any trademarks, service marks, or trade names of Customer in order to display such marks on EUNA's website and marketing materials.

14. Information Security. Each Party will maintain reasonable administrative, technical and physical safeguards which are consistent with industry standards to protect the security, confidentiality and integrity of, and to protect against threats or hazards to the integrity of, and the unlawful, intentional, unauthorized or accidental destruction, loss, alteration, theft, misappropriation, disclosure, access or use of the other Party's Confidential Information, Intellectual Property, and, (i) in the case of EUNA, the Customer Data, and (ii) in the case of Customer, the SAAS IP.

15. Export of Data.

a. Customer Data. Upon termination, cancellation, expiration, or other conclusion of this Agreement:

(i) EUNA will disable Customer's and its Authorized Users' access to the SAAS Offering, including removal of portal and user interface access to Customer Data.

(ii) Customer Data will be logically archived and marked as inactive within EUNA's systems in accordance with EUNA's standard data retention practices. Such archival may include the use of logical deletion mechanisms (including internal flags or similar controls) that prevent Customer access while preserving system integrity, audit history, and compliance records.

(iii) Except as expressly required by applicable Law or as otherwise agreed in writing by the Parties, EUNA shall have no obligation to immediately destroy, erase, or physically delete Customer Data from production systems, archival systems, or backup media upon termination.

(iv) If Customer submits a written request for deletion of Customer Data following termination, EUNA will review such request and, to the extent commercially reasonable and not inconsistent with applicable Law, regulatory requirements, litigation hold obligations, contractual commitments, or legitimate business record retention practices, delete or anonymize such Customer Data within a reasonable timeframe. Any non-standard deletion efforts may be subject to a mutually agreed Statement of Work and applicable Fees.

(v) Customer acknowledges that EUNA maintains long-term archival and disaster recovery backups in the ordinary course of business. Customer Data contained in such backups may not be immediately removed and may remain until overwritten in the ordinary rotation cycle. EUNA will not restore or access such backups for the purpose of providing Customer access following termination, except as required by Law.

b. Data Extraction. During the Term of this Agreement, Customer may utilize the standard functionality of the SAAS Offering for its intended purpose, including the ability to download data and copies of documents loaded into or generated by the SAAS Offering. Customer shall have the right to retain a copy of all downloaded documents. During the Term of and within thirty (30) days following termination of this Agreement, Customer may request EUNA to provide consulting services to Customer in order to perform a custom extract of Customer data from the SAAS Offering. EUNA will provide the requested consulting services for an hourly rate set forth in the Order Form or Statement of Work. Custom data extracts will be provided electronically in a text delimited flat file format (or other mutually acceptable format) and will be scrubbed of all EUNA proprietary data structures. Customer and EUNA will work together to determine a list of the specific data elements to be provided, at which point EUNA will provide an estimate of the time required to extract the data. Once the estimate has been provided, if Customer wishes EUNA to proceed with the data extract, Customer will make a mobilization payment of fifty percent (50%) of the estimated amount to EUNA. After receipt of this payment, EUNA will then have thirty (30) days to deliver the data

extracts to Customer. Customer shall have thirty (30) days upon receipt of the data to review for acceptance. Upon acceptance, EUNA will provide Customer with a final accounting of hours and Customer shall be responsible for payment of the additional consulting fees.

16. Authorized Reseller Status; Option to Purchase Affiliate Products. GTY Technology Holdings Inc. is the parent company to multiple other SaaS companies under the Euna brand, including Euna Solutions, Inc. in the U.S. (such subsidiaries, "Affiliates"). These Affiliates sell purpose-built products and services for the public sector ("Affiliate Products"). As of the Effective Date, Affiliates include Euna Solutions Inc., CityBase Inc., and Streamlink Software Inc. dba Amplifund. In addition to the products and services that are the subject of this Agreement, Customer has the option to purchase from either Euna, as an authorized reseller, or Affiliates, the Affiliate Products on same terms of the Agreement. Notwithstanding the foregoing, Customer understands that different order forms, statement of work(s), and product specific service level agreements may apply. Customer will be provided the Affiliate's additional product terms and will have the opportunity to review and consent to such terms.

17. Entire Agreement. This Agreement, including and together with the Order Form referencing this SAAS and Services Agreement, and any Statements of Work, policies, and other documents referenced and incorporated herein or in the Order Form, constitutes the sole and entire agreement of the Parties with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, regarding such subject matter. The Parties acknowledge and agree that if there is any conflict between the terms and conditions of this Agreement and the terms and conditions of any Order Form, the Order Form followed by the Service Level Agreement shall supersede and control. To the extent the Order Form links to legal terms other than this SAAS and Services Agreement or a Statement of Work, those terms shall not apply.

18. Notices. All notices, requests, consents, claims, demands, waivers and other communications under this Agreement must be in writing and addressed to the other Party at its address in the Order Form (or to such other address that the receiving Party may designate from time to time in accordance with this Section). For Notices to EUNA, legal@Eunasolutions.com shall be sent a courtesy email notification. Unless otherwise agreed herein, all Notices must be delivered by personal delivery, nationally recognized overnight courier or certified or registered mail (in each case, return receipt requested, postage prepaid). Except as otherwise provided in this Agreement, a Notice is effective only (a) on receipt by the receiving Party; and (b) if the Party giving the Notice has complied with the requirements of this Section.

19. Severability. If any term or provision of this Agreement is found by a court of competent jurisdiction to be invalid, illegal or unenforceable in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal or unenforceable, the court may modify this Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

20. Amendments. No amendment to or modification of this Agreement is effective unless it is in writing and signed by an authorized representative of each Party.

21. Waiver. No waiver by any Party of any of the provisions of this Agreement shall be effective unless explicitly set forth in writing and signed by the Party so waiving. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any right, remedy, power or privilege arising from

this Agreement shall operate or be construed as a waiver thereof, nor shall any single or partial exercise of any right, remedy, power or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power or privilege.

22. Assignment. Neither Party shall assign, transfer, delegate or subcontract any of its rights or delegate any of its obligations under this Agreement without the prior written consent of the other Party. Any purported assignment or delegation in violation of this Section shall be null and void. No assignment or delegation shall relieve Customer of any of its obligations under this Agreement. Notwithstanding the foregoing, EUNA may assign this Agreement and any of its rights or delegate any of its obligations to any affiliate, subsidiary, or to any person acquiring all or substantially all of EUNA's assets without Customer's consent.

23. Successors and Assigns. This Agreement is binding on and inures to the benefit of the Parties to this Agreement and their respective permitted successors and permitted assigns.

24. Relationship of the Parties. The relationship between the Parties is that of independent contractors. The details of the method and manner for performance of the Services by EUNA shall be under its own control, Customer being interested only in the results thereof. EUNA shall be solely responsible for supervising, controlling, and directing the details and manner of the completion of the Professional Services and the provision of the SAAS Offering. Nothing in this Agreement shall give Customer the right to instruct, supervise, control, or direct the details and manner of the completion of the Professional Services or the provision of the SAAS Offering. Nothing contained in this Agreement shall be construed as creating any agency, partnership, joint venture or other form of joint enterprise, employment or fiduciary relationship between the Parties, and neither Party shall have authority to contract for or bind the other Party in any manner whatsoever.

25. No Third-Party Beneficiaries. This Agreement benefits solely the Parties to this Agreement and their respective permitted successors and assigns and nothing in this Agreement, express or implied, confers on any other person any legal or equitable right, benefit, or remedy of any nature whatsoever under or by reason of this Agreement.

26. Choice of Law.

a. **US CUSTOMERS:** This Agreement and all related documents, and all matters arising out of or relating to this Agreement, whether sounding in contract, tort, or statute are governed by, and construed in accordance with, the Laws of the State of Delaware, United States of America, without giving effect to the conflict of laws provisions thereof to the extent such principles or rules would require or permit the application of the Laws of any jurisdiction other than those of the State of Delaware, United States of America.

b. **CANADIAN CUSTOMERS:** The rights and obligations of the parties and all interpretations and performance of this Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario, Canada, without regard to conflicts of laws principles. The parties agree that the provisions of the United Nations Convention on Contracts for the International Sale of Goods do not apply to this Agreement.

27. Choice of Forum.

a. **US CUSTOMERS:** Each Party irrevocably and unconditionally agrees that it will not commence any action, litigation or proceeding of any kind whatsoever against the other Party in any way arising from or

relating to this Agreement, including all exhibits, schedules, attachments and appendices attached to this Agreement, and all contemplated transactions, including contract, equity, tort, fraud and statutory claims, in any forum other than the courts of the State of Delaware, and any appellate court from any thereof. Each Party irrevocably and unconditionally submits to the exclusive jurisdiction of such courts and agrees to bring any such action, litigation or proceeding only in the courts of the State of Delaware. Each Party agrees that a final judgment in any such action, litigation, or proceeding is conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

b. **CANADIAN CUSTOMERS:** Each Party irrevocably and unconditionally agrees that it will not commence any action, litigation or proceeding of any kind whatsoever against the other Party in any way arising from or relating to this Agreement, including all exhibits, schedules, attachments and appendices attached to this Agreement, and all contemplated transactions, including contract, equity, tort, fraud and statutory claims, in any forum other than the courts of the Province of Ontario, and any appellate court from any thereof. Each Party irrevocably and unconditionally submits to the exclusive jurisdiction of such courts and agrees to bring any such action, litigation or proceeding only in the courts of the Province of Ontario. Each Party agrees that a final judgment in any such action, litigation, or proceeding is conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

28. Export Regulation. Customer shall comply with all applicable Laws, and complete all required undertakings (including obtaining any necessary export license or other governmental approval), that prohibit or restrict the export or re-export of the SAAS Offering or any Customer Data outside the US.

29. WAIVER OF JURY TRIAL. EACH PARTY ACKNOWLEDGES THAT ANY CONTROVERSY THAT MAY ARISE UNDER THIS AGREEMENT IS LIKELY TO INVOLVE COMPLICATED AND DIFFICULT ISSUES AND, THEREFORE, EACH SUCH PARTY IRREVOCABLY AND UNCONDITIONALLY WAIVES ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN RESPECT OF ANY LEGAL ACTION ARISING OUT OF OR RELATING TO THIS AGREEMENT OR THE TRANSACTIONS CONTEMPLATED HEREBY.

30. Counterparts. This Agreement may be executed in counterparts, each of which is deemed an original, but all of which together are deemed to be one and the same agreement. A signed copy of this Agreement delivered by facsimile, email, or other means of electronic transmission is deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

31. Force Majeure. “**Force Majeure Events**” means events beyond a Party’s reasonable control, including without limitation acts of nature, labor disputes, the stability or availability of the Internet or a portion thereof, actions by a governmental authority (such as a moratorium on any activities related to this Agreement or changes in Laws), telecommunication or Internet network failures or brown-outs, failures or unavailability of third party systems, networks or software, flood, earthquake, fire, lightning, epidemics, war, acts of terrorism, riots, civil disturbances, sabotage, power grid failures, and denial of service attacks and other hacking attacks. Neither Party shall be liable for any loss, damage or penalty resulting from delays or failures in performance resulting from Force Majeure Events (except for any obligations of Customer to make payments to EUNA hereunder). The Party affected by the Force Majeure Event will promptly notify the other Party and will resume performance when the Force Majeure Event is no longer effective and the impact has been remediated.

32. Equitable Relief. Each Party acknowledges and agrees that a breach or threatened breach by such Party of any of its obligations would cause the other Party irreparable harm for which monetary damages would not be an adequate remedy and agrees that, in the event of such breach or threatened breach, the other

Party will be entitled to equitable relief, including a restraining order, an injunction, specific performance, and any other relief that may be available from any court, without any requirement to post a bond or other security, or to prove actual damages or that monetary damages are not an adequate remedy. Such remedies are not exclusive and are in addition to all other remedies that may be available at law, in equity, or otherwise.

33. Government Use. The SAAS Offering, Documentation are “commercial items” as that term is defined in FAR 2.101, consisting of “commercial computer software” and “commercial computer software documentation,” respectively, as such terms are used in FAR 12.212 and DFARS 227.7202. If the SAAS Offering or Documentation are being acquired by or on behalf of the U.S. Government, then, as provided in FAR 12.212 and DFARS 227.7202-1 through 227.7202-4, as applicable, the U.S. Government’s rights in the foregoing will be only those specified in this Agreement. Customer’s rights in the SAAS Offering and Documentation are limited to those expressly granted in Section 3.

34. Cooperative Statement. Other government organizations and educational or health care institutions may elect to participate in this Agreement (piggyback) at their discretion provided EUNA also agrees to do so in writing.



CITY OF OSAGE BEACH STANDARD TERMS RIDER – LONG FORM

THIS RIDER adds the following standard terms to the attached bid, order form, estimate, or proposal (the “**Bid**”) between the City of Osage Beach, Missouri (“**City**”) and [Euna Solutions, Inc.] (“**Contractor**”). In the event any of these terms conflict with the attached Bid, these terms shall control. The Bid together with this Rider shall constitute the parties’ “**Agreement.**”

I. Overview

Contractor shall provide all labor, materials, and equipment necessary to provide a complete and fully functioning product as described in this Agreement.

II. Payment

City will pay Contractor the Bid amount, net any change orders, within 14 days of the City Engineer, Building Official, or other responsible official certifying completion of the Work described in this Agreement.

