

NOTICE OF MEETING AND AMENDED 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

AMENDED TENTATIVE AGENDA

REGULAR MEETING

April 2, 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 19, 2026.
- ▶ Bills List April 2, 2026

UNFINISHED BUSINESS

- A. 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. *Second Reading.*
- B. 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. *Second Reading*
- C. Bill 26-19 - An ordinance of the City of Osage Beach, Missouri, amending Ordinance 25.103 adpoting the 2026 Annual Operating Budget for the 2025 Blue Shield Grant to account for expected revenue and expenditures not carried over from FY 2025. *Second Reading*
- D. 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. *Second Reading*
- E. 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. *Second Reading*
- F. 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. *Second Reading.*
- G. 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. *Second Reading.*
- H. 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. *Second Reading.*
- I. Bill 26-25 - An ordinance of the City of Osage Beach, Missouri, amending Ordinance No 25.103

NEW BUSINESS

- A. Proclamation authorizing the Mayor to proclaim the week of April 12–18, 2026 National Public Safety Telecommunications Week,
- B. Bill 26-28 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article IV, Section 500.110: Adoption of the International Mechanical Code; Section 500.120: 2018 International Mechanical Code - Amendments. *First Reading.*
- C. Bill 26-29 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article II, Section 500.040: Adoption of the National Electrical Code; Section 500.050 National Electric Code - Amendments; Section 500.060 Enforcement. *First Reading.*
- D. Bill 26-30 — An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article 1, Section 500.010: 2018 International Building Code; Section 500.020: 2018 International Building Code - Adoption. *First Reading.*
- E. Bill 26-31 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article VII, Section 500.180: Adoption of the International Fire Code; Section 500.190 Jurisdictional Title/Definitions; Section 500.200 International Fire Code Amendments. *First Reading.*
- F. Bill 26-32 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article VIII, Section 500.240: Adoption of the International Fuel Gas Code; Section 500.250: 2018 International Fuel Gas Code Amendments. *First Reading.*
- G. Bill 26-33 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article V, Section 500.140: Adoption of International Plumbing Code; Section 500.150: 2018 International Plumbing Code - Amendments. *First Reading.*
- H. Bill 26-34 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article III, Section 500.080: Adoption of the International Property Maintenance Code; Section 500.090: 2018 International Property Maintenance Code. *First Reading.*
- I. Bill 26-35- An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article I, Section 500.035: 2018 International Residential Code - Adoption; Section 500.037: 2018 International Residential Code Amendments. *First Reading.*
- J. Bill 26-36 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500 Article I, Section 500.025: International Existing Building Code Adoption; Section 500.027 2018 International Existing Building Code Amendments. *First Reading.*
- K. Bill 26-37 - An ordinance of the City of Osage Beach, Missouri, adopting the International Swimming Pool and Spa Code, 2024 Edition by creating new sections within Chapter 500 Article I; 500.039 International Swimming Pool and Spa Code; Section 500.040 Amendments. *First Reading.*
- L. Bill 26-39- An ordinance of the City of Osage Beach, Missouri, authorizing the Mayor to sign a contract with Paypoint HR LLC for the Compensation Study Agreement in an amount not to exceed \$37,500. *First Reading.*

- M. Bill 26-40- An ordinance of the City of Osage Beach, Missouri, authorizing the expenditure of funds for promotional efforts to support Midwest Blue Oval Club for an amount not to exceed \$4,000.00. *First Reading.*
- N. Motion to approve Work Order No. 1 with George Butler Associates for the architectural and engineering plan review of Oasis Marriot Hotel in an amount not to exceed \$52,185.
- O. Motion to approve the paving of the Lakefront roadway at the Osage Beach City Park for an amount not to exceed \$87,052.00.
- P. Motion to approve Special Use Permit Case 416 (Amendment) Richard R. Ellerman to allow an additional two residential units, 32 total, in a Commerical District.

STAFF COMMUNICATIONS

MAYOR AND MEMBERS OF THE BOARD OF ALDERMEN COMMUNICATIONS

ADJOURN

EXECUTIVE SESSION

- A. Notice is given that the agenda includes a roll call vote to close the meeting as allowed by RSMo. Section 610.021 (1) Legal Actions, Causes of Action, or Litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys.

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 19, 2026

The Board of Aldermen of the City of Osage Beach, Missouri, conducted a Regular Meeting Thursday on March 19, 2026, at 5:30PM. The following were present in person: Mayor Michael Harmison, Alderman Phyllis Marose, Alderman Justin Hoffman, Alderman Rebecca Collins and Alderman Celeste Barela, 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 Attorney Cole Bardbury, Police Chief Todd Davis, Public Works Director Jeff Fisher, City Planner Cary Patterson, Airport Director Ty Dinsdale, Human Resource Director Maddy Moon, City Treasurer Karri Bell, Marketing and Development Director Eric Hundelt.

CITIZEN COMMUNICATIONS

Stephen George – running for Aldermen Ward II. Address a couple of issues on the agenda, voiced his concerns regarding certain items on the agenda.

APPROVAL OF CONSENT AGENDA

Alderman Marose made a motion to approve the consent agenda. This motion was seconded by Alderman Barela. Motion passes unanimous voice vote.

FINANCIAL UPDATE

March sales tax receipts, which reflect January sales activity, are up 7% year-over-year and are currently 13% above the FY budget. Financials for February are not yet available. Staff are continuing to compile the remaining documentation needed by the auditors so they can proceed with their review.

UNFINISHED 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. *Second Reading*

Alderman Rucker made a motion to approve the second reading of Bill 26-15. This motion was seconded by Alderman Hoffman. A roll call was taken to approve the second and final reading of Bill 26-15 and to pass same into ordinance: "Ayes" Alderman Marose, Alderman Collins, Alderman Hoffman and Alderman Barela, Alderman O'Steen and Alderman Kevin Rucker. Bill 26-15 passed and approved as Ordinance 26.15.

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.*

Alderman Hoffman made a motion to approve the second reading of Bill 26-16. This motion was seconded by Alderman Marose. A roll call was taken to approve the second and final reading of Bill 26-16 and to pass same into ordinance: "Ayes" Alderman Marose, Alderman Collins, Alderman Hoffman, Alderman Barela, Alderman O'Steen and Alderman Kevin Rucker. Bill 26-16 passed and approved as Ordinance 26.16.

Mayor Harmison requested that Item I and Item R be moved to the top of the agenda. There were no objections from the Board.

NEW BUSINESS

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.*

Alderman Hoffman made a motion to approve the first reading of Bill 26-23. This motion was seconded by Alderman Barela. Passes with 5 (five) ayes and 1 (one) Nay.

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

Alderman Rucker made a motion to purchase networking equipment from Tech365 in the amount not to exceed \$74,975.61. This motion was seconded by Alderman Collins. Motion passes unanimously voice vote.

Discussion - Public Safety Salaries

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*

Alderman O'Steen made a motion to approve the first reading of Bill 26-17. This motion was seconded by Alderman Marose. Motion passes unanimously with voice vote.

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*

Alderman Rucker made a motion to approve the first reading of the floor amendment of Bill 26-18. This motion was seconded by Alderman Hoffman. Motion passes unanimously with voice vote.

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.

Alderman Collins made a motion to approve Resolution 2026-07. This motion was seconded by Alderman Barela. Motion passes unanimously with voice vote.

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*

Alderman Rucker made a motion to approve the first reading of Bill 26-19. This motion was seconded by Alderman Hoffman. Motion passes unanimously with voice vote.

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*

Alderman Rucker made a motion to approve the first reading of Bill 26-20. This motion was seconded by Alderman Collins. Motion passes unanimously with voice vote.

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*

Alderman Rucker made a motion to approve the first reading of Bill 26-21. This motion was seconded by Alderman Marose. Motion passes unanimously with voice vote.

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.*

Alderman Hoffman made a motion to approve the first reading of Bill 26-22. This motion was seconded by Alderman O'Steen. Motion passes unanimously with voice vote.

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.

Alderman Rucker made a motion to approve Resolution 2026-08. This motion was seconded by Alderman Collins. Motion passes unanimously with voice vote.

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.*

Alderman Collins made a motion to approve the first reading of Bill 26-24. This motion was seconded by Alderman Marose. Motion passes unanimously with voice vote.

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.

Alderman Hoffman made a motion to approve Resolution 2026-09. This motion was seconded by Alderman O'Steen. Motion passes unanimously with voice vote.

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.*

Alderman Collins made a motion to approve the first reading of Bill 26-25. This motion was seconded by Alderman Rucker. Motion passes unanimously with voice vote.

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.*

Alderman Rucker made a motion to approve the first reading of Bill 26-26. This motion was seconded by Alderman Barela. Motion passes unanimously with voice vote.

Alderman Hoffman made a motion to approve the second reading of Bill 26-26. This motion was seconded by Alderman Collins. A roll call was taken to approve the second and final reading of Bill 26-26 and to pass same into ordinance:

“Ayes” Alderman Marose, Alderman Collins, Alderman Hoffman, Alderman Barela, Alderman O’Steen and Alderman Kevin Rucker. Bill 26-26 passed and approved as Ordinance 26.26.

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*

Alderman Marose made a motion to table Bill 26-27. Alderman Marose withdrew her motion.

Alderman Collins made a motion to approve the first reading of Bill 26-27. Dies for lack of second.

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

Alderman Hoffman made a motion to approve the purchase of a 3,000-gallon Jet Refuel Truck; Fiscal Year 2026 budgeted item not to exceed \$253,955.00. This motion was seconded by Alderman Marose. Motion passes unanimously with voice vote.

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

Alderman Rucker made a motion to approve the purchase of a sewer pump from Municipal Equipment in an amount not to exceed \$110,602.88. This motion was seconded by Alderman Collins. Motion passes unanimously with voice vote.

STAFF COMMUNICATIONS

Airport Manager - Ty Dinsdale – March 24 State Aviation Day in Jefferson City at the Capital building

Marketing and Economic Development Hundelt - Major league fishing tournament went well.

MAYOR AND MEMBERS OF THE BOARD OF ALDERMEN COMMUNICATIONS

Alderman Rucker reported that he has spoken with staff about creative ways to make City meetings more accessible to the public.

Mayor Harmison thanked the Public Works Team for all the hard work.

EXECUTIVE SESSION

Notice is given that the agenda includes a roll call vote to close the meeting as allowed by RSMo. Section 610.021 (1) Legal Actions, Causes of Action, or Litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys.

Alderman Hoffman moved to open the Executive Session. This motion was seconded by Alderman Marose. The following roll call vote was taken to open the meeting: “Ayes”: Alderman Collins, Alderman Marose, Alderman Hoffman, Alderman O’Steen and Alderman Barela, Alderman Rucker. The meeting was therefore open.

No announcements were made following the closed session.

Alderman O’Steen moved to close the Executive Session. This motion was seconded by Alderman Marose. The following roll call vote was taken to open the meeting: “Ayes”: Alderman Collins, Alderman Marose, Alderman Hoffman, Alderman O’Steen, Alderman Barela, Alderman Rucker. The meeting was therefore close.

ADJOURN

There being no further business to come before the Board, the meeting was adjourned at 7:35pm. 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 19, 2026, and approved April 2, 2026.

Tara Berreth/City Clerk

Michael Harmison/Mayor

**CITY OF OSAGE BEACH
BILLS LIST
April 2, 2026**

Bills Paid Prior to Board Meeting - 2025	\$ 21,632.00
Bills Paid Prior to Board Meeting - 2026	\$ 316,770.63
Payroll Paid Prior to Board Meeting	\$ 199,376.00
SRF Transfer Prior to Board Meeting	\$ 12,916.67
TIF Transfers	\$ 60,893.59
Bills Pending Board Approval	\$ 183,007.61
Total Expenses	<u>\$ 794,596.50</u>

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
911 Center	General Fund	DAIKIN TMI HOLDINGS LLC	#1 - DISPATCH RELOCATE PRJ	21,632.00
			TOTAL:	21,632.00

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===== FUND TOTALS =====
10  General Fund                21,632.00
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      GRAND TOTAL:              21,632.00
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TOTAL PAGES: 1

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
NON-DEPARTMENTAL	General Fund	MIDWEST PUBLIC RISK	ADJUST PAYROLL DEDUCTIONS	816.00-
			ADJUST PAYROLL DEDUCTIONS	2.00-
			Health Insurance Contribut	362.80
			Health Insurance Contribut	231.55
			Health Insurance Contribut	231.55
			Dental Insurance Premium	18.00
			Dental Insurance Premiums	132.00
			Dental Insurance Premiums	880.00
			Dental Insurance Premiums	924.00
			Dental Insurance Premium	160.43
			Dental Insurance Premium	162.00
			Health Insurance Contribut	203.10
			Health Insurance Contribut	160.80
			Health Insurance Contribut	1,624.80
			Health Insurance Contribut	1,624.80
			Health Insurance Contribut	1,768.80
			Health Insurance Contribut	1,768.80
			Vision Insurance Contribut	8.00
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	99.00
			Vision Insurance Contribut	99.00
			Vision Insurance Contribut	35.65
			Vision Insurance Contribut	36.00
			Vision Insurance Contribut	80.00
			Vision Insurance Contribut	88.00
		MO DEPT OF REVENUE	State Withholding	5,224.00
		INTERNAL REVENUE SERVICE	Fed WH	14,222.96
			FICA	10,902.79
			Medicare	2,549.86
		LEGALSHIELD	ADJUST PAYROLL DEDUCTIONS	15.89
			Pre-Paid Legal Premiums	73.75
			Pre-Paid Legal Premiums	73.75
		MISSIONSQUARE RETIREMENT	Retirement 457 Roth	267.18
			Loan Repayment	303.83
			Loan Repayment	206.56
			Retirement 457 &	5,597.06
			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
		AMERICAN FIDELITY ASSURANCE COMPANY	ADJUST PAYROLL DEDUCTIONS	0.03
			American Fidelity	1,563.70
			American Fidelity	1,563.70
			American Fidelity	661.82
			American Fidelity	661.82
		TEXAS LIFE INSURANCE CO	ADJUST PAYROLL DEDUCTIONS	0.05-
			Texas Life After Tax	104.25
			Texas Life After Tax	190.49
		PRINCIPAL LIFE INSURANCE COMPANY	ADJUST PAYROLL DEDUCTIONS	89.15

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			ADJUST PAYROLL DEDUCTIONS	289.15
			Group Life Ins and Buy Up	3.98
			Group Life Ins and Buy Up	3.98
		OPTUM BANK INC	HSA Contribution No Tax	260.83
			HSA Family/Dep. Contributi	2,655.16
		ONE TIME VENDOR BUCHANAN COUTY CIRCUIT	OTHER AGENCY CASH BOND	397.50
			TOTAL:	63,255.92
Mayor & Board	General Fund	MIDWEST PUBLIC RISK	Health Insurance Contribut	1,397.20
			Dental Insurance Premium	18.00
			Dental Insurance Premiums	132.00
			Health Insurance Contribut	592.00
			Health Insurance Contribut	1,452.90
			Health Insurance Contribut	1,247.20
			Vision Insurance Contribut	8.00
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	11.00
		INTERNAL REVENUE SERVICE	FICA	334.83
			Medicare	78.32
		MISSIONSQUARE RETIREMENT	Retirement 401%	189.00
			Retirement 401	441.01
		AT&T MOBILITY-CELLS	MAYOR CELL PHONE	48.30
		OPTUM BANK INC	HSA Board Fam Contribution	150.00
			TOTAL:	6,103.76
Collector	General Fund	INTERNAL REVENUE SERVICE	FICA	11.64
			Medicare	2.72
			TOTAL:	14.36
City Administrator	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premium	9.00
			Dental Insurance Premium	9.00
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	2.00
		GOVERNMENT FINANCE OFFICERS ASSOCIATIO	GFOA NAT MEMB 4/2026-3/202	125.00
		INTERNAL REVENUE SERVICE	FICA	734.17
			Medicare	171.70
		MISSIONSQUARE RETIREMENT	Retirement 401%	355.92
			Retirement 401	830.47
		AT&T MOBILITY-CELLS	CITY ADMIN CELL PHONE	141.90
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	2.14
			Group Dependent Life Ins	2.14
			Group Life Ins and Buy Up	37.61
			Group Life Ins and Buy Up	37.61
			Short Term Disability Ins	22.20
			Short Term Disability Ins	22.20
			TOTAL:	2,505.06
City Clerk	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	66.00
			Dental Insurance Premiums	66.00
			Health Insurance Contribut	1,870.80
			Health Insurance Contribut	1,870.80
			Vision Insurance Contribut	12.00
			Vision Insurance Contribut	12.00
		INTERNAL REVENUE SERVICE	FICA	371.24
			Medicare	86.82
		MISSIONSQUARE RETIREMENT	Retirement 401%	196.08

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Retirement 401	457.52
		AT&T MOBILITY-CELLS	CITY CLERK DEPT CELL PHONE	48.30
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.21
			Group Dependent Life Ins	3.21
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	15.12
			Group Life Ins and Buy Up	15.12
			Short Term Disability Ins	22.20
			Short Term Disability Ins	22.20
		OPTUM BANK INC	HSA Family/Dep. Contributi	225.00
			TOTAL:	5,374.14
City Treasurer	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	66.00
			Dental Insurance Premiums	66.00
			Health Insurance Contribut	1,452.90
			Health Insurance Contribut	1,452.90
			Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
		GOVERNMENT FINANCE OFFICERS ASSOCIATIO	GFOA NAT MEMB 4/2026-3/202	125.00
			BUDGET AWARD REVIEW	380.00
		INTERNAL REVENUE SERVICE	FICA	648.40
			Medicare	151.64
		MISSIONSQUARE RETIREMENT	Retirement 401%	287.05
			Retirement 401	781.97
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	4.28
			Group Dependent Life Ins	4.28
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	31.03
			Group Life Ins and Buy Up	31.03
			Short Term Disability Ins	29.60
			Short Term Disability Ins	29.60
		OPTUM BANK INC	HSA Family/Dep. Contributi	225.00
			TOTAL:	7,054.40
Municipal Court	General Fund	MIDWEST PUBLIC RISK	Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
		INTERNAL REVENUE SERVICE	FICA	111.62
			Medicare	26.10
		MISSIONSQUARE RETIREMENT	Retirement 401%	57.98
			Retirement 401	135.28
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07
			Group Dependent Life Ins	1.07
			Group Life Ins and Buy Up	6.44
			Group Life Ins and Buy Up	6.44
			Short Term Disability Ins	7.40
			Short Term Disability Ins	7.40
		OPTUM BANK INC	HSA Family/Dep. Contributi	75.00
			TOTAL:	1,691.00

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT			
City Attorney	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	22.00			
			Dental Insurance Premiums	22.00			
			Health Insurance Contribut	726.45			
			Health Insurance Contribut	726.45			
			INTERNAL REVENUE SERVICE	FICA	393.49		
				Medicare	92.03		
			MISSIONSQUARE RETIREMENT	Retirement 401%	202.23		
				Retirement 401	471.87		
			PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07		
				Group Dependent Life Ins	1.07		
				Group Life Ins and Buy Up	19.72		
				Group Life Ins and Buy Up	19.72		
				Short Term Disability Ins	7.40		
				Short Term Disability Ins	7.40		
			OPTUM BANK INC	HSA Family/Dep. Contributi	75.00		
				TOTAL:	2,787.90		
			Building Inspection	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	66.00
						Dental Insurance Premiums	66.00
						Health Insurance Contribut	1,452.90
						Health Insurance Contribut	1,452.90
Health Insurance Contribut	623.60						
Health Insurance Contribut	623.60						
Vision Insurance Contribut	11.00						
Vision Insurance Contribut	11.00						
Vision Insurance Contribut	4.00						
Vision Insurance Contribut	4.00						
INTERNAL REVENUE SERVICE	FICA	652.07					
	Medicare	152.50					
MISSIONSQUARE RETIREMENT	Retirement 401%	336.90					
	Retirement 401	786.09					
AT&T MOBILITY-CELLS	BLDG DEPT CELL PHONE	362.66					
WEX INC	BLDG DEPT FUEL	180.91					
PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.21					
	Group Dependent Life Ins	3.21					
	Group Life Ins and Buy Up	30.50					
	Group Life Ins and Buy Up	30.50					
	Short Term Disability Ins	22.20					
	Short Term Disability Ins	22.20					
OPTUM BANK INC	HSA Family/Dep. Contributi	225.00					
	TOTAL:	7,122.95					
Building Maintenance	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	17.18			
			Dental Insurance Premiums	22.00			
			Health Insurance Contribut	487.11			
			Health Insurance Contribut	623.60			
			Vision Insurance Contribut	3.12			
			Vision Insurance Contribut	4.00			
			INTERNAL REVENUE SERVICE	FICA	101.10		
				Medicare	23.65		
			MISSIONSQUARE RETIREMENT	Retirement 401%	53.61		
				Retirement 401	125.10		
			MO DEPT OF PUBLIC SAFETY	2026 ELEVATOR OPERATING CE	25.00		
			PRINCIPAL LIFE INSURANCE COMPANY	Group Life Ins and Buy Up	4.51		
				Group Life Ins and Buy Up	5.78		
				Short Term Disability Ins	5.78		

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Short Term Disability Ins	7.40
		LINDYSPRING LAKE OF THE OZARKS	5-GAL BOTTLED WATER	7.95
			5-GAL BOTTLED WATER	7.95
			5-GAL BOTTLED WATER	7.95
			5-GAL BOTTLED WATER	7.95
		OPTUM BANK INC	HSA Family/Dep. Contributi	75.00
			TOTAL:	1,615.74
Parks	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premium	43.42
			Dental Insurance Premium	45.00
			Health Insurance Contribut	1,428.32
			Health Insurance Contribut	1,480.00
			Vision Insurance Contribut	9.66
			Vision Insurance Contribut	10.00
		INTERNAL REVENUE SERVICE	FICA	628.96
			Medicare	147.09
		MISSIONSQUARE RETIREMENT	Retirement 401%	204.56
			Retirement 401	718.38
		CULLIGAN LAKE OF THE OZARKS	WATER SOFTENER 3/1-3/31/26	104.50
		AT&T MOBILITY-CELLS	PARKS DEPT CELL PHONES	138.34
		WEX INC	PARK DEPT FUEL	257.97
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07
			Group Dependent Life Ins	1.07
			Group Life Ins and Buy Up	4.80
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	27.80
			Group Life Ins and Buy Up	28.27
			Short Term Disability Ins	35.70
			Short Term Disability Ins	37.00
		OPTUM BANK INC	HSA Contribution No Tax	187.50
		MARIAH C. SHOULTS	MILEAGE REIMB - MPRA CONF	7.25
			TOTAL:	5,551.92
Human Resources	General Fund	MIDWEST PUBLIC RISK	Health Insurance Contribut	801.45
			Health Insurance Contribut	801.45
			Dental Insurance Premiums	48.82
			Dental Insurance Premiums	44.00
			Health Insurance Contribut	726.45
			Health Insurance Contribut	726.45
			Health Insurance Contribut	136.49
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	0.88
		INTERNAL REVENUE SERVICE	FICA	255.03
			Medicare	59.65
		MISSIONSQUARE RETIREMENT	Retirement 401%	135.66
			Retirement 401	316.54
		AT&T MOBILITY-CELLS	HR DEPT CELL PHONE	45.30
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07
			Group Dependent Life Ins	1.07
			Group Life Ins and Buy Up	16.26
			Group Life Ins and Buy Up	14.99
			Short Term Disability Ins	16.42
			Short Term Disability Ins	14.80
		OPTUM BANK INC	HSA Family/Dep. Contributi	75.00
			TOTAL:	4,259.78

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT		
Police	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	462.00		
			Dental Insurance Premiums	462.00		
			Dental Insurance Premium	45.00		
			Dental Insurance Premium	45.00		
			Health Insurance Contribut	1,184.00		
			Health Insurance Contribut	1,184.00		
			Health Insurance Contribut	5,085.15		
			Health Insurance Contribut	5,085.15		
			Health Insurance Contribut	7,483.20		
			Health Insurance Contribut	7,483.20		
			Vision Insurance Contribut	44.00		
			Vision Insurance Contribut	44.00		
			Vision Insurance Contribut	10.00		
			Vision Insurance Contribut	10.00		
			Vision Insurance Contribut	48.00		
			Vision Insurance Contribut	48.00		
			INTERNAL REVENUE SERVICE	FICA	4,209.14	
				Medicare	984.39	
		MISSIONSQUARE RETIREMENT	Retirement 401%	1,891.89		
			Retirement 401	4,779.56		
		SHELTON, JOEL	MEALS ADV ARMOR CLASS-SHEL	105.00		
		AT&T MOBILITY-CELLS	POLICE/AMB FN LAPTOPS 2/23	1,669.60		
			POLICE DEPT CELL PHONES	859.34		
		WEX INC	POLICE DEPT FUEL	4,177.96		
			POLICE DEPT CAR WASHES	110.27		
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	20.33		
			Group Dependent Life Ins	20.33		
			Group Life Ins and Buy Up	10.52		
			Group Life Ins and Buy Up	15.78		
			Group Life Ins and Buy Up	206.92		
			Group Life Ins and Buy Up	206.92		
			Short Term Disability Ins	199.80		
			Short Term Disability Ins	207.20		
			PRINCIPAL LIFE INSURANCE COMPANY	FEB 2026 STD FICA	161.75	
			OPTUM BANK INC	HSA Contribution No Tax	187.50	
				HSA Family/Dep. Contributi	1,350.00	
			MARCO	COPIER LEASE 1/26-2/25/26	206.53	
			TOTAL:	50,303.43		
		911 Center	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	44.00
					Dental Insurance Premiums	88.00
					Dental Insurance Premium	45.00
					Dental Insurance Premium	45.00
					Health Insurance Contribut	1,480.00
					Health Insurance Contribut	1,480.00
					Health Insurance Contribut	1,452.90
Health Insurance Contribut	1,452.90					
Vision Insurance Contribut	11.00					
Vision Insurance Contribut	11.00					
Vision Insurance Contribut	8.00					
Vision Insurance Contribut	8.00					
Vision Insurance Contribut	8.00					
AT & T/CITY HALL	911 PH SVC 2/23-3/22/26				988.92	
INTERNAL REVENUE SERVICE	FICA			1,128.53		
	Medicare			263.94		
MISSIONSQUARE RETIREMENT	Retirement 401%			351.82		