III. Additional Standard Terms

The following clauses will be included in the final agreement between the parties. They are standard in all City of Osage Beach contracts and are only to be modified with substantial justification, and then only as much as necessary to accommodate such justification:

1. **Professionalism.** In addition to any warranties or specifications contained in its Bid, Contractor will exercise the care and skill ordinarily used by members of the subject profession practicing under similar circumstances (as defined by the appropriate licensing authority, professional standards, and/or relevant industry practices). Contractor understands that it will be perceived as a representative of the City and will ensure its personnel and any subcontractors will conduct themselves in a thoroughly professional and respectable manner while performing this Agreement for the City and while on-site. Contractor shall ensure its personnel and any subcontractors comply with all City policies while on-site. Contractor and its personnel and any subcontractors will comply with all reasonable instructions and requests by the City. City property and resources are to be used only in ways that are consistent with their lawful intended purpose.
2. **Licenses, Permits, Taxes.** Contractor must have or obtain a City merchant’s license. Contractor shall be responsible for applying for, obtaining, and maintaining all licenses, permits, and other approvals required for itself, including but not limited to the Work. Contractor shall be responsible for paying all sales, income, property, and other taxes required to carry on its business.
3. **Appropriations.** The continuation of this Agreement is contingent upon annual appropriation of funds by the Osage Beach Board of Aldermen. In the event the Board of Aldermen shall not budget and appropriate, specifically with respect to this Agreement,

on or before January 1, subsequent years of the contract moneys sufficient to make all payments under this Agreement, the City shall not be obligated to make those payments.

4. **Pre-Contract Expense.** The City shall not be obligated to pay or liable for any cost incurred by Contractor prior to execution of this Agreement. All costs to prepare and submit a response to this and any other RFQ, RFP, or IFB shall be borne by the proposer.
5. **Assignment or Transfer.** Neither Party shall assign, transfer, delegate or subcontract any of its rights or delegate any of its obligations under this Agreement without the prior written consent of the other Party. Any purported assignment or delegation in violation of this Section shall be null and void. No assignment or delegation shall relieve City of any of its obligations under this Agreement. Notwithstanding the foregoing, Contractor may assign this Agreement and any of its rights or delegate any of its obligations to any affiliate, subsidiary, or to any person acquiring all or substantially all of Contractor's assets without City's consent. Notice will be provided and Contractor shall attest that the assignee will assume all contractual obligations contained herein.
6. **Discrimination Policy.** The City of Osage Beach advises the public that it does not discriminate on the basis of disability, race or color, national origin, religion, age, or sex in employment or the provision of municipal services. Contractor shall not discriminate on any prohibited basis and shall comply with all applicable employment laws.
7. **Laws, Ordinances, and Regulations.** Contractor shall conform to all Federal, State, and local regulations, ordinances, and laws applicable to Contractor, the City, or the subject matter of this Agreement. The City shall not be responsible for any fees, charges, money, or other obligations due as result of from any service provided under this Agreement. Contractor shall conform to all changes made to this Agreement as a result of any ordinance, law and/or directive issued by the Federal, State, or local authority having jurisdiction over this Agreement, Contractor, or the City.
8. **Certifications Regarding Debarment.** Contractor certifies that, except as noted below, it and any other person associated therewith in the capacity of owner, partner, director, officer, or manager (collectively "Contractor Principals"), are not presently nor have ever been under suspension, debarment, voluntary exclusion, or determination of ineligibility by any governmental unit or agency (whether federal, state, tribal, local, or other), nor is any such action pending. Contractor further certifies that it and its Contractor Principals have not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any manner involving fraud or official misconduct, nor has Contractor or any Contractor Principal been party to any public transaction (whether federal, state, tribal, local, or other) terminated for cause or default. Contractor further certifies that any and all exceptions to these representations were disclosed with its Bid, and City relied on these certifications as a material inducement into accepting Contractor's Bid. Contractor must notify City within thirty days of being debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in any contract by any governmental entity so long as work remains to be performed under this Agreement.

9. **Grants.** In the event the work provided for herein is being funded, in whole or in part, by a federal, state, local, or private grant, City's obligations herein shall be contingent upon such grant being available for the term of this Agreement. City shall not be obligated to make pay any monies funded by grant funds until such funds are received by and available to the City Treasurer. Except as otherwise provided herein, if this Agreement is not funded, then both parties are relieved of all of their obligations thereunder.
10. **Prevailing Wage.** If the Bid accepted by the City or the total project cost, whichever is greater, is in the amount of \$75,000.00 or more, Contractor shall comply with the provisions of Missouri law pertaining to the payment of wages on public works projects. As used herein, all totals shall include: (1) the value of work performed on the project by every person paid by a contractor or subcontractor for that person's work on the project; and (2) all materials and supplies purchased for the project. *See R.S.Mo. §§ 290.210-.340.*
11. **E-Verify.** If the Bid is for an aggregate value in excess of \$5,000.00, Contractor shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the persons employed to perform the Bid. Contractor shall sign an affidavit affirming it does not knowingly employ any person who is an unauthorized alien in connection to the Work. *See R.S.Mo. § 285.530.*
12. **Sunshine Law.** All material submitted to the City will become public record and will be subject to the Missouri Sunshine Law, R.S.Mo. Chapter 610. Any material requested to be treated as proprietary or confidential must be clearly identified and easily separable from other materials. Contractor must include justification for the request. The City's obligation to comply with the Sunshine Law supersedes any request by Contractor that material be treated as proprietary or confidential.
13. **Anti-Israel Discrimination.** Contractor certifies it is not currently engaged in and shall not, for the duration of this Agreement, engage in a boycott of goods or services from the State of Israel companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel; or persons or entities doing business in the State of Israel. *See R.S.Mo. § 34.600.*
14. **Indemnification by Contractor.** Contractor shall indemnify, defend and hold harmless City and its agents, officers, directors and employees ("City Parties") from and against any and all losses, damages, liabilities, costs, including reasonable attorneys' fees ("Losses") incurred by City Parties resulting from any third-party claim, suit, action or proceeding ("Third Party Claim") that the SaaS, Software or Hardware, or any use of the SaaS, Software or Hardware in accordance with this Agreement, infringes or misappropriates such third party's intellectual property rights or for any Third Party Claim based on Contractor's negligence, willful misconduct, or violations of applicable law.
15. **No Indemnification by City.** Nothing in this Agreement shall be construed to require the City to indemnify Contractor. Such indemnification is illegal under Missouri law. *See Mo. A.G. Opinion 138-87 (1987).*

16. **Ownership of Work Product.**

a. **Deliverables:** All Intellectual Property Rights in and to the Deliverables except for any Confidential Information of City shall be owned by Contractor. Contractor hereby grants City a license to use all Intellectual Property Rights in the Deliverables free of additional charge and on a non-exclusive, worldwide, non-transferable, non-sublicensable, fully paid-up, royalty-free and perpetual basis to the extent necessary to enable City to make reasonable use of the Deliverables and the Professional Services.

b. **SAAS IP and Documentation:** City acknowledges that, as between City and Contractor, Contractor owns all right, title and interest, including all Intellectual Property Rights in and to the SAAS IP and Documentation and, with respect to Third-Party Products, the applicable third-party providers own all right, title and interest, including all Intellectual Property Rights, in and to the Third-Party Products.

17. **Termination for Cause. In addition to any other express termination right set forth in this Agreement:** City may terminate this Agreement upon written notice of any violation of this Agreement if such violation is not cured within 7 calendar days of such notice. City may immediately terminate this Agreement for any material violation or any violation which creates a risk to the health, safety, or welfare of any person or property.

a. **Either Party may terminate this Agreement, effective on written notice to the other Party, if the other Party materially breaches this Agreement, and such breach:** (A) is incapable of cure; or (B) being capable of cure, remains uncured thirty (30) days after the non-breaching Party provides the breaching Party with written notice of such breach; or

b. **Either Party may terminate this Agreement, effective immediately upon written notice to the other Party, if the other Party:** (A) becomes insolvent or is generally unable to pay, or fails to pay, its debts as they become due; (B) files or has filed against it, a petition for voluntary or involuntary bankruptcy or otherwise becomes subject voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law; (C) makes or seeks to make a general assignment for the benefit of its creditors; or (D) applies for or has appointed a receiver, trustee, custodian, or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

18. **Necessary Documents.** The parties agree to execute and deliver without additional consideration such instruments and documents and to take such further actions as they may reasonably request in order to fulfill the intent of and give effect to this Agreement and the transactions contemplated thereby.

19. **Entire Agreement.** This Agreement supersedes all agreements previously made between the parties relating to its subject matter. There are no other understandings or agreements between them. Without limiting the foregoing, this Agreement expressly

supersedes any click-through, browse-wrap, or any other terms related to the subject matter of this Agreement on any website or that otherwise may be presented to or required to be accepted by the City or its employees and contractors while exercising rights under this Agreement.

- 20. **Non-Waiver.** No delay or failure by either party to exercise any right under this Agreement, and no partial or single exercise of that right, shall constitute a waiver of that or any other right unless otherwise expressly provided herein.

- 21. **Governing Law; Disputes.** This Agreement shall be governed by the laws of the State of Missouri. Any action arising out of this Agreement or its subject matter shall be litigated in the Circuit Court for Camden County, Missouri and the parties consent and agree to the exclusive personal and subject-matter jurisdiction of that Court. Nothing in this Agreement shall require the City to consent to arbitration or other binding dispute resolution.

- 22. **No Third-Party Beneficiaries.** Nothing in this Agreement, express or implied, is intended to confer upon any other person any rights or remedies under or by reason of this Agreement.

- 23. **Severability.** If any provision in this Agreement shall be found to be void, the other provisions of this Agreement shall survive and remain enforceable.

- 24. **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument. A facsimile or electronic (such as .PDF) copy of this Agreement or a signature thereto shall have the same force and effect as an original.

- 25. **Binding Effect.** This Agreement, subject to the above conditions of assignment, shall be binding upon and inure to the benefit of all parties and their respective legal representatives, successors, heirs, and assigns.

Euna Solutions, Inc. hereby acknowledges and agrees to the terms above.

Signature of Authorized Representative

Name and Title

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

Agenda Item:

Resolution 2026 - 08 - A resolution of the Board of Aldermen of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend an increase in budget expenditures for the Fiscal Year 2026 relating to the Grand Glaize and Lee C. Fine Master Plans.

Requested Action:

Resolution #2026-08

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|---------------------------------|-----------------|----------------|
| 45-00-774128 Airport Capital | \$0.00 | \$15,036 |

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|---------------------------------|-----------------|----------------|
| 47-00-774128 Airport Capital | \$0.00 | \$48,036 |

Department Comments and Recommendation:

The project is being carried over into 2026. Consultant projects completion in August of 2026. We request this line item be carried over into 2026

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

RESOLUTION 2026-08

A RESOLUTION OF THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI, STATING FACTS AND REASONS FOR THE NECESSITY TO AMEND AN INCREASE IN BUDGET EXPENDITURES FOR THE FISCAL YEAR 2026 RELATING TO THE GRAND GLAIZE AND LEE C. FINE MASTER PLANS.

WHEREAS, it is necessary to carry over funds from the previous fiscal year to complete the FY 2025 Grand Glaize and Lee C. Fine Master Plan Projects, ensuring the continuation and timely completion of this critical infrastructure improvement.

WHEREAS, a budget amendment is necessary for the proper administration, documentation, and increased expense referenced above.

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

Section 1. The Board of Aldermen of the City of Osage Beach, Missouri hereby authorizes the increase in expenditures in the sum of Fifteen Thousand Thirty-Six Dollars (\$15,036.00) in the budget for the Fiscal Year 2026 for the additional funds necessary to finish the Lee C. Fine Master Plan Project.

Section 2. The Board of Aldermen of the City of Osage Beach, Missouri hereby authorizes the increase in expenditures in the sum of Forty-Eight Thousand Thirty-Six Dollars (\$48,036.00) in the budget for the Fiscal Year 2026 for the additional funds necessary to finish the Grand Glaize Master Plan Project.

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

I hereby certify that the above Resolution 2026-08 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows.

Ayes:

Nays:

Abstain:

Absent:

Date

Tara Berreth, City Clerk

Approved to form:

Cole Bradbury, City Attorney

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Jeff Fisher, Public Works Director

Agenda Item:

Bill 26-24 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget for Airport Capital; Grand Glaize and Lee C. Fine Master Plan. *First Reading.*

Requested Action:

First Reading of Bill #26-24

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|------------------------------|-----------------|----------------|
| 45-00-774128 Airport Capital | \$0.00 | \$15,036 |

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|------------------------------|-----------------|----------------|
| 47-00-774128 Airport Capital | \$0.00 | \$48,036 |

Department Comments and Recommendation:

This project is being carried over from 2025. Consultant projects completion in August of 2026. We request this line item be carried over into 2026.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING ORDINANCE NO. 25.103 ADOPTING THE 2026 ANNUAL OPERATING BUDGET FOR AIRPORT CAPITAL; GRAND GLAIZE AND LEE C. FINE MASTER PLAN.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, AS FOLLOWS, TO WIT:

Section 1. That the FY2026 Annual Operating Budget adopted as Ordinance No. 26.24 is hereby amended by appropriating additional funds or reducing appropriations as follows:

| | Original Item | Amended Item |
|------------------------------|---------------|--------------|
| 45-00-774128 Airport Capital | \$ 0 | \$15,036.00 |
| 47-00-774128 Airport Capital | \$ 0 | \$48,036.00 |

Section 2. In all other respects the 2026 Annual Operating Budget adopted in Ordinance No. 25.103 remains in full force and effect.

Section 3. That this Ordinance shall be in full force and effect upon date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME

I hereby certify that the above Ordinance No. 26.24 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

| | | | |
|-------|-------|----------|---------|
| Ayes: | Nays: | Abstain: | Absent: |
|-------|-------|----------|---------|

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.24.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

Agenda Item:

Resolution 2026 - 09 - A resolution of the Board of Aldermen of the City of Osage Beach, Missouri, stating facts and reasons for the necessity to amend an increase in budget expenditures for the Fiscal Year 2026 relating to the Lee C. Fine Runway Project.

Requested Action:

Resolution #2026-09

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|--------------------------------|-----------------|----------------|
| 45-00-773158 Runway Project | \$0.00 | \$861,136.00 |

Department Comments and Recommendation:

The project is being carried over into 2026. Consultant projects completion in August of 2026. We request this line item be carried over into 2026.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

RESOLUTION 2026-09

A RESOLUTION OF THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI, STATING FACTS AND REASONS FOR THE NECESSITY TO AMEND AN INCREASE IN BUDGET EXPENDITURES FOR THE FISCAL YEAR 2026 RELATING TO THE LEE C. FINE RUNWAY PROJECT.

WHEREAS, it is necessary to carry over funds from the previous fiscal year to complete the FY 2025 Lee C. Fine Runway Project, ensuring the continuation and timely completion of this critical infrastructure improvement.

WHEREAS, a budget amendment is necessary for the proper administration, documentation, and increased expense referenced above.

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

Section 1. The Board of Aldermen of the City of Osage Beach, Missouri hereby authorizes the increase in expenditures in the sum of Eight Hundred Sixty-One Thousand One Hundred Thirty-Six Dollars (\$861,136.00) in the budget for the Fiscal Year 2026 for the additional funds necessary to finish the Lee C. Fine Runway Project.

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

I hereby certify that the above Resolution 2026-09 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows.

Ayes:

Nays:

Abstain:

Absent:

Date

Tara Berreth, City Clerk

Approved to form:

Cole Bradbury, City Attorney

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

Agenda Item:

Bill 26-25 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget for the Lee C. Fine Runway Project. *First Reading.*

Requested Action:

First Reading of Bill #26-25

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|-----------------------------|-----------------|----------------|
| 45-00-773158 Runway Project | \$0.00 | \$861,136.00 |

Department Comments and Recommendation:

This is a 2025 project that is being carried over to 2026. Consultant expects project completion in August of 2026. We request this line item to be carried over.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING ORDINANCE NO. 25.103 ADOPTING THE 2026 ANNUAL OPERATING BUDGET FOR THE LEE C. FINE RUNWAY PROJECT.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, AS FOLLOWS, TO WIT:

Section 1. That the FY2026 Annual Operating Budget adopted as Ordinance No. 25.103 is hereby amended by appropriating additional funds or reducing appropriations as follows:

| | Original Item | Amended Item |
|-----------------------------|---------------|--------------|
| 45-00-773158 Runway Project | \$ 0 | \$861,136.00 |

Section 2. In all other respects the 2026 Annual Operating Budget adopted in Ordinance No. 25.103 remains in full force and effect.

Section 3. That this Ordinance shall be in full force and effect upon date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME

I hereby certify that the above Ordinance No. 26.25 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

| | | | |
|-------|-------|----------|---------|
| Ayes: | Nays: | Abstain: | Absent: |
|-------|-------|----------|---------|

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.25.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

Agenda Item:

Bill 26-26 - An ordinance of the City of Osage Beach, Missouri, Amending Ordinance No 25.103 Adopting the 2026 Annual Operating Budget requesting a transfer of funds to cover additional expenses related to the purchase of a jet refueler. *First and Second Reading.*

Requested Action:

First & Second Reading of Bill #26-26

Ordinance Referenced for Action:

Board of Aldermen approval required for certain budget amendments per Municipal Code Chapter 135; Section 135.020 Budget and Financial Control.

Deadline for Action:

Yes - First & Second reading requested to expedite the purchase of Fuel Truck.

Budgeted Item:

Yes

Budget Line Information (if applicable):

Budget Amendment

| Account Number & Title | Original Budget | Amended Budget |
|------------------------------------|-----------------|----------------|
| 45-00-774255 Machinery & Equipment | \$5,000.00 | \$00.00 |
| 45-00-774265 Vehicles | \$250,000.00 | \$255,000.00 |

Department Comments and Recommendation:

Motion to approve purchase of a 3,000 gallon Jet Refueler. Two bids were received, the Westmor bid did not include their estimated freight charge of \$2,800, bringing their total price to \$252,350.00 with delivery expected 38-42 weeks after receipt of order. The Garsite bid of \$253,955.00 included freight and has an estimated delivery date of 4/30/2026. Airport recommends awarding the purchase to Garsite in the amount not to

exceed \$253,955.00 in order to receive this unit as fast as possible.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING ORDINANCE NO. 25.103 ADOPTING THE 2026 ANNUAL OPERATING BUDGET REQUESTING A TRANSFER OF FUNDS TO COVER ADDITIONAL EXPENSES RELATED TO THE PURCHASE OF A JET REFUELER.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, AS FOLLOWS, TO WIT:

Section 1. That the FY2026 Annual Operating Budget adopted as Ordinance No. 25.103 is hereby amended by appropriating additional funds or reducing appropriations as follows:

| | Original Item | Amended Item |
|------------------------------------|---------------|--------------|
| 45-00-774255 Machinery & Equipment | \$ 5,000 | \$0 |
| 45-00-774265 Vehicles | \$250,000 | \$255,000 |

Section 2. In all other respects the 2026 Annual Operating Budget adopted in Ordinance No. 25.103 remains in full force and effect.

Section 3. That this Ordinance shall be in full force and effect upon date of passage and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME

I hereby certify that the above Ordinance No. 26.26 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes:

Nays:

Abstain:

Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.26.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Tara Berreth, City Clerk
Presenter: Phyllis Marose

Agenda Item:

Bill 26-27 - An ordinance of the City of Osage Beach, Missouri, amending Chapter 605 Business License and Regulations, Section 650.010 Definitions; Section 650.070 Fee, of the City Code as set forth. *First Reading*

Requested Action:

First Reading of Bill #26-27

Ordinance Referenced for Action:

Board of Aldermen approval required per Section 110.230. Ordinances, Resolutions, Etc. – Generally and Section 110.240 Adoption of Ordinances.

Deadline for Action:

Budgeted Item:

Not Applicable

Budget Line Information (if applicable):

Not Applicable

Department Comments and Recommendation:

Staff was asked to prepare a short-term rental ordinance to address the VRBO's and Air B & B's.

City Attorney Comments:

Per City Code 110.230, Bill 26-27 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING CHAPTER 605 BUSINESS LICENSE AND REGULATIONS, SECTION 605.010 DEFINITIONS, SECTION 605.070 FEE; OF THE CITY CODE AS SET FORTH.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI AS FOLLOWS:

Section 1. Within the City Code there are hereby enacted new Sections with material repealed and replaced as set forth below with new material set out in **RED** as follows:

Section 605.010. Definitions.

SHORT-TERM RENTAL — Any dwelling unit (guest room/rooms provided) advertised, offered, or operated for lodging accommodations for a period of not less than one night and not more than 30 consecutive days, but does not include: (a) rentals that operate within a primary residence, (b) lodging establishments, or (c) dwelling units offered for rent for less than five (5) nights per calendar year.

Section 605.070. Fee. Every person engaged in any of the following listed occupations, businesses, callings, pursuits, professions or trades, or in the keeping or maintaining of any institution in this Section specified and classified, shall procure from the City an occupational license. Unless otherwise specified, the fee for such license shall be sixty-five dollars (\$65.00).

This schedule, includes, but is not limited to, the following;

- Airport; Ambulance service; Antique shop;
- Arts and crafts shop;
- Asphalt and rock, other road repair service, sand;
- Auction house;
- Automobile accessory dealer;
- Automobile dealer or agency (new or used cars or trucks);
- Automobile repair shop (where parts are sold);
- Automobile salvage yards; Bait and tackle store; Baker, retail;
- Banking institution;
- Barbershop (if merchandise of any kind is sold);
- Beauty shop (if merchandise of any kind is sold);
- Boat sales or repairs — marinas;
- Bookkeeping service (other than certified public accountant);
- Bowling alley;
- Bread truck (if bread and bakery products are sold and delivered);
- Buildings supply store; Business supply store; Butcher, retail;
- Carnival (per day);

Concrete or cement mixing, manufacturing or distributing plant;
Confectionery store; Contractors;
Dairy truck (if milk or other dairy products are sold and delivered);
Dance house; Delicatessen;
Doctor or dentist, no fee; Druggist, retail; Electronic supply
store; Excavating contractor; Exterminator;
Florist; Grocery, retail;
Hardware, retail; Hatchery;
Heavy equipment sales and service; Hospital;
Hotel;
Ice cream parlor;
Ice cream truck (if merchandise is sold and delivered);
Ice dealer;
Installment agency (an installment agency is defined to be any person who
conducts or carries on the business of selling goods, wares, merchandise on
weekly or monthly payments);
Insurance agency maintaining an office in the City;
Junk dealer;
Kennel;
Landscaping service; Laundromat;
Light industry;
Liquor store or tavern; Lumber dealer;
Lunch stand or counter; Manufacturer;
Massage establishment; Masseuse or massage therapist;
Medical marijuana cultivation facilities;
Medical marijuana dispensary facilities;
Medical marijuana-infused products manufacturing facilities;
Medical marijuana testing; Merchant, retail; Miniature golf
course;
Motel or motor hotel (where merchandise of any kind is sold);
Movers;
Moving picture show or drive in theater; Nursery stock, retail;
Oil station, retail; Optical, retail;
Peanut and popcorn stand;
Pigeon, squab, pheasant and rabbit farm; Poultry dealer;
Produce dealer;

Produce stand and/or truck (except farmers selling their own produce);
Radio and TV repair shop (if merchandise or parts are sold);
Radio and TV transmission, service or repair;
Real estate broker maintaining an office in the City;
Real estate agent maintaining an office in the City, who is not affiliated with a real estate broker maintaining an office in the City who shall have obtained a license under this Section;
Recreational facility or shop (where goods or services are sold);
Resort;
Restaurant and cafe; Secondhand store;
Septic tank sales/service/cleaning;
Shoe repair shop (if merchandise of any kind is sold);
Short-term rentals;
Skating rink; Soft drink stand;
Solid waste haulers: per applicant, per vehicle;
Tailor (if merchandise is sold); Tree services;
Tin or jewelry shop; Travel agency;
Truck or vehicle doing contract hauling; Wholesale house.

Section 2. Severability

The chapters, sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional or otherwise invalid by the valid judgment or degree of any Court of any competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of this ordinance since the same would have been enacted by the Board of Aldermen without the incorporation in this ordinance of any such unconstitutional or invalid phrase, clause, sentence, paragraph or section.

Section 3. Repeal of Ordinances not to affect liabilities, etc.

Whenever any part of this ordinance shall be repealed or modified, either expressly or by implication, by a subsequent ordinance, that part of the ordinance thus repealed or modified shall continue in force until the subsequent ordinance repealing or modifying the ordinance shall go into effect unless therein otherwise expressly provided; but no suit, prosecution, proceeding, right, fine or penalty instituted, created, given, secured or accrued under this ordinance previous to its repeal shall not be affected, released or discharged but may be prosecuted, enjoined and recovered as fully as if this ordinance or provisions had continued in force, unless it shall be therein otherwise expressly provided.

Section 4. That this Ordinance shall be in full force and effect from and after the date of passage and approval of the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that Ordinance No. 26.27 was duly passed on _____, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes: Nays: Abstentions: Absent:

This Ordinance is hereby transmitted to the Mayor for his signature.

Date

Tara Berreth, City Clerk

Approved as to form:

Cole Bradbury, City Attorney

I hereby approve Ordinance No. 26.27.

Michael Harmison, Mayor

Date

Tara Berreth, City Clerk

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

Agenda Item:

Motion to approve the purchase of a 3,000 gallon Jet Refuel Truck; Fiscal Year 2026 budgeted item not to exceed \$253,955.00.

Requested Action:

Motion to Approve

Ordinance Referenced for Action:

Board of Aldermen approval required for purchases over \$25,001 per Municipal Code Chapter 135; Article II: Purchasing, Procurement, Transfers, and Sales.

Deadline for Action:

Not Applicable

Budgeted Item:

Yes

Budget Line Information (if applicable):

Budget Line Item/Title: 45-00-774265 Vehicles

| | |
|---|---|
| FY2026 Budgeted Amount: | \$255,000 after previous budget amendment |
| FY2026 Expenditures to Date (03/13/2026): | (\$ 0.00) |
| FY2026 Available: | \$255,000 |
| FY2026 Requested Amount: | \$253,955 |

Department Comments and Recommendation:

Motion to approve purchase of a 3,000 gallon Jet Refueler. Two bids were received, the Westmor bid did not include their estimated freight charge of \$2,800, bringing their total price to \$252,350.00 with delivery expected 38-42 weeks after receipt of order. The Garsite bid of \$253,955.00 included freight and has an estimated delivery date of

4/30/2026. Airport recommends awarding the purchase to Garsite in the amount not to exceed \$253,955.00 in order to receive this unit as fast as possible.

City Attorney Comments:

Not Applicable

City Administrator Comments:

I concur with the department's recommendation.



February 17, 2026

Ty Dinsdale
City of Osage Beach
1000 City Parkway
Osage Beach, MO 65065

Reference: 3,000 Gallon Refueler
Quote #: 260107-76114a

Dear Ty;

Thank you for the opportunity to present this proposal and we look forward to working with you. Please review the attached information and contact us with any questions.

The Equipment

| Description | Qty | Unit Price | Extended Price |
|---|-----|------------|----------------|
| 3,000 Gallon Rear Module Jet Refueler on a Ford F-750 with a gas engine, an aluminum tank, one underwing nozzle/reel, two overwing nozzles/reels, and mechanical meter registers. | 1 | \$ 249,550 | \$ 249,550 |

Payment Terms: Domestic sales in excess of \$10,000 require a 25% down payment with the purchase order or payment for the chassis when received at Westmor, balance due upon completion of order (required to ship). Payment terms must be on the PO.