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Retirement 401	1,310.26
		CHARTER COMMUNICATIONS HOLDING CO LLC	CH CABLE 3/1-3/31/26	43.24
		AT&T MOBILITY-CELLS	911 CENTER CELL PHONES	48.30
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.21
			Group Dependent Life Ins	3.21
			Group Life Ins and Buy Up	31.56
			Group Life Ins and Buy Up	31.56
			Group Life Ins and Buy Up	20.25
			Group Life Ins and Buy Up	20.25
			Short Term Disability Ins	66.60
			Short Term Disability Ins	66.60
		OPTUM BANK INC	HSA Contribution No Tax	150.00
			HSA Family/Dep. Contributi	75.00
			TOTAL:	10,737.05
Planning	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	22.00
			Dental Insurance Premiums	22.00
			Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
		INTERNAL REVENUE SERVICE	FICA	195.03
			Medicare	45.61
		MISSIONSQUARE RETIREMENT	Retirement 401%	103.75
			Retirement 401	242.08
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07
			Group Dependent Life Ins	1.07
			Group Life Ins and Buy Up	12.75
			Group Life Ins and Buy Up	12.75
			Short Term Disability Ins	7.40
			Short Term Disability Ins	7.40
		OPTUM BANK INC	HSA Family/Dep. Contributi	75.00
			TOTAL:	2,003.11
Engineering	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	44.00
			Dental Insurance Premiums	44.00
			Dental Insurance Premium	9.00
			Dental Insurance Premium	9.00
			Health Insurance Contribut	296.00
			Health Insurance Contribut	296.00
			Health Insurance Contribut	726.45
			Health Insurance Contribut	726.45
			Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
		INTERNAL REVENUE SERVICE	FICA	531.16
			Medicare	124.22
		MISSIONSQUARE RETIREMENT	Retirement 401%	206.45
			Retirement 401	619.96
		AT&T MOBILITY-CELLS	ENGINEER DEPT CELL PHONE	140.99
		WEX INC	ENG DEPT FUEL	34.69
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.21
			Group Dependent Life Ins	3.21

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Group Life Ins and Buy Up	26.44
			Group Life Ins and Buy Up	26.44
			Short Term Disability Ins	29.60
			Short Term Disability Ins	29.60
		MARCO TECHNOLOGIES LLC	PW PLOTTER SUPPRT 2/26-3/2	29.64
		OPTUM BANK INC	HSA Contribution No Tax	37.50
			HSA Family/Dep. Contributi	75.00
			TOTAL:	5,335.21
Information Technology	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	22.00
			Dental Insurance Premiums	22.00
			Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
		INTERNAL REVENUE SERVICE	FICA	423.35
			Medicare	99.01
		MISSIONSQUARE RETIREMENT	Retirement 401%	119.33
			Retirement 401	487.09
		CHARTER COMMUNICATIONS HOLDING CO LLC	CH CABLE 3/1-3/31/26	86.46
		AT&T MOBILITY-CELLS	IT DEPT CELL PHONES	134.25
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.07
			Group Dependent Life Ins	1.07
			Group Life Ins and Buy Up	20.38
			Group Life Ins and Buy Up	20.38
			Short Term Disability Ins	14.80
			Short Term Disability Ins	14.80
		MARCO TECHNOLOGIES LLC	CH PLOTTER SUPPRT 2/26-3/2	81.50
		OPTUM BANK INC	HSA Family/Dep. Contributi	75.00
		AIRESRING INC	CITYWIDE INTERNET 03/2026	3,898.43
			CITYWIDE VOIP PHONE 03/202	789.22
		MARCO	COPIER LEASE 1/26-2/25/26	532.72
		HUBER & ASSOCIATES, INC	MARCH 2026 MANAGED SVCS	8,100.00
			TOTAL:	16,201.06
Economic Development	General Fund	MIDWEST PUBLIC RISK	Dental Insurance Premium	9.00
			Dental Insurance Premium	9.00
			Health Insurance Contribut	296.00
			Health Insurance Contribut	296.00
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	2.00
		INTERNAL REVENUE SERVICE	FICA	173.03
			Medicare	40.47
		MISSIONSQUARE RETIREMENT	Retirement 401%	84.05
			Retirement 401	196.12
		AT&T MOBILITY-CELLS	ECON DEV DEPT CELL PHONES	45.30
		PRINCIPAL LIFE INSURANCE COMPANY	Group Life Ins and Buy Up	9.47
			Group Life Ins and Buy Up	9.47
			Short Term Disability Ins	7.40
			Short Term Disability Ins	7.40
		OPTUM BANK INC	HSA Contribution No Tax	37.50
		ONE TIME VENDOR JESSICA AHNER	FACE PAINTER - EASTER EGG	300.00
		CHRIS COOK	FACE PAINTER - EASTER EGG	300.00
		JORDYN CALLANDRET	JORDYN CALLANDRET:	300.00
			TOTAL:	2,124.21

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT	
NON-DEPARTMENTAL	Transportation	MIDWEST PUBLIC RISK	Dental Insurance Premiums	90.64	
			Dental Insurance Premiums	80.74	
			Dental Insurance Premium	29.64	
			Dental Insurance Premium	27.00	
			Health Insurance Contribut	215.01	
			Health Insurance Contribut	203.10	
			Health Insurance Contribut	146.75	
			Health Insurance Contribut	134.27	
			Vision Insurance Contribut	7.13	
			Vision Insurance Contribut	5.50	
			Vision Insurance Contribut	8.59	
			Vision Insurance Contribut	8.00	
			Vision Insurance Contribut	6.68	
			Vision Insurance Contribut	6.68	
			MO DEPT OF REVENUE	State Withholding	522.54
			INTERNAL REVENUE SERVICE	Fed WH	1,158.07
		FICA		1,206.85	
		Medicare		282.24	
		MISSIONSQUARE RETIREMENT	Retirment 457 &	732.68	
			Retirement 457	34.00	
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	57.72	
			American Fidelity	44.14	
			American Fidelity	17.07	
			American Fidelity	11.10	
		TEXAS LIFE INSURANCE CO	Texas Life After Tax	17.24	
			Texas Life After Tax	17.24	
		PRINCIPAL LIFE INSURANCE COMPANY	Group Life Ins and Buy Up	24.48	
			Group Life Ins and Buy Up	23.19	
OPTUM BANK INC	HSA Contribution No Tax	45.00			
	HSA Family/Dep. Contributi	39.50			
			TOTAL:	5,202.79	
Transportation	Transportation	MIDWEST PUBLIC RISK	Dental Insurance Premiums	90.64	
			Dental Insurance Premiums	80.74	
			Dental Insurance Premium	29.65	
			Dental Insurance Premium	27.00	
			Health Insurance Contribut	1,027.49	
			Health Insurance Contribut	888.00	
			Health Insurance Contribut	1,538.13	
			Health Insurance Contribut	1,452.90	
			Health Insurance Contribut	1,138.17	
			Health Insurance Contribut	1,041.41	
			Vision Insurance Contribut	7.13	
			Vision Insurance Contribut	5.50	
			Vision Insurance Contribut	8.58	
			Vision Insurance Contribut	8.00	
			Vision Insurance Contribut	6.68	
			Vision Insurance Contribut	6.68	
		MO ONE CALL SYSTEM INC	DEC 2025 UTILITY LOCATES	72.90	
		INTERNAL REVENUE SERVICE	FICA	1,206.86	
			Medicare	282.24	
		MISSIONSQUARE RETIREMENT	Retirement 401%	479.29	
			Retirement 401	1,345.17	
		AT&T MOBILITY-CELLS	TRANS DEPT CELL PHONES	373.02	
		WEX INC	TRANS DEPT FUEL	3,480.76	
		AMEREN MISSOURI	KK DR PALISADES 2/3-3/4/26	108.93	

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			MAINT SALT BLDG 2/9-3/10/2	13.72
			LAZY DAYS LTS 1/28-2/26/26	93.38
			ST LT SVC 2/1-3/1/26	4,766.56
			CUST OWNED LTG 2/1-3/1/26	408.00
		LONG IV, ROBERT W	MEAL ADV PAVING TRNG - LON	35.00
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	7.62
			Group Dependent Life Ins	7.13
			Group Life Ins and Buy Up	16.69
			Group Life Ins and Buy Up	15.78
			Group Life Ins and Buy Up	47.67
			Group Life Ins and Buy Up	43.24
			Short Term Disability Ins	70.31
			Short Term Disability Ins	64.16
		MARCO TECHNOLOGIES LLC	PW PLOTTER SUPPRT 2/26-3/2	29.64
		OPTUM BANK INC	HSA Contribution No Tax	112.50
			HSA Family/Dep. Contributi	275.25
		MARCO	COPIER LEASE 1/26-2/25/26	68.85
		WALLIS, MATTHEW	MEAL ADV PAVING TRNG - WAL	35.00
		HARBOR FREIGHT TOOLS USA INC	SANDER, BREAKER BAR, WRENC	212.96
		RUMFELT, BRADLEY	MEAL ADV PAVING TRNG-RUMFE	35.00
			TOTAL:	21,064.33

NON-DEPARTMENTAL	Water Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	120.61
			Dental Insurance Premiums	124.52
			Dental Insurance Premium	7.93
			Dental Insurance Premium	9.00
			Health Insurance Contribut	101.55
			Health Insurance Contribut	101.55
			Health Insurance Contribut	294.26
			Health Insurance Contribut	294.26
			Vision Insurance Contribut	10.02
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	1.76
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	14.64
			Vision Insurance Contribut	14.64
		MO DEPT OF REVENUE	FEB 2026 SALES TAX	4,563.53
			State Withholding	491.17
		INTERNAL REVENUE SERVICE	Fed WH	1,203.56
			FICA	1,023.80
			Medicare	239.43
		MISSIONSQUARE RETIREMENT	Retirement 457 &	569.02
			Retirement 457	33.00
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	142.67
			American Fidelity	156.25
			American Fidelity	78.31
			American Fidelity	84.28
		TEXAS LIFE INSURANCE CO	Texas Life After Tax	50.36
			Texas Life After Tax	50.36
		PRINCIPAL LIFE INSURANCE COMPANY	Group Life Ins and Buy Up	10.33
			Group Life Ins and Buy Up	11.62
		OPTUM BANK INC	HSA Contribution No Tax	90.00
			HSA Family/Dep. Contributi	138.87
			TOTAL:	10,044.30

Water	Water Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	120.61
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DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Dental Insurance Premiums	124.52
			Dental Insurance Premium	7.93
			Dental Insurance Premium	9.00
			Health Insurance Contribut	504.19
			Health Insurance Contribut	592.00
			Health Insurance Contribut	726.45
			Health Insurance Contribut	726.45
			Health Insurance Contribut	2,282.38
			Health Insurance Contribut	2,282.38
			Vision Insurance Contribut	10.02
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	1.76
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	14.64
			Vision Insurance Contribut	14.64
		MO ONE CALL SYSTEM INC	DEC 2025 UTILITY LOCATES	72.90
		INTERNAL REVENUE SERVICE	FICA	1,023.80
			Medicare	239.43
		POSTMASTER	MAR 2026 UTILITY BILL POST	625.00
		MISSIONSQUARE RETIREMENT	Retirement 401%	422.19
			Retirement 401	1,216.80
		AT&T MOBILITY-CELLS	WATER DEPT CELL PHONES	537.46
		WEX INC	WATER DEPT FUEL	1,132.43
		AMEREN MISSOURI	6186 FIRE ST WELL 2/1-3/2/	2,594.25
			BLUFF RD TWR 2/9-3/10/26	813.37
			LK RD 54-59 WELL 1/26-3/1/	264.67
			SWISS VLG WELL 1/29-3/1/26	2,314.42
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.72
			Group Dependent Life Ins	3.91
			Group Life Ins and Buy Up	10.07
			Group Life Ins and Buy Up	10.52
			Group Life Ins and Buy Up	39.91
			Group Life Ins and Buy Up	42.00
			Short Term Disability Ins	53.85
			Short Term Disability Ins	56.68
		LUTTRELL, JOHN	MILEAGE REIMB - 2/27/26	39.15
		MARCO TECHNOLOGIES LLC	PW PLOTTER SUPPRT 2/26-3/2	29.65
		OPTUM BANK INC	HSA Contribution No Tax	75.00
			HSA Family/Dep. Contributi	349.50
		MARCO	COPIER LEASE 1/26-2/25/26	68.85
		HAMEL, KEVIN	MILEAGE REIMB - 2/27/26	31.90
			TOTAL:	19,501.40
NON-DEPARTMENTAL	Sewer Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	96.75
			Dental Insurance Premiums	102.74
			Dental Insurance Premium	63.00
			Dental Insurance Premium	63.00
			Health Insurance Contribut	191.19
			Health Insurance Contribut	203.10
			Health Insurance Contribut	282.59
			Health Insurance Contribut	295.07
			Vision Insurance Contribut	10.35
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	10.00
			Vision Insurance Contribut	10.00
			Vision Insurance Contribut	14.68

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Vision Insurance Contribut	14.68
		MO DEPT OF REVENUE	State Withholding	664.29
		INTERNAL REVENUE SERVICE	Fed WH	1,650.97
			FICA	1,450.29
			Medicare	339.20
		MISSIONSQUARE RETIREMENT	Retirement 457 &	397.21
			Retirement 457	83.00
			Retirement Roth IRA	25.00
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	62.06
			American Fidelity	62.06
			American Fidelity	10.78
			American Fidelity	10.78
		TEXAS LIFE INSURANCE CO	Texas Life After Tax	16.73
			Texas Life After Tax	16.73
		OPTUM BANK INC	HSA Contribution No Tax	197.08
			HSA Family/Dep. Contributi	281.63
			TOTAL:	6,635.96
Sewer	Sewer Fund	MIDWEST PUBLIC RISK	Dental Insurance Premiums	96.75
			Dental Insurance Premiums	102.74
			Dental Insurance Premium	63.00
			Dental Insurance Premium	63.00
			Health Insurance Contribut	1,776.00
			Health Insurance Contribut	1,776.00
			Health Insurance Contribut	1,367.67
			Health Insurance Contribut	1,452.90
			Health Insurance Contribut	2,191.85
			Health Insurance Contribut	2,288.61
			Vision Insurance Contribut	10.35
			Vision Insurance Contribut	11.00
			Vision Insurance Contribut	10.00
			Vision Insurance Contribut	10.00
			Vision Insurance Contribut	14.68
			Vision Insurance Contribut	14.68
		MO ONE CALL SYSTEM INC	DEC 2025 UTILITY LOCATES	72.90
		INTERNAL REVENUE SERVICE	FICA	1,450.28
			Medicare	339.20
		POSTMASTER	MAR 2026 UTILITY BILL POST	625.00
		MISSIONSQUARE RETIREMENT	Retirement 401%	444.78
			Retirement 401	1,717.03
		AT&T MOBILITY-CELLS	SEWER DEPT CELL PHONES	903.12
		WEX INC	SEWER DEPT FUEL	2,049.15
		AMEREN MISSOURI	GRINDER PUMPS & LIFT STATI	4,856.68
			GRINDER PUMPS & LIFT STATI	6,941.67
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	6.85
			Group Dependent Life Ins	7.15
			Group Life Ins and Buy Up	75.12
			Group Life Ins and Buy Up	76.99
			Short Term Disability Ins	84.34
			Short Term Disability Ins	86.36
		MARCO TECHNOLOGIES LLC	PW PLOTTER SUPPRT 2/26-3/2	29.65
		OPTUM BANK INC	HSA Contribution No Tax	225.00
			HSA Family/Dep. Contributi	350.25
		MARCO	COPIER LEASE 1/26-2/25/26	68.85
		HARBOR FREIGHT TOOLS USA INC	HAND TRUCK, PARTS RACK, RA	169.73
			LIFTING SLING, TAP AND DIE	83.95

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		MALIBU BLUE OUTFITTERS	EMBRIORED SWEATSHIRT-DUNCA	18.00
		JOHNSTON, BRENT	MILEAGE REIMB - 2/27/26	40.60
			TOTAL:	31,971.88
NON-DEPARTMENTAL	Ambulance Fund	MIDWEST PUBLIC RISK	Health Insurance Contribut	39.50
			Health Insurance Contribut	39.50
			Dental Insurance Premiums	66.00
			Dental Insurance Premiums	66.00
			Dental Insurance Premium	36.00
			Dental Insurance Premium	36.00
			Health Insurance Contribut	101.55
			Health Insurance Contribut	101.55
			Health Insurance Contribut	80.40
			Health Insurance Contribut	80.40
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	8.00
			Vision Insurance Contribut	8.00
		MO DEPT OF REVENUE	State Withholding	495.00
		INTERNAL REVENUE SERVICE	Fed WH	1,326.96
			FICA	1,115.33
			Medicare	260.85
		MISSIONSQUARE RETIREMENT	Retirment 457 &	444.60
			Loan Repayments	244.66
			Loan Repayments	185.71
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	40.87
			American Fidelity	40.87
			American Fidelity	79.32
			American Fidelity	79.32
		OPTUM BANK INC	HSA Contribution No Tax	41.66
			HSA Family/Dep. Contributi	359.16
			TOTAL:	5,396.21
Ambulance	Ambulance Fund	MIDWEST PUBLIC RISK	Health Insurance Contribut	333.50
			Health Insurance Contribut	333.50
			Dental Insurance Premiums	66.00
			Dental Insurance Premiums	66.00
			Dental Insurance Premium	36.00
			Dental Insurance Premium	36.00
			Health Insurance Contribut	592.00
			Health Insurance Contribut	592.00
			Health Insurance Contribut	726.45
			Health Insurance Contribut	726.45
			Health Insurance Contribut	623.60
			Health Insurance Contribut	623.60
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	4.00
			Vision Insurance Contribut	8.00
			Vision Insurance Contribut	8.00
		INTERNAL REVENUE SERVICE	FICA	1,115.33
			Medicare	260.85
		MISSIONSQUARE RETIREMENT	Retirement 401%	400.48

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Retirement 401	1,215.50
		CHARTER COMMUNICATIONS HOLDING CO LLC	CH CABLE 3/1-3/31/26	43.24
		AT&T MOBILITY-CELLS	POLICE/AMB FN LAPTOPS 2/23	89.48
			AMB DEPT CELL PHONES	48.30
		WEX INC	AMB FUEL	483.06
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	3.21
			Group Dependent Life Ins	3.21
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	38.25
			Group Life Ins and Buy Up	38.25
			Short Term Disability Ins	51.80
			Short Term Disability Ins	51.80
		OPTUM BANK INC	HSA Contribution No Tax	75.00
			HSA Family/Dep. Contributi	150.00
		WEAVER, AARON	2026 NAEMS INSTRUCTOR-WEAV	95.00
			TOTAL:	8,963.38

NON-DEPARTMENTAL	Lee C. Fine Airpor	MIDWEST PUBLIC RISK	Dental Insurance Premiums	57.20
			Dental Insurance Premiums	57.54
			Dental Insurance Premium	9.00
			Dental Insurance Premium	9.00
			Health Insurance Contribut	101.55
			Health Insurance Contribut	101.55
			Health Insurance Contribut	128.64
			Health Insurance Contribut	129.87
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	6.40
			Vision Insurance Contribut	6.46
		MO DEPT OF REVENUE	FEB 2026 SALES TAX	273.44
			State Withholding	213.40
		INTERNAL REVENUE SERVICE	Fed WH	635.26
			FICA	530.96
			Medicare	124.17
		LEGALSHIELD	Pre-Paid Legal Premiums	9.27
			Pre-Paid Legal Premiums	9.51
		MISSIONSQUARE RETIREMENT	Retirment 457 &	135.07
			Retirement 457	90.00
			Loan Repayments	55.83
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	32.20
			American Fidelity	33.02
			American Fidelity	14.94
			American Fidelity	15.32
		OPTUM BANK INC	HSA Family/Dep. Contributi	55.00
			TOTAL:	2,849.60

Lee C. Fine Airport	Lee C. Fine Airpor	MIDWEST PUBLIC RISK	Dental Insurance Premiums	57.20
			Dental Insurance Premiums	57.54
			Dental Insurance Premium	9.00
			Dental Insurance Premium	9.00
			Health Insurance Contribut	296.00
			Health Insurance Contribut	296.00
			Health Insurance Contribut	726.45

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Health Insurance Contribut	726.45
			Health Insurance Contribut	997.76
			Health Insurance Contribut	1,007.33
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	5.50
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	2.00
			Vision Insurance Contribut	6.40
			Vision Insurance Contribut	6.46
		AMEREN MISSOURI	AP FIREHOUSE 1/29-3/1/26	160.04
		INTERNAL REVENUE SERVICE	FICA	530.97
			Medicare	124.17
		MISSIONSQUARE RETIREMENT	Retirement 401%	154.24
			Retirement 401	605.53
		AT&T MOBILITY-CELLS	LCF AP CELL PHONES	24.15
		WEX INC	LCF FUEL	32.52
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	2.78
			Group Dependent Life Ins	2.80
			Group Life Ins and Buy Up	15.78
			Group Life Ins and Buy Up	15.78
			Group Life Ins and Buy Up	12.33
			Group Life Ins and Buy Up	12.51
			Short Term Disability Ins	34.04
			Short Term Disability Ins	34.15
		OPTUM BANK INC	HSA Contribution No Tax	37.50
			HSA Family/Dep. Contributi	157.50
			TOTAL:	6,167.38
NON-DEPARTMENTAL	Grand Glaize Airpo	MIDWEST PUBLIC RISK	Dental Insurance Premiums	30.80
			Dental Insurance Premiums	30.46
			Health Insurance Contribut	101.55
			Health Insurance Contribut	101.55
			Health Insurance Contribut	32.16
			Health Insurance Contribut	30.93
			Vision Insurance Contribut	1.60
			Vision Insurance Contribut	1.54
		MO DEPT OF REVENUE	FEB 2026 SALES TAX	3.02
			State Withholding	77.60
		INTERNAL REVENUE SERVICE	Fed WH	313.27
			FICA	216.35
			Medicare	50.60
		LEGALSHIELD	Pre-Paid Legal Premiums	14.16
			Pre-Paid Legal Premiums	13.92
		MISSIONSQUARE RETIREMENT	Retirment 457 &	23.75
			Retirement 457	60.00
			Loan Repayments	18.68
		AMERICAN FIDELITY ASSURANCE COMPANY	American Fidelity	32.26
			American Fidelity	31.44
			American Fidelity	9.96
			American Fidelity	9.58
		OPTUM BANK INC	HSA Family/Dep. Contributi	55.00
			TOTAL:	1,260.18
Grand Glaize Airport	Grand Glaize Airpo	MIDWEST PUBLIC RISK	Dental Insurance Premiums	30.80
			Dental Insurance Premiums	30.46
			Health Insurance Contribut	726.45

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			Health Insurance Contribut	726.45
			Health Insurance Contribut	249.44
			Health Insurance Contribut	239.87
			Vision Insurance Contribut	1.60
			Vision Insurance Contribut	1.54
		AMEREN MISSOURI	GG AP HANGAR 1/29-3/1/26	52.75
			GG TBLC EXT D 1/29-3/1/26	359.10
			GG AIRPORT SHOP 1/29-3/1/2	122.56
			957 AIRPORT RD 1/29-3/1/26	17.40
			LCF NEW AP HANGAR 2/9-3/10	115.48
			GG AP TBLC EXT D 1/29-3/1/	32.96
			GG AP TBLC EXT D 1/29-3/1/	26.51
			GG AP SLEEPY 1/29-3/1/26	131.08
		INTERNAL REVENUE SERVICE	FICA	216.34
			Medicare	50.60
		MISSIONSQUARE RETIREMENT	Retirement 401%	66.05
			Retirement 401	264.95
		AT&T MOBILITY-CELLS	GG AP CELL PHONES	24.14
		PRINCIPAL LIFE INSURANCE COMPANY	Group Dependent Life Ins	1.50
			Group Dependent Life Ins	1.48
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	5.26
			Group Life Ins and Buy Up	4.63
			Group Life Ins and Buy Up	4.45
			Short Term Disability Ins	10.36
			Short Term Disability Ins	10.25
		OPTUM BANK INC	HSA Family/Dep. Contributi	142.50
			TOTAL:	3,672.22

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

10	General Fund	194,041.00
20	Transportation	26,267.12
30	Water Fund	29,545.70
35	Sewer Fund	38,607.84
40	Ambulance Fund	14,359.59
45	Lee C. Fine Airport Fund	9,016.98
47	Grand Glaize Airport Fund	4,932.40

	GRAND TOTAL:	316,770.63

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
City Treasurer	General Fund	HOOD & ASSOCIATES CPAS PC	#1 - 2025 AUDIT BILLING	2,500.00
			TOTAL:	2,500.00
Building Inspection	General Fund	AMAZON CAPITAL SERVICES INC	SAFETY BOX CUTTERS	15.19
			TOTAL:	15.19
Building Maintenance	General Fund	CINTAS CORPORATION	CH FLOOR MATS	89.03
			STAPLES BUSINESS ADVANTAGE	115.79
			AMERICAN TESTING & INSPECTION SERVICES	290.00
			AMAZON CAPITAL SERVICES INC	87.85
			SMITH PAPER & JANITOR SUPPLY CO INC	451.60
			JOHNSON CONTROLS US HOLDINGS INC	1,786.54
			TOTAL:	2,820.81
Parks	General Fund	LAKE PRINTING COMPANY, INC	BUSINESS CARDS - ERIC GREG	52.00
			MAGRUDER LIMESTONE CO INC	3,727.76
			TOTAL:	3,779.76
Police	General Fund	PURCELL TIRE & RUBBER CO	(1) TIRE - PD31	162.25
			(4) TIRES - PD25	649.00
			LEON UNIFORM CO INC	80.00
				120.00
			LAKE PRINTING COMPANY, INC	52.00
			STAPLES BUSINESS ADVANTAGE	64.99-
				16.96
			GFI DIGITAL	134.02
			PASS SECURITY	409.98
			TOTAL:	1,559.22
			Engineering	General Fund
ENG DEPT FLOOR MATS	5.33			
ENG DEPT UNIFORMS	7.20			
ENG DEPT FLOOR MATS	5.33			
AMAZON CAPITAL SERVICES INC	12.11			
	14.53			
COCHRAN ENGINEERING	9,600.00			
GFI DIGITAL	33.51			
MALIBU BLUE OUTFITTERS	97.00			
BHC INC	5,870.00			
TOTAL:	15,666.32			
Information Technology	General Fund	AMAZON CAPITAL SERVICES INC	CONF ROOM TECH UPGRADE	105.43
			TOTAL:	105.43
Emergency Management	General Fund	OUTDOOR WARNING CONSULTING LLC	MAINT OF WHELEN WARNING SY	1,320.00
			SHERLOCK HOME INSPECTIONS LLC	250.00
			TOTAL:	1,570.00
Economic Development	General Fund	GILMORE & BELL PC	SVCS - ANGLERS OUTPOST PRO	20,000.00
			MLFLW LLC	4,900.00
			TOTAL:	24,900.00
Transportation	Transportation	SASCO PAVEMENT COATINGS INC	ROADSAVER - SWISS VLG RD	3,915.00
			ROADSAVER FOR ZEBRA, SWISS	3,915.00
			ULINE	1,524.31
			MAGRUDER LIMESTONE CO INC	1,258.28