Taxes: Taxes are not included in this quotation. We are registered to collect sales tax in Minnesota, North and South Dakota, Iowa, Kansas, Missouri, Texas, Wisconsin, Illinois, and Indiana. Unless you provide an exemption form we will charge sales tax in the above states.

Warranty: Equipment is under warranty for 12 months starting either 1) when the product is ready to ship or 2) after optional on-site startup by Westmor, given start up occurs within six months after equipment is ready to ship.

Acceptance: The equipment will be manufactured and ready for delivery on a date that is mutually agreeable to both parties. Westmor will present the final invoice upon completion of equipment. Westmor may agree to hold the equipment beyond the agreed upon completion date subject to payment.

Delivery: Delivered 38-42 weeks after receipt of order.



Westmor Fluid Solutions, LLC

Shipping: All units are quoted exWorks Columbus, MN. Please let us know if you would like us to provide a freight quotation.

Validity of Offer: 30 calendar days from date of quotation.

Material Clause: The base price of raw materials, chassis, and parts is volatile and can change anytime. The seller reserves the right to pass to the buyer any additional surcharges or tariffs imposed after the quote date. The seller will communicate the price change in writing to the buyer.

Thank you again for this opportunity,

Pete Buffkin

Aviation Sales Manager

Westmor Industries

E-mail: pete.buffkin@westmor-ind.com

Phone: 816-863-6898

www.westmor-ind.com

Terms and conditions: <https://westmor-ind.com/WFSTerms/>

ESTIMATE

Garsite Progress, LLC
3 Sugar Creek Center Blvd
Sugar Land, TX 77478

sales@garsite.com
+1 (419) 436-6008
www.garsite.com



Bill to

Mr. Ty Dinsdale
City of Osage Beach
1000 City Parkway
Osage Beach, MO 65065 USA

Ship to

Mr. Ty Dinsdale
City of Osage Beach
1000 City Parkway
Osage Beach, MO 65065 USA

Shipping info

Ship via: Truck Freight

Estimate details

Estimate no.: 11518
Estimate date: 02/16/2026
Expiration date: 04/30/2026

| # | Date | Product or service | Description | Qty | Rate | Amount |
|----|------|--------------------|---|-----|--------------|--------------|
| 1. | | RF3KJ-300 | New 3,000 Gallon (11,350 Liter) Jet Refueler - New Ford F750 Chassis - Gasoline Engine - Automatic Transmission - Exhaust Modified Per NFPA 407 - Fire Suppression - Master Battery Disconnect Switch, Stack Light for Interlock System, LED Beacon Light - New 3,000 Gallon (11,350 Liter) 304 Stainless Steel Tank Built In Accordance With NFPA 407 and DOT 406 - Bi-Line for Fall Protection - New 300 GPM (1,135LPM) Dispensing System w/One Overwing Reel and One Underwing Reel - 1-1/4" x 50' Overwing Hose w/OPW 295SAJ-0200 Overwing Nozzle - 2" x 50' Underwing Hose w/Underwing Nozzle w/45-PSI HECV, 100-Mesh Strainer, Dust Cap and Swivel Inlet - Hot-Shift PTO Driven Gorman Rupp Pump - Latest Edition Filter Separator Vessel w/Air Eliminator, Pressure Relief, Automatic Water Defense and Spring-Loaded Drains - Latest Edition Cat C Elements | 1 | \$229,995.00 | \$229,995.00 |

Installed
 - PD Meter w/veeder Root Mechanical Register Head
 - Bottom Load System w/Primary and Secondary High-Level Shutoff
 - Scully Intellicheck3 System w/DuoCept Socket
 - Stainless Steel Sense and Drain Lines
 - Pump Pressure Gauge, Nozzle Pressure Gauge, Differential Pressure Gauge, Interlock System, Deadman System, Pressure Control System, Master Disconnect Switch, Emergency Shutoff Systems, Static Grounding Reel, (2) 20Lb Fire Extinguishers
 - Chassis to Be Factory White, Bare #4 Stainless Steel Tank, Steel Components Painted One Color, Customer and NFPA 407 Decal Package Applied

| | | | | | |
|-----|----------------------------|---|---|-------------|-------------|
| 2. | SingleWrap | Upgrade to a Single-Wrap Underwing Reel Mounted Directly Behind the Driver's Cabin | 1 | \$3,250.00 | \$3,250.00 |
| 3. | Electronic Register | Upgrade to a TCS3000 Electronic Register Head (Two Required if 2ndOverwing Option is Selected) | 2 | \$3,725.00 | \$7,450.00 |
| 4. | 2ndOverwing | Add Second Overwing Reel w/Dedicated Meter - Includes Interlocked Nozzle Holder, 50' Hose, Overwing Nozzle and Hose Reel Shutoff Valve | 1 | \$11,995.00 | \$11,995.00 |
| 5. | Ladder Storage | Add Fold Down Ladder Brackets | 1 | \$675.00 | \$675.00 |
| 6. | Defuel | Add Defuel Capability | 1 | \$3,495.00 | \$3,495.00 |
| 7. | ToolBox | Add Lockable and Weather-Proof Aluminum Storage Container | 1 | \$695.00 | \$695.00 |
| 8. | Freight | Freight | 1 | \$5,400.00 | \$5,400.00 |
| 9. | ScullySystem | (Remove) Scully System | 1 | -\$2,500.00 | -\$2,500.00 |
| 10. | DISCOUNT | Preferred Customer Discount | 1 | -\$6,500.00 | -\$6,500.00 |

Total

\$253,955.00

Note to customer

Terms: Net 30 with PO

Expiry date

04/30/2026

Estimated Lead Time: Units Currently in Stock - Subject to Prior Sale

Warranty:

- Expressed Manufacturer's Warranty on Chassis
- 2 Year Warranty on SS Product Tank
- 1 Year Warranty on Fueling System Components
- 1 Year Warranty on Workmanship
- 1 Year Warranty on Paint Finish

"Any shipping costs to Buyer's location shall be paid by Buyer, and in any event, all shipments shall be FOB, our facility from which the equipment is shipped."

Accepted date

Accepted by

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: March 19, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Jeff Fisher, Public Works Director

Agenda Item:

Motion to approve the purchase of a sewer pump from Municipal Equipment in an amount not to exceed \$110,602.88.

Requested Action:

Motion to Approve

Ordinance Referenced for Action:

Board of Aldermen approval required for purchases over \$25,001 per Municipal Code Chapter 135; Article II: Purchasing, Procurement, Transfers, and Sales.

Deadline for Action:

Not Applicable

Budgeted Item:

Yes

Budget Line Information (if applicable):

Budget Line Item/Title: 35-00-774252 Pumps and Panels

| | |
|---|--------------|
| FY2026 Budgeted Amount: | \$500,000 |
| FY2026 Expenditures to Date (03/13/2026): | (\$ 0.00) |
| FY2026 Available: | \$500,000 |
| FY2026 Requested Amount: | \$110,602.88 |

Department Comments and Recommendation:

In late November of 2025, due to operational issues and long lead times for these pumps for the Sands Lift Station, the Director gave direction to the Sewer Superintendent to order a new pump with the intent to place this on the agenda for approval by the BOA. The Director failed to get it on the agenda and the pump is now in hand.

The 2026 budget was increased for pumps and panels to allow for back-up pumps as discussed in the budget process last year. The approved budget does include the \$110,602.88 necessary to pay this invoice, resulting in a total of five pumps in hand, one back-up. It is worth noting as well that there was \$136,174 left in the 2025 budget that could have been utilized.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

City of Osage Beach
Agenda Item Summary

Date of Meeting: March 19, 2026
Originator: Tara Berreth, City Clerk
Presenter: Mikeal Bean, IT Manager

Agenda Item:

Motion to purchase networking equipment from Tech365 in the amount not exceed \$74,975.61.

Requested Action:

Motion to Approve

Ordinance Referenced for Action:

Board of Aldermen approval required for purchases over \$25,001 per Municipal Code Chapter 135; Article II: Purchasing, Procurement, Transfers, and Sales.

Deadline for Action:

Budgeted Item:

Budget Line Item/Title: 10-19-774267 Network Equipment

| | |
|---|-------------|
| FY2026 Budgeted Amount: | \$107,600 |
| FY2026 Expenditures to Date (03/10/2026): | (\$) |
| FY2026 Available: | \$107,600 |
| FY2026 Requested Amount: | \$74,947.61 |

Budget Line Information (if applicable):

Department Comments and Recommendation:

MotionTo approve the purchase of networking equipment from Tech365 in an amount not to exceed \$74,975.61. An Invitation for Bid was recently issued for our budget-approved project to replace all end-of-life Layer 2 and Layer 3 switches. The bid closed on March 6th at 2pm where we received a total of seven bids. Of those 7 bids, only four vendors submitted complete responses. Among the four qualified bids, Tech365 submitted the lowest proposal by more than \$12,000. Given that Tech365 is a newer company, I contacted five references and was able to speak directly with two, both of whom strongly recommended the company. I also reviewed the organization's Google and Facebook reviews, which were consistently positive. Based on the

competitive pricing and favorable references, I recommend approval.

City Attorney Comments:

City Administrator Comments:

I concur with the department's recommendation.

BID OPENING

IT Network Upgrade

03/06/2026 ✓

2:00 PM ✓

APB

The following bids were opened by Kegan Powers and witnessed by Angie Bouwens.

Bidder Name

Amount of Bid

| Bidder Name | Amount of Bid | |
|-----------------------------|---------------|------------|
| Hubers & Assoc | \$ 87,660.27 | - 3 copies |
| Tech 365 | \$ 74,975.61 | - 1 copy |
| Silver State Medical Supply | \$ 88,773.60 | - 1 copy |
| Blm Source Group | \$ 89,315.32 | - 1 copy |
| Bnum Tech | \$ 60,136.98 | - 1 copy |
| EIDIM Group | \$ 56,904.74 | - 1 copy |
| Marco | \$ 68,629.83 | - 1 copy |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |



February 25, 2026

PROPOSAL FOR
CITY OF OSAGE BEACH
TARA BERRETH

Prepared By:

Beth Coppedge
Technology Advisor
800-892-8548 ext. 1838
beth.coppedge@marconet.com

Quote Number: 219290



Managed Services



Copiers & Printers



Audio Visual



Business IT Services



IT - IT Network Upgrade RFP -- CITY OF OSAGE BEACH



Prepared by:
Marco - St. Cloud
 Beth Coppedge
 800-892-8548 ext. 1838
 beth.coppedge@marconet.com

Prepared for:
CITY OF OSAGE BEACH
 1000 CITY PKWY
 OSAGE BEACH, MO 65065-3058
 TARA BERRETH
 573.302.2000
 tberreth@osagebeach.org

Quote Information:
Quote #: 219290
 Version: 1
 Date Issued: 02/25/2026
 Expiration Date: 03/27/2026
 Special Pricing Program:
 PLEASE SELECT

Products

| Description | One-Time | Qty | Ext. One-Time |
|--|------------|-----|---------------|
| Catalyst 9200L 48-port PoE+ | | | |
| Catalyst 9200L 48-port PoE+, 4 x 10G, Network Essentials | \$3,732.60 | 5 | \$18,663.00 |
| CX LEVEL 1 8X7NCD Catalyst 9200L 48port PoE 4 x 10G Ne | \$2,552.55 | 5 | \$12,762.75 |
| C9200L Cisco DNA Essentials, 48-port Term license | | 5 | |
| CX LEVEL 1 SW SUB C9200L Cisco DNA Ess | \$204.75 | 5 | \$1,023.75 |
| C9200L Cisco DNA Essentials, 48-port, 3 Year Term license | \$921.45 | 5 | \$4,607.25 |
| C9200L Network Essentials, 48-port license | | 5 | |
| Network Plug-n-Play Connect for zero-touch device deployment | | 5 | |
| ECO friendly green option, no power cable will be shipped | | 5 | |
| Config 5 Power Supply Blank | | 5 | |
| RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | | 5 | |
| 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | | 5 | |
| 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | | 5 | |
| Cisco Catalyst 9200L Stack Module | \$1,045.73 | 5 | \$5,228.65 |
| Catalyst 9200 Stack Module | | 10 | |
| 50CM Type 4 Stacking Cable | | 5 | |
| Meraki MS130-24P | | | |



SCHEDULE A - SCHEDULE OF PRODUCTS TO PRODUCT AGREEMENT(S)

| | | | |
|--|------------|---|------------|
| Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch | \$1,712.21 | 3 | \$5,136.63 |
| Meraki AC Power Cord (US Plug) | | 3 | |
| Meraki MS130-24 Enterprise License and Support, 3 Year | \$241.33 | 3 | \$723.99 |
| Catalyst 9200L 24-port PoE+ | | | |
| Catalyst 9200L 24-port PoE+, 4 x 10G, Network Essentials | \$2,162.46 | 3 | \$6,487.38 |
| SNTC-24X7X4 Catalyst 9200L 24-port PoE+, 4 x 10G, Ne | \$1,698.06 | 3 | \$5,094.18 |
| C9200L Cisco DNA Essentials, 24-port Term license | | 3 | |
| C9200L Cisco DNA Essentials, 24-port, 3 Year Term license | \$501.96 | 3 | \$1,505.88 |
| C9200L Network Essentials, 24-port license | | 3 | |
| Network Plug-n-Play Connect for zero-touch device deployment | | 3 | |
| North America AC Type A Power Cable | | 3 | |
| Config 5 Power Supply Blank | | 3 | |
| Catalyst 9200 Blank Stack Module | | 6 | |
| RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | | 3 | |
| 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | | 3 | |
| 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | | 3 | |
| Meraki MS130R-8P | | | |
| Meraki MS130R-8P Cloud Mgd Ruggedized 8GE 240W PoE Switch | \$2,889.58 | 1 | \$2,889.58 |
| Meraki MS130-CMPT Enterprise License and Support, 3 Year | \$93.55 | 1 | \$93.55 |
| Modules | | | |
| 10GBASE-SR SFP Module, Enterprise-Class | \$388.18 | 6 | \$2,329.08 |
| 10GBASE-LR SFP Module, Enterprise-Class | \$1,042.08 | 2 | \$2,084.16 |