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		CINTAS CORPORATION	TRANS DEPT UNIFORMS	194.94
			TRANS DEPT FLOOR MATS	5.33
			TRANS DEPT UNIFORMS	197.44
			TRANS DEPT FLOOR MATS	5.33
			UNIFORM CREDIT - PHILLIPS	292.05-
		PARKWAY PLAZA TIRE	BELT AND IDLER REPAIR - TR	504.83
		AMAZON CAPITAL SERVICES INC	SUGAR, COFFEE CABINET	12.11
			COFFEE CABINET	21.00
			KEY FOR SKID STEER	6.46
			(2) IMPACT WRENCH	324.96
			FLOOR SWEEPER	86.99
		MO DEPARTMENT OF CORRECTIONS	WORK AGREEMENT 2/10-3/10/2	318.92
		IBERIA TIRE & AUTO INC	OIL CHANGE -TRK 6510	191.97
		GFI DIGITAL	PW PRNTR MAINT 4/19-5/18/2	33.50
		TOTAL TOOL SUPPLY INC	IMPACT WRENCH	469.00
			JUMP STARTER, RATCHET KIT	806.19
		FIRST AID CORP	DRILL BIT SET (2), CUTTING	635.34
		SWARCO INDUSTRIES LLC	MARKING MATERIALS	2,534.53
			TOTAL:	16,669.38
Water	Water Fund	USABLUEBOOK	(2) METERING PUMPS	2,344.00
			(4) PUMPS	2,732.00
			DRUM PUMP KIT & SET	5,829.75
			METERING PUMP	1,172.00
		SCHULTE SUPPLY INC	AMR ANNUAL SUB 5/1/26-4/30	13,847.24
		O'REILLY AUTOMOTIVE STORES INC	WATER PUMP, ANTIFREEZE, WR	202.50
		CORE & MAIN LP	MARKING PAINT AND FLAG	307.44
		ULINE	POUR IN PLACE SAFETY, BOLL	5,492.16
			DESK W HUTCH, FILE DRAWER	135.00
		CINTAS CORPORATION	WATER DEPT UNIFORMS	115.71
			WATER DEPT FLOOR MATS	5.33
			WATER DEPT UNIFORMS	141.89
			WATER DEPT FLOOR MATS	5.33
		AMAZON CAPITAL SERVICES INC	SUGAR	12.11
			COFFEE CABINET	21.00
		GFI DIGITAL	PW PRNTR MAINT 4/19-5/18/2	33.50
		WOOD SHED LUMBER	BLANK COVER	9.75
			TOTAL:	32,406.71
Sewer	Sewer Fund	LO-OB JOINT SEWER PLANT	FEBRUARY MONTHLY FLOWS	44,171.85
			FEBRUARY MONTHLY FLOWS	28,135.34
		ULINE	DESK W HUTCH, FILE DRAWER	135.00
		FOUR SEASONS PLUMBING, LLC	OB24-009 SWR RELOCATE PRJC	5,549.00
		CINTAS CORPORATION	SEWER DEPT UNIFORMS	230.06
			SEWER DEPT FLOOR MATS	5.33
			SEWER DEPT UNIFORMS	211.69
			SEWER DEPT FLOOR MATS	5.33
		AMAZON CAPITAL SERVICES INC	SUGAR	12.11
			COFFEE CABINET	20.99
		GFI DIGITAL	PW PRNTR MAINT 4/19-5/18/2	33.51
			TOTAL:	78,510.21
Ambulance	Ambulance Fund	PURCELL TIRE & RUBBER CO	DUALY WHEELS ROTATE -MEDI	66.88
		LIFE-ASSIST, INC.	MEDICAL SUPPLIES	843.32
			MEDICAL SUPPLIES	849.38
			TOTAL:	1,759.58

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
Lee C. Fine Airport	Lee C. Fine Airpor	NAEGLER OIL CO	LCF EQUIP CHRГ & SATELLITE	60.00
			PLATINUM CLEANING SOLUTIONS LLC	AP JANITORIAL SVCS 3/9/26
			AP JANITORIAL SVCS - 3/16/	192.50
			TOTAL:	445.00
Grand Glaize Airport	Grand Glaize Airpo	NAEGLER OIL CO	GG EQUIP CHRГ & SATELLITE	60.00
			PLATINUM CLEANING SOLUTIONS LLC	AP JANITORIAL SVCS 3/9/26
			AP JANITORIAL SVCS - 3/16/	120.00
			TOTAL:	300.00

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

10	General Fund	52,916.73
20	Transportation	16,669.38
30	Water Fund	32,406.71
35	Sewer Fund	78,510.21
40	Ambulance Fund	1,759.58
45	Lee C. Fine Airport Fund	445.00
47	Grand Glaize Airport Fund	300.00

	GRAND TOTAL:	183,007.61

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: April 2, 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. *Second Reading.*

Requested Action:

Second 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
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Todd Davis, Police Chief
Madeline Moon, 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. *Second Reading*

Requested Action:

Second 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:

**City of Osage Beach
FY2026 Operating Budget**

Employee Pay Plan

<u>Level</u>	<u>Pay Range</u>	<u>Position</u>	<u>Level</u>	<u>Pay Range</u>	<u>Position</u>		
6	\$33,452 - \$48,505	Airport Technician	9	\$49,858 - \$74,788	Building Inspector		
		Facilities Custodian			Construction Inspector		
		Evidence Custodian			Public Information Officer		
		Park Technician I			GIS Technician		
		Records Clerk			Police Analyst		
7	\$38,470 - \$55,781	Accounts Payable/Payroll Clerk	10	\$57,337 - \$86,005	Public Works III - Sewer		
		Accounts Receivable Clerk			Public Works III - Trans		
		Court Clerk			Public Works III - Water		
		Dispatcher			Police Officer		
		Department Secretary			Ambulance Supervisor		
		Emergency Medical Technician (EMT)			Dispatch Supervisor		
		Human Resources Coordinator			Public Works Crew Leader - Sewer		
		Park Technician II			Public Works Crew Leader - Trans		
		Public Works I - Sewer			Public Works Crew Leader - Water		
		Public Works I - Trans			Accounting Specialist		
		Public Works I - Water			Systems Administrator		
		Utility Locator			Detective		
		Recreation Specialist			Police Corporal		
		Billing Clerk			11	\$64,645 - \$100,200	City Clerk (Appointed Official)
		IT Support Specialist					City Planner (Appointed Official)
8	\$43,356 - \$65,033	Deputy Clerk	12	\$74,342 - \$115,230	Human Resources Director		
		Administrative Assistant			Parks and Recreation Manager		
		Lead Dispatcher			Marketing & Development Director		
		Paramedic			Sewer Superintendent		
		Park Technician III			Transportation Superintendent		
		Public Works II - Sewer			Water Superintendent		
		Public Works II - Trans			Project Manager		
		Public Works II - Water			Police Sergeant - Detective		
					Police Sergeant - Patrol		
					13	\$85,492 - \$132,514	Airport Manager
	Building Official (Appointed Official)						
	14	\$96,427 - \$154,283	IT Director				
			Police Lieutenant				
	15	\$110,890 - \$177,424	None				
			Assistant City Administrator				
	16	\$127,525 - \$204,039	Police Chief (Appointed Official)				
			Public Works Director (Appointed Official)				
			City Treasurer (Appointed Official)				
			City Administrator (Appointed Official)				
			City Attorney (Appointed Official)				

- Notes:
- 1) City Code Section 125.050 Pay and Compensation establishes the Classification and Compensation System. Review is annually, stating all positions are reviewed periodically. FY2026 Pay Plan effective January 1, 2026.
 - 2) Pay Plan Levels begin at Level 6; no structure for Levels 1 - 5.
 - 3) No positions are outlined for Levels 13.
 - 4) Added Positions, Positions with +1 Level Movement

Level	Q1	Q2	Q3	Q4
6	\$ 33,452.00	\$ 37,215.25	\$ 40,978.50	\$ 44,741.75
7	\$ 38,470.00	\$ 42,797.75	\$ 47,125.50	\$ 51,453.25
8	\$ 43,356.00	\$ 48,775.25	\$ 54,194.50	\$ 59,613.75
9	\$ 49,858.00	\$ 56,090.50	\$ 62,323.00	\$ 68,555.50
10	\$ 57,337.00	\$ 64,504.00	\$ 71,671.00	\$ 78,838.00
11	\$ 64,645.00	\$ 73,533.75	\$ 82,422.50	\$ 91,311.25
12	\$ 74,342.00	\$ 84,564.00	\$ 94,786.00	#####
13	\$ 85,492.00	\$ 97,247.50	#####	#####
14	\$ 96,427.00	#####	#####	#####
15	#####	#####	#####	#####
16	#####	#####	#####	#####

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: April 2, 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. *Second Reading*

Requested Action:

Second 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:

Per City Code 110.230, Bill 26-19 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Moon, 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.
Second Reading

Requested Action:

Second 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:

Per City Code 110.230, Bill 26-20 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Moon, 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. *Second Reading*

Requested Action:

Second 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.

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Moon, 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. *Second Reading.*

Requested Action:

Second 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.

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 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. *Second Reading.*

Requested Action:

Second 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:

Per City Code 110.230, Bill 26-23 is in correct form.

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.

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ty Dinsdale, Airport Manager

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. *Second Reading.*

Requested Action:

Second 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:

Per City Code 110.230, Bill 26-24 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: April 2, 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. *Second Reading.*

Requested Action:

Second 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:

Per City Code 110.230, Bill 26-25 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.



PROCLAMATION
National Public Safety Telecommunications Week
April 12-18, 2026

Whereas, emergencies can occur at any time that require police, fire or emergency medical services; and

Whereas, when an emergency occurs the prompt response of police officers, firefighters and paramedics is critical to the protection of life and preservation of property; and

Whereas, the safety of our police officers and firefighters is dependent upon the quality and accuracy of information obtained from citizens who telephone the Osage Beach 911 communications center; and

Whereas, Public Safety Telecommunicators are the first and most critical contact our citizens have with emergency services; and

Whereas, Public Safety Telecommunicators are the single vital link for our police officers and firefighters by monitoring their activities by radio, providing them information and ensuring their safety; and

Whereas, Public Safety Telecommunicators of the Osage Beach Police Department have contributed substantially to the apprehension of criminals, suppression of fires and treatment of patients; and

Whereas, each dispatcher has exhibited compassion, understanding and professionalism during the performance of their job in the past year.

NOW, THEREFORE, I, Michael Harmison, Mayor of the City of Osage Beach, Missouri, do hereby proclaim the week of April 12 through April 18, 2026, as

National Public Safety Telecommunications Week

in Osage Beach, in honor of the men and women whose diligence and professionalism keep our city and citizens safe.

IN WITNESS WHEREOF, I have hereunto set my hand and have caused the official seal of the City of Osage Beach, Missouri, to be affixed this 2nd day of April 2026.

Michael Harmison, Mayor

Attest:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-28 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article IV, Section 500.110: Adoption of the International Mechanical Code; Section 500.120: 2018 International Mechanical Code - Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-28

Ordinance Referenced for Action:

Board of Aldermen approval is 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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-28 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE IV, SECTION 500.110: ADOPTION OF INTERNATIONAL MECHANICAL CODE; SECTION 500.120: 2018 INTERNATIONAL MECHANICAL CODE – AMENDMENTS.

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

Section 1. That Chapter 500, Article IV, SECTION 500.110: Adoption of International Mechanical Code is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article IV, SECTION 500.110: Adoption of International Mechanical Code is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article IV Mechanical Code

Section 500.110. Adoption of International Mechanical Code.

The 2024 International Mechanical Code is hereby adopted as the Mechanical Code of the City for the control of buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this article as if fully set out in this Article, with the additions, insertions, deletions and changes, if any, prescribed in Section 500.120. One (1) copy of the International Mechanical Code, 2024 Edition, is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article IV, Section 500.120: 2018 International Mechanical Code – Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article IV, Section 500.120: 2024 International Mechanical Code – Amendments is hereby enacted to read as follows:

Section 101.1. These regulations shall be known as the Mechanical Code of the City of Osage Beach, Missouri, hereinafter referred to as the Mechanical Code or this code.

Section 114.4. Violation Penalties is hereby amended to read as follows:

Section 114.4 Violation Penalties. Persons who violate a provision of this code shall be subject to a penalty according to Section 500.130 of the Osage Beach Code of Ordinances.

Section 108.5. Stop Work Orders. Persons who violate a provision of this code shall be subject to a penalty according to Section 500.130 of the Osage Beach Code of Ordinances.

Section 308.4.2.1. Solid Fuel Burning Appliances is hereby amended to read as follows:

Section 308.4.2.1. Solid Fuel Burning Appliances. Solid fuel firebox walls and chimney/flue shafts shall be lined with 5/8-inch type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall

be tight or shall be sealed with tap and joint compound or approved fire caulking.

Section 5. Severability.

The chapter, 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 judgement or decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.28 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. 26.28.

Date

ATTEST:

Michael Harmison, Mayor

Tara Berreth, City Clerk

PUBLIC NOTICE

As per RSMo 67.280, I would like to "file" with you the following notice.

Notice is given that the City of Osage Beach intends to adopt the 2024 International Building Code, 2024 International Residential Code, 2024 International Swimming Pool and Spa Code, 2024 International Mechanical Code, 2024 International Plumbing Code, 2024 International Fuel Gas Code, 2023 National Electrical Code, 2024 International Existing Building Code, 2024 International Fire Code, 2024 International Property Maintenance Code, ICC A117.1-2017 Accessible and Usable Buildings and Facilities no sooner than March 1, 2026. Copies of these codes are on file in the office of the City Clerk, 1000 City Parkway, Osage Beach, Missouri.

Amendments to the 2024 International Mechanical Code (IMC):

1. Section 101.1. These regulations shall be known as the Mechanical Code of the City of Osage Beach, Missouri, hereinafter referred to as the Mechanical Code or this code.
2. Section 114.4. Violation Penalties is hereby amended to read as follows:
3. Section 114.4 Violation Penalties. Persons who violate a provision of this code shall be subject to a penalty according to Section 500.130 of the Osage Beach Code of Ordinances.
4. Section 108.5. Stop Work Orders. Persons who violate a provision of this code shall be subject to a penalty according to Section 500.130 of the Osage Beach Code of Ordinances.
5. Section 308.4.2.1. Solid Fuel Burning Appliances is hereby amended to read as follows:

Section 308.4.2.1. Solid Fuel Burning Appliances. Add: Solid fuel firebox walls and chimney/flue shafts shall be lined with 5/8 inch type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall be tight or shall be sealed with tap and joint compound or approved fire caulking.

Amendments to the 2023 National Electrical Code (NEC):

1. Article 230.70 (A) (1). Readily Accessible Location. The service disconnect means shall be installed outside every building and structure. Building or structure remodels will require an outside disconnect as set forth in this text unless the Code Official or his designee exempts it from requirement. Each occupant shall have access to the disconnect serving the building, structure, or space they occupy.
2. Article 404.8 (A). Location. All switches and circuit breakers used as switches shall be located so that they may be operated from a readily accessible place. They shall be installed such that the center of the grip of the operating handle of the switch or circuit breaker, when in its highest position, is not more than 66 inches (5 ft 6 in.) above the floor or working platform.
3. Article 553. Floating buildings permitted and inspected by the Osage Beach Fire Protection District or district's designee shall be considered as in compliance with this section and no further inspection or permitting under this section shall be required.

4. Article 555. Marinas and Boatyards permitted and inspected by the Osage Beach Fire Protection District or district's designee shall be considered as in compliance with this section and no further inspection or permitting under this section shall be required.

Amendments to the 2024 International Building Code (IBC)

1. Chapter 13. Repealed in its entirety.
2. Section 101.1. These regulations shall be known as the Building Code of the City of Osage Beach, Missouri, hereinafter referred to as the Building Code or this code.
3. Section 101.4.6. Repealed in its entirety.
4. Section 103.2. The Building Official shall be appointed as provided in Section 115.480 of the Osage Beach Code of Ordinances.
5. Section 109.2. Payment of fees.

A fee for each plan examination, building permit and inspection shall be paid in accordance with the following schedule:

A. Single Family Dwelling Building Permit Fees:

Total Valuation	Fee
\$0 - \$20,000	\$40.00
Over \$20,001	\$40.00
For each additional \$1,000 or fraction thereof	\$2.00

B. Other Building Permit Fees:

Total Valuation	Fee
\$0 - \$10,000	\$120.00
\$10,001 - \$20,000	\$170.00
\$20,001 - \$200,000:	
For the first \$20,000	\$170.00
Plus, for each additional \$1,000 or fraction thereof, to and including \$200,000	\$7.50
\$200,001 - \$1,000,000:	\$1,520.00
For the first \$200,000	
Plus, for each additional \$1,000 or fraction thereof, to and including \$1,000,000	\$6.50.00
Over \$1,000,001:	\$6,320.00
For the first \$1,000,001	
Plus, for each additional \$1,000 or fraction thereof	\$2.00

C. Plan Review Fees: When the total valuation of a proposed building exceeds one million dollars (\$1,000,000), and a plan is required to be submitted, a plan review fee shall be paid to the City of Osage Beach at the time of submitting plans and specifications for review. Such plan review fee shall be one-half of the building permit fee set out above and shall be a credit toward the total building permit fee when the building permit is issued.

6. Section 109.4. Work commencing before permit issuance. Any person who commences any work on a building, structure, electrical, gas, mechanical or plumbing system before obtaining the necessary permits shall be subject to a fee in the amount of \$250.00 that shall be in addition to the required permit fees.
7. Section 1612.3. Establishment of Flood Hazard Areas. To establish flood hazard areas, the government body shall adopt a flood hazard map and supporting data. The flood hazard map shall include, at a minimum, areas of special flood hazard as identified by the Federal Emergency Management Agency in an engineering report entitled "The Flood Insurance Study for the City of Osage Beach" dated June, 2024, as amended or revised with the accompanying Flood Insurance Rate Map (FIRM) and Flood Boundary and Floodway Map (FBFM) and related supporting data along with any revisions thereto. The adopted flood hazard map and supporting data are hereby adopted by reference and declared to be a part of this section.

Amendments to the 2024 International Fire Code (IFC)

101.1 Wherever "Name of Jurisdiction" appears in this code, it shall read City of Osage Beach, Missouri.

103.2. Wherever "Fire Code Official" appears in this code, it is defined as the Building Official of the City of Osage Beach or his duly authorized representative.

103.2 Wherever "Chief Appointing Authority" appears in this code, it shall read "The Board of Aldermen of the City of Osage Beach, Missouri."

Section 5. Section 500.200 2018 International Fire Code Amendments

All references to the International Fuel Gas Code are hereby repealed. The 2024 International Fuel Gas Code shall apply to all installations of natural gas systems and NFPA 54-2018 National Gas Code shall apply to the installation of all propane gas systems.

Section 105.5.36 Open Burning. An operational permit for open fire shall be obtained from the Osage Beach Fire Protection District.

Section [A} 113.4 shall be amended as follows:

Section [A} 113.4 Refer to Section 100.190 of the Osage Beach Code of Ordinances

Section 507.5.1 is hereby amended to read as follows:

- 507.5.1.2 Fire Hydrant: Dry Hydrant, Dry Stand Pipes, Yard Hydrants, and Public Fire Hydrants shall be installed, located, and protected as directed by the Fire Code Official or his designated representative and shall conform to the material and installation specifications as developed by the City of Osage Beach. The designated threads on all fire hydrants shall be as follows: The steamer connections shall be 4 1/2" and the two other connections shall be 2 1/2" and all connections shall be NST.

507.5.1.3 Installation of other new Fire Hydrants: No person shall install or cause to be installed any fire hydrant within the City of Osage Beach, unless the location thereof, and the design and type of hydrant, including the threads and outlets thereof shall first have been approved by the Fire Code Official.

507.5.1.4 Placement of Fire Hydrants and Prohibition of obstructing Fire Hydrants: All fire hydrants shall be placed within ten (10) feet of a roadway and not closer than forty (40) feet to any building. Where fire hydrants are to be installed in areas where vehicles would be parked or standing, said vehicle parking or standing should be restricted to ten (10) feet in each direction from the fire hydrant to the center of the public or private passageway. No person shall place a structure within forty (40) feet of a fire hydrant or obstruct or block the use of a hydrant in any manner. Unobstructed access to fire hydrants shall be maintained at all times. The fire department shall not be deterred or hindered from gaining immediate access to fire protection equipment or fire hydrants. Hydrant shall be a minimum of 18" and maximum of 36" off the ground and from grade to center of discharge outlet.

507.5.1.5 Installation Requirements: Fire Hydrants shall be installed according to the aforesaid plat or development plan, as approved by the Fire Code Official, and that such installation will be made as nearly forthwith as may be practicable. Fire Hydrants shall be installed on water mains not less than six (6) inches in diameter in residential areas of single family construction and not less than eight (8) inches in diameter in multi-family, commercial, or industrial construction areas. As may be approved by the Fire Code Official hydrants shall be installed at spacing of six hundred feet (600') of separation from hydrant to hydrant, and in other areas including multi-family, commercial and industrial areas, at spacing of three hundred feet (300') from hydrant to hydrant. In cases where special fire hazards exist, such as, but not limited to, buildings or structures where highly combustible materials are stored, used or installed, smaller spacing may be required between fire hydrants, as approved by the Fire Code Official.

Commercial buildings, Condominiums and Multi-Family Occupancies, which have a fire suppression system, must also be served by an approved fire hydrant not further than one hundred fifty feet (150'), in the line of hose path travel, from the fire department connection. All public and private fire hydrant barrels are to be painted red. All fire hydrant bonnets are to be painted as follows to indicate water main size:

COLOR	WATER MAIN SIZE
Green	Fourteen inch (14") or larger
Orange	Ten inch (10") and twelve inch (12")
Red	Six inch (6") and Eight inch (8")

507.5.1.6 System Design: The water supply delivery system shall be designed to deliver water supply according to Appendix B. The system design shall also meet all sprinkler demands. Fire protection systems for all new or remodeled facilities, buildings or portions of buildings hereafter constructed or moved into or within the jurisdiction shall be designed with a 10% safety factor.

507.5.1.7 Access: The commencement of construction of any such new development, or new building, within the City of Osage Beach, shall be deemed to be the grant of permission by such person for entry upon such property by the water company, or other water supplier, for the installation of any such aforesaid fire hydrant and the water main leading thereto, and also to the City of Osage Beach and the members of its staff and to its equipment, for access to such fire hydrant or hydrants which may be located upon any such property, for any purpose whatever within the function of the district, in consideration of issue of building permits.

All fire hydrants shall be accessible and provide to the fire protection district, at no cost for the water usage, the exercising of hydrants under emergency situations or training and shall further permit testing and record analysis for static and residual pressures and gallons of flow available.

507.5.1.8 Special Conditions. Any hydrant in the opinion of the Fire Code Official that has a special condition the bonnet shall be painted black.

Section 3104.8 Fireworks is hereby amended to read as follows:

Fireworks shall not be used within 300 feet of tents or membrane structures.

Section 5608.1 General. The display of outdoor fireworks shall comply with this chapter and NFPA 1123. The indoor display of fireworks, including proximate audience displays and pyrotechnic special effects in motion picture, television, theatrical, and group entertainment productions shall not be allowed in the City of Osage Beach. Sale or discharge of any fireworks shall comply with section **210.2260 Sale and Discharge Regulations** of the Osage Beach Municipal Code.

Section 6. Appendix B: Fire-Flow Requirements for Buildings is hereby adopted.

Amendments to the 2024 International Fuel Gas Code (IFGC):

1. Section 101.1. This code shall be known as the Fuel Gas Code of the City of Osage Beach, Missouri, hereinafter referred to as the Fuel Gas Code or this code.
2. Section 108.1. Fee Schedule. The fees for all fuel gas work shall be subject to the fee schedule in Section 500.020 of the Osage Beach Code of Ordinances.
3. Section 108.6. Fee refunds shall be according to Section 500.020 of the Osage Beach Code of Ordinances.
4. Section [A] 113.4. Violation Penalties. Any person who violates any provision of this code shall be subject to a penalty according to Section 500.030 of the Osage Beach Municipal code.
5. Section 114. Stop Work Orders. Any person who violates any provision of this code shall be subject to penalty according to Section 500.030 of the Osage Beach Municipal Code.
6. Section 308.1 Scope. Insert: Section 308.1.1 Fuel-gas firebox. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8 inch type X gypsum board or equivalent. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulking.

Amendments to the 2024 International Plumbing Code (IPC):

1. Section 101.1. These regulations shall be known as the Plumbing Code of the City of Osage Beach, Missouri, hereinafter referred to as the Plumbing Code or this code.
2. Section 108.2. Fee Schedule. The fees for all plumbing work shall be subject to the fee schedule in Section 500.020 of the Osage Beach Code of Ordinances.
3. Section 108.6. Fee Refunds. According to Section 500.020 of the Osage Beach Code of Ordinances.
4. Section 114.4 Violation Penalties. Any person who violates any provision of this code is subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.
5. Section 115. Stop Work Orders. Any person who continues to work after having been served with a stop work order, shall be subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.
6. Section 305.4.1. Sewer Depth. Insert twenty-four (24) inches.
7. Section 903.1. Insert six (6) inches.

Amendments to the 2024 International Property Maintenance Code (IPMC):

1. Section 101.1. These regulations shall be known as the Property Maintenance Code of the City of Osage Beach, Missouri, hereinafter referred to as the Property Maintenance Code or this code.
2. Section 103.1. Insert: Building Department
3. Section 302.4. Insert the words twelve (12) inches.
4. Section 304.14. Every door, window and other outside opening required for ventilation of habitable rooms, food preparation areas or any areas where products to be included or utilized in food for human consumption are processed, manufactured, packaged or stored shall be supplied with approved tightly fitting screens of minimum of 16 mesh per inch (16 mesh per 25mm), and every screen door used for insect control shall have a self-closing device in good working condition.

Exception: Screens shall not be required where other approved means, such as air curtains or insect repellent fans, are employed.

5. Section 602.3. Heat Supply. Every owner and operator of any building who rents, leases or lets one or more dwelling units or sleeping units on terms, either expressed or implied, to furnish heat to the occupants thereof shall supply heat during the period from September 1st to May 1st to maintain a minimum temperature of 68°F (20°C) in all habitable rooms, bathrooms and toilet rooms.

Amendments to the 2024 International Residential Code (IRC):

1. Section R101.1. Title. Insert: The City of Osage Beach

Table R301.2(1):

1. Ground Snow Load: 20 psf;
 2. Wind Speed: 115;
 3. Topographic Effects: No;
 4. Seismic Design Category: B;
 5. Weathering: Severe;
 6. Frost Line Depth: 24 inches;
 7. Termite: Moderate to Heavy;
 8. Winter Design Temp: 7 degrees F.
 9. Ice Barrier Underlayment: Yes
 10. Flood Hazards: 2024;
 11. Air Freezing Index: 800;
 12. Mean Annual Temp: 55 degrees F.
 13. Manual J Design Criteria. Delete in its entirety.
-
2. Section R302.6. Dwelling/garage fire separation. Delete in its entirety. Add: All interior walls, ceilings, and supporting structures shall be separated by 5/8” type X gypsum board or equivalent, applied to the garage side. Openings in garage walls shall comply with section R302.5.
 3. Table R302.6, Dwelling/garage separation: Delete in its entirety.
 4. Section R309, Townhouse automatic fire sprinkler systems: delete.....shall be installed in townhouses. Insert...may be installed in townhouses as per State of Missouri, Section 67.281 RSMo.
 5. Section R309.2, One-and two-family dwellings automatic fire systems: delete: ...Shall be installed in one-and two-family dwellings...Insert:may be installed in one- and two-family dwellings as per State of Missouri Section 67.281 RSMo.
 6. Chapter 11, Energy Efficiency: Delete in its entirety.
 7. Section M1306.1, Appliance clearance, insert: M1306.2.2.1 Fuel-gas firebox. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8-inch Type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulk.

8. Section M1306.2.3, Solid-fuel appliances: insert: M1306.2.3.1, Solid-Fuel firebox and shaft. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8-inch Type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulk.
9. Section P2603.5.1, Sewer Depth: Insert 18 inches
10. Section E3601.6.2, Service disconnect location: delete in its entirety. Add: The service disconnecting means shall be installed in a readily accessible location outside of every building and structure. Each occupant shall have access to the disconnect serving the dwelling unit in which they reside.
11. Appendix BF, Patio Covers, is hereby adopted as written.

Amendments to the 2024 International Existing Building Code (IEBC):

1. Section 101.1. These regulations shall be known as the Existing Building Code of the City of Osage Beach, Missouri, hereinafter referred to as “this code.”
2. Section 103.2. The Building Official shall be appointed as provided in Section 115 of the Osage Beach Code of Ordinances.
3. Section 708. Delete in its entirety.
4. Section 809. Delete in its entirety.
5. Section 907. Delete in its entirety.
6. Section 1104. Delete in its entirety.
7. Appendix Resource A - adopted in its entirety.

Amendments to the 2024 International Swimming Pool and Spa Code(ISPSC):

1. Section 101.1. Insert: City of Osage Beach
2. Section 103.1. Insert: Osage Beach Building Department
3. Section 113.4. Insert: Any person who violates any provision of this code is subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-29 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article II, Section 500.040: Adoption of the National Electrical Code; Section 500.050 National Electric Code - Amendments; Section 500.060 Enforcement. *First Reading.*

Requested Action:

First Reading of Bill #26-29

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):

Not Applicable

Department Comments and Recommendation:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2025, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to

maintain a six year cycle to provide uniform adoption and enforcement consistency. The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-29 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE II, SECTION 500.040: ADOPTION OF THE NATIONAL ELECTRICAL CODE; SECTION 500.050 NATIONAL ELECTRIC CODE – AMENDMENTS; SECTION 500.060 ENFORCEMENT.

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

Section 1. That Chapter 500, Article II, Section 500.040 Adoption of National Electrical Code is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article II, Section 500.040: Adoption of National Electrical Code is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article II Electrical Code

Section 500.040 Adoption of National Electrical Code:

The National Electrical Code, 2023 Edition, as published by the National Fire Protection Association, is hereby adopted as the Electrical Code of the City for the control of buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions, and terms of the code are hereby adopted by reference and made a part of this article as if fully set out in this article, with the additions, insertions, deletions and changes, if any, prescribed in 500.050. One (1) copy of the 2023 National Electrical Code is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article II, Section 500.050 National Electrical Code Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article II, Section 500.050: National Electrical Code Amendments is hereby enacted to read as follows:

Section 500.050 National Electrical Code Amendments:

- 1) Article 230.70 (A) (1). Readily Accessible Location. The service disconnect means shall be installed outside every building and structure. Building or structure remodels will require an outside disconnect as set forth in this text unless the Code Official or his designee exempts it from requirement. Each occupant shall have access to the disconnect serving the building, structure, or space they occupy.
- 2) Article 404.8 (A). Location. All switches and circuit breakers used as switches shall be located so that they may be operated from a readily accessible place. They shall be installed such that the center of the grip of the operating handle of the switch or circuit breaker, when in its highest position, is not more than 66 inches (5 ft 6 in.) above the floor or working platform.

- 3) Article 553. Floating buildings permitted and inspected by the Osage Beach Fire Protection District or district's designee shall be considered as in compliance with this section and no further inspection or permitting under this section shall be required.
- 4) Article 555. Marinas and Boatyards permitted and inspected by the Osage Beach Fire Protection District or district's designee shall be considered as in compliance with this section and no further inspection or permitting under this section shall be required.

Section 5. Section 500.060 Enforcement shall be amended so that such section shall read as follows:

The 2024 International Building Code as adopted shall apply to the provisions of this Article.

Section 6. Severability.

The chapter, 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 judgement or decree 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 7. 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 8. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 9. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.29 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. 26.29.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-30 — An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article 1, Section 500.010: 2018 International Building Code; Section 500.020: 2018 International Building Code - Adoption. *First Reading.*

Requested Action:

First Reading of Bill #26-30

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-30 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE I, SECTION 500.010: 2018 INTERNATIONAL BUILDING CODE; SECTION 500.020: 2018 INTERNATIONAL BUILDING CODE – ADOPTION.

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

Section 1. That Chapter 500, Article I, SECTION 500.010: 2018 International Building Code Adoption is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article I SECTION 500.010: 2024 International Building Code Adoption is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article I Building Code

Section 500.010 2024 International Building Code – Adoption.

The 2024 International Building Code is hereby adopted as the Building Code of the City of Osage Beach for the control of buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in this Article, with the additions, insertions, deletions and changes, if any, prescribed in Section 500.020. One (1) copy of the 2024 International Building Code is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article I, SECTION 500.020: 2018 International Building Code Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article I SECTION 500.020: 2024 International Building Code Amendments is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article I Building Code

Section 500.020 2024 International Building Code Amendments. The 2024 International Building Code is hereby amended as follows:

Chapter 13. Repealed in its entirety.

Section 101.1. These regulations shall be known as the Building Code of the City of Osage Beach, Missouri, hereinafter referred to as the Building Code or this code.

Section 101.4.6. Repealed in its entirety.

Section 103.2. The Building Official shall be appointed as provided in Section 115.390 of the Osage Beach Code of Ordinances.

Section 109.1. Payment of fees.

A fee for each plan examination, building permit and inspection shall be paid in accordance with the following schedule:

A. Single Family Dwelling Building Permit Fees:

Total Valuation	Fee
\$0 - \$20,000	\$40.00
Over \$20,001	\$40.00
For each additional \$1,000 or fraction thereof	\$2.00

B. Other Building Permit Fees:

Total Valuation	Fee
\$0 - \$10,000	\$120.00
\$10,001 - \$20,000	\$170.00
\$20,001 - \$200,000: For the first \$20,000	\$170.00
Plus, for each additional \$1,000 or fraction thereof, to and including \$200,000	\$7.50
 \$200,001 - \$1,000,000: For the first \$200,000	 \$1,520.00
Plus, for each additional \$1,000 or fraction thereof, to and including \$1,000,000	\$6.00
 Over \$1,000,000: For the first \$1,000,000	 \$6,320.00
Plus, for each additional \$1,000 or fraction thereof	\$2.00

C. Plan Review Fees: When the total valuation of a proposed building exceeds one hundred thousand dollars (\$100,000), and a plan is required to be submitted, a plan review fee shall be paid to the City of Osage Beach at the time of submitting plans and specifications for checking. Such plan checking fee shall be one-half of the building permit fee set out above and shall be a credit toward the total building permit fee when the building permit is issued.

Section 109.4. Work commencing before permit issuance. Any person who commences any work on a building, structure, electrical, gas, mechanical or plumbing system before obtaining the necessary permits shall be subject to a fee in the amount of \$250.00 that shall be in addition to the required permit fees.

Section 1612.3. Establishment of Flood Hazard Areas. To establish flood hazard areas, the government body shall adopt a flood hazard map and supporting data. The flood hazard map shall include, at a minimum, areas of special flood hazard as identified by the Federal Emergency Management Agency in an engineering report entitled "The Flood Insurance Study for the City of Osage Beach" dated June 16, 2011, as amended or revised with the accompanying Flood Insurance Rate Map (FIRM) and Flood Boundary and Floodway Map (FBFM) and related supporting data along with any revisions thereto. The adopted flood hazard map and supporting data are hereby adopted by reference and declared to be a part of this section.

Section 5. Severability.

The chapter, 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 judgement or decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.30 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. 26.30.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-31 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article VII, Section 500.180: Adoption of the International Fire Code; Section 500.190 Jurisdictional Title/Definitions; Section 500.200 International Fire Code Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-31

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-31 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE VII, SECTION 500.180: ADOPTION OF THE INTERNATIONAL FIRE CODE; SECTION 500.200 2018 INTERNATIONAL FIRE CODE AMENDMENTS.

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

Section 1. That Chapter 500, Article VII, SECTION 500.180: Adoption of the International Fire Code is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article VII, SECTION 500.180: Adoption of the International Fire Code is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article VII Fire Prevention Code

That a certain document, one (1) copy of which is on file in the office of the City Clerk of the City of Osage Beach, Missouri, being marked and designated as the 2024 International Fire Code as published by the International Code Council, Inc. be and is hereby adopted as the Fire Prevention Code of the City of Osage Beach, Missouri. This document will be used for the control of buildings and structures as provided herein; and each and all of these regulations, provisions, penalties, conditions, and terms of the 2024 International Fire Code are hereby referred to, adopted and made a part hereof, as if fully set out in this ordinance, with the additions, deletions, insertions and changes, as hereinafter prescribed.

Section 3. That Chapter 500, Article VII, SECTION 500.200 2018 International Fire Code Amendments is hereby repealed in its entirety.

Section 4 A new Chapter 500, Article VII, SECTION 500.200 2024 International Fire Code Amendments is hereby enacted to read as follows:

All references to the International Fuel Gas Code are hereby repealed. The 2024 International Fuel Gas Code shall apply to all installations of natural gas systems and NFPA 54-2018 National Gas Code shall apply to the installation of all propane gas systems.

Section 105.5.36 Open Burning. An operational permit for open fire shall be obtained from the Osage Beach Fire Protection District.

Section [A} 113.4 shall be amended as follows:

Section [A} 113.4 Refer to Section 100.190 of the Osage Beach Code of Ordinances

Section 507.5.1 is hereby amended to read as follows:

507.5.1.2 Fire Hydrant: Dry Hydrant, Dry Stand Pipes, Yard Hydrants, and Public Fire Hydrants shall be installed, located, and protected as directed by the Fire Code Official or his designated representative and shall conform to the material and installation specifications as developed by the City of Osage Beach. The designated threads on all fire hydrants shall be as follows: The steamer connections shall be 4 1/2" and the two other connections shall be 2 1/2" and all connections shall be NST.

507.5.1.3 Installation of other new Fire Hydrants: No person shall install or cause to be installed any fire hydrant within the City of Osage Beach, unless the location thereof, and the design and type of hydrant, including the threads and outlets thereof shall first have been approved by the Fire Code Official.

507.5.1.4 Placement of Fire Hydrants and Prohibition of obstructing Fire Hydrants: All fire hydrants shall be placed within ten (10) feet of a roadway and not closer than forty (40) feet to any building. Where fire hydrants are to be installed in areas where vehicles would be parked or standing, said vehicle parking or standing should be restricted to ten (10) feet in each direction from the fire hydrant to the center of the public or private passageway. No person shall place a structure within forty (40) feet of a fire hydrant or obstruct or block the use of a hydrant in any manner. Unobstructed access to fire hydrants shall be maintained at all times. The fire department shall not be deterred or hindered from gaining immediate access to fire protection equipment or fire hydrants. Hydrant shall be a minimum of 18" and maximum of 36" off the ground and from grade to center of discharge outlet.

507.5.1.5 Installation Requirements: Fire Hydrants shall be installed according to the aforesaid plat or development plan, as approved by the Fire Code Official, and that such installation will be made as nearly forthwith as may be practicable. Fire Hydrants shall be installed on water mains not less than six (6) inches in diameter in residential areas of single family construction and not less than eight (8) inches in diameter in multi-family, commercial, or industrial construction areas. As may be approved by the Fire Code Official hydrants shall be installed at spacing of six hundred feet (600') of separation from hydrant to hydrant, and in other areas including multi-family, commercial and industrial areas, at spacing of three hundred feet (300') from hydrant to hydrant. In cases where special fire hazards exist, such as, but not limited to, buildings or structures where highly combustible materials are stored, used or installed, smaller spacing may be required between fire hydrants, as approved by the Fire Code Official.

Commercial buildings, Condominiums and Multi-Family Occupancies, which have a fire suppression system, must also be served by an approved fire hydrant not further than one hundred fifty feet (150'), in the line of hose path travel, from the fire department connection. All public and private fire hydrant barrels are to be painted red. All fire hydrant bonnets are to be painted as follows to indicate water main size:

WATER MAIN SIZE

Fourteen inch (14") or larger

Ten inch (10") and twelve inch (12") Six inch (6") and Eight inch (8")507.5.1.6 System Design: The water supply delivery system shall be designed to deliver water supply according to Appendix B. The system design shall also meet all sprinkler demands. Fire protection systems for all new or remodeled facilities, buildings or portions of buildings hereafter constructed or moved into or within the jurisdiction shall be designed with a 10% safety factor.

507.5.1.7 Access: The commencement of construction of any such new development, or new building, within the City of Osage Beach, shall be deemed to be the grant of permission by such person for entry upon such property by the water company, or other water supplier, for the installation of any such aforesaid fire hydrant and the water main leading thereto, and also to the City of Osage Beach and the members of its staff and to its equipment, for access to such fire hydrant or hydrants which may be located upon any such property, for any purpose whatever within the function of the district, in consideration of issue of building permits.

All fire hydrants shall be accessible and provide to the fire protection district, at no cost for the water usage, the exercising of hydrants under emergency situations or training and shall further permit testing and record analysis for static and residual pressures and gallons of flow available.

507.5.1.8 Special Conditions. Any hydrant in the opinion of the Fire Code Official that has a special condition the bonnet shall be painted black.

Section 3104.8 Fireworks is hereby amended to read as follows:
Fireworks shall not be used within 300 feet of tents or membrane structures.

Section 5608.1 General. The display of outdoor fireworks shall comply with this chapter and NFPA 1123. The indoor display of fireworks, including proximate audience displays and pyrotechnic special effects in motion picture, television, theatrical, and group entertainment productions shall not be allowed in the City of Osage Beach. Sale or discharge of any fireworks shall comply with section **210.2260 Sale and Discharge Regulations** of the Osage Beach Municipal Code.

Section 5. Appendix B: Fire-Flow Requirements for Buildings is hereby adopted.

Section 6. Severability.

The chapter, 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 decree 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 7. 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 8. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 10. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.31 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. 26.31.

Date

ATTEST:

Michael Harmison, Mayor

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-32 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article VIII, Section 500.240: Adoption of the International Fuel Gas Code; Section 500.250: 2018 International Fuel Gas Code Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-32

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-32 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE VIII, SECTION 500.240: ADOPTION OF INTERNATIONAL FUEL GAS CODE; SECTION 500.250: 2018 INTERNATIONAL FUEL GAS CODE AMENDMENTS.

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

Section 1. That CHAPTER 500, ARTICLE VIII, SECTION 500.240: Adoption of International Fuel Gas Code is hereby repealed in its entirety.

Section 2. A new CHAPTER 500, ARTICLE VIII, SECTION 500.240: Adoption of International Fuel Gas Code is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article VIII Fuel Gas Code

Section 500.240 Adoption of International Fuel Gas Code

The 2024 International Fuel Gas Code is hereby adopted as the Fuel Gas Code for the City of Osage Beach. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in this Article, with the additions, insertions, deletions and changes, if any. One (1) copy of the 2024 International Fuel Gas Code is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article VII, SECTION 500.250 2018 International Fuel Gas Code Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article VII, Section 500.250 2024 International Fuel Gas Code Amendments is hereby enacted to read as follows:

The 2024 International Fuel Gas Code is hereby amended as follows:

- 1) Section 101.1. This code shall be known as the Fuel Gas Code of the City of Osage Beach, Missouri, hereinafter referred to as the Fuel Gas Code or this code.
- 2) Section 108.1. Fee Schedule. The fees for all fuel gas work shall be subject to the fee schedule in Section 500.020 of the Osage Beach Code of Ordinances.
- 3) Section 108.6. Fee refunds shall be according to Section 500.020 of the Osage Beach Code of Ordinances.
- 4) Section [A] 113.4. Violation Penalties. Any person who violates any provision of this code shall be subject to a penalty according to Section 500.030 of the Osage Beach Municipal code.
- 5) Section 114. Stop Work Orders. Any person who violates any provision of this code shall be subject to penalty according to Section 500.030 of the Osage Beach Municipal Code.

- 6) Section 308.1 Scope. Insert: Section 308.1.1 Fuel-gas firebox. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8 inch type X gypsum board or equivalent. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulking.

Section 5. Severability.

The chapter, 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 judgement or decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.32 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. 26.32.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-33 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinance by repealing and replacing Chapter 500, Article V, Section 500.140: Adoption of International Plumbing Code; Section 500.150: 2018 International Plumbing Code - Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-33

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-33 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE V, SECTION 500.140: ADOPTION OF INTERNATIONAL PLUMBING CODE; SECTION 500.150: 2018 INTERNATIONAL PLUMBING CODE - AMENDMENTS.

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

Section 1. That Chapter 500, ARTICLE V, SECTION 500.140: Adoption of International Plumbing Code - is hereby repealed in its entirety.

Section 2. A new Chapter 500, ARTICLE V, SECTION 500.140: Adoption of International Plumbing Code - is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article V Plumbing Code
Section 500.140. Adoption of the International Plumbing Code.

That a certain document, one (1) copy of which is on file in the office of the City Clerk, being marked and designated as the 2024 International Plumbing Code, is hereby adopted as the code of the City of Osage Beach, Missouri, for regulating the design, construction, quality of materials, erection, installation, alteration, repair, location, relocation, replacement, addition to, use or maintenance of plumbing systems in the City of Osage Beach providing for the issuance of permits and collection of fees therefore; and each and all of the regulations, provisions, conditions and terms of such International Plumbing Code, 2024 Edition, on file in the office of the City Clerk are hereby referred to, adopted and made a part hereof as if fully set out in this Article.

Section 3. That Section 500.150 is hereby amended so that such section shall read as follows:

Section 500.150: 2024 International Plumbing Code – Amendments

Section 101.1. These regulations shall be known as the Plumbing Code of the City of Osage Beach, Missouri, hereinafter referred to as the Plumbing Code or this code.

Section 108.2. Fee Schedule. The fees for all plumbing work shall be subject to the fee schedule in Section 500.020 of the Osage Beach Code of Ordinances.

Section 108.6. Fee Refunds. According to Section 500.020 of the Osage Beach Code of Ordinances.

Section 114.4 Violation Penalties. Any person who violates any provision of this code is subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.

Section 115. Stop Work Orders. Any person who continues to work after having been served with a stop work order, shall be subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.

Section 305.4.1. Sewer Depth. Insert twenty-four (24) inches.

Section 903.1. Insert six (6) inches.

Section 4. Section 500.155 Grease Interceptor Required - shall remain unchanged.

Section 5. Severability.

The chapter, 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 judgement or decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.33 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. 26.33.

Date

ATTEST:

Michael Harmison, Mayor

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-34 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article III, Section 500.080: Adoption of the International Property Maintenance Code; Section 500.090: 2018 International Property Maintenance Code. *First Reading.*

Requested Action:

First Reading of Bill #26-34

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-34 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE III, SECTION 500.080: ADOPTION OF THE INTERNATIONAL PROPERTY MAINTENANCE CODE; SECTION 500.090: 2018 INTERNATIONAL PROPERTY MAINTENANCE CODE – AMENDMENTS.

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

Section 1. That Chapter 500, Article III, SECTION 500.080: Adoption of the International Property Maintenance Code is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article III SECTION 500.080: Adoption of the 2024 International Property Maintenance Code is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article III Property Maintenance Code

Section 500.080 Adoption of the International Property Maintenance Code.

The International Property Maintenance Code, 2024 Edition, is hereby adopted as the existing structures code of the City for the control of buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in this Article, with the additions, insertions, deletions and changes, if any, prescribed in Section 500.090. One (1) copy of the International Property Maintenance Code, 2024 Edition, is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article III, SECTION 500.090: 2018 International Property Maintenance Code – Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article III SECTION 500.090: 2024 International Property Maintenance Code - Amendments is hereby enacted to read as follows:

Section 101.1. These regulations shall be known as the Property Maintenance Code of the City of Osage Beach, Missouri, hereinafter referred to as the Property Maintenance Code or this code.

Section 103.1. Insert: Building Department

Section 302.4. Insert the words twelve (12) inches.

Section 304.14. Every door, window and other outside opening required for ventilation of habitable rooms, food preparation areas or any areas where products to be included or utilized in food for human consumption are processed, manufactured, packaged or stored shall be supplied with approved tightly fitting screens of minimum of 16 mesh per inch (16 mesh per 25mm), and every screen door used for insect control shall have a self-closing device in good working condition.

Exception: Screens shall not be required where other approved means, such as air curtains or insect repellent fans, are employed.

Section 602.3. Heat Supply. Every owner and operator of any building who rents, leases or lets one or more dwelling units or sleeping units on terms, either expressed or implied, to furnish heat to the occupants thereof shall supply heat during the period from September 1st to May 1st to maintain a minimum temperature of 68°F (20°C) in all habitable rooms, bathrooms and toilet rooms.

Section 5. Severability.

The chapter, 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 decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.34 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. 26.34.

Date

ATTEST:

Michael Harmison, Mayor

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-35- An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500, Article I, Section 500.035: 2018 International Residential Code - Adoption; Section 500.037: 2018 International Residential Code Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-35

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-35 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCES BY REPEALING AND REPLACING CHAPTER 500, ARTICLE I, SECTION 500.035: 2018 INTERNATIONAL RESIDENTIAL CODE – ADOPTION; SECTION 500.037: 2018 INTERNATIONAL RESIDENTIAL CODE AMENDMENTS.

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

Section 1. That Chapter 500, Article I, SECTION 500.035: 2018 International Residential Code – Adoption is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article I Section 500.035: 2024 International Residential Code – Adoption is hereby enacted to read as follows:

Chapter 500 Building Codes and Building Regulations - Article I Building Code

Section 500.035: 2024 International Residential Code - Adoption

The 2024 International Residential Code is hereby adopted as the Residential Code for structures designed to be residences within the City of Osage Beach for the control of design and construction of residential buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions, and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in this Article, with the additions, insertions, deletions, and changes, if any. One (1) copy of the 2024 International Residential Code is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article I, SECTION 500.037: 2018 International Residential Code Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article I, SECTION 500.037: 2024 International Residential Code Amendments is hereby enacted to read as follows:

Section 500.037: 2024 International Residential Code Amendments. The 2024 International Residential Code is hereby amended as follows:

Section R101.1. Title. Insert: The City of Osage Beach

1) Table R301.2(1):

1. Ground Snow Load: 20 psf;
2. Wind Speed: 115;
3. Topographic Effects: No;
4. Seismic Design Category: B;
5. Weathering: Severe;
6. Frost Line Depth: 24 inches;
7. Termite: Moderate to Heavy;
8. Winter Design Temp: 7 degrees F.
9. Ice Barrier Underlayment: Yes;
10. Flood Hazards: 2024;
11. Air Freezing Index: 800;
12. Mean Annual Temp: 55 degrees F.
13. Manual J Design Criteria. Delete in its entirety.

- 2) Section R302.6. Dwelling/garage fire separation. Delete in its entirety. Add: All interior walls, ceilings, and supporting structures shall be separated by 5/8" type X gypsum board or equivalent, applied to the garage side. Openings in garage walls shall comply with section R302.5.
- 3) Table R302.6, Dwelling/garage separation: Delete in its entirety.
- 4) Section R309, Townhouse automatic fire sprinkler systems: delete.....shall be installed in townhouses. Insert...may be installed in townhouses as per State of Missouri, Section 67.281 RSMo.
- 5) Section R309.2, One-and two-family dwellings automatic fire systems: delete: ...Shall be installed in one- and two-family dwellings...Insert:may be installed in one- and two-family dwellings as per State of Missouri Section 67.281 RSMo.
- 6) Chapter 11, Energy Efficiency: Delete in its entirety.
- 7) Section M1306.1, Appliance clearance, insert: M1306.2.2.1 Fuel-gas firebox. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8-inch Type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulk.
- 8) Section M1306.2.3, Solid-fuel appliances: insert: M1306.2.3.1, Solid-Fuel firebox and shaft. The firebox walls and ceiling of fuel-gas appliances shall be lined with 5/8-inch Type X gypsum board or equivalent to the height of the roof sheathing/deck. Seams shall be tight or shall be sealed with tape and joint compound or approved fire caulk.
- 9) Section P2603.5.1, Sewer Depth: Insert 18 inches
- 10) Section E3601.6.2, Service disconnect location: delete in its entirety. Add: The service disconnecting means shall be installed in a readily accessible location outside of every building and structure. Each occupant shall have access to the disconnect serving the dwelling unit in which they reside.
- 11) Appendix BF, Patio Covers, is hereby adopted as written.

Section 5. Severability.

The chapter, 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 decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.35 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. 26.35.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-36 - An ordinance of the City of Osage Beach, Missouri, amending the Osage Beach Code of Ordinances by repealing and replacing Chapter 500 Article I, Section 500.025: International Existing Building Code Adoption; Section 500.027 2018 International Existing Building Code Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-36.

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2025, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-36 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING THE OSAGE BEACH CODE OF ORDINANCE BY REPEALING AND REPLACING CHAPTER 500 ARTICLE I, SECTION 500.025: INTERNATIONAL EXISTING BUILDING CODE – ADOPTION; SECTION 500.027 2018 INTERNATIONAL EXISTING BUILDING CODE AMENDMENTS.

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

Section 1. That Chapter 500, Article I, Section 500.025: International Existing Building Code - Adoption is hereby repealed in its entirety.

Section 2. A new Chapter 500, Article I Section 500.025: International Existing Building Code – Adoption is hereby enacted to read as follows:

The International Existing Building Code, 2024 Edition, is hereby adopted as the existing structures code of the City for the control of existing buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in the Article, with the additions, insertions, deletions and changes, if any, prescribed in Section 500.270. One (1) copy of the International Existing Building Code, 2024 Edition, is on file in the office of the City Clerk.

Section 3. That Chapter 500, Article I, Section 500.027: 2018 International Existing Building Code Amendments is hereby repealed in its entirety.