Subtotal: **\$68,629.83**



Quote Summary - One-Time Expenses

| Description | Amount |
|---------------------------|-------------|
| Products | \$68,629.83 |
| Total: \$68,629.83 | |

Payment Options

| Description | Payments | Interval | Amount |
|------------------|----------|----------|-------------|
| One-Time Payment | | | |
| One-Time Payment | 1 | One-Time | \$68,629.83 |

Summary of Selected Payment Options

| Description | Amount |
|------------------------------------|--------|
| One-Time Payment: One-Time Payment | |

| Description | Amount |
|-------------|--------|
| | |



Approval

- Client represents that it has reviewed and agrees to be legally bound by this Schedule of Products.
- Client represents that it has reviewed and agrees to be legally bound by the Relationship Agreement, any Product Agreement(s) referred to herein, and applicable policy(ies) ("Terms and Conditions") which are located at www.marconet.com/legal for the Products it is obtaining as identified in this Schedule of Products.
- If the parties have negotiated changes to the Terms and Conditions that have been reduced to writing and signed by both parties, the modified version(s) of such Terms and Conditions, that have not expired or been terminated, shall replace the online version(s).
- Client agrees to use electronic signatures, electronic communications, and electronic records to transact business under the above documents.
- The pricing above does not include taxes. Taxes, fees and surcharges shall be paid by Client and will be shown on invoices to Client.
- Payments made via credit card are subject to a 3% surcharge.
- A \$30 fee will be assessed for any returned payment.
- Price availability is subject to change without notice at any point during or after the quotation, ordering, and fulfillment process.

Marco Technologies, LLC

CITY OF OSAGE BEACH

Signature: _____
 Name: _____
 Title: _____
 Date: _____

Prepared for: TARA BERRETH _____
 Signature: _____
 Signed by: _____
 Title: _____
 Date: _____
 PO Number: _____
 Email Address: _____



Quotation

EIDIM Group, Inc. dba EIDIM AV Technology

Solicitation/Quote Title

City of Osage Beach - IT Network Upgrade

Company Address

1015 S. Placentia Avenue, Fullerton, CA 92831

Phone: (562) 777-1009

Email: estimate@eidim.com

Date 2-18-2026

Solicitation #

Business Type CA Micro Small Business

Quotation For

Tara Berreth

tberreth@osagebeach.org

City Clerk, 1000 City Parkway, Osage, Beach, MO 65065

Quotation valid until: 3-20-2026

Prepared by: Nick Tabutwale

Note:

4% credit card transaction fees extra, as applicable. Price Includes freight.

| FEIN | DUNS | UEI Number | CAGE | F.O.B. Point | GSA Schedule |
|------------|-----------|--------------|-------|--------------|--------------|
| 95-4837991 | 006617604 | RY5JGX8KWHV5 | 33EM0 | Destination | GS-03F-105AA |

| # | Manufacturer | Product Name | Description | Quantity | Unit Price | Amount |
|---------|--------------|--------------------|--|----------|-------------|--------------|
| 1.0 | Cisco | C9200L-48P-4X-E | Catalyst 9200L 48-port PoE+, 4 x 10G, Network Essentials | 5 | \$ 3,104.67 | \$ 15,523.35 |
| 1.0.1 | Cisco | CON-L1NCD-C9200L4X | CX LEVEL 1 8X7NCD Catalyst 9200L 48port PoE 4 x 10G Ne | 5 | \$ 2,126.70 | \$ 10,633.50 |
| 1.1 | Cisco | C9200L-DNA-E-48 | C9200L Cisco DNA Essentials, 48-port Term license | 5 | \$ - | \$ - |
| 1.1.0.1 | Cisco | CON-L1SWT-C92LE48 | CX LEVEL 1 SW SUB C9200L Cisco DNA Ess | 5 | \$ 170.59 | \$ 852.95 |
| 1.1.1 | Cisco | C9200L-DNA-E-48-3Y | C9200L Cisco DNA Essentials, 48-port, 3 Year Term license | 5 | \$ 750.38 | \$ 3,751.90 |
| 1.2 | Cisco | C9200L-NW-E-48 | C9200L Network Essentials, 48-port license | 5 | \$ - | \$ - |
| 1.3 | Cisco | NETWORK-PNP-LIC | Network Plug-n-Play Connect for zero-touch device deployment | 5 | \$ - | \$ - |
| 1.4 | Cisco | CAB-TA-NA | North America AC Type A Power Cable | 5 | \$ - | \$ - |
| 1.5 | Cisco | PWR-C5-BLANK | Config 5 Power Supply Blank | 5 | \$ - | \$ - |
| 1.6 | Cisco | C9K-ACC-RBFT | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | 5 | \$ - | \$ - |
| 1.7 | Cisco | C9K-ACC-SCR-4 | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | 5 | \$ - | \$ - |
| 1.8 | Cisco | CAB-GUIDE-1RU | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | 5 | \$ - | \$ - |
| 1.9 | Cisco | C9200L-STACK-KIT | Cisco Catalyst 9200L Stack Module | 5 | \$ 854.50 | \$ 4,272.50 |
| 1.10 | Cisco | C9200-STACK | Catalyst 9200 Stack Module | 10 | \$ - | \$ - |
| 1.11 | Cisco | STACK-T4-50CM | 50CM Type 4 Stacking Cable | 5 | \$ - | \$ - |
| 2.0 | Cisco | MS130-24P-HW | Meraki MS130-24P 24GE 370W PoE Switch (excludes power cord) | 3 | \$ 1,398.89 | \$ 4,196.67 |
| 3.0 | Cisco | LIC-MS130-24-3Y | Meraki MS130-24 Enterprise License and Support, 3 Year | 3 | \$ 188.28 | \$ 564.84 |
| 4.0 | Cisco | C9200L-24P-4X-E | Catalyst 9200L 24-port PoE+, 4 x 10G, Network Essentials | 3 | \$ 1,798.67 | \$ 5,396.01 |
| 4.0.1 | Cisco | CON-SNTP-C920024X | SNTC-24X7X4 Catalyst 9200L 24-port PoE+, 4 x 10G, Ne | 3 | \$ 1,414.77 | \$ 4,244.31 |
| 4.1 | Cisco | C9200L-DNA-E-24 | C9200L Cisco DNA Essentials, 24-port Term license | 3 | \$ - | \$ - |
| 4.1.1 | Cisco | C9200L-DNA-E-24-3Y | C9200L Cisco DNA Essentials, 24-port, 3 Year Term license | 3 | \$ 408.78 | \$ 1,226.34 |
| 4.2 | Cisco | C9200L-NW-E-24 | C9200L Network Essentials, 24-port license | 3 | \$ - | \$ - |
| 4.3 | Cisco | NETWORK-PNP-LIC | Network Plug-n-Play Connect for zero-touch device deployment | 3 | \$ - | \$ - |
| 4.4 | Cisco | CAB-TA-NA | North America AC Type A Power Cable | 3 | \$ - | \$ - |
| 4.5 | Cisco | PWR-C5-BLANK | Config 5 Power Supply Blank | 3 | \$ - | \$ - |
| 4.6 | Cisco | C9200-STACK-BLANK | Catalyst 9200 Blank Stack Module | 6 | \$ - | \$ - |
| 4.7 | Cisco | C9K-ACC-RBFT | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | 3 | \$ - | \$ - |
| 4.8 | Cisco | C9K-ACC-SCR-4 | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | 3 | \$ - | \$ - |
| 4.9 | Cisco | CAB-GUIDE-1RU | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | 3 | \$ - | \$ - |
| 5.0 | Cisco | MS130R-8P-HW | Meraki MS130R-8P Cloud Mgd Ruggedized 8GE 240W PoE Switch | 1 | \$ 2,334.72 | \$ 2,334.72 |
| 6.0 | Cisco | LIC-MS130-CMPT-1Y | Meraki MS130-CMPT Enterprise License and Support, 1 Year | 1 | \$ 32.60 | \$ 32.60 |
| 7.0 | Cisco | SFP-10G-SR-S= | 10GBASE-SR SFP Module, Enterprise-Class | 6 | \$ 320.94 | \$ 1,925.64 |
| 8.0 | Cisco | SFP-10G-LR-S= | 10GBASE-LR SFP Module, Enterprise-Class | 2 | \$ 864.15 | \$ 1,728.30 |
| 9 | | | Shipping | 1 | \$ 221.11 | \$ 221.11 |

Total \$ 56,904.74

If you have any questions concerning this quotation, please contact:

Tax Rate 8.23% \$ 4,683.26

Shipping

CC Fee 0% \$ -

Nick Tabutwale

Phone: (562) 777-1009 Ext.108; Email: nick.tabutwale@eidim.com

Thank you for your business!

| | | | |
|-----------------------|--|-----------|------------------|
| SubTotal | | \$ | 61,588.00 |
| | | | |
| Other | | | |
| TOTAL WITH TAX | | \$ | 61,588.00 |



Quote

Bluum USA, Inc.
 1771 Energy Park Drive
 Suite 100
 St Paul MN 55108
 www.bluumtech.com

#401377

02/19/2026

Bill To
 City of Osage Beach
 1000 City Parkway
 Osage Beach MO 65065

Ship To
 City of Osage Beach
 1000 City Parkway
 Osage Beach MO 65065

Memo:
 Cisco Quote

| Expires | Sales Rep | Contract | Terms |
|------------|-------------------|----------|-------|
| 03/21/2026 | 1551 Mike Johnson | | NEW |

| Qty | Item | MFG | Price | Ext. Price |
|-----|--|--------|------------|-------------|
| 5 | C9200L-48P-4X-E Cisco Catalyst 9200 C9200L-48P-4X Layer 3 Switch | Cisco | \$3,593.64 | \$17,968.20 |
| 5 | Integration Item CON-L1SWT-C92LE48 | Cisco | \$75.72 | \$378.60 |
| 5 | Integration Item C9200L-E48-3Y | Cisco | \$1,050.58 | \$5,252.90 |
| 5 | C9200L-STACK-KIT Cisco Catalyst 9200L Stack Module | Cisco | \$939.38 | \$4,696.90 |
| 3 | Integration Item MS130-24P-HW | Meraki | \$1,500.08 | \$4,500.24 |
| 3 | Integration Item MS130-24-3Y | Meraki | \$201.73 | \$605.19 |
| 3 | Integration Item C9200L-24P-4X-E | Cisco | \$2,097.51 | \$6,292.53 |
| 3 | Integration Item CON-SNTP-C920024X NW RNW SNTC 24X7 4HR CATALYST | Cisco | \$627.94 | \$1,883.82 |
| 3 | C9200L-DNA-E-24-3Y C9200L Cisco DNA Essentials, 24-port, 3 Year Term license | Cisco | \$468.58 | \$1,405.74 |
| 1 | Integration Item MS130-8P-HW | Meraki | \$688.69 | \$688.69 |
| 1 | Integration Item LIC-MS130-CMPT-3Y | Meraki | \$78.19 | \$78.19 |
| 6 | SFP-10G-SR-S 10GBASE-SR SFP MODULE, ENTERPRISE-CLASS | Cisco | \$360.47 | \$2,162.82 |
| 2 | Integration Item SFP-10G-LR-S | Cisco | \$288.31 | \$576.62 |



401377



Bluum USA, Inc.
 1771 Energy Park Drive
 Suite 100
 St Paul MN 55108
 www.bluumtech.com

Quote

#401377

02/19/2026

| Qty | Item | MFG | Price | Ext. Price |
|-----|---|-----|------------|------------|
| 6 | Integration Item Aruba S2P31A | HPE | \$284.72 | \$1,708.32 |
| 2 | Integration Item Aruba J9151E ARUBA 10G SFP+ LC LR 10KM SMF XCVR PL-I6 | HPE | \$1,540.58 | \$3,081.16 |
| 1 | Integration Item Aruba J9993A 8P 1G/10GBE SFP+ V3 ZL2 MOD PL=35 | HPE | \$5,676.77 | \$5,676.77 |

Please note that our tariff policy is outlined within our Terms and Conditions, which govern all sales and agreements. By proceeding with this order, you acknowledge and agree to the terms and conditions, including any applicable tariffs or fees that may apply.

| | |
|--------------------------|-------------|
| Subtotal | \$56,956.69 |
| Tax Total (5.73%) | \$3,180.29 |
| Shipping Cost | \$0.00 |
| Total | \$60,136.98 |

Thank you,

Mike Johnson

E: Mike.Johnson@bluum.com

bluum.com

To accept this quotation, sign here : _____

Printed Name/Title/Date : _____

Shipping and Billing Address listed on quote are accurate : []Yes []No

This document is subject to the terms and conditions found here: www.bluumtech.com/terms-conditions. For quotes over \$25,000 a Purchase Order is required, please reference this quote number on your PO. If purchasing via credit card a 2.5% surcharge fee will apply. For questions please contact your Bluum Account Representative.

Please inspect product upon delivery. All claims for defective merchandise or errors in shipping must be made within five days after receipt of goods. Returns require an authorization number and must be made within 30 days. A minimum 25% restocking fee may apply with the exception of out of box failures and replacements under warranty.