Section 4. A new Chapter 500, Article I, Section 500.027: 2024 International Existing Building Code Amendments is hereby enacted to read as follows:

Section 101.1. These regulations shall be known as the Building Code of the City of Osage Beach, Missouri, hereinafter referred to as the Building Code or this code.

Section 103.2. The Building Official shall be appointed as provided in Section 115 of the Osage Beach Code of Ordinances.

Section 708. Delete in its entirety.

Section 809. Delete in its entirety.

Section 907. Delete in its entirety.

Section 1104. Delete in its entirety.

Appendix Resource A - adopted in its entirety.

Section 5. Severability

The chapter, 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 decree 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 6. 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 7. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 8. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.36 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. 26.36.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Bill 26-37 - An ordinance of the City of Osage Beach, Missouri, adopting the International Swimming Pool and Spa Code, 2024 Edition by creating new sections within Chapter 500 Article I; 500.039 International Swimming Pool and Spa Code; Section 500.040 Amendments. *First Reading.*

Requested Action:

First Reading of Bill #26-37

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:

I am requesting authorization to update our adopted 2018 International Codes and the 2017 National Electrical Code to the currently published 2024 International Codes and the 2023 National Electrical Code. As per RSMo 67.280, public notice of this request was given and remained posted and open for discussion, questions, and comments since November 20, 2026, exceeding the minimum 90 day requirement. All proposed codes and their amendments (attached) have been made available for review. As we have done in the past, we will implement a phased enforcement schedule, and continue to consider any / all proposed amendments. This has proven to be the most widely accepted practice over the years and avoids placing undue burden on owners, contractors, designers, and developers.

International Code Council publishes updated codes on a three year cycle but City of Osage Beach and most surrounding lake area jurisdictions have made every attempt to maintain a six year cycle to provide uniform adoption and enforcement consistency.

The practice of lake wide collaboration, agreed upon amendments, and uniform enforcement was implemented under the guidance and direction of the previous Osage Beach Fire Protection District Fire Chief, now Alderman Kevin Rucker, current Osage Beach Fire Protection District Fire Marshall Eddie Nicholson, and City of Osage Beach Building Department staff. Building Inspection Department recommends approval.

City Attorney Comments:

Per City Code 110.230, Bill 26-37 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, ADOPTING THE INTERNATIONAL SWIMMING POOL AND SPA CODE 2024 EDITION BY CREATING NEW SECTIONS WITHIN CHAPTER 500 ARTICLE I; 500.039 INTERNATIONAL SWIMMING POOL AND SPA CODE; SECTION 500.040 AMENDMENTS:

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

Section 1. Within Chapter 500, Article I, A new Section 500.039: International Swimming Pool and Spa Code – Adoption is hereby enacted to read as follows:

The International Swimming Pool and Spa Code, 2024 Edition, is hereby adopted as the existing structures code of the City for the control of existing buildings and structures within the City. Each and all of the regulations, provisions, penalties, conditions and terms of the code are hereby adopted by reference and made a part of this Article as if fully set out in the Article, with the additions, insertions, deletions and changes, if any, prescribed in Section 500.270. One (1) copy of the International Swimming Pool and Spa Code, 2024 Edition, is on file in the office of the City Clerk.

Section 2. Section 500.040 2024 International Swimming Pool and Spa Code Amendments.

The 2024 International Swimming Pool and Spa Code is amended in the following respects:

Section 101.1. These regulations shall be known as the Swimming Pool and Spa Code of the City of Osage Beach, Missouri, hereinafter referred to as “this code.”

Section 103.1. Insert: Osage Beach Building Department

Section 113.4. Insert: Any person who violates any provision of this code is subject to a penalty according to Section 500.160 of the Osage Beach Code of Ordinances.

Section 3. Severability

The chapter, 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 decree 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 4. 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 5. The Mayor of the City of Osage Beach is hereby authorized to take all actions which may be necessary to fully enact this Ordinance.

Section 6. That this Ordinance shall be in full force and effect on April 17, 2026.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.37 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. 26.37.

Michael Harmison, Mayor

Date

ATTEST:

Tara Berreth, City Clerk

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Madeline Moon, Human Resources Director

Agenda Item:

Bill 26-39- An ordinance of the City of Osage Beach, Missouri, authorizing the Mayor to sign a contract with Paypoint HR LLC for the Compensation Study Agreement in an amount not to exceed \$37,500. *First Reading.*

Requested Action:

First Reading of Bill #26-39

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:

Yes

Budget Line Information (if applicable):

Department Comments and Recommendation:

During the FY 2026 budget process, the board approved the amount of \$32,600 to allocate for a City-wide Compensation Study. I issued an RFP for the Compensation Study with two Alternate Bids included--job description revisions and total compensation package determination and analysis. We received 9 bids in total and, after narrowing down and interviewing our finalists, propose our recommendation of Paypoint HR for this important endeavor of providing both the base bid of the City-wide Compensation Study as well as Alternate Bid 2, Total Compensation Package.

Paypoint HR has a "methodology [which] emphasizes collaboration with clients and employees to develop practical, actionable recommendations and ensure their successful implementation". What stood out to me most about Paypoint HR is that they so heavily involve City employees input throughout their analysis process. Frontline employees will be able to contribute to the data collected about their actual day-to-day work expectations, department heads and direct managers will be involved in validating and reinforcing the real effort which goes into running their departments. Our goal with

this process is to include this valuable information to create a holistic image of the role each of our employees play in keeping our City operational. I believe Paypoint HR will help us foster a workplace culture where our employees feel valued and engaged in public service. Their recommendations will provide a structured, actionable framework to improve and maintain our recruitment, retention, and compensation efforts. I believe they will be most effective in achieving their goal to equip the City of Osage Beach with a sustainable and competitive compensation strategy that supports long-term success in attracting and retaining top talent.

In turn, the inclusion of Alternate Bid 2 will greatly serve our City's retention and compensation efforts. This process will assess the full value of the City's compensation package, including both salary and benefits components such as health insurance, retirement plans, paid leave, and other offerings. A key objective is to provide a holistic view of the City's total compensation to support employee retention, talent attraction, and effective communication of the City's investment in pay and benefits and will include specific comparisons between the City's current retirement plan (serviced by Mission Square) with the value of a plan serviced under LAGERS. Our belief is that this will also provide valuable insight into the City's efforts to provide a sound environment of financial and physical wellness opportunities for our employees while contributing to a workplace culture of communication and transparency. While this portion of the scope of services does put us over the budgeted amount allocated in Line 10 12-733415 *Job Class/Compensation Plan*, I would propose movement of funds from 10 12-729200 *Training & Conferences* in the amount of \$4,964 to utilize for this important assessment.

City Attorney Comments:

Per City Code 110.230, Bill 26-39 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AUTHORIZING THE MAYOR TO SIGN A CONTRACT WITH PAYPOINT HR LLC FOR THE COMPENSATION STUDY AGREEMENT IN AN AMOUNT NOT TO EXCEED \$37,500.

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 with Paypoint HR LLC under substantially the same or similar terms and conditions as set forth in "Exhibit A".

Section 2. Total expenditure or liability authorized under this Ordinance shall not exceed Thirty-Seven Thousand Five Hundred Dollars (\$37,500.00).

Section 3. 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. 26.39 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. 26.39.

Date

Michael Harmison, Mayor

ATTEST:

Tara Berreth, City Clerk

BID OPENING

Compensation Study

02/12/2026

2:30 PM

The following bids were opened by Tara Berreth and witnessed by Kegan Powers.

Bidder Name

Amount of Bid

Bidder Name	Amount of Bid
Salary.com LLC	\$61,200 No ALT'S
Evergreen Solutions	\$34,500 ALT 1: \$12,500 ALT 2: \$22,000 NO ALT'S
CBIZ	\$49,950 ALT 1: \$8,100 ALT2: \$10,530
HR Data Labs	\$23,626.20 ALT 1: \$19,983.60 ALT 2: \$15,600
MGT	\$38,700 ALT 1: \$15,300 ALT 2: \$48,600 ^{\$9,900}
Paypoint HR	\$32,500 ALT 1: \$5,000 ALT 2: \$5000
McGrath HR Group	\$35,250 ALT 1: \$13,940 ALT 2: \$41,250
Gallagher	\$36,720 ALT 1: \$50,495 ALT 2: \$73,295
SPS	\$36,575 NO ALT 2 NOT TO EXCEED \$17,500 + NOT TO EXCEED \$1,000 (Travel)



CITY OF OSAGE BEACH COMPENSATION STUDY AGREEMENT

THIS COMPENSATION STUDY AGREEMENT (the “Agreement”) states the terms and conditions that govern the contractual relationship between the City of Osage Beach, Missouri (“City”) and Paypoint HR, LLC (“Contractor”), on the following terms.

I. TERMS

1. **Definitions.** The following terms shall have these defined meanings:

- a. **“RFP”** shall mean the City’s Request for Proposals: Compensation Study Services issued January 28, 2026.
- b. **“Work”** shall mean all of the work described in the “Scope of Services” in the RFP excluding Alternate Bid 1.
- c. **“Schedule”** shall mean the “Schedule” set out in the Scope of Services.

2. **Contractor’s Obligations.**

- a. *Work.* Contractor hereby agrees to perform its obligations herein upon the Schedule listed in the RFP.
- b. *Professionalism.* 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 its obligations under this Agreement 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.

- c. *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, Contractor's obligation to perform such obligation will be for a period which may reasonably be required for the completion thereof. If City has requested changes in the scope or character of the obligation and a specific time was not included in such changes, the time for performance shall be adjusted equitably.

- d. *Insurance.* Contractor shall purchase and maintain insurance as set forth below:
 - i. Commercial General Liability insurance with a limit of \$500,000 for each occurrence and \$1,000,000 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. If Contractor is using a company-owned vehicle to perform any obligation herein, Automobile Liability insurance with a limit of \$1,000,000 for each accident, combined single limit for bodily injury and property damage.Upon request by the City, Contractor shall cause City to be named as additional insured for all such policies; except that nothing contained in this section, or the balance of this document, shall be construed to broaden the liability of the City beyond the provisions of R.S.Mo. §§ 537.600 or 537.610, nor to abolish or waive any defense at law which might otherwise be available to the City or its officers and employees.

- e. *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 subject matter of this Agreement. Contractor shall be responsible for paying all sales, income, property, and other taxes required to carry on its business.

- f. *Safety.* Contractor must have a formal safety-training program in place, which addresses issues associated with hazardous situations, proper lifting, operation of equipment, and use of personal protection equipment, and all OSHA Safety Requirements.

- g. *Communication.* Contractor will provide timely replies to City's inquiries and requests for information. Contractor's point of contact for this Agreement is: Karin Campbell (Karin@PaypointHR.com).

3. City's Obligations.

- a. *Payment.* City hereby agrees to pay Contractor as follows:
 - i. \$37,500 payable in monthly installments on the first Friday of the month following the month in which services were rendered.
City will pay Contractor not more frequently than monthly unless otherwise agreed in writing.
- b. *Criteria and Direction.* City will provide Contractor with all criteria and full information as to City's requirements under this Agreement, including objectives, design, capacity, performance, and budgetary requirements and limitations.
- c. *Access.* Unless otherwise specified in the RFP, City will arrange for access to and make all provisions for Contractor to enter upon public and private property as required to perform its obligations herein.
- d. *Cooperation.* City will examine alternative solutions, reports, drawings, specifications, and other documents presented by Contractor and render timely decisions pertaining to the documents. City will participate in conferences, meetings, bid openings, and other similar actions in furtherance of this Agreement as requested by Contractor.
- e. *Permitting and Approvals.* City will provide timely reviews, approvals, licenses, and permits from where it has jurisdiction over components or phases of the work performed under this Agreement. Such approvals are contingent upon Contractor meeting the requirements therefor.
- f. City will provide timely replies to Contractor's inquiries and requests for information. City's point of contact for this Agreement is: Maddy Moon (MMoon@OsageBeach.org).

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.

4. **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.

5. **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.
6. **Assignment or Transfer.** Neither this Agreement, nor any portion thereof, shall be transferred or assigned without formal written approval by the City.
7. **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.
8. **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.
9. **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 entering this Agreement. 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 during the operation of this Agreement.
10. **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 by this Contract, if this Contract is not funded, then both parties are relieved of all of their obligations under this Contract.

11. **E-Verify.** If this Agreement 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 employees working in connection to the contracted services. Contractor 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.*
12. **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.*
13. **Indemnification by Contractor.** Contractor 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 Contractor or its employees, agents, subcontractors, or assignees arising out of this Agreement.
14. **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).*
15. **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. 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.
16. **Ownership of Work Product.** All documents and other work product created by Contractor under this Agreement shall become the property of City once the invoice for the preparation of such document or work product has been paid.
17. **Termination.** The City reserves the right to terminate this Agreement without cause by giving 30 days' written notice to Contractor. City may terminate this Agreement upon written notice of any violation of this Agreement if such violation is not cured within 30 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.

18. **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 Contractor:
Karin Campbell
695 Santa Maria Lane
Davidsonville, MD 21035

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

19. **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.

20. **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.

21. **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.

22. **Headings.** Headings in this Agreement are for convenience only and shall not be used to interpret or construe its provisions.

23. **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.

24. **WAIVER OF RIGHT TO JURY TRIAL.** THE PARTIES HEREBY KNOWINGLY, INTENTIONALLY, VOLUNTARILY AND IRREVOCABLY WAIVE ANY RIGHT TO A TRIAL BY JURY IN ANY ACTION ARISING OUT OF OR RELATING TO THIS AGREEMENT OR ANY OTHER DOCUMENT OR

TRANSACTION CONTEMPLATED HEREBY OR THEREBY, WHETHER BASED ON CONTRACT, TORT OR ANY OTHER THEORY.

- 25. **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.
- 26. **Severability.** If any provision in this Agreement shall be found to be void, the other provisions of this Agreement shall survive and remain enforceable.
- 27. **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.
- 28. **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.

III. SPECIAL CONDITIONS

The following conditions are special to this Agreement. Any Special Condition which conflicts with or varies a Standard Condition shall be strictly construed in favor of the City.

- 29. **Cooperative Purchasing (Piggybacking).** With the mutual consent of the parties, other governmental entities, public agencies, or political subdivisions may be permitted to procure services under the same terms and conditions of this Agreement. Any such participation shall be subject to agreement by the Vendor. Pricing, scope, and scheduling may be adjusted as necessary based on the specific needs of the participating entity. Any resulting agreement shall be between the Vendor and the participating entity only, and the participating entity shall be solely responsible for all obligations associated with its contract. The City shall have no responsibility or liability for any such agreements.

IV. ACCEPTANCE

THIS AGREEMENT CONTAINS A WAIVER OF THE PARTIES' RIGHTS TO TRIAL BY JURY. THE UNDERSIGNED HEREBY MUTUALLY RELINQUISH AND WAIVE THEIR RIGHT TO TRIAL BY JURY.

**CITY:
CITY OF OSAGE BEACH, MISSOURI**

**CONTRACTOR:
PAYPOINT HR, LLC**

BY: Michael Harmison Date
ITS: Mayor

BY: Date
ITS:

Attest:

BY: Tara Berreth Date
ITS: City Clerk



OSAGE BEACH
MISSOURI

Compensation Study Services
City of Osage Beach, Missouri

Paypoint HR, LLC
695 Santa Maria Lane
Davidsonville, MD 21035
(443) 336-4272

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Management Synopsis

Dear Sir or Madam,

Paypoint HR, LLC, as the Prime Consultant, is submitting a proposal in response to the City of Osage Beach's request for a Comprehensive Compensation Study aimed at positioning the City as an employer of choice. Our study will objectively assess job roles, organizational hierarchy, and external market pay ranges for approximately 142 budgeted positions engaged across 68 job classifications, providing data-driven recommendations for adjustments. The study will be completed within 16-20 weeks at a firm fixed-price of \$32,500 and will incorporate quantitative evaluations to support informed decision-making on compensation and benefits.

Our methodology emphasizes collaboration with clients and employees to develop practical, actionable recommendations and ensure their successful implementation. Paypoint HR recognizes that employees are the City's most valuable asset, and by including their input, we help foster a workplace culture where they feel valued and engaged in public service.

We rigorously test our recommendations to ensure they align with sound business practices and provide a structured framework for recruitment, retention, and compensation management. Our goal is to equip the City with a sustainable and competitive compensation strategy that supports long-term success in attracting and retaining top talent. Specifically, we have developed an approach and methodology that incorporates the following:

- Market competitiveness.
- Recognition that compensation is comprised of more than just base pay levels.
- Consideration of changes in recent compensation trends and strategies.
- Customization of solutions that consider the diversity of needs present within the Client's organization and allows the Client to select the components and options that best meet their overall needs.

If you have any questions, please feel free to contact us. Our response to this RFP is valid and binding for a period of ninety (90) days from the date and time of the bid opening. We look forward to working with the City on this important project.

Sincerely,



Karin VM Campbell, CEO

Section 1 – Company Overview

Paypoint HR is a cost-effective, innovative firm specializing in classification and compensation solutions for the public sector. Founded in Maryland, our main office is located in Davidsonville, with an additional office in Manteo, North Carolina. As an independent Woman-Owned Small Business (WOSB), we have helped public organizations develop internally equitable and externally competitive pay plans since 2015.

Paypoint HR's mission is to help public-sector organizations design fair, compliant, and market-responsive classification and compensation systems that support fiscal responsibility, strengthen internal equity, and enhance the ability to recruit and retain a high-quality workforce. Our team consists of six seasoned professionals, with executive leadership embedded directly in the project team to provide both governance and hands-on technical involvement. This structure ensures experienced decision-making, rapid issue resolution, and consistent quality throughout the engagement. The Project Manager oversees coordination and communication, supported by senior consultants and analysts. No subconsultants are proposed.

Our approach integrates expertise from organizational design, compliance, research analytics, business strategy, and human resources. By leveraging this multidisciplinary perspective, we collaborate closely with clients to develop customized classification and compensation solutions that reflect organizational priorities and labor market realities.

Paypoint HR's team includes recognized experts in human resource management who understand that compensation management is not a one-size-fits-all exercise. While we adhere to established professional standards, our analyses go beyond baseline calculations by incorporating customized reporting and scenario-based insights tailored to each client. We develop compliant job descriptions and pay plans aligned with current regulations, reducing grievances and strengthening internal equity while accounting for operational and fiscal considerations.

With decades of combined experience providing total compensation solutions to the public sector, Paypoint HR has the leadership depth and technical capacity to deliver exceptional service. Our response to the Statement of Work outlines our business history, personnel, and processes and demonstrates our ability to meet the City's needs.

We are active members of WorldatWork and the Society for Human Resource Management and continuously monitor emerging trends, regulatory developments, and best practices. Our team has presented at professional associations, financial organizations, and universities and serves on various boards. We conduct custom external market surveys and leverage a broad range of industry data sources, including recent survey reports and labor market trends. We welcome client input on preferred survey sources and believe our expertise, proprietary tools, and extensive data resources position us to deliver reliable, defensible results.

Our current workload allows us to dedicate the necessary staff and leadership attention to the successful completion of this project. We encourage active collaboration throughout the study and work closely with the client to establish clear communication protocols, reporting relationships, milestones, and timelines to ensure a smooth and efficient engagement.

Karin Campbell and Dr. Rick Campbell are legally authorized to represent Paypoint HR and will serve as the main contacts for the project.

Project Manager - Primary Contact

Karin Campbell, SPHR, SHRM-SCP
695 Santa Maria Lane
Davidsonville, MD 21035
Karin@PaypointHR.com
(443) 336-4272

Technical Director - Secondary Contact

Dr. Rick Campbell, CCP
695 Santa Maria Lane
Davidsonville, MD 21035
Rick@PaypointHR.com
(540) 815-7837

Section 2 - Team Qualifications

Principals



Karin Campbell, CEO & Project Manager

Master of Business Administration, University of Texas
Bachelor of Science in Business Marketing, University of Maryland
SPHR, SHRM-SCP, IPMA-SCP

PROFILE

As the founder of Paypoint HR, Karin has led the firm for more than ten years and works primarily from the Davidsonville, Maryland office. She brings experience from a human resources consulting firm that successfully navigated an initial public offering (IPO) and was later acquired by Fidelity Investments. In addition, she owned and operated a successful independent payroll firm for over a decade.

Karin is a senior human resources executive with more than twenty years of experience leading classification and compensation studies, organizational consulting engagements, and HR operations for public-sector and nonprofit organizations. She brings demonstrated expertise in project management, stakeholder engagement, labor market research, compensation strategy, and HR compliance. Karin has a proven ability to lead large-scale initiatives that improve organizational performance, ensure legal defensibility, and advance equity and employee retention.

CORE COMPETENCIES

- Public Sector HR Consulting
- Classification & Compensation Studies
- Market Pay Analysis & Survey Design
- Strategic Planning & Implementation
- Labor Relations & Workforce Analysis
- Employee Communications & Change Management
- Total Rewards & Benefits Analysis
- Executive Reporting & Presentation
- Team Leadership & Development
- Quality Assurance & Risk Mitigation



Dr. Rick Campbell, President & Director of Research

Ph.D. in Engineering Science and Mechanics, Penn State University
Bachelor of Science in Applied Mathematics, University of Virginia
Certified Compensation Professional (CCP), WorldatWork

PROFILE

Experienced executive and classification & compensation strategist with a Ph.D. in Engineering Science and over 25 years of experience across aerospace, energy, and public sector HR consulting. Founder of Paypoint HR, specializing in classification and compensation studies for municipalities, sales compensation for businesses, and the development of advanced SaaS tools. Skilled in quantitative analysis, leadership communication, stakeholder engagement, and systems implementation.

CORE COMPETENCIES

Classification & Compensation Studies
Executive Communication & Public Engagement
Project Management & Implementation
Research Design & Statistical Analysis
Technical Writing & Presentation
SaaS Development & Application
Public Sector Consulting
Team Leadership & Training
Quality Assurance & Risk Mitigation
Salary Survey & Market Analysis
Fair Labor Standards Act Analysis

Additional Project Personnel



LTC (Ret) Narrie Magturo, Director of Quality

Master of Science in Environmental Management, Webster University
Master of Science in Environmental Science, Purdue University
Bachelor of Arts in Biology, Capital University
American Red Cross Disaster Response Team.

PROFILE

Results-driven Director of Quality Assurance with more than 15 years of experience in compliance auditing, risk mitigation, and quality control across military and HR consulting environments. Retired U.S. Army officer with over 22 years of distinguished service, now applying military-grade QA/QC methodologies to public sector classification and compensation projects. Skilled in developing, implementing, and evaluating quality assurance processes that support equity, legal compliance, and strategic HR outcomes.

CORE COMPETENCIES

- Quality Assurance & Control (QA/QC)
- HR Compliance Audits & Standards
- Public Sector Risk Management
- ISO 9001 & Regulatory Compliance
- Environmental, Health & Safety Oversight

- Stakeholder Engagement & Communication
- Emergency Response Planning (NIMS/FEMA)
- Program & Project Management
- Training & Technical Documentation
- Vulnerability & Infrastructure Assessment



Jenna Hurdle, Project Associate

Bachelor of Arts in Criminal Justice, High Point University

PROFILE

Experienced Project Associate with over 15 years in the legal field and more than 2 years supporting classification and compensation projects at Paypoint HR. Brings expertise in legal compliance, document review, data quality, and administrative support. Strong background in criminal justice, real estate, and insurance. Recognized for meticulous research, regulatory compliance, and efficient coordination of project tasks and data preparation.

CORE COMPETENCIES

- Project Coordination & Administrative Support
- Benefit Analysis
- Legal & Regulatory Compliance
- Document Review & Management
- Preliminary Data Analysis
- Research & Quality Control
- Classification & Compensation Project Support
- Client Communications & Service
- Legal Procedures & Filing Systems
- Cross-Industry Experience
- Confidential Records Management



Jennifer Holcomb, Quality Specialist

Bachelor of Science in Health Sciences, San Diego State University
Associate Degree in Nursing, Mira Costa College

PROFILE

Detail-oriented Quality Assurance Specialist with over 7 years of experience supporting classification and compensation projects for public sector clients. Brings a background in health sciences and nursing to her analytical and structured approach. Highly

experienced in job evaluation, market survey coordination, and documentation review. Known for precision, follow-through, and effective collaboration in multidisciplinary project teams.

CORE COMPETENCIES

- Job Evaluation & Classification Support
- External Market Survey Coordination
- Job Description Analysis
- Quality Assurance & Audit Review
- Report Design & Documentation
- Project Coordination & Milestone Tracking
- Data Verification & Benchmarking
- Public Sector HR Consulting
- Communication of Technical Concepts
- Cross-Functional Team Collaboration



Erin Martell, Technical Writer

Master of Science in Criminal Justice, , Northeastern University
Bachelor of Arts in Liberal Arts, St. John's College

PROFILE

Experienced technical writer and project team collaborator with 17 years of experience supporting public sector and nonprofit initiatives. Brings over eight years of experience working with Paypoint HR on classification and compensation projects, where she contributes precise technical documentation and quality assurance deliverables. Proven success in developing systems to ensure contract and grant compliance, analyzing data for program effectiveness, and improving project communications and deliverables.

CORE COMPETENCIES

- Technical Writing & Editing
- Public Sector Contract Compliance
- Grants Management & Reporting
- Survey Development & Analysis
- Project Documentation & Quality Control
- Communication Systems Development
- Operations Management
- Stakeholder Reporting & Deliverables

Recent Studies

Organization	Project Title and Service Dates
Accomack County, Virginia	Classification & Compensation Study 2023
City of Alton, Illinois	Compensation Study 2025
City of Bath, Maine	Compensation Study 2021 - 2022
Town of Berlin, Maryland	Wage Compensation and Classification Study 2022 - 2023
City of Bellaire, Texas	Classification Study and Total Compensation Study 2023 - 2024
Belknap County, New Hampshire	Pay and Classification Audit - Consultation Services 2021 - 2022
City of Brooklyn Center, Minnesota	Peer Market Survey and Job Salary Analysis 2024 - 2025
Town of Centreville, Maryland	Classification and Compensation Study 2024 - 2025
City of Charles Town, West Virginia	Employee Total Compensation Study 2025 - 2026
City of College Park, Maryland	Job Classification and Compensation Study 2023 - 2024
City of Concord, New Hampshire	Classification and Compensation Study 2024 - 2025
City of Cottage Grove, Minnesota	Position Classification and Compensation System 2020 - 2025
City of Delray Beach, Florida	Compensation and Classification Study 2024
Town of Derry, New Hampshire	Consulting Services for Classification and Compensation 2023 - 2024
City of Des Peres, Missouri	Comprehensive Compensation Study 2024

Town of Elizabeth, Colorado	Compensation Study and Pay Equity Analysis 2025
Elko County, Nevada	Compensation and Classification Study 2019 - 2021
Town of Enfield, New Hampshire	Classification and Compensation Study 2023
Eureka County, Nevada	Compensation and Classification Study 2023 - 2025
City of Farmington, Missouri	Comprehensive Compensation Study 2025
City of Fort Morgan, Colorado	Compensation Study & Analysis 2022 - 2023, 2026
Town of Frederick, Colorado	Classification and Compensation Study 2023 - 2024
Town of Front Royal, Virginia	Compensation and Classification Study 2016 - 2018, 2022, 2023
Town of Goffstown, New Hampshire	Classification and Compensation Study 2023
Gratiot County, Michigan	Classification and Compensation Study 2022 - 2023
City of Green Cove Springs, Florida	Comprehensive Classification and Compensation Study 2024
City of Hagerstown, Maryland	Compensation and Classification Analysis 2023 - 2024
Town of Highland Park, Texas	Compensation/Benefit Study 2025
Village of Indiantown, Florida	Compensation and Classification Study 2025
Islamorada, Village of Islands, Florida	Compensation Classification and Job Study 2025
City of Jacksonville, Texas	Compensation and Classification Study 2021 - 2022
Jefferson County, Missouri	Salary and Classification Study 2025

Kent County, Delaware	Compensation & Classification Study 2022 - 2023
Knox County, Illinois	Classification & Compensation Study 2019 - 2025
Town of La Plata, Maryland	Organizational Design Study 2021 Classification and Compensation Study 2022
City of Lake City, Florida	Classification and Compensation Study 2022
City of Largo, Florida	Compensation & Classification Study 2019 - 2020, 2022, 2023 - 2024
City of Leander, Texas	Citywide Compensation Study 2022
City of Melbourne, Florida	Compensation and Class Study 2025
Merrimack County, New Hampshire	Pay and Classification Study - Consulting Services 2023
Miami-Dade County, Florida	Position and Compensation Study 2024 - 2025
Mid-America Regional Council, Missouri	Pay Plan Study Consultation Services 2016, 2022, 2024
Millard County, Utah	Salary Survey and Compensation Analysis Services 2021 - 2022
City of Muscatine, Iowa	Compensation Study 2023
City of Newberry, Florida	Employee Classification & Compensation Study 2023
Town of North Beach, Maryland	Wage Compensation and Classification Study 2023 - 2024
Town of North East, Maryland	Comprehensive Compensation Study and Classification Plan Development 2025 - 2026
Nye County, Nevada	Classification & Compensation Study and Analysis 2025

City of Odessa, Missouri	Job Analysis and Compensation Study 2025 - 2026
City of Portland, Tennessee	Compensation Study 2024, 2026
City of Raytown, Missouri	Compensation and Classification Plan 2021 - 2023
Rockingham County, New Hampshire	Pay and Classification Audit 2021
Village of Scarsdale, New York	Compensation and Classification Study 2023 - 2024
City of Seabrook, Texas	Job Analysis & Evaluation 2023
City of South Portland, Maine	Compensation Plan Study 2019 - 2020; 2024
Southampton County, Virginia	Compensation and Classification Study 2025 - 2026
City of St Pete Beach, Florida	Compensation Study 2023 - 2024
City of Stuart, Florida	Classification and Compensation Study 2019, 2024
Town of Sunapee, New Hampshire	Classification and Compensation Study 2024
City of Tomball, Texas	Classification and Compensation Study 2023
Town of Tonopah, Nevada	Compensation and Benefit Study 2025
City of Villa Rica, Georgia	Compensation Study 2023
Town of Warrenton, Virginia	Classification and Compensation Study 2022 - 2023 Organizational & Staffing Study 2022 - 2023
White Pine County, Nevada	Classification and Compensation Study 2025 - 2026

Section 3 – Methodology and Approach

Assessment of Needs

Paypoint HR has done a preliminary review of possible hurdles specific to the City of Osage Beach's ability to attract, motivate, and retain employees. Furthermore, our project history has familiarized us with projects similar in size, scope, and services. You can feel confident our approach is time tested.

Our understanding of the project is that Osage Beach is a full-service city that provides both its residents and tourists with a full range of municipal services including but not limited to police, public works, and parks and recreation. The city desires to update their current compensation plan to keep up with current compensation practices. The purpose is to attract and retain a high performing and engaged workforce that will continue providing excellent service to those who live in the city.

Possible Challenges

Paypoint HR found the following issues as possible sources of challenges:

- Increase in community demands and expectations for service offerings paired with limited resources to quickly adapt,
- Difficulty recruiting qualified individuals for certain positions,
- Job roles have changed due to changing technology, increased regulations, etc.,
- Increasing cost of employee benefits,
- Pay compression, external inequity, and perception of internal inequities, and
- A highly competitive labor market with other public and private employers in the region competing for the same labor force.

These obstacles are independently problematic and collectively require a change from a tactical management style to a strategic management philosophy. We believe developing a long-term strategy for recruiting and retaining employees is the true intent of this RFP. Paypoint HR understands we will be working with an appointed team leader, key leadership staff, and stakeholders (Project Team) to validate the scope of services, methodology, timelines, and other deliverables. We anticipate several virtual meetings, but we remain flexible to meet your needs. We are planning that meetings will be used to kick-off the project, employee briefing sessions, and presentation of the findings of the study.

Methodology

Our methodology is comprehensive and encompasses all of the requirements specified in the RFP. Phase 1 focuses on the Classification/Internal Components. Phase 2 focuses on the Compensation/External Component. The standard methodology we will use to conduct both phases of the study is laid out in the flowchart and delineated below.

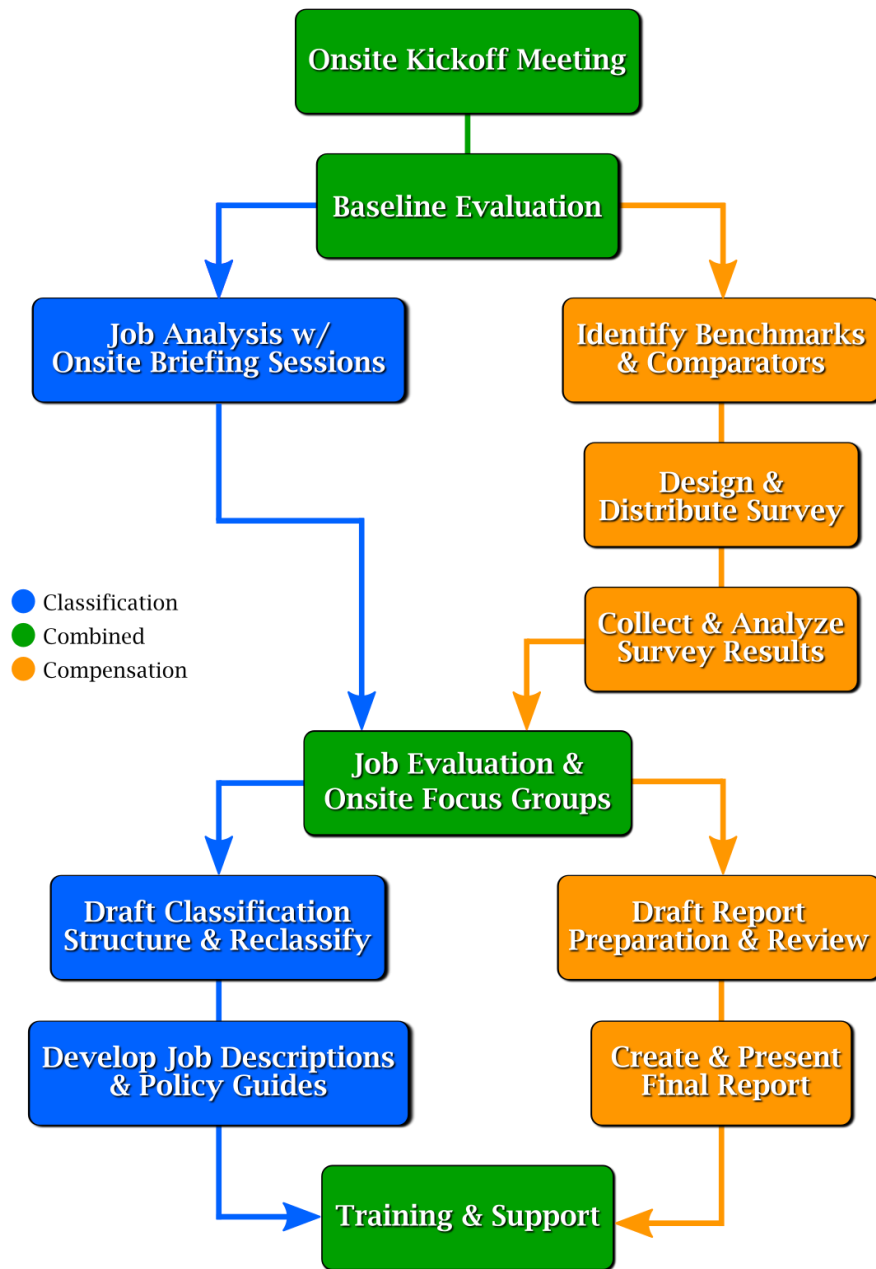


Figure 1 - Process Flow Chart

Paypoint HR plans to conduct the internal equity portion of the study prior to the external portion of the study though some activities will be conducted simultaneously. The reasons for this include:

- Job titles and job descriptions are, in the minds of the employees and their supervisors, inextricably associated with the “worth of the work” or pay. Compensation is often a highly emotional issue. By separating the two phases of the study, even though elements of the phases may be conducted concurrently, it gives us two separate yardsticks of measure.
- The compensation review will be completed when there is a full understanding of the scope of work, thereby ensuring that the data developed from the labor market and client’s classifications are correct.

Paypoint HR uses an expectation of excellence philosophy when approaching our projects. Based on the size and scope of each project, we determine the most effective utilization of resources and build our project team. We use secure, effective communication tools to safely and transparently share information. This approach tends to take a people-centric perspective, implementing short phases or steps that rely on ongoing feedback. This continuously reshapes and refines the project path. The methodology has proven successful over time and frees teams from using a cookie cutter approach to designing a custom work product. Consequently, we offer a faster turnaround and a dynamic ability to quickly adapt to changes.

Phase 1 – Classification/Competencies Component

- A. Project Start and Initial Meetings
- B. Baseline Data Collection and Initial Analysis
- C. Job Analysis Collection and Completion
- D. Job Evaluation and Classification Development
- E. Draft Job Descriptions and Policy Guides
- F. Develop Guide for Implementation of Changes and Draft Interim Report

Phase 2 – Compensation Component

- A. Identify Benchmark Positions and External Survey Comparator List
- B. Design and Distribute Survey
- C. Collect and Analyze Survey Data
- D. Internal Relationship Analysis and Alignment
- E. Preparation of Draft Report
- F. Deliver Final Report and Deliverables for Implementation

We will look at both qualitative data and quantitative data throughout both the classification and compensation portions study. Statistical data allows us to capture a snapshot of the existing plan and create baselines on the existing plan. This gives us a starting point to uncover areas of possible review and revision recommendations.

Phase 1 Classification/Competencies Component

This phase of the assignment will result in the study of all classes that includes the comparison of classes within series and to other occupational levels within the organization. Study tasks include project initiation and orientation, employee orientations, creation of custom surveys for employees and managers, completion of Position Vantage Point by employees, desk audits by managers and/or Human Resources, and interviews with employees. The cumulative information gathered will culminate in the preparation of revised or new class specifications, and a review process for all employees included in the scope of the study.

Task 1A - Project Start

The project initiation phase encompasses all the steps required to initiate the project. This task includes the following activities:

Kick-Off Activities

- Request pertinent materials prior to the project initiation meeting so that Paypoint HR understands the scope of the study, an understanding of the client's current classifications, and is prepared to seek further relevant information during the initial meetings.
- Obtain relevant information and statistical/anecdotal data on specific compensation issues and policies. Obtain insight into perceived current compensation system strengths and weaknesses. Identify current incumbents and gather any other documentation to gain better understanding of the client's operations.
- Meet Human Resources Director to discuss project context and methodology, determine reporting relationships, and clarify project understanding and Milestones to create the Communication Plan.
- Reach an agreement on a schedule for the project including all assignments and project milestones/deliverables and deadlines for completion of the assignment.
- Establish an agreeable communication schedule while identifying potential challenges and opportunities for the study.
- Schedule employee Kick-Off briefing sessions.
- Create an Executive Announcement Letter for distribution to staff.
- Initial review of relevant materials, including: (a) any previous projects, research, evaluations, or other studies that may be helpful to this project; (b) organizational charts for departments and divisions along with related job descriptions; (c) current position and classification descriptions, salary schedules, salary ranges, pay scales, payroll reports, and classification systems; (d) strategic business plans and budgets; (e) personnel policies and procedures; and (f) evaluation criteria.
- Discuss the Client's strategic direction and the short-term and long-term priorities.
- Review any data provided by the Client that may provide additional relevant insight.
- Review internal career ladders to identify needs, make recommendations, and keep positions competitive in the market.
- Maintain open lines of communication.

- Conduct a thorough review of all background materials related to the client’s classification system. Review information from the department head as well as incumbents. Conduct interviews as appropriate.
- Document accepted compensation and classification philosophy and budgets based on input from the Study Project Leaders and other key staff.
- Gain understanding of employee recruiting and retention processes to uncover challenges in the local labor market and provide guidance on market positioning strategies.
- Once a baseline is determined, establish the client’s current position as compared to the local market using sources of data preferred by the client as well as Paypoint HR’s resource library for consideration.
- Look at goals for recruiting and retention with regards to sustainable budget amounts that will support recommendations on market position strategy.
- Consider both current and anticipated information technology programs, software and staffing levels to support, implement, administer, and maintain the recommendations given to the client by Paypoint HR.

Current Grade	Staff #	# near Min	% near Min	# near Max	% near Max
110	19	3	15.8%	1	5.3%
111	43	10	23.3%	5	11.6%
112	16	2	12.5%	1	6.3%
113	35	5	14.3%	6	17.1%
114	17	2	11.8%	2	11.8%
115	13	0	0.0%	0	0.0%
116	31	1	3.2%	2	6.5%
117	2	0	0.0%	0	0.0%
118	26	1	3.8%	4	15.4%

Figure 3 – Sample Baseline Evaluation

Task 1C – Job Analysis Collection and Completion

The job analysis portion of the study includes employee outreach. We find that by having employee involvement, your staff will feel more valued. By gaining insight from employees about their position and the overall pay structure, in their own words, the study deliverables will be more relevant and as a result, employees will be more inclined to accept recommendations.

During this stage in the process, the following milestones will be met:

- Conduct employee briefing sessions to review the role of employees, the role of supervisors, the scope of work to be covered by the study and to explain how to complete the job analysis questionnaire (Position Vantage Point, or PVP.) It is communicated to employees that this process is not a performance review, but rather an identification of what should be required for new employees.
- Employees will be given a period to complete the PVP, usually 10 - 14 days. Employees are encouraged to retain a copy of their responses for their records.
- Completed surveys are given to department heads for their review and input. Front line supervisors often work in collaboration with department heads during this process. Typically, this process takes 7 - 10 days.
- Department heads turn in the reviewed PVPs to Human Resources for any further input with the final product then provided to Paypoint HR for analysis.

Task 1D - Job Evaluation and Classification Development

Task 1D of the project acknowledges the job analysis information and supporting material. The city may have Paypoint HR utilize an existing classification method or choose to utilize Paypoint HR's Compensable Factor System (CFS). Once the job analysis PVP is distributed, Paypoint HR will:

- Facilitate collection of job descriptions, desk audits, and supporting materials from the Study Project Leaders or designated Human Resource department contact. The job descriptions, audits, and supporting reports will be reviewed and analyzed in detail along with other documentation to obtain an understanding of the duties and responsibilities assigned to each position.
- Identify the classification of existing positions utilizing the existing job evaluation system, review jobs, and characterize the internal equity relationships within the organization.
- Review all class specifications with the Study Project Leaders. Review each classification and score the classification using a point factor system or the system that the client has in place. Include an evaluation of results.
- Develop preliminary recommendations for the classification structure. The classification system designed at this point will be based solely on internal equity relationships and will be guided by scores for each classification. Essentially, a structure of classifications will be reviewed and classifications with similar scoring would be grouped into pay grades. The final decision on the minimums and maximums of the pay grades will be determined after the market data has been collected.

Evaluation Factors

- Education / Experience / Certifications
- Duties
- Complexity
- Independence
- Impact and Accountability
- Supervision and Authority
- Interaction
- Environment

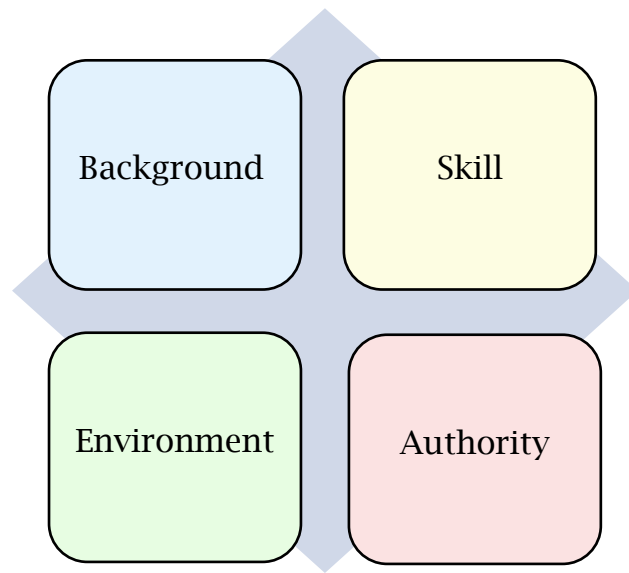


Figure 4 - Position Evaluation Factors (Example)

Prior to developing detailed class descriptions, our job evaluation will result in a classification plan concept and employee allocation discussion with the Project Team. We recognize the city will have its own factors to determine hierarchy. We will compare changes in business needs and operations, as well as any reorganization, with the established classification system and job families, as well as review internal relationships between classifications.

Our job evaluation method involves a quantitative approach. The whole position classification methodology examines your current evaluation criteria and augments it with other factors as needed. Our analysis will include our assessment methodology. We will list broad class concepts and highlight where significant changes may be recommended, such as, expanding or collapsing class series in the same functional area and/or separating or combining classifications assigned to different functional areas. We will review and analyze current classification series, the number of classifications and classification levels, and job families. We will also review, and update established titling guidelines for the studied classifications for appropriate and consistent titling.

A detailed, incumbent-specific allocation list for each position included in the study will be prepared, specifying current and proposed classification title and the impact of our recommendations (reclassification upgrade or downgrade, title change, or no change). After we have completed this process, a meeting will be arranged to review any recommended changes to the classification plan with the Study Project Leaders.

After preliminary approval of the class concepts and allocation lists, recommendations for new and/or updated class descriptions will be developed for each proposed classification following the format approved by the client.

From the review of the PVPs, desk audit reports and any interviews, we will update duties, responsibilities, and minimum qualifications of each class specification, as necessary, or develop new class specifications if duties, responsibilities, and minimum qualifications have changed significantly. We will recommend new classification/class levels and/or operational changes, business needs, and any reorganizations that require new classifications. Analysis of FLSA, EEO, and ADA requirements will also be analyzed for compliance.

Index of Current to Recommend Job Classes

Current Job Class	New Job Class	Trans Code
Superintendent of Printing	Printing Supervisor	T
Support Services Project Manager	Delete	D
Survey Party Chief	Survey Party Chief	N
Surveyor I	Surveyor	M,D
Surveyor II	Surveyor	S,N
	Utility Locator	J
Switchboard Operator	Clerical Assistant	M,D
Systems Analyst	Systems Analyst	N

Transaction Codes

- | | |
|----------------------------|------------------------------------|
| M - Merge into Other Class | S - Split into Two or More Classes |
| T - Title Modification | N - No Change |
| D - Delete Class Title | J - New Job Class |

Figure 5 - Sample Index of Current to Recommended Classes

The Index of Current to Recommended Job Classes is an alphabetical listing of all job classes currently used by the client and the recommended disposition of each of those job classes and titles. Current data is from the payroll, class specifications, and/or job descriptions, classification plan, and PVPs. New data includes job class title and transaction codes.

Task 1E – Draft of Job Descriptions and Policy Guides (For Alternative Bid)

Task E of the project will draft a job class classification and allow for review by the city. This task includes the following activities, principally for new job titles and those that have substantially changed, namely:

- A draft copy of the revised/new class description with an allocation recommendation will be submitted to the Project Leaders.
- Department Heads and managers will receive a copy of their employees' draft job descriptions and will be asked to review their comments and feedback to verify and concur with the information provided.
- Subsequently each manager, supervisor, and employee will be given an opportunity to provide comments and concerns regarding any modifications to the classification structure and specifications.
- Our experience has been that this is one of the most critical phases of the project (but also one of the most time-consuming).
- Our proactive and effective communication process at this crossroad has always avoided formal appeals, adversarial meetings, or major conflicts after the study.
- Paypoint HR will provide a format for the client to show each employee whose position was studied, and how their position is being affected.
- The form will have two options for the employee's signature: one line is reserved for employees who have read and agree with their draft job description; the other line is reserved for employees who have read the draft class description and disagree with certain parts, want to make changes, want to add or delete information, or have general questions about the description and/or the process.

Task 1F – Develop Guide for Implementation of Changes and Draft Interim Report

A Draft Interim Report of the Classification Study will be completed and submitted to the client for review and comment. The report will contain:

- A recommended classification plan.
- A classification implementation and maintenance manual, including documentation regarding study goals and objectives, classification methodology, approach, and process, as well as analysis and resulting recommendations.
- The recommended allocation list, and classification title changes.
- Classification concepts and guidelines, as well as distinguishing characteristics and other pertinent information for implementation and continued maintenance of the pay plan.

Once we have received the city's comments regarding the Draft Interim Report and have made any necessary changes, a Final Classification Report will be developed that is compliant with State and Federal Regulations.

Phase 2 Compensation Component

This Section of the study will result in the development of labor market survey parameters and the collection and evaluation of labor market survey data. The findings from the compensation component will be reviewed and analyzed to look for areas of possible improvement. Paypoint HR will create a pay structure that meets the city's objectives. We will give the city perspective on the economic impact adoption of the recommendations will have on the city. This will make the factors for implementation clear and help anticipate needed steps to meet the overall goals.

Task 2A - Identify Benchmark Positions and External Survey Comparator List

Task 2A of the compensation portion of the study will include identifying benchmark job positions and identifying a mutually agreed upon list of external comparators to be included in the external survey. To complete this, the following steps will be taken:

- Involving the Study Project Leaders and stakeholders as appropriate, in the decision-making process.
- Agreement on which agencies are included *PRIOR* to beginning the study. Our experience has shown that this is the most advantageous approach.
- Conducting a thorough review of all materials to date including employee database, classification listing, interviews, compensation review, and meetings with the Project Management Team. This will be closely followed by an exploration of the Project Team's overall strategic compensation vision.
- Thoroughly reviewing the various components of existing compensation plans and policies as well as the regulatory environment surrounding compensation.
- Identifying highly competitive positions within the organization and customizing the survey where appropriate.
- Reviewing and discussing how a compensation program might be designed to support the organization's business strategy and organizational objectives.
- Confirming and discussing the Project Team's preferred percentile placement within the marketplace.
- Acknowledging the organization's policy with respect to internal pay equity and employee perceptions of fairness.
- Addressing the Project Team's philosophy with respect to employee retention including the role compensation plays in retention issues.
- Reviewing the Project Team's philosophy with respect to fiscal sensitivity and flexibility.

"Benchmark classes" are normally chosen to reflect a broad spectrum of class levels. The positions that are selected normally include classes that are most likely to be found in other similar agencies and will therefore provide a sufficient and valid sample for analysis.

Benchmark positions should encompass the entire range of positions from the beginning of the pay ranges to the end. There should be a number of positions equally interspersed among the pay scale. Positions that have been difficult to attract and retain excellent

employees should be included. Paypoint HR will offer information and examples for the Project Leaders to consider, which will provide a measurable, rational, fact-based methodology to determine the relative job worth within the organization (as required by the EEOC).

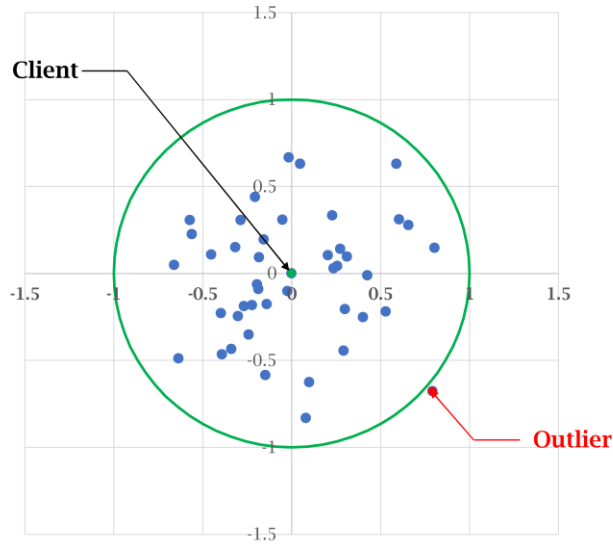


Figure 6 - Illustration of Economic Variance Using the Client as the Baseline

Paypoint HR will conduct an economic analysis of regional organizations to identify a preliminary unbiased list of appropriate comparators. The purpose of this step is to ensure the worthiness and legitimacy of using these organizations to develop recommendations. This adds validity to the findings and yields defensible results. We will keep in mind the Project Team’s criteria on such factors as degree of competition for obtaining and retaining candidates for high quality staff, their location in the city’s traditional recruitment areas, and their level of service. Paypoint HR uses objective parameters to determine the legitimacy of findings. Below is a list of possible criteria to consider when selecting organizations to be sampled:

Sample List of Selection Criteria

- | | |
|---------------------------|--------------------------------|
| Median Housing Price | Unemployment Rate |
| Median Household Income | Labor Force Participation Rate |
| Cost of Living Adjustment | Proximity |
| Population | |

Each organization considered is given a variance score related to data points and an aggregate variance score is created. This will help identify the organizations whose results will provide validity to the study. Upon identifying benchmark positions and the selected comparators, Paypoint HR will then create the document for surveying the selected organizations and conduct the external survey.

Task 2B – Design and Distribute Survey

In Task 2B of the study, it is anticipated that the creation and distribution of the external survey will take place. This analysis will include a detailed concise presentation of data to be collected. The survey will include job titles along with a summary of each position. This approach allows respondents to compare job description to job description and not just job titles, therefore ensuring true "matches" from the survey respondents.

Paypoint HR will send the survey to all comparators and if necessary, complete Freedom of Information Act (FOIA) requests. We conduct all of the survey distribution, data collection, and analysis ourselves to ensure validity of the data and to enforce quality control. While there is an industry standard of 5-15% response rate for surveys, Paypoint HR typically receives 25-40% response rates. While the surveys are out for distribution, Paypoint HR will further examine the existing compensation environment to establish a baseline and keep in contact with the Project Team.