401377



bluum®

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- 1. Audio Visual
- 2. Devices
- 3. Device Accessories
- 4. Digital Signage
- 5. Esports
- 6. Furniture

- 7. Interactive
- 8. Projectors
- 9. Software
- 10. STEM
- 11. Security
- 12. Paging and Bells Systems

bluum.com

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Anchor Technologies
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AVer
AVerMedia
Balancebox
Boxlight
Cleartouch
Clevertouch
Comprehensive
Copernicus
Crestron
ELMO
EPSON
FrontRow
G2 Galaxy Next
Hovercam
Huddly
IPEVO
Jabra
Kramer
Legrand
LG
Liberty
Lumens
Merlyn Mind
Newline
Owl Labs
Panasonic
Peerless-AV
Promethean
Samsung
Screenbeam
Sharp
Shure
SMART
ViewSonic
Vivi

Devices

Acer
ASUS
HP
Kajeet
Lenovo
Toshiba/Dynabook
ViewSonic

Device Accessories

Anywhere Cart
Avid
Belkin
Bretford
Comprehensive
Gumdrop Cases
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Lockncharge
Logitech
MAXCases
Nutmase
ThinkWrite
TroX Carts

Digital Signage

Airtame
Boxlight
BrightSign
Carousel
Clevertouch
LG
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Reach Media Systems
Rise Vision
Screenbeam
Touch Pros
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Esports

Acer
ASUS
BrainCo
ByteSpeed
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Logitech
Samsung
Spectrum

Furniture

Luxor
Mein
MooreCo
Spectrum

Interactive

Active Floor
AVer
Boxlight
ClassVR
Cleartouch
Clevertouch
EPSON
Hovercam
LG
Lü Interactive
Newline
Optoma
Panasonic
Promethean
Samsung
Sharp
SMART
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Projectors

EPSON
Optoma
Panasonic
Sharp/NEC
Sony
ViewSonic

Software

Deledao
GoGuardian
Google for Education
Impero
Microsoft
Securly
STEM Fuse

STEM

BrainCo
ByteSpeed
ClassVR
Copernicus
MakerBot
MooreCo
SAM Labs
Spectrum
STEM Fuse
Terrapin: Bee-Bot, Blue-Bot
UBTECH
Wonder Workshop
VictoryXR

Security

Axis Communications
Evolv
Managed Methods
Milestone
Verkada

Paging and Bells Systems

AtlasIED
Audio Enhancement
FrontRow
G2

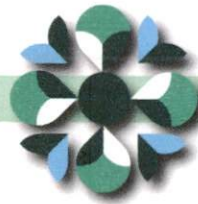
...and many more!



FEATURED PARTNERS!



A/V



Devices



INVITATION TO BID

ID: 497

IT NETWORK UPGRADE

March 6, 2026

Submitted By



Primary Point of Contact:

Jared Abramson, President

E: jared@bluesourcegroup.com |

O: (240) 252-6011

A: 5005 Tothill Drive

Olney, MD 20832

Business Size Standard: Small Business

CAGE: 76ZT6 |

DUNS: 031766708 |

UEI: PMXJV5BN17E9 |

STARS III Contract: 47QTCB22D0516

Submitted To



OSAGE BEACH
MISSOURI

Sealed bids will be accepted at the office of the **City Clerk, 1000 City Parkway, Osage Beach, MO 65065**, until Friday, March 6, 2026, at 2:00 p.m.

This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed in whole or in part for any purpose other than to evaluate this proposal. If, however, a contract is awarded to this offeror as a result of or in connection with the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. The data on every page is subject to this disclaimer.

BLUE SOURCE GROUP, INC

5005 TOTHILL DR, OLNEY, MD 20832

| Line# | MFG Part# | Vendor Name | Description | Price | Qty | ETD Price |
|-------|--------------------|---------------|---|------------|-------|-------------|
| 1 | C9200L-48P-4X-E++ | CISCO SYSTEMS | TAA C9200L 48p PoE+, 4 x 10G, Network Essentials | \$5,393.71 | 5 | \$26,968.55 |
| 2 | CON-L1NCD-C9200L4X | CISCO SYSTEMS | CX LEVEL 1 8X7NCD Catalyst 9200L 48port PoE 4 x 10G Ne | \$2,103.60 | 5 | \$10,517.99 |
| 3 | C9200L-DNA-E-48 | CISCO SYSTEMS | C9200L Cisco DNA Essentials, 48-port Term license | \$0.00 | 5 | \$0.00 |
| 4 | CON-L1SWT-C92LE48 | CISCO SYSTEMS | CX LEVEL 1 SW SUB C9200L Cisco DNA Ess | \$168.74 | 5 | \$843.70 |
| 5 | C9200L-DNA-E-48-3Y | CISCO SYSTEMS | C9200L Cisco DNA Essentials, 48-port, 3 Year Term license | \$737.00 | 5 | \$3,684.98 |
| 6 | C9200L-NW-E-48 | CISCO SYSTEMS | C9200L Network Essentials, 48-port license | \$0.00 | 5 | \$0.00 |
| 7 | NETWORK-PNP-LIC | CISCO SYSTEMS | Network Plug-n-Play Connect for zero-touch device deployment | \$0.00 | 5 | \$0.00 |
| 8 | CAB-TA-NA | CISCO SYSTEMS | North America AC Type A Power Cable | \$0.00 | 5 | \$0.00 |
| 9 | PWR-C5-BLANK | CISCO SYSTEMS | Config 5 Power Supply Blank | \$0.00 | 5 | \$0.00 |
| 10 | C9K-ACC-RBFT | CISCO SYSTEMS | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | \$0.00 | 5 | \$0.00 |
| 11 | C9K-ACC-SCR-4 | CISCO SYSTEMS | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | \$0.00 | 5 | \$0.00 |
| 12 | CAB-GUIDE-1RU | CISCO SYSTEMS | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | \$0.00 | 5 | \$0.00 |
| 13 | C9200L-STACK-KIT | CISCO SYSTEMS | Cisco Catalyst 9200L Stack Module | \$836.91 | 5 | \$4,184.54 |
| 14 | C9200-STACK | CISCO SYSTEMS | Catalyst 9200 Stack Module | \$0.00 | 10 | \$0.00 |
| 15 | STACK-T4-50CM | CISCO SYSTEMS | 50CM Type 4 Stacking Cable | \$0.00 | 5 | \$0.00 |
| 16 | MS130-24P-HW | CISCO SYSTEMS | Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch | \$1,362.04 | 3 | \$4,086.11 |
| 17 | LIC-MS130-24-3Y | CISCO SYSTEMS | Meraki MS130-24 Enterprise License and Support, 3 Year | \$184.04 | 3 | \$552.12 |
| 18 | C9200L-24P-4X-E++ | CISCO SYSTEMS | TAA C9200L 24p PoE+, 4 x 10G, Network Essentials | \$3,124.82 | 3 | \$9,374.45 |
| 19 | CON-SNTP-C920024X | CISCO SYSTEMS | SNTP-24X7X4 Catalyst 9200L 24-port PoE+, 4 x 10G, Ne | \$1,399.39 | 3 | \$4,198.18 |
| 20 | C9200L-DNA-E-24 | CISCO SYSTEMS | C9200L Cisco DNA Essentials, 24-port Term license | \$0.00 | 3 | \$0.00 |
| 21 | C9200L-DNA-E-24-3Y | CISCO SYSTEMS | C9200L Cisco DNA Essentials, 24-port, 3 Year Term license | \$401.49 | 3 | \$1,204.48 |
| 22 | C9200L-NW-E-24 | CISCO SYSTEMS | C9200L Network Essentials, 24-port license | \$0.00 | 3 | \$0.00 |
| 23 | NETWORK-PNP-LIC | CISCO SYSTEMS | Network Plug-n-Play Connect for zero-touch device deployment | \$0.00 | 3 | \$0.00 |
| 24 | CAB-TA-NA | CISCO SYSTEMS | North America AC Type A Power Cable | \$0.00 | 3 | \$0.00 |
| 25 | PWR-C5-BLANK | CISCO SYSTEMS | Config 5 Power Supply Blank | \$0.00 | 3 | \$0.00 |
| 26 | C9200-STACK-BLANK | CISCO SYSTEMS | Catalyst 9200 Blank Stack Module | \$0.00 | 6 | \$0.00 |
| 27 | C9K-ACC-RBFT | CISCO SYSTEMS | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx | \$0.00 | 3 | \$0.00 |
| 28 | C9K-ACC-SCR-4 | CISCO SYSTEMS | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 | \$0.00 | 3 | \$0.00 |
| 29 | CAB-GUIDE-1RU | CISCO SYSTEMS | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 | \$0.00 | 3 | \$0.00 |
| 30 | MS130-8P-HW | CISCO SYSTEMS | Meraki MS130-8P Cloud Managed 8GE 120W PoE Switch | \$625.31 | 1 | \$625.31 |
| 31 | LIC-MS130-CMPT-3Y | CISCO SYSTEMS | Meraki MS130-CMPT Enterprise License and Support, 3 Year | \$71.33 | 1 | \$71.33 |
| 32 | SFP-10G-SR-S= | CISCO SYSTEMS | 10GBASE-SR SFP Module, Enterprise-Class | \$310.16 | 6 | \$1,860.96 |
| 33 | SFP-10G-LR-S= | CISCO SYSTEMS | 10GBASE-LR SFP Module, Enterprise-Class | \$832.87 | 2 | \$1,665.75 |
| 34 | S2P31A | HPE | HPE ANW 10G LR SFP+ LC 10KM SMF C-XCVR | \$1,879.96 | 6 | \$11,279.74 |
| 35 | J9151E | HPE | HPE Aruba Networking 10G SFP+ LC LR 10km SMF Transceiver - J9151E - Type: S | \$1,441.93 | 2 | \$2,883.86 |
| 36 | J9993A | HPE | NR ARUBA 8PT 1G 10GBE SFP+ V3ZL2 MOD | \$5,313.30 | 1 | \$5,313.30 |
| | | | | | TOTAL | \$89,315.32 |

SILVER STATE MEDICAL SUPPLY LLC DBA TC MEDICORE

2550 S Jones Blvd
Las Vegas, Nevada 89146
(702) 363-3344
dylan@tcmedicore.com



March 6, 2026

City of Osage Beach
Attn: City Clerk
1000 City Parkway
Osage Beach, MO 65065

RE: Sealed Bid Submission – IT Network Upgrade

Dear City Clerk,

Silver State Medical Supply LLC DBA TC MEDICORE respectfully submits this sealed proposal in response to the City of Osage Beach Invitation to Bid for the IT Network Upgrade project.

TC MEDICORE is pleased to provide the requested networking equipment as specified in the bid documents. Our proposal includes Cisco Catalyst switching infrastructure, Cisco Meraki cloud-managed switches and licensing, as well as HPE Aruba networking components and optical modules required to meet the technical requirements outlined in the bid specifications.

Total Bid Price:

\$88,773.60

This proposal is submitted with the understanding that the procurement is for the supply of networking equipment as described in the bid specifications. All products will be new, manufacturer-authorized equipment and delivered in accordance with manufacturer standards.

Estimated delivery timelines are consistent with current manufacturer availability and distribution lead times. TC MEDICORE will coordinate directly with the City upon award to ensure timely fulfillment of the equipment requirements. The lead time is 30 days ARO. Lead times can improve depending on current stock availability at time of order placed.

We appreciate the opportunity to submit this proposal and look forward to supporting the City of Osage Beach with this network infrastructure upgrade. Should you have any questions regarding this bid submission, please feel free to contact our office.

Sincerely,

Dylan Han

TC MEDICORE

2550 S Jones Blvd, Las Vegas, NV 89146 | *We're Happy, You're Happy*

BID PRICING SHEET

IT NETWORK UPGRADE

Submitted To:

City of Osage Beach
 1000 City Parkway
 Osage Beach, MO 65065

Bidder:

SILVER STATE MEDICAL SUPPLY LLC DBA TC MEDICORE

Bid Due Date:

March 6, 2026 – 2:00 PM

| Manufacturer | Part Number | Description | Qty | Unit Price | Extended |
|--------------|--------------------|--|-----|------------|-----------|
| Cisco | C9200L-48P-4X-E | Catalyst 9200L 48-Port PoE+, 4x10G Network Essentials Switch | 5 | 3,418.75 | 17,093.76 |
| Cisco | CON-L1NCD-C9200L4X | CX Level 1 8x7 NCD Support – Catalyst 9200L 48-Port | 5 | 1,178.20 | 5,891.00 |
| Cisco | CON-L1SWT-C92LE48 | CX Level 1 Software Subscription – Cisco DNA Essentials | 5 | 425.68 | 2,128.42 |
| Cisco | C9200L-DNA-E-48-3Y | Cisco DNA Essentials 48-Port 3-Year Term License | 5 | 1,095.68 | 5,478.41 |
| Cisco | C9200L-STACK-KIT | Cisco Catalyst 9200L Stack Module Kit | 5 | 1,198.47 | 5,992.34 |
| Cisco | C9200L-24P-4X-E | Catalyst 9200L 24-Port PoE+, 4x10G Network Essentials Switch | 3 | 2,739.73 | 8,219.20 |
| Cisco | CON-SNTP-C920024X | SNTP 24x7x4 Support – Catalyst 9200L 24-Port | 3 | 1,113.01 | 3,339.04 |
| Cisco | C9200L-DNA-E-24-3Y | Cisco DNA Essentials 24-Port 3-Year Term License | 3 | 812.37 | 2,437.12 |
| Cisco Meraki | MS130-24P-HW | Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch | 3 | 1,787.46 | 5,362.39 |
| Cisco Meraki | LIC-MS130-24-3Y | Meraki MS130-24 Enterprise License and Support – 3 Year | 3 | 597.9 | 1,793.70 |
| Cisco Meraki | MS130-8P-HW | Meraki MS130-8P Cloud Managed 8GE 120W PoE Switch | 1 | 1,309.67 | 1,309.67 |
| Cisco Meraki | LIC-MS130-CMPT-3Y | Meraki MS130 Compact Enterprise License – 3 Year | 1 | 749.42 | 749.42 |
| Cisco | SFP-10G-SR-S | 10GBASE-SR SFP+ Module, Enterprise Class | 6 | 660.98 | 3,965.90 |
| Cisco | SFP-10G-LR-S | 10GBASE-LR SFP+ Module, Enterprise Class | 2 | 1,505.24 | 3,010.48 |
| HPE Aruba | S2P31A | Aruba 10Gb SFP+ LR Transceiver | 6 | 2,111.29 | 12,667.74 |
| HPE Aruba | J9151E | Aruba 10Gb SFP+ LC LR Transceiver | 2 | 1,851.78 | 3,703.56 |
| HPE Aruba | J9993A | Aruba 8-Port 10GbE SFP+ v3 zl2 Module | 1 | 5,631.45 | 5,631.45 |

Total | 88,773.60



TC MEDICORE

TC Medicore || Capability Statement

Company Overview

TC Medicore is a fast-growing, solutions-driven supplier of medical, laboratory, emergency medicine, fire, first aid, safety, technology, and operational equipment. We support a broad spectrum of departments and organizations, including state and local agencies, clinical and healthcare networks, and federal government operations. Our reach is wide, our capabilities are deep, and our performance is consistent.