Task 2C – Collect and Analyze Survey Data

Job Title	Job Summary	Hours	Min	Max
City Clerk's Office				
Administrative Assistant	This work involves complex and responsible clerical support and staff assistance activity. Perform research and retrieval of records, reports, forms, memoranda, letters, etc. HS_GED, + 2 yrs experience.	2080	23.18	37.1
City Clerk	This position is responsible for administrative and supervisory work managing the various functions and responsibilities of the City Clerk's Office. Bachelor's Degree, + 5 yrs experience.	2080	39.66	63.45
Deputy City Clerk	This position is responsible for administrative and supervisory work in planning, organizing, and coordinating administrative activities of the City Clerk's Office. Performs customer service functions including information and assistance related to records research, responds to routine questions, complaints, or requests for service. Associate's Degree, + 3 yrs experience.	2080	26.84	42.95
Development Services				
Building Inspector	This is technical work conducting building inspections to ensure buildings and structures are constructed and tested in compliance with existing City codes, ordinances and statutes. Record and document all building inspections and prepare inspection reports. HS_GED, State of Florida Standard Inspector Certification, + 5 yrs experience.	2080	25.56	40.9
Planner	The work of a Planner is either in the category of current planning, focusing on landscape and development project review, or in long-range planning, focusing on land use, zoning, and land development regulation amendments. Bachelor's Degree, + 2 yrs experience.	2080	24.35	38.96

Figure 7 – Sample of Job Summaries in External Survey

Following the distribution of the surveys, Paypoint HR will collect the data and conduct an in-depth review of the survey results with the Study Project Leaders, as appropriate. The purpose of this review is to identify any additional information needed or areas that require further analysis. Paypoint HR will examine salary spread for all grades, ladders between grades, and identify the possibility of positions being compensated differently than intended from the existing plan. We will examine the distribution of employee salaries to highlight challenges and conduct an analysis of wage compression using Paypoint HR’s proprietary statistical processes, if requested. Positions that contribute to compression are specifically identified for adjustment.

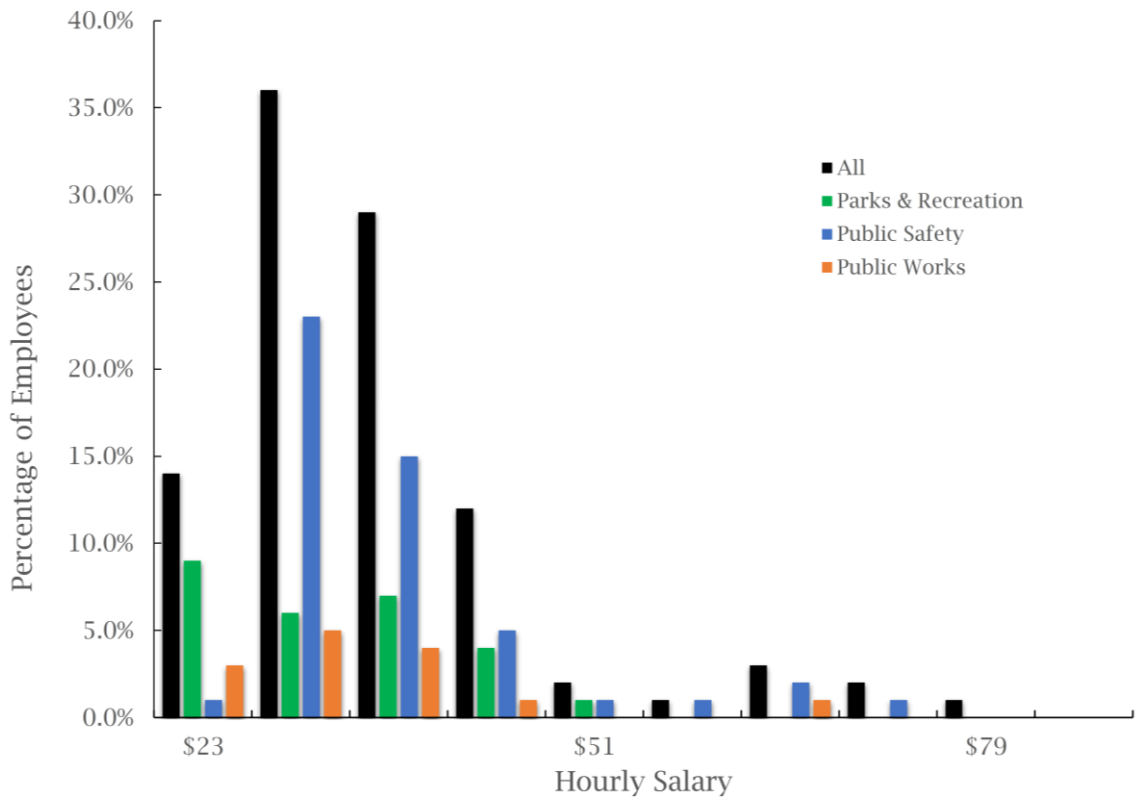


Figure 8 - Baseline Analysis of Client's Workforce

Task 2D - Internal Relationship Analysis and Alignment

To determine recommendations for internal equity, considerable attention will be given to this phase of the project. It is necessary to develop an internal position hierarchy based on the organizational value of each classification. By reviewing those factors, we will make recommendations regarding vertical salary differentials between classes in a class series (if recommended), as well as across departments.

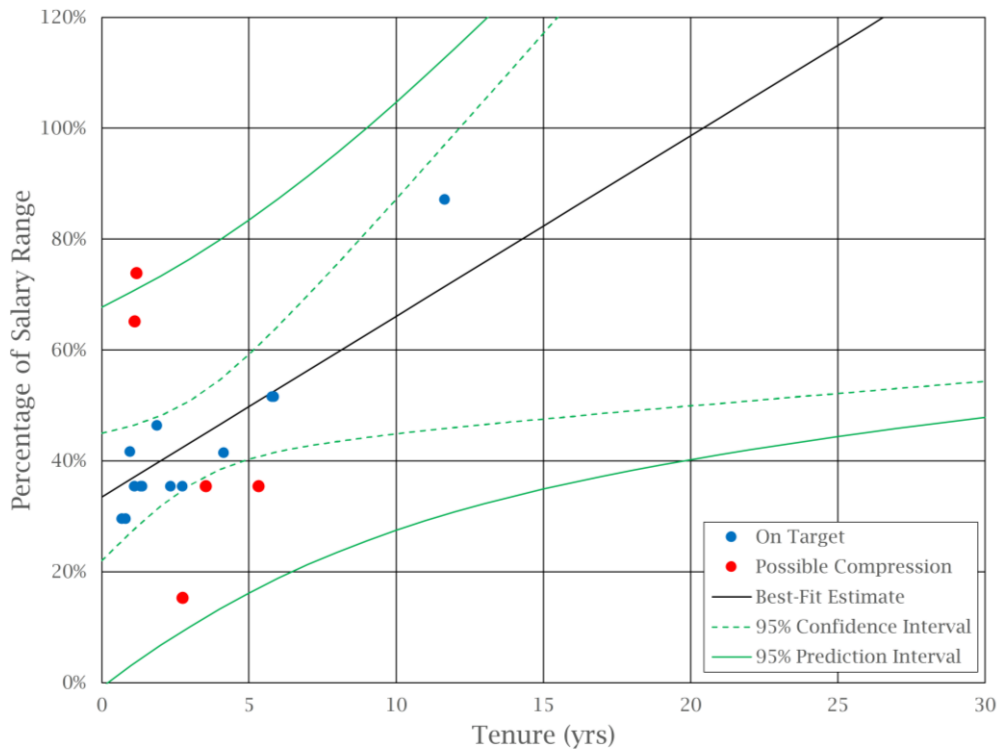


Figure 9 - Sample Internal Compression Analysis

Position Classification	CFS Score
Assistant City Manager	787.8
Police Chief	517.1
Fire Chief	445.8
Utilities Director	374.4
Chief Financial Officer	353.5
Public Works Director	329.4
Development Services Director	229.5
Human Resources Director	215.3
Neighborhood & Community Services Director	212.4
Parks & Recreation Director	210.2

Figure 10 - Sample of Compensable Factor Score Results

Paypoint HR analytically develops an internal hierarchy based upon the job analysis responses. The goal of this critical step of the process is to address any internal equity issues and concerns with the current compensation system. We look for compression and inconsistencies. Our quantitative tool, Compensable Factor Score (CFS) system, allows us to objectively compare between certain classifications.

We will create a sound and logical compensation structure for the various levels within each class series, so that career ladders are not only reflected in the classification system but also in the compensation system. The recommendations will contain pay differentials between levels that allow employees to progress on a clear path for career growth and development. Career ladders will be looked at both vertically and horizontally to mirror the classification structure that was developed during the classification section of the study. Paypoint HR's Compensable Factor Score (CFS) formulation provides a framework to construct an unbiased internal hierarchy of positions.

Category	Score	Grade	Min	Max
Education	11.16	1	0.0	7.0
Experience	4.65	2	7.0	7.5
		3	7.5	8.0
Complexity	7.60	4	8.0	8.6
Independence	3.30	5	8.6	9.2
		6	9.2	9.9
Supervision Received	1.34	7	10.0	10.8
Supervision Responsibilities	1.21	8	10.8	11.7
		9	11.7	12.8
Impact	7.84	10	12.8	14.0
Physical	0.47	11	14.0	15.4
		12	15.5	17.1
Working Condition	0.31	13	17.1	19.0
Interaction	9.30	14	19.0	21.3
		15	21.3	24.0
Financial	1.05	16	24.0	27.1
		17	27.1	30.9
Total Score	48.22	18	30.9	35.4
		19	35.4	40.9
		20	40.9	47.5
		21	47.5	55.6

Figure 11 - Compensable Factor Score Example

The internal hierarchy is correlated with the findings of the external market, external equity, by using Paypoint HR's non-linear statistical algorithm. A 90% or greater correlation is typical, lending to confidence that both the internal and external equity are sound and appropriate.

Paypoint HR may choose to supplement the survey data with information from our own internal library. This helps to identify outliers and get a pulse on how the study results compare to the market.

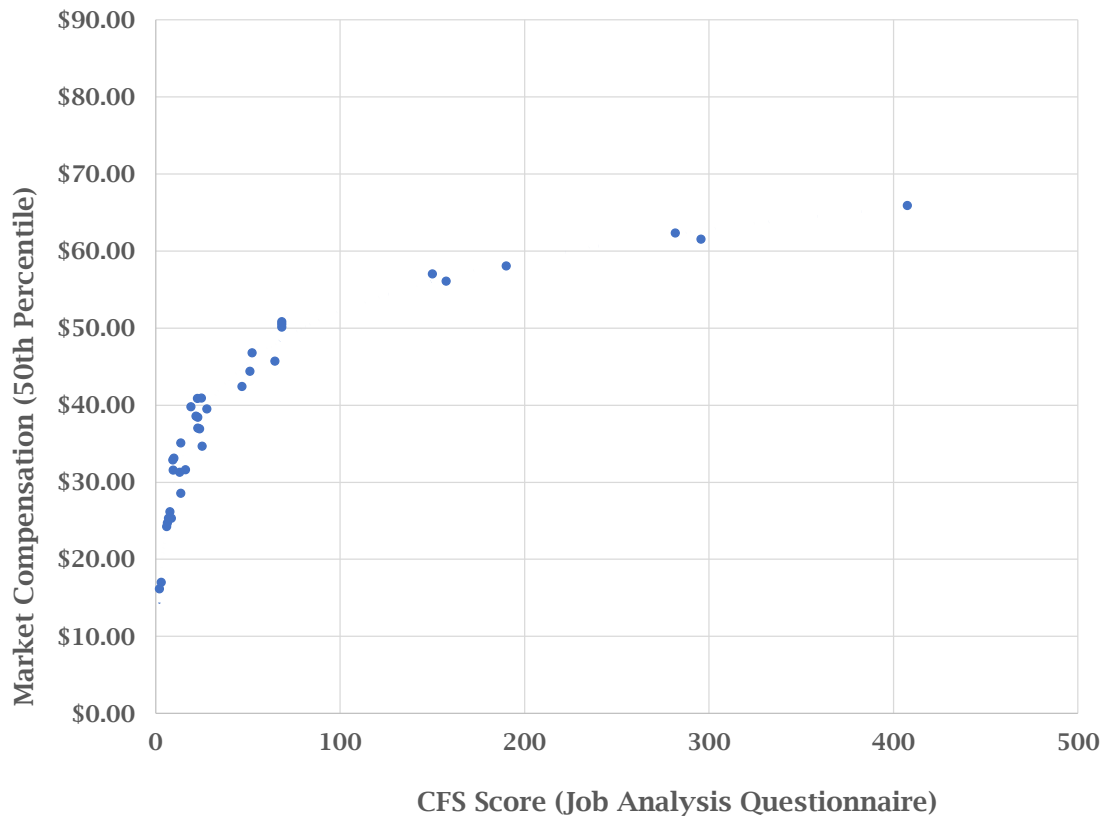


Figure 12 - Sample Comparison of Internal / External Hierarchy

[Task 2E - Preparation of Draft Report](#)

Depending on the data developed from the internal analysis, we will review and make recommendations regarding internal alignment of your salary structures including combining or expanding groups or salary scales. We will develop recommendations for pay grades and salary ranges for all classifications based typically on median salaries from the comparable agencies based on the organization’s overall compensation philosophy and policy. We will also analyze any pay compression issues to ensure internal equity, if requested.

- We will conduct a competitive pay analysis using the market data gathered to assist in the determination of external pay equity and the recommendation of a new base compensation level for each classification studied.
- We will conduct a comparative analysis to illustrate the relationship between current pay practices and the newly determined market conditions. We will also develop

solutions to address pay equity issues. Our analysis includes information regarding the financial impact of addressing pay equity issues for the city. The result is intended to create a market adjustment and implementation strategy supporting your goals, objectives, and budget considerations.

Positions will be categorized in a compensation ratio or “Compa-ratio” relating actual pay rates to market rates to determine if they are in-line with the external market. Positions will be classified by their Compa-ratio and determined to be either below, at, or above the market rate. We use these findings to make corrections to pay for each position which allows for fiscal impact analysis of recommendations.

	Engineering Technician II	Engineering Technician III	Engineering Technician IV	Foreman
Market Percentiles				
20%	\$32.31	\$36.30	\$39.16	\$39.56
25%	\$32.96	\$37.10	\$40.05	\$40.47
30%	\$33.67	\$37.90	\$40.93	\$41.35
...
70%	\$38.82	\$43.74	\$47.25	\$47.75
75%	\$39.45	\$44.47	\$48.06	\$48.56
80%	\$40.27	\$45.42	\$49.10	\$49.62
Mean	\$36.36	\$40.95	\$44.23	\$44.69
Compa-Ratio	-5.0%	-6.9%	-2.4%	-8.1%

Figure 13 - Sample Compa-Ratio Results by Job Title

The Draft Final Report will be completed and submitted to the Study Project Leaders for review and comment. The report will provide detailed compensation findings, documentation, and recommendations. The report will include the following information:

- A proposed Salary Range/Plan document.
- Any alternative compensation plans identified.
- Reports addressing employees whose base pay either is below or exceeds the market rate.
- The option to implement the recommended plan in phases.

After an initial round of feedback from the Study Project Leaders, we will make edits and resubmit the draft to the Project Team for review and approval. Final meetings with the Project Team and stakeholders will be conducted and any final adjustments are made prior to delivery of the final report to the appropriate stakeholders. Once all questions and concerns are addressed, a Final Report will be created and submitted in a bound format and electronic format.

Full-Time Positions Substantially Below Market (Compa-Ratio % Diff < -10%)

Accreditation Manager	Human Resources Manager
Assistant Fire Chief	IPP Administrator
Benefits Manager	Lead Code Enforcement Officer
Communications Manager	Structural Plan Reviewer
Executive Assistant	System Administrator

Full-Time Positions Below Market (-10% < Compa-Ratio % Diff < -5%)

Accounting Manager	Code Enforcement Officer
Agenda Coordinator	Communications Supervisor
Assistant City Attorney II	Crime Scene Investigation Supervisor
Building Maintenance Superintendent	Cross Connect Control Specialist I
Chief Parking Facilities Administrator	Data Analyst Accreditation Manager
City Manager	Deputy City Clerk

Figure 14 - Sample External Market Results Summary

[Task 2F - Deliver Final Report and Deliverables for Implementation](#)

Paypoint HR typically works on tight schedules that demand extensive communication. We first listen to our clients to understand their specific needs and then create recommendations that fulfill the purpose of the study. Our final report reviews the city's background as related to the study and conveys complex concepts clearly and concisely. We feel this is one of our strongest attributes. An area of communication where we particularly excel is in the ability to communicate with employees at all levels of education and background. The concepts covered during employee outreach are reflected in the final report, as appropriate. This improves morale as the employees feel valued by knowing they have been heard. We are a liaison and have discovered opportunities and issues that would not have otherwise been utilized or addressed.

The final report includes an Executive Summary that summarizes the study methodology and gives recommendations for consideration by the city. The report highlights specific areas where an opportunity exists to improve the city's Classification and Compensation programs. The strategic position of the existing plan is reviewed in relation to the findings and shows comparisons. Recommendations that affect the city's budget are reviewed and their financial impacts are projected to ensure the city is able to support them. The Final Report is developed in a way that is relevant to the current market as well as allowing the city to make a long-term strategic plan for attracting and retaining staff. The work product includes steps for implementation, training, and ongoing administration.

Our recommendations have been well received by our audiences. We have developed valued relationships and are considered by our clients and their employees as a trusted advisor. We welcome the opportunity to work with the city to prove ourselves as an excellent service-oriented firm.

Recommendations

The fiscal impact of the recommendations below is approximate cost for salary adjustments only. It does not factor in associated costs for employee-related benefits.

50th Percentile of Market

1. Raise the salary of 24 positions that are below grade minimum market, first, at a cost of \$24,169.
2. Raise the salary of 20 positions that are *substantially* below market, second, at a cost of \$248,318.
3. Raise the salary of 125 positions that are below market, third, at a cost of \$550,160.

Total: 169 positions, \$822,647

4. Raise the salary of 12 positions that are experiencing compression, fourth, at a cost of \$17,246.
5. Consider reclassifying the following titles, fifth, according to the city's personnel policy manual.
 - Community Services Division Manager
 - Community Support Specialist

Figure 15 - Sample of Study Recommendations

Total Rewards

Paypoint HR's Total Compensation Study evaluates the City's salary and benefits programs to provide a comprehensive view of its total rewards package while maintaining analytical rigor and transparency. Base pay is evaluated through market benchmarking against comparable public-sector organizations using relevant labor markets and multiple percentiles to assess competitiveness and internal alignment.

Benefits are analyzed separately by major category, including retirement, health and welfare benefits, paid leave, and other employer-provided programs. Paypoint HR compares benefit plan design features, employer contribution levels, and cost-sharing provisions to market norms by topic. To understand the overall balance between salary and benefits, we analyze the employer cost of benefits as a percentage of total pay and compare results to market benchmarks. This approach allows the City to evaluate the full value of its total rewards package without overstating individualized assumptions.

Items Included in Total Compensation Statements

Paypoint HR provides customizable total compensation statement templates that identify all components of the City's total rewards package. Items typically included are:

- Base salary
- Overtime or premium pay, if applicable
- Employer-paid retirement contributions
- Health, dental, and vision insurance contributions
- Employer-paid life and disability insurance
- Paid leave (holidays, vacation, sick leave)
- Other employer-paid benefits or allowances, as applicable

Templates are designed to be flexible and can be tailored to reflect the City's specific benefit offerings.

Availability of Employee Total Compensation Statements

Paypoint HR provides the City with total compensation statement templates, instructions, and calculation methodology, enabling the City to populate individual employee data internally. This approach ensures accuracy, protects employee confidentiality, and allows the City to control the timing, content, and distribution of employee-facing materials. If requested, Paypoint HR can provide guidance to City staff on completing the templates and using them as part of a broader communication strategy.

Summary of List of Standard Deliverables

- Kick-off meeting with Project Team and collaborative development of the Project Communication Plan.
- Project planning and methodology.
- Briefing Sessions with All Employees to go over the scope of the project, their role, and to give directions on how to complete the job analysis.
- Job Evaluation report completed using scores from job analysis responses.
- Comparator Analysis reports to identify localities that compete for labor with the city.
- Development of agreed benchmark positions.
- External Market Survey for comparators with benchmark job titles and short job summaries.
- Update of Job Descriptions, where applicable, to include FSLA, EEO, and ADA compliance (sample provided upon request).
- Creation of Recommendations for Reclassifications report, including job title simplification.
- Development of a Compensable Factor Scoring System tailored to the city for use and maintenance of job evaluations and internal equity.
- Development of training for ongoing administration and implementation along with supporting materials and manual.
- Development of a salary structure based on the survey findings and job evaluations.
- Survey finding reports showing options for strategic position as compared to current position.
- Fiscal Impact report showing costs associated with the selected strategic market position.
- Cumulative Final Report for presentation which shows methodology, procedures, development of findings, work product deliverables, and the financial impact of recommendations.

Implementation

Communication with the Project Team and key stakeholders are described at each step in the process of our project methodology. We consider our audience for implementation to be the Project Team, managers, and employees. We have tailored our process to involve each at the appropriate times. We incorporate meetings, frequently asked questions, questionnaires, informal appeals, reviews and feedback sessions. Various media is used during the project to convey changes. We include online access to information, written communication, forms, face-to-face meetings, electronic communication, as well as virtual meetings.

Weekly progress reports will be provided to the Project Team. Paypoint HR will also provide the Project Team status reports every two weeks and as requested. We keep our clients fully abreast of all activities that Paypoint HR undertakes during our projects to ensure timely completion and to short-circuit any issues that may arise.

- Paypoint HR provides forms for discussions with personnel regarding how the changes affect them individually.
- We create Job Discussion Request (JDR) and Job Discussion Guide (JDG) forms for employees and their supervisors to complete and submit to the Human Resources department. While employees may not always agree with our recommendations, they have a "second chance" to ensure that they have been heard and to continue the educational process regarding why specific recommendations were made.
- A manual of instructions and training materials regarding the administration of the proposed compensation system.
- A list of implementation issues, schedules, fiscal impact statements, cost projections, and communications surrounding our recommendations.
- A guide for rules, policies, and procedures for you in implementing, managing, and maintaining the compensation system.
- Train the trainer sessions.
- Customized software, unique for each client based on the results of the study, and support plan options.

Confidentiality of Employee Data

Paypoint HR treats employee data confidentiality as a core professional and ethical obligation and applies strict administrative, technical, and procedural safeguards throughout the engagement.

All employee data received from the City of Osage Beach will be used solely for the purposes of this project and accessed only by authorized Paypoint HR project team members with a defined need to know. Executive leadership is embedded in the project team, ensuring direct oversight and accountability for data security and confidentiality protocols.

Data files are transmitted using secure methods approved by the City and stored in restricted-access environments. Project files are maintained on secure systems with role-based access controls, strong password protections, and multi-factor authentication. No employee data is stored on personal devices or shared through unsecured platforms.

During analysis and reporting, employee data is aggregated wherever possible. Individual-level data is not disclosed in reports, presentations, or work products unless explicitly requested and approved by the City. All findings are presented in a manner that protects individual privacy while still supporting defensible analysis and decision-making.

Paypoint HR personnel are trained in confidentiality requirements and comply with applicable federal and state privacy laws, public-sector data handling standards, and professional ethical guidelines. Any proprietary or sensitive information provided by the City is clearly identified, handled accordingly, and returned or securely destroyed at the conclusion of the project, consistent with the City's direction.

These controls ensure that employee information remains secure, confidential, and protected throughout the project lifecycle.

Tentative Timeline

Our professional experience is that comprehensive studies of this scope and for this size organization take no more than 16 weeks to complete, allowing for adequate position vantage point completion, interview time, classification description development, compensation data collection and analysis, review of steps by the client, the development of final reports, and any appeals.

The project will be delivered in two phases — Phase 1: Classification and Phase 2: Compensation — totaling approximately 260 professional hours. Key activities include project kickoff, job analysis, classification development, salary survey and market benchmarking, internal equity review, and preparation of final deliverables. A customized project schedule will be finalized with the City at kickoff to reflect internal availability, review windows, and key decision points, ensuring that the process is both rigorous and responsive to City needs.

Throughout the project, Paypoint HR will provide timely written progress reports and schedule interim updates to the Project Team to ensure transparency and alignment. We believe that consistent communication is critical to keeping the project on schedule and addressing any emerging issues quickly and collaboratively.

Figure 16 - Tentative Project Timeline

Month	Phase	Tasks & Milestones	Estimated Hours
March 2026	Phase 1 Tasks A-B	<ul style="list-style-type: none"> - Project kickoff and stakeholder meetings - Review existing documentation and organizational data - Initiate job analysis process 	32 hrs
April 2026	Phase 1 Tasks C-E	<ul style="list-style-type: none"> - Complete job analysis collection from staff - Evaluate and classify positions - Begin drafting job descriptions and policy documents 	46 hrs
May 2026	Phase 1 Task F Phase 2 Tasks A-C	<ul style="list-style-type: none"> - Finalize classification plan and interim report - Identify benchmark positions and survey comparators - Distribute and collect compensation surveys - Begin market and internal pay analysis - Complete compensation analysis 	94 hrs
June 2026	Phase 2 Tasks D-F	<ul style="list-style-type: none"> - Draft and finalize reports - Deliver presentations and implementation materials 	88 hrs

Section 4 - Experience / References

Executive Summary

External Competitiveness Takeaway

Overall, job titles at the City of Bath are compensated 1.0% above market in the region. Compensation is not lagging the market across most departments, as shown below, but especially in Administration where compensation is substantially below market.

Department	Market Position
Administration	-14.3% below market
Assessing	0.0% at market
Clerk	-4.7% below market
Facilities/Transportation	-3.3% below market
Finance	+0.8% above market
Fire	+2.8% above market
Parks and Recreation Department	+1.3% above market
Planning and Development	+5.0% above market
Police	+3.2% above market
Public Works	+3.5% above market
Overall	1.0% above market

Recommendations for holistic compensation adjustments for all job titles at the City is delineated in the report. No wage reductions are recommended.

Recommendations

The fiscal impact of the recommendations listed below are approximate costs for salary adjustments for non-represented positions. The fiscal impact does not factor in associated costs for employee related benefits. The fiscal impact of collective bargaining adjustments are not considered.

1. Raise the salary of 4 positions that are below the new grade minimum, first, at a cost of \$15,576.
 - 1 Administrative Assistant - Cemetery (\$1,495),
 - 1 Deputy City Clerk (\$2,174),
 - 1 Deputy Finance Director (\$4,579) and
 - 1 Deputy Recreation Director (\$7,327).
2. Raise the salary of 5 positions that are *substantially* below market, second, at a cost of \$59,583.
 - 1 Custodian - Facilities (\$2,650),
 - 1 Executive Assistant to City Manager/Human Resource Director (\$18,292),
 - 1 General Assistance Coordinator (\$1,460),
 - 1 IT Coordinator (\$19,747), and
 - 1 WW Superintendent (\$17,434).
3. Raise the salary of 2 positions that are below market, third, at a cost of \$11,647.
 - 1 City Clerk (\$4,665), and
 - 1 Director of Planning and Development (\$6,982).
4. Adjust the salaries of positions that are near market with normal base-salary and tenure adjustments.
5. Discontinue making base-salary adjustments to the salaries of positions that are above or *substantially* above market until compensation is near market.

Table 3 - Economic Data of Bath and Potential Comparators

Community	Population	MHP	MHI	COLA	U Rate	LFP Rate
Bath	8,319	\$175,700	\$48,252	99.0	5.4%	64.0%
Maine						
Androscoggin County	107,602	\$158,200	\$53,509	96.0	5.8%	65.5%
Auburn	23,187	\$165,200	\$49,719	97.0	5.7%	66.7%
Augusta	18,605	\$144,800	\$43,796	95.0	4.9%	58.5%
Bangor	32,095	\$157,000	\$46,625	97.0	5.4%	59.7%
Belfast	6,688	\$190,500	\$62,857	100.0	5.3%	57.9%
Biddeford	21,462	\$245,900	\$53,120	104.0	5.4%	67.3%
Brewer	9,090	\$162,100	\$52,174	98.0	4.7%	65.3%
Cumberland County	292,307	\$278,100	\$73,072	110.0	4.5%	69.1%
Ellsworth	7,991	\$178,400	\$53,324	98.0	4.4%	68.1%
Franklin County	29,982	\$139,800	\$51,422	94.0	5.7%	60.8%
Hancock County	54,601	\$212,700	\$57,178	102.0	4.5%	61.6%
Kennebec County	121,753	\$159,400	\$55,365	96.0	4.9%	61.6%
Knox County	39,759	\$213,400	\$57,751	102.0	4.3%	61.7%
Lewiston	36,095	\$140,600	\$44,523	95.0	7.2%	62.2%
Lincoln County	34,201	\$215,400	\$57,720	103.0	4.3%	58.6%
Old Town	7,474	\$135,700	\$42,679	94.0	4.4%	64.7%
Oxford County	57,550	\$144,100	\$49,204	94.0	5.9%	57.3%
Portland	66,595	\$289,000	\$60,467	109.0	5.2%	71.9%
Rockland	7,178	\$172,800	\$44,156	97.0	5.1%	64.1%
Saco	19,497	\$258,900	\$70,517	109.0	5.1%	72.6%
Sagadahoc County	35,452	\$213,400	\$63,694	103.0	4.3%	65.0%
Sanford	21,015	\$171,200	\$49,642	99.3	5.0%	64.0%
South Portland	25,548	\$257,200	\$69,290	110.0	4.5%	71.6%
Waldo County	39,539	\$163,000	\$51,931	97.0	5.1%	60.7%
Waterville	16,577	\$125,000	\$38,862	93.0	6.0%	53.5%
Westbrook	18,633	\$232,900	\$59,460	105.0	5.4%	69.3%
York County	204,316	\$252,300	\$67,830	107.0	4.5%	66.3%



Overall Salary Distribution

The salary distribution for all employees is shown in Figure 1. The label “Percentage of Employees” on the ordinate y-axis reflects the total number of employees. The three largest departments, Fire, Police, and Public Works are highlighted.

A clear bimodal pattern does not exist which would demonstrate a two-tier compensation structure for any department of overall. It is preferable if there is a clear broad-banded bimodal distribution, that is, two bell curves, demonstrating both separation between supervisory and non-supervisory compensation and career progression within these two groups.

The concentration of employees in the upper end, top 20%, of the salary range (3 of 102, 3%) in comparison to the lower end is not excessive, meaning that the organization is not top-heavy with respect to compensation.

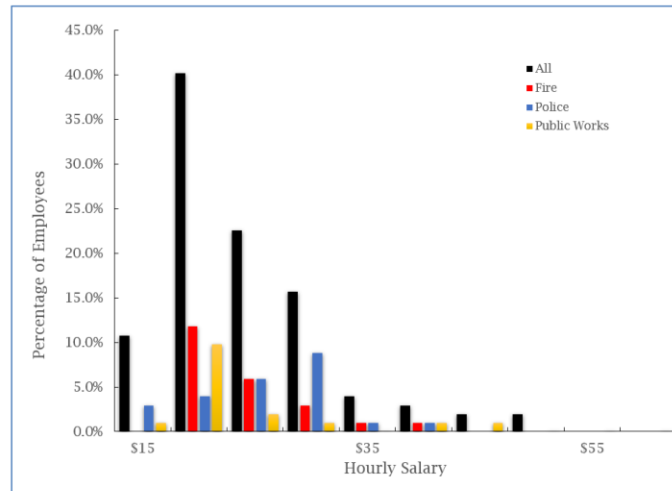


Figure 1 – Salary Distribution

Compensable Factor Score from Position Vantage Point

To assist in determining the internal hierarchy of positions in the County, the employees and managers participated in the Position Vantage Point Job Survey. Questions asked in the PVP are divided into four areas: Background, Authority, Skill, and Environment. In these four areas, the following compensable factors were examined:

Education	Complexity
Certifications	Independence
Work Duties	Impact
Work Experience	Physical
Financial Authority	Working Conditions
Supervision	Interaction

Job descriptions were consulted to update both the minimum education level and minimum experience level required for each position. The responses were then evaluated, producing the Compensable Factor Score (CFS) as shown below. For positions, where there was insufficient data from the employee/manager survey, job descriptions were consulted to fill out the survey.

Table 23 – Compensable Factor Score

Position Classification	CFS Score
Finance Director/Assistant City Manager	829.4
Director of Cemetery, Parks and Recreation	457.6
Director of Public Works	378.5
Chief of Police	330.4
Fire Chief	316.0
Deputy Director of Public Works	314.5
WW Superintendent	203.7
Deputy Chief of Police	157.0
Deputy Fire Chief	149.3
Assessor	125.7

External Market Comparison

A summary of the findings of the external market analysis is presented in Table 24 through Table 28. In Table 29 through Table 33, the external market findings for all position classifications is presented. The minimum, midpoint, and maximum hourly salary for each position classification is presented first. The market average (mean) and the various market quantiles are then presented. Lastly the Compa-Ratio, the ratio of the grade's midpoint divided by the 50th percentile from the external market, which measures the extent of the deviation of the current salary range in comparison to the market median, is presented.

Table 24 – Full-Time Positions Substantially Below Market (Compa-Ratio % Diff < -10%)

Arborist	General Assistance Coordinator
Custodian - Facilities	IT Coordinator
Director of Community & Economic Development	WW Superintendent
Executive Assistant to City Manager/Human Resource Director	

Table 25 – Full-Time Positions Below Market (-10% < Compa-Ratio % Diff < -5%)

City Clerk	Director of Planning and Development
Detective	

Table 26 – Full-Time Positions Near Market (-5% < Compa-Ratio % Diff < +5%)

Administrative Assistant - Cemetery	Crossing Guard
Administrative Assistant - Fire	Custodian - Recreation
Administrative Assistant - Recreation	Data Entry/Analyst
Animal Control Officer	Deputy Chief of Police
Assessor	Deputy City Clerk
Assistant Assessor	Deputy Director of Public Works
Bus Driver	Deputy Finance Director
Chief of Police	Deputy Fire Chief
Code Enforcement Officer	Deputy Recreation Director

Table 29 – External Market Comparison – Non-Represented

	Admin Assistant Cemetery	Admin Assistant Fire	Admin Assistant Police	Admin Assistant PW	Admin Assistant Recreation
Current Scale					
Minimum	\$19.21	\$19.21		\$19.21	\$19.21
Midpoint	\$22.29	\$22.29	\$31.25	\$22.29	\$22.29
Maximum	\$25.37	\$25.37		\$25.37	\$25.37
Market Percentiles					
20%	\$19.46	\$19.24	\$20.08	\$18.96	\$19.44
25%	\$19.94	\$19.45	\$20.16	\$19.00	\$19.88
30%	\$20.15	\$19.53	\$20.88	\$19.08	\$20.15
35%	\$21.61	\$19.58	\$21.45	\$19.32	\$21.07
40%	\$22.12	\$20.18	\$21.47	\$19.60	\$21.74
45%	\$22.40	\$20.52	\$21.92	\$19.67	\$22.04
50%	\$22.60	\$21.57	\$22.39	\$20.54	\$22.06
55%	\$23.43	\$22.09	\$23.06	\$21.15	\$22.13
60%	\$24.52	\$22.38	\$23.56	\$21.55	\$22.38
65%	\$24.91	\$22.44	\$24.97	\$21.59	\$22.64
70%	\$25.33	\$22.44	\$25.34	\$21.82	\$23.18
75%	\$25.64	\$22.66	\$26.99	\$22.18	\$23.87
80%	\$26.64	\$23.05	\$29.62	\$22.70	\$24.62
Mean	\$23.56	\$21.37	\$24.04	\$20.90	\$22.21
Compa-Ratio	-1.3%	+3.4%	+39.6%	+8.5%	+1.0%



Proposed Salary Schedules

A recommended salary scale for all Non-Represented employees is shown in Table 34. The spread between the minimum and maximum salary was set to 30% as the average spread adopted by comparable communities from the external survey was 28.5%. The number of pay grades was set to 16 to accommodate the range of CFS Scores. The Ladders, i.e., the distance between grades, was set to be 7.5%. Larger Ladders were included to increase the incentive for employees to seek positions of greater responsibility and to make it financially beneficial.

It is recommended that in subsequent years after the adoption of the recommended pay plan, the City should adjust the entire salary scale by the CPI annually as budget permits.

Table 34 - Proposed Salary Schedule - Non-Represented

Grade	Min	Mid	Max
B01	\$15.00	\$17.25	\$19.50
B02	\$16.13	\$18.54	\$20.96
B03	\$17.33	\$19.93	\$22.53
B04	\$18.63	\$21.43	\$24.22
B05	\$20.03	\$23.04	\$26.04
B06	\$21.53	\$24.76	\$27.99
B07	\$23.15	\$26.62	\$30.09
B08	\$24.89	\$28.62	\$32.35
B09	\$26.75	\$30.76	\$34.78
B10	\$28.76	\$33.07	\$37.39
B11	\$30.92	\$35.55	\$40.19
B12	\$33.23	\$38.22	\$43.20
B13	\$35.73	\$41.09	\$46.44
B14	\$38.41	\$44.17	\$49.93
B15	\$41.29	\$47.48	\$53.67
B16	\$44.38	\$51.04	\$57.70

Proposed Internal Equity

In Table 40, the resulting proposed internal equity for the City is presented for non-represented job titles.

Table 40 – Proposed Internal Equity

Grade	Title
B16	Finance Director/Assistant City Manager
B15	-
B14	Chief of Police Director of Cemetery, Parks and Recreation Director of Public Works Fire Chief
B13	Deputy Director of Public Works
B12	Deputy Chief of Police Deputy Fire Chief WW Superintendent
B11	Assessor City Clerk Code Enforcement Officer Deputy Finance Director Director of Community and Economic Development Director of Planning and Development Director of Sustainability and Environment Facilities Director
B10	Executive Assistant to City Manager/Human Resource Director IT Coordinator
B09	Deputy Recreation Director Foreman - Cemetery PW Foreman
B08	Arborist Work Leader - Recreation
B07	Payroll Supervisor
B06	Assistant Assessor Deputy City Clerk Treasurer Clerk/Deputy Tax Collector

Recommended Salary Adjustments

A regression analysis of the CFS Score and the salary survey results indicate that market median salary for all positions is predicted very well by the CFS Score. The coefficient of determination is 94.4%, in other words, the knowledge, skills, and abilities identified in the employee/manager Position Vantage Point job description survey correlate very well with the external markets' valuation of the non-represented job positions at Bath.

In Table 41, salary recommendation for employees based on the external market findings is presented.

Table 41 -Salary Adjustments - Non-Represented

Title	Current Rate	New Grade	New Rate
Administration			
Executive Assistant to City Manager/Human Resource Director	\$28.59	B10	\$37.39
IT Coordinator	\$23.62	B10	\$33.11
Marketing and Communication Specialist	\$22.29	B05	\$22.29
Digital Media and IT Specialist	\$19.93	B04	\$19.93
Assessing			
Assessor	\$37.03	B11	\$37.03
Assistant Assessor	\$24.46	B06	\$24.46
Cemetery, Parks and Recreation			
Administrative Assistant - Cemetery	\$19.21	B05	\$20.03
Administrative Assistant - Recreation	\$25.37	B05	\$25.37
Custodian - Recreation	\$16.69	B02	\$16.69
Deputy Recreation Director	\$23.23	B09	\$26.75
Director of Cemetery, Parks and Recreation	\$45.82	B14	\$45.82
Laborer - Recreation	\$24.39	B04	\$24.39
Work Leader - Recreation	\$29.37	B08	\$29.37

References

Contact Name	Contact Info	Project Title and Service Dates
Kathleen Beebe HR Coordinator City of Des Peres	12325 Manchester Road Des Peres, MO 63131 (314) 835-6107 KBeebe@DesPeresMO.org	Comprehensive Compensation Study 2024 Population: 9,200

The City of Des Peres employs 100 employees in 62 unique job titles. The scope of work included the following areas of work:

1. Assist in the development of a process to determine when long-term or returning part-time employees receive pay increases. Our pay matrix has grades for part-time employees. Some of the part-time positions are permanent, with the same person holding the position for a number of years. Other part-time positions are more seasonal, but the same person may return for multiple seasons.
2. Develop a standard format for job descriptions for all full-time employees that are both ADA and FLSA compliant. Review all current job descriptions and propose revisions to reflect actual job duties. The review may include use of employee and supervisor questionnaires and individual interviews. Information gathered shall be used to analyze the duties and responsibilities of each position to determine if it has been appropriately classified.
3. Conduct a Fair Labor Standards audit of each full-time position for classification and state an opinion as to whether each position is to be classified “Exempt” or “Non-Exempt”.
4. The city will identify ten (10) comparable public entities in the metropolitan area for salary survey purposes. Vendor should evaluate selections and make recommendations on changes. Vendor shall identify specific positions for which they believe comparisons to the private sector are appropriate.
5. Identify the process to be used in collecting data on salary and major benefits from comparison cities and any process or technique to normalize the data between comparison cities of differing sizes or service levels.
6. Identify the process to be used in collecting data on major fringe benefits including but not limited to pension, health insurance, dental insurance, vision insurance, life insurance, vacation benefits, sick leave and other leave policies.
7. Develop a pay grade and range for jobs (current pay plan attached) providing starting, mid-point and top pay ranges including any intermediate ranges recommended.
8. Identify the cost savings or additional costs associated with implementing the recommended pay plan including any recommended transitional plans from the current pay plan.
9. Provide an administration manual including plan maintenance procedures.
10. Conduct an employee survey to assess current job duties and update job descriptions accordingly.

11. Provide sample documents to be used to communicate the compensation system change to current employees, and a summary document to communicate the full compensation system to current and future employees, both to be provided in reproducible hardcopy and electronic copies
12. The successful vendor will have a minimum of two presentations at a joint meeting of the Audit & Finance Committee and Board of Aldermen including one to review process and comparable city criteria and one to present findings and recommendations.

Contact Name	Contact Info	Project Title and Service Dates
Debbie Duncan HR Manager City of Raytown	10000 E 59 Street Raytown, MO 64133 (816) 737-6006 DebraD@Raytown.MO.US	Compensation & Classification Plan 2021 - 2023 Population: 30,000

The City of Raytown employs approximately 109 employees in 68 unique job classifications. The scope of services for the project included

Meet with the HR Manager and City Administrator at the initiation of each phase of the study and to make oral presentations to the Selection Committee at the conclusion of each phase. Ongoing and open communications between designated City representatives and the consultant over the course of the study. All products and recommendations to comply with applicable State and Federal laws and enhance the City's ability to obtain and retain qualified personnel. The consultant to review the current job descriptions and Compensation and Classification Plan and determine the need for a new compensation system, which would assure internal equity and external competitiveness.

Conduct a comprehensive compensation survey of external regional labor market for designated positions and make recommendations for changes to the current classification system or adoption of a newly designed compensation system, which assures internal equity and external competitiveness. The method in which to perform this analysis is to be determined by the consultant, and comparison cities to be included in the study will be approved by the City of Raytown. The consultant to provide city staff with copies of the final compensation study and proposed salary structure - the final number to be determined. Design an implementation strategy for the updated compensation system recognizing the financial impact on city operating process and greatest gain to positions that fall outside of a designated range.

Upon implementation of the compensation system, the consultant required to provide training to the HR Manager on the utilization and maintenance of the system. Additionally, the consultant to provide necessary documentation and other materials so the City will be able to maintain the system independently of the consultant following the implementation

of the job evaluation/compensation plan. The consultant to provide City staff with training materials and policies and procedures for maintenance of the system.

Contact Name	Contact Info	Project Title and Service Dates
Joe Fischbach Human Resources Manager City of Cottage Grove	12800 Ravine Parkway S. Cottage Grove, MN 55016 (654) 458-2883 JFischbach@ CottageGroveMN.gov	Position Classification and Compensation System 2020 - 2024 Population: 42,760

Cottage Grove employs 145 full-time and 12 part-time employees as well as 47 paid on call Fire and 200 seasonal staff. Of this, 82 employees are organized into one of the following unions: Cottage Grove Police Officers Federation, Inc., Law Enforcement Labor Services, Cottage Grove Professional Firefighters Association, and International Union of Operating Engineers. The scope of work for the Classification & Compensation Study included

Provide professional services with integrative support services to evaluate and analyze needs, design, develop, and implement updates to the position evaluation and compensation system that includes the following milestones:

- Evaluation and analysis of City needs and philosophy.
- Evaluation of existing job descriptions and the recommendations of revisions to assure compliance with ADA and other State and Federal requirements.
- Thorough evaluation of changed positions to determine a job value, by assigning points to the position based on standard factors, and a spot review of the current position evaluations with recommendations for necessary revisions.
- Objective classification ranking and banding of each position and the provision of internal pay equity.
- Provide a wage/labor market survey and the analysis of supporting data for the development of the pay structure while assuring internal and external equity and compliance with State Pay Equity Compensation Standards.

Provide recommendations and options for updating the evaluation and compensation system.

- Provide system testing to assure compliance.
- Provide recommendations on a system for determining the validity for requests for reclassification and/or compensation changes.
- Determine exempt and non-exempt status for each position.
- Provide implementation support and maintenance training on the system.
- Post contract services involving review of new job descriptions and determination of points and salary for the new position as well as assistance with the first State Pay Equity report following compensation review to assure compliance.

Contact Name	Contact Info	Project Title and Service Dates
Amanda Scoggins HR Director City of Alton	101 East Third Street Alton, IL 62002 (618) 463-3500 x293 AScoggins@CityofAltonIL.gov	Compensation Study 2025 Population: 24,967

The City of Alton employs 206 benefit-eligible full-time employees. The scope of work included the following areas of work:

1. Provide a comprehensive evaluation of every job within the City to determine relative worth within the organization for internal equity and for the establishment of pay ranges and step progressions within the ranges.
2. Review all current job classifications, confirm, and recommend changes to the hierarchical order of jobs using your evaluation system.
3. Establish appropriate benchmarking standards and conduct salary surveys as needed for similar positions with comparable municipalities as required.
4. Identify potential pay compression issues and provide potential solutions.
5. Analyze and recommend changes to the present compensation structure to meet market analysis. This recommendation may include recommendations for individual positions as well.

Contact Name	Contact Info	Project Title and Service Dates
Dee Jones Human Resources Director City of Green Cove Springs	321 Walnut Street Green Cove Springs, FL 32043 (904) 297-7500 x3313 DJones@GreenCoveSprings.com	Classification and Compensation Study 2024 Population: 10,087

The City of Green Cove Springs employs 134 employees in 91 unique job titles. The scope of work included the following areas of work:

Classification Study

1. Consultant to review current classification grade methodology and propose recommended strategies for the City.
2. Employees to complete Position Descriptions Questionnaires (PDQ's).

3. Consultant to conduct interviews and/or job audits as appropriate. Interviews and/or job audits may be conducted individually or in groups based upon classification.
4. Consultant to compare PDQ's and interviews and job audit results to existing job descriptions.
5. Consultant to update job descriptions to uniformly reflect the distinguishing characteristics, essential job functions, minimum qualifications (education/experience and knowledge/skills/abilities), working conditions (physical demands, work environment, and travel requirements), and certifications/licenses/registrations required for classifications as needed.
6. Consultant to identify Officials & Administrators, Professionals, Technicians, Paraprofessionals, Administrative Support, Skilled Craft Workers, and Service employees, including Fair Labor Standards Act (FLSA) status (exempt/non-exempt).
7. Consultant to present proposed recommendations to the HR Director and City Manager for review prior to making any final classification determinations.
8. Consultant to finalize class specifications and recommend appropriate classification for each employee, including correction of identified discrepancies between existing and proposed classifications.
9. Consultant to identify career ladders/promotional opportunities as deemed appropriate.
10. Consultant to submit recommendations for appropriate implementation measures that the Human Resources staff will need to take.
11. Consultant to provide a straightforward, easily understood, maintenance system that the Human Resources Department will use to keep the classification system current and equitable. The classification system should be provided in an electronic medium. Maintenance should include annual activities, as well as the process we would use in the review of the classification of individual jobs, as needed.
12. Consultant to conduct a comprehensive training program for Human Resources staff to ensure that the staff can explain and administer the new system in the future. The training program should be clearly spelled out in the proposal.

Compensation Study

1. Consultant to review current compensation plan (salary grade levels and steps) and understand current challenges in recruiting and retaining employees.
2. Consultant to recommend and identify a consistent and competitive market position that the City can strive to maintain.
3. Consultant to recommend comparable labor markets, including both private and public-sector employers, for compensation survey.
4. Consultant to develop and conduct a comprehensive compensation and benefits survey.
5. Consultant to recommend appropriate salary range for each position based on the classification plan, the compensation survey results, and internal relationships and equity. Prepare a new salary structure based on the results of the survey and best practices.

6. Consultant to develop guidelines to assist City staff with determining the starting pay for new employees based on knowledge and experience above the minimum requirements of the position, how difficult the position is to fill, and market competitiveness.
7. Consultant to recommend implementation strategies including calculating the cost of implementing the plan.
8. Consultant to identify any extreme current individual or group compensation inequities and to provide a recommended corrective action plan and process to remedy these situations.
9. Consultant to make recommendations and provide implementation strategies related to other key compensation practices, based on market demands, including pay for performance, skill pay, special assignment pay, certification pay, bilingual pay, promotional pay, and acting assignment pay.
10. Consultant to provide system documentation and computer formats/software to administer compensation plan.
11. Consultant to provide recommendations for the ongoing internal administration and maintenance of the proposed compensation plan. Maintenance should include annual activities such as a market survey.
12. Consultant to conduct a compression analysis to include recommendations for implementation.
13. Consultant to conduct a comprehensive training program for Human Resources staff to ensure that the staff can explain and administer the new system in the future. The training program should be clearly spelled out in the proposal.

Contact Name	Contact Info	Project Title and Service Dates
Hazel Johnson Director of Human Resources City of Portland	100 South Russell Street Portland, TN 37148 (615) 325-6776 x232 HJohnson@CityofPortlandTN.gov Y	Compensation Study 2024 Population: 13,651

The City of Portland employs 175 employees in 130 unique job titles. The scope of work included the following areas of work:

- All positions and job descriptions on the proposed city authorization list are to be studied, and employee interviews are to be conducted as necessary.
- Local governments within both Sumner and Robertson County are to be used for comparison. The key is not simply comparing communities our size, but a comparison should be based on the communities to which we lose employees. The study should review wage and benefit information for local industry as provided by the City's Economic and Community Development Department.

- Give a recommendation for a phased implementation of the study, and how that may apply to exempt and non-exempt employees if the plan cannot be implemented in one budget cycle.
- Comparison of benefits and their value to wages will also be important. Example: Compare employee “A” with a \$37,440 yearly salary and employer paid health insurance, to employee “B” with a \$43,680 yearly salary and a 50% employer paid health insurance.
- Recommend best practice for maintaining pay ranges. Such as updating the ranges yearly or every 3 years according to cost of living.
- Evaluate the current police and fire step plans and offer recommendations to compress or alter the current plan.
- Create a new step plan for all other positions along with recommendations on how to transition from current ranges.
- Provide methodology for developing steps and adding new positions to the plan.
- Present industry standards on how and when to progress within a step plan as it applies to yearly evaluations, employees with recent disciplinary action, or sub-par performance.
- All information completed within the contracted study shall become the property of the City. Any proprietary software data must be converted to excel spreadsheets to be used and edited according to the needs of the City.

Contact Name	Contact Info	Project Title and Service Dates
Duane D'Andrea Human Resources Director City of Delray Beach	100 NW 1 st Avenue Delray Beach, FL 33444 (561) 243-7125 DandreadD@MyDelrayBeach.com	Compensation and Classification Study 2024 Population: 66,846

The City of Delray Beach employs approximately 387 employees in 239 unique job classifications. The scope of services for the project entailed conducting a survey of comparable governmental agencies and private employers if applicable within South Florida (Palm Beach, Broward and Miami-Dade Counties Only) to assess the external competitiveness of the following:

- a. Review current compensation plans for all employee groups (salary, grade levels and steps) of approximately 240 positions.
- b. Prepare a summary and make recommendations for revising the job classification and salary plan that details the following: ensures fairness and competitiveness to attract and retain qualified employees.; enables compensation decision making that is based on valid data and is consistent and defensible across the organization; and is flexible and responsive to changes in the City’s objectives or structure and is simple to understand and can be clearly communicated to employees.
- c. Determine comparable labor markets, including both private and public sector employers for compensation survey. Establish appropriate benchmarking standards.

- d. Consolidate the survey result in a clear, objective summary detailing the following: agencies surveyed; position titles surveyed; and position titles that match City position titles in level of responsibility, minimum requirements, and essential job functions.
- e. Conduct a comprehensive salary survey of job classifications in comparable organizations to include salary ranges and actual salaries.
- f. Based upon results of the survey, and review of internal relationships between positions and classifications, recommend a revised Classification & Compensation Plan.
- g. Recommend appropriate salary range for each position based on the classification plan, the compensation survey results, and the internal relationships and equality. Prepare a new salary structure based on the results of the survey and best practices.
- h. Based upon the recommended pay plan, review existing salaries to determine proper placement within proposed classifications, and recommend appropriate “equity adjustments” as needed.
- i. Identify any extreme current individual or group compensation inequities and provide a recommended corrective action plan and process to remedy these situations.

Contact Name	Contact Info