We partner directly with major national and global manufacturers, giving our clients dependable supply continuity, competitive pricing, and access to high-performance, mission-ready products. From outfitting clinical facilities and supporting first responders to equipping correctional environments, industrial sites, schools, and federal programs, TC Medicore keeps teams fully supplied, fully equipped, and fully mission-ready without excuses.

Core Capabilities

Medical Supplies & Equipment

- Reusable and single-use medical supplies
- Medical devices and capital equipment
- Surgical instruments
- Respiratory and oxygen delivery systems
- Imaging equipment and accessories
- Dental supplies
- Rehabilitation and recovery equipment
- Braces, supports, and mobility aids
- Patient-care equipment and mattresses

Emergency Medicine & First Aid

- Trauma-response and acute-care supplies
- Professional first aid kits and rapid-response packs
- Bleeding-control kits, tourniquets, and wound-management tools
- Oxygen systems, airway tools, and stabilization gear
- Field-medicine equipment
- Emergency medications and treatment supplies (as applicable)

Fire & Emergency Response

- Fire suppression tools and fireground equipment
- Structural, wildland, and technical-rescue PPE

TC MEDICORE

2550 S Jones Blvd, Las Vegas, NV 89146 | *We're Happy, You're Happy*

- Thermal imaging units, hoses, nozzles, and fittings
- Rescue gear, extrication tools, and operational equipment
- EMS and first aid supplies for fire departments
- AEDs, trauma gear, and mass-casualty equipment

Laboratory Solutions & Education

- Laboratory consumables, reagents, and diagnostic supplies
- Testing instruments and equipment
- Specimen collection and transport systems
- Simulation, research, and training equipment
- Medical and rescue manikins
- Scenario-based instructional tools

Correctional & Government Supply

- Correctional facility equipment and supplies
- Security, safety, and operations support gear
- Uniforms, Restraints, and facility-ready products
- Gas Masks, Ballistic Helmets, Chest Rigs
- Carriers, Cummerbunds, Chemical hoods
- Respirators, Launchers, Eye protection
- Lasers, Shields, Barriers, Batteries
- Computers, Monitors, Audio Visual
- Laptops, Apple Products, Chromebooks
- Partners with Dell, HP, Lenovo, Apple, Avon Protection, 3M, ESS
- Pelican, Peltor, Msa safety, Blue guns
- Hazmat Equipment and Supplies
- Training Equipment, Gym Equipment
- Forklifts, Golf carts, Ram, Dodge, Kia
- Fiber Optics, Portable Life Support Systems
- First aid Kits, Combat Medical Supplies, 782 Gear
- And Many More

Commercial, Industrial & Facility Support

- Office supplies and administrative equipment
- Plumbing materials and facility maintenance tools
- Workplace PPE
- Tools and hardware for industrial operations
- Classroom and educational supplies

Aviation & Industrial Aviation Support

- Aviation medical kits and onboard emergency equipment
- Aircraft first aid, trauma, and oxygen systems

TC MEDICORE

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- Safety and survival equipment for flight crews and aviation ground personnel
- Ground-support safety gear and PPE
- Industrial aviation maintenance support supplies
- Hangar safety, spill response, and fire-prevention equipment
- Training, simulation, and emergency-preparedness tools for flight and ground crews

Athletics, Fitness & Sports

- Athletic training and injury-prevention supplies
- Gym and performance equipment
- Sports equipment and facility support products

Technology Partnerships & Distribution Network

- Authorized Dell Technologies Partner
- Enterprise servers, storage, and networking infrastructure
- End user computing solutions including laptops and desktops
- Workstations, monitors, and peripheral equipment
- Secure IT hardware for government and institutional environments
- Cloud and data center hardware solutions
- Verified manufacturer supply chain and product authenticity
- Scalable volume fulfillment and national distribution capability
- Competitive procurement solutions for federal, state, and local agencies

Through these partnerships, TC Medicare delivers secure, scalable, and mission ready technology solutions to federal, state, local, healthcare, and institutional customers.

Why Partner With TC Medicare

Wide Operational Reach

We serve state agencies, local municipalities, clinical healthcare networks, and federal departments offering solutions tailored to each operational environment.

Strong Growth & Manufacturer Partnerships

A rapidly expanding distributor backed by top manufacturers, providing broad product access and reliable inventory.

Multi-Category Strength

One partner capable of supporting medical, fire, EMS, first aid, laboratory, industrial, correctional, educational, and government sectors.

Fast, Controlled Fulfillment

Reliable logistics and responsive support for organizations that cannot afford interruptions.

TC MEDICORE

2550 S Jones Blvd, Las Vegas, NV 89146 | *We're Happy, You're Happy*

Competitive Pricing & Contract Proficiency

Procurement solutions structured for government, healthcare, and institutional buyers.

Quality Without Compromise

All products sourced from reputable, verified manufacturers and aligned with industry standards.

Mission-Driven Execution

We serve the professionals who heal, protect, rescue, teach, and strengthen our communities and we equip them to perform with confidence.

TC MEDICORE

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INVITATION TO BID

The City of Osage Beach /IT Department is soliciting sealed proposals for the purchase of Networking Equipment. Sealed bids will be accepted at the office of the City Clerk, 1000 City Parkway, Osage Beach, MO 65065, until Friday, March 6, 2026, at 2:00 p.m. Please indicate on the outside of the envelope the following: **SEALED BID: IT NETWORK UPGRADE**

SPECIFICATIONS:

The bid must include networking equipment and licensing to replace end-of-life technology. Required items are as follows:

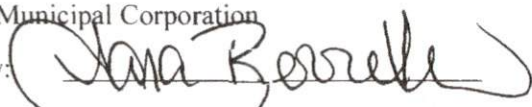
- Catalyst 9200L 48-port PoE+, 4 x 10G, Network Essentials – *C9200L-48P-4X-E* – Qty: 5
- CX Level 1 8X7NCD Catalyst 9200L 48-port PoE 4x10G Ne – *CON-L1NCD-C9200L4* –Qty: 5
- CX Level 1 SW SUB C9200L Cisco DNA Essentials – *CON-L1SWT-C92LE48* –Qty: 5
- Cisco DNA Essentials, 48-port, 3-Year Term License – *C9200L-DNA-E-48-3Y* –Qty: 5
- Cisco Catalyst 9200L Stack Module – *C9200L-STACK-KIT* –Qty: 5
- Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch – *MS130-24P-HW* –Qty: 3
- Meraki MS130-24 Enterprise License & Support, 3-Year – *LIC-MS130-24-3Y* –Qty: 3
- Catalyst 9200L 24-port PoE+, 4 x 10G, Network Essentials – *C9200L-24P-4X-E* –Qty: 3
- SNTC-24X7X4 Catalyst 9200L 24-port PoE+, 4 x 10G Ne – *CON-SNTP-C920024X* –Qty: 3
- Cisco DNA Essentials, 24-port, 3-Year Term License – *C9200L-DNA-E-24-3Y* –Qty: 3
- Meraki MS130-8P Cloud Managed 8GE 120W PoE Switch – *MS130-8P-HW* –Qty: 1
- Meraki MS130-CMPT Enterprise License & Support, 3-Year – *LIC-MS130-CMPT-3Y* –Qty: 1
- 10GBASE-SR SFP Module, Enterprise-Class – *SFP-10G-SR-S=* – Qty: 6
- 10GBASE-LR SFP Module, Enterprise-Class – *SFP-10G-LR-S=* – Qty: 2
- HPE Aruba – SFP+ Transceiver Module – 10GbE – *S2P31A* – Qty: 6
- HPE Networking Instant On – SFP+ Transceiver Module – 10GbE – *J9151E* – Qty: 2
- NR ARUBA 8PT 1G 10GBE SFP+ V3 ZL2 MOD - J9993A - Qty: 1

The OWNER reserves the right to award the bid to the lowest, most responsive, responsible bidder and which is most advantageous to the City of Osage Beach. The OWNER reserves the right to reject any or all Bids and to waive any informalities or irregularities therein. All Bidders must agree that such rejection shall be without liability on the part of OWNER for any damage or claim brought by any Bidder because of such rejections, nor shall the Bidder seek any recourse of any kind against OWNER because of such rejections. The filing of any Bid in response to this invitation shall constitute an agreement of the Bidder to these conditions.

City of Osage Beach

A Municipal Corporation

By:



Tara Berreth, City Clerk



A Princeton IT Services Company

PRINCETON IT SERVICES

500 Alexander Park, #301,
Princeton, NJ 08540
Phone: 212-507-9351

Quotation

Number: 5988
Ext. Reference: 83605262

Date: 03/03/2026

Quote prepared for: Mikeal Bean

Bill To:
Mikeal Bean
City of Osage Beach
1000 City Parkway MO
Osage Beach, MO 65065
Phone: (573)302-2000
Email: mbean@osagebeach.org

Ship To:
Mikeal Bean
City of Osage Beach
1000 City Parkway MO
Osage Beach, MO 65065

| Item # | Mfr. Part | Description | Price | Qty. | Extended |
|--------|--------------------|--|-------------|------|--------------|
| *1 | C9200L-48P-4X-E | Catalyst 9200L 48-port PoE+, 4 x 10G, Network Essentials Mfr: Cisco Systems, Inc UNSPSC: 43222612 | \$ 3,186.01 | 5 | \$ 15,930.05 |
| *2 | CON-L1NCD-C9200L4X | CX LEVEL 1 8X7NCD Catalyst 9200L 48port PoE 4 x 10G Ne Mfr: Cisco Systems, Inc UNSPSC: 81111812 | \$ 2,165.41 | 5 | \$ 10,827.05 |
| *3 | CON-L1SWT-C92LE48 | CX LEVEL 1 SW SUB C9200L CISCO DNA ESS Mfr: Cisco Systems, Inc UNSPSC: 81111805 | \$ 173.70 | 5 | \$ 868.50 |
| *4 | C9200L-DNA-E-48-3Y | C9200L Cisco DNA Essentials, 48-port, 3 Year Term license Mfr: Cisco Systems, Inc UNSPSC: 43231512 | \$ 765.77 | 5 | \$ 3,828.85 |
| *5 | C9200L-STACK-KIT | Cisco Catalyst 9200L Stack Module Mfr: Cisco Systems, Inc UNSPSC: 43211612 | \$ 872.81 | 5 | \$ 4,364.05 |
| *6 | MS130-24P | Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch Mfr: Cisco Systems, Inc UNSPSC: 43222612 | \$ 1,431.58 | 3 | \$ 4,294.74 |
| *7 | LIC-MS130-24-3Y | Meraki MS130-24 Enterprise License and Support, 3 Year Mfr: Cisco Systems, Inc UNSPSC: 81111805 | \$ 192.44 | 3 | \$ 577.32 |
| *8 | C9200L-24P-4X-E | Catalyst 9200L 24-port PoE+, 4 x 10G, Network Essentials Mfr: Cisco Systems, Inc UNSPSC: 43222612 | \$ 1,845.79 | 3 | \$ 5,537.37 |
| *9 | CON-SNTP-C920024X | SNTP-24X7X4 Catalyst 9200L Mfr: Cisco Systems, Inc UNSPSC: 81111805 | \$ 1,440.51 | 3 | \$ 4,321.53 |
| *10 | C9200L-DNA-E-24-3Y | C9200L Cisco DNA Essentials, 24-port, 3 Year Term license Mfr: Cisco Systems, Inc UNSPSC: 43231512 | \$ 417.17 | 3 | \$ 1,251.51 |
| *11 | MS130-8P | Meraki MS130-8P Cloud Managed 8GE 120W PoE Switch Mfr: Cisco Systems, Inc UNSPSC: 43222612 | \$ 657.24 | 1 | \$ 657.24 |
| *12 | LIC-MS130-CMPT-3Y | Meraki MS130-CMPT Enterprise License and Support, 3 Year Mfr: Cisco Systems, Inc UNSPSC: 43231512 | \$ 74.59 | 1 | \$ 74.59 |
| *13 | SFP-10G-SR-S= | 10GBASE-SR SFP Module, Enterprise-Class Mfr: Cisco Systems, Inc UNSPSC: 43201404 | \$ 329.21 | 6 | \$ 1,975.26 |
| *14 | SFP-10G-LR-S= | 10GBASE-LR SFP Module, Enterprise-Class Mfr: Cisco Systems, Inc UNSPSC: 43201404 | \$ 887.18 | 2 | \$ 1,774.36 |
| *15 | S2P31A | HPE Networking 10G LR SFP+ LC 10km SMF C-Class Transceiver - For Data Networking, Optical Network - 1 x LC 10GBase-LR Network - Optical Fiber - Single-mode - 10 Gigabit Ethernet - 10GBase-LR10 km Maximum Distance - Plug-in Module - 1 Mfr: HEWLETT PACKARD ENTERPRISE UNSPSC: 43201404 | \$ 1,807.13 | 6 | \$ 10,842.78 |



A Princeton IT Services Company

PRINCETON IT SERVICES

500 Alexander Park, #301,
Princeton, NJ 08540
Phone: 212-507-9351

Quotation

Number: 5988
Ext. Reference: 83605262

Date: 03/03/2026

Quote prepared for: **Mikeal Bean**

| Item # | Mfr. Part | Description | Price | Qty. | Extended |
|------------|-----------|--|-------------|------------------|---------------------|
| *16 | J9151E | HPE 10G SFP+ LC LR 10km SMF Transceiver - For Data Networking, Optical Network - 1 x LC 10GBase-LR Network - Optical Fiber - Single-mode - 10 Gigabit Ethernet - 10GBase-LR10 km Maximum Distance Mfr: HEWLETT PACKARD ENTERPRISE UNSPSC: 43201404 | \$ 1,371.47 | 2 | \$ 2,742.94 |
| *17 | J9993A | HPE 8 Ports 1G/10GbE SFP+ MACsec v3 z12 - For Data Networking, Optical NetworkOptical FiberGigabit Ethernet, 10 Gigabit Ethernet - 10GBase-X - 10 Gbit/s - 8 x Expansion Slots - SFP+ - 1 Mfr: HEWLETT PACKARD ENTERPRISE UNSPSC: 43201404 | \$ 5,107.47 | 1 | \$ 5,107.47 |
| 17 item(s) | | | | | |
| | | | | Sub-Total | \$ 74,975.61 |
| | | | | Tax @ 0% | \$ 0.00 |
| | | | | Freight | \$ 0.00 |
| | | | | Total | \$ 74,975.61 |

(*) Tax exempted Part(s)

Recommended Products & Accessories

| Item # | Mfr. Part | Description | Price | Qty. | Extended |
|--------|-------------------|---|---------|------|----------|
| 1 | C9200L-DNA-E-48 | C9200L Cisco DNA Essentials, 48-port Term license Mfr: | \$ 0.00 | 5 | \$ 0.00 |
| 2 | C9200L-NW-E-48 | C9200L Network Essentials, 48-port license Mfr: | \$ 0.00 | 5 | \$ 0.00 |
| 3 | NETWORK-PNP-LIC | Network Plug-n-Play Connect for zero-touch device deployment Mfr: Cisco Systems, Inc UNSPSC: 43231512 | \$ 0.00 | 5 | \$ 0.00 |
| 4 | CAB-TA-NA | North America AC Type A Power Cable Mfr: Cisco Systems, Inc UNSPSC: 26121609 | \$ 0.00 | 5 | \$ 0.00 |
| 5 | PWR-C5-BLANK | Config 5 Power Supply Blank Mfr: Cisco Systems, Inc UNSPSC: 31162308 | \$ 0.00 | 5 | \$ 0.00 |
| 6 | C9K-ACC-RBFT | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx Mfr: Cisco Systems, Inc UNSPSC: 43201553 | \$ 0.00 | 5 | \$ 0.00 |
| 7 | C9K-ACC-SCR-4 | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 Mfr: Cisco Systems, Inc UNSPSC: 43201553 | \$ 0.00 | 5 | \$ 0.00 |
| 8 | CAB-GUIDE-1RU | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 Mfr: Cisco Systems, Inc UNSPSC: 24102001 | \$ 0.00 | 5 | \$ 0.00 |
| 9 | C9200-STACK | Catalyst 9200 Stack Module Mfr: Cisco Systems, Inc UNSPSC: 43201553 | \$ 0.00 | 10 | \$ 0.00 |
| 10 | STACK-T4-50CM | 50CM Type 4 Stacking Cable Mfr: Cisco Systems, Inc UNSPSC: 26121609 | \$ 0.00 | 5 | \$ 0.00 |
| 11 | MA-PWR-CORD-US-FR | Meraki AC Power Cord (US Plug) Mfr: Cisco Systems, Inc UNSPSC: 26121636 | \$ 0.00 | 3 | \$ 0.00 |
| 12 | C9200L-DNA-E-24 | C9200L Cisco DNA Essentials, 24-port Term license Mfr: | \$ 0.00 | 3 | \$ 0.00 |
| 13 | C9200L-NW-E-24 | C9200L Network Essentials, 24-port license Mfr: | \$ 0.00 | 3 | \$ 0.00 |



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500 Alexander Park, #301,
Princeton, NJ 08540
Phone: 212-507-9351

Quotation

Number: **5988**
Ext. Reference: **83605262**

Date: **03/03/2026**

Quote prepared for: **Mikeal Bean**

| Item # | Mfr. Part | Description | Price | Qty. | Extended |
|--------|-------------------|---|---------|------|----------|
| 14 | NETWORK-PNP-LIC | Network Plug-n-Play Connect for zero-touch device deployment Mfr: Cisco Systems, Inc UNSPSC: 43231512 | \$ 0.00 | 3 | \$ 0.00 |
| 15 | CAB-TA-NA | North America AC Type A Power Cable Mfr: Cisco Systems, Inc UNSPSC: 26121609 | \$ 0.00 | 3 | \$ 0.00 |
| 16 | PWR-C5-BLANK | Config 5 Power Supply Blank Mfr: Cisco Systems, Inc UNSPSC: 31162308 | \$ 0.00 | 3 | \$ 0.00 |
| 17 | C9200-STACK-BLANK | Catalyst 9200 Blank Stack Module Mfr: Cisco Systems, Inc UNSPSC: 31162308 | \$ 0.00 | 6 | \$ 0.00 |
| 18 | C9K-ACC-RBFT | RUBBER FEET FOR TABLE TOP SETUP 9200 and 93xx Mfr: Cisco Systems, Inc UNSPSC: 43201553 | \$ 0.00 | 3 | \$ 0.00 |
| 19 | C9K-ACC-SCR-4 | 12-24 and 10-32 SCREWS FOR RACK INSTALLATION, QTY 4 Mfr: Cisco Systems, Inc UNSPSC: 43201553 | \$ 0.00 | 3 | \$ 0.00 |
| 20 | CAB-GUIDE-1RU | 1RU CABLE MANAGEMENT GUIDES 9200 and 9300 Mfr: Cisco Systems, Inc UNSPSC: 24102001 | \$ 0.00 | 3 | \$ 0.00 |
| 21 | MA-PWR-CORD-US-FR | Meraki AC Power Cord (US Plug) Mfr: Cisco Systems, Inc UNSPSC: 26121636 | \$ 0.00 | 1 | \$ 0.00 |

Customer Comments

Quote Prepared By:
Princeton IT Services Inc
Rohini Bonum
rohini.bonum@princetonits.com

Quote Valid Until: 04/02/2026

Payment Details

Pay by: Company PO
Payment Term: 30 days

Other Details

Terms and Conditions
Remit to Address -
Princeton IT Services, Inc
2 Walnut Ct
Princeton Junction, NJ 08550

Shipping and Delivery Details

Shipping via: FEDEX Ground

Prepared by: **Ravi Karamsetty**

Email: ravi@princetonits.com

Phone: **212-507-9351**

Executive Overview

Tara Berreth
City Clerk
City of Osage Beach
1000 City Parkway
Osage Beach, MO 65065

Re: SEALED BID – IT NETWORK UPGRADE

Dear Ms. Berreth:

On behalf of Huber & Associates, Inc., we are pleased to submit our sealed bid in response to the City of Osage Beach Invitation to Bid for the IT Network Upgrade.

We appreciate the opportunity to support the City's initiative to replace end-of-life networking technology with modern, secure, and scalable infrastructure. Our proposal includes the specified Cisco Catalyst, Cisco DNA, Meraki, Aruba, and associated transceiver components, along with the required licensing and support services, in strict accordance with the published specifications.

This upgrade will provide the City with:

- Improved network reliability and performance through enterprise-class switching platforms
- Enhanced security and visibility via Cisco DNA and Meraki cloud-managed solutions
- Scalability to support future growth and expanding bandwidth demands
- Manufacturer-backed support and warranty coverage to ensure long-term operational continuity

All equipment included in our bid is new, manufacturer-authorized, and fully compliant with the quantities and model numbers outlined in the bid documents. Licensing terms and support coverage align with the required three-year terms and service levels specified.

We understand that the City reserves the right to award the bid to the lowest, most responsive, and responsible bidder and that submission of this bid constitutes agreement with the conditions outlined in the Invitation to Bid. We respectfully submit our proposal for your consideration and stand ready to provide any additional documentation or clarification requested.

Thank you for the opportunity to partner with the City of Osage Beach on this important infrastructure improvement project.

Sincerely,



Kayla Wilbers

Consultant

kwilbers@teamhuber.com



Huber & Associates, Inc.

1400 Creek Trail Drive
 Jefferson City, MO 65109
 Phone: 573-634-5000
 Fax: 573-634-5500
www.teamhuber.com



2026 Network Upgrades

| Prepared For | | Quote Information | |
|------------------------|---|-------------------------|------------------------|
| Name: | Mikeal Bean | Quote #: | BE-35677R9 |
| Company: | City of Osage Beach | Date: | 02/01/2026 |
| Address: | 1000 City Parkway Osage Beach, MO 65065 United States | Date Expires: | 03/10/2026 |
| Phone # /Fax #: | (573) 302-2000 / (573) 348-3277 | Account Manager: | Kayla Wilbers |
| Email | mbean@osagebeach.org | Email: | kwilbers@teamhuber.com |
| | | Phone: | 573-634-5000 |

BUDGETARY

| Description | Item | Qty | Unit Price | Ext. Price |
|---|------------------------|-----|------------|--------------------|
| Catalyst 9200L 48-port PoE+, 4 x 10G, Network Essentials | C9200L-48P-4X-E | 5 | \$3,339.31 | \$16,696.55 |
| CX LEVEL 1 8X7NCD Catalyst 9200L 48port PoE 4 x 10G Ne | CON-L1NCD-C9200L4 X | 5 | \$2,629.85 | \$13,149.25 |
| CX LEVEL 1 SW SUB C9200L Cisco DNA Ess | CON-L1SWT-C92LE48 | 5 | \$213.00 | \$1,065.00 |
| C9200L Cisco DNA Essentials, 48-port, 3 Year Term license | C9200L-DNA-E-48-3Y | 5 | \$869.81 | \$4,349.05 |
| Cisco Catalyst 9200L Stack Module | C9200L-STACK-KIT | 5 | \$978.93 | \$4,894.65 |
| Meraki MS130-24P Cloud Managed 24GE 370W PoE Switch | MS130-24P-HW | 3 | \$1,562.96 | \$4,688.88 |
| Meraki MS130-24 Enterprise License and Support, 3 Year | LIC-MS130-24-3Y | 3 | \$213.92 | \$641.76 |
| Catalyst 9200L 24-port PoE+, 4 x 10G, Network Essentials | C9200L-24P-4X-E | 3 | \$1,934.60 | \$5,803.80 |
| SNTC-24X7X4 Catalyst 9200L 24-port PoE+, 4 x 10G, Ne | CON-SNTP-C920024X | 3 | \$1,749.44 | \$5,248.32 |
| C9200L Cisco DNA Essentials, 24-port, 3 Year Term license | C9200L-DNA-E-24-3Y | 3 | \$473.84 | \$1,421.52 |
| Meraki MS130-8P Cloud Managed 8GE 120W PoE Switch | MS130-8P-HW | 1 | \$717.56 | \$717.56 |
| Meraki MS130-CMPT Enterprise License and Support, 3 Year | LIC-MS130-CMPT-3Y | 1 | \$82.91 | \$82.91 |
| 10GBASE-SR SFP Module, Enterprise-Class | SFP-10G-SR-S= | 6 | \$347.20 | \$2,083.20 |
| 10GBASE-LR SFP Module, Enterprise-Class | SFP-10G-LR-S= | 2 | \$923.72 | \$1,847.44 |
| HPE Aruba - SFP+ transceiver module - 10GbE | S2P31A | 6 | \$2,410.20 | \$14,461.20 |
| HPE Networking Instant On - SFP+ transceiver module - 10GbE | J9151E | 2 | \$1,848.63 | \$3,697.26 |
| NR ARUBA 8PT 1G 10GBE SFP+ V3 ZL2 MOD | J9993A | 1 | \$6,811.92 | \$6,811.92 |
| Total | | | | \$87,660.27 |

Taxes, shipping, handling and other fees may apply.

In the event of a partial shipment, Huber & Associates reserves the right to invoice for any portion of the order that has shipped.

Additional Services and Support. Any services not specifically set forth in the scope of this document are not included and will require a separate Order. If not specifically defined and stated, this order only includes the repair of any parts, equipment, or software covered by the manufacturer's warranty or support.

All quoted prices are subject to change without prior notice due to factors beyond our control, including but not limited to fluctuations in market conditions, supply chain disruptions, changes in tariffs, foreign exchange rate volatility, and regulatory or tax adjustments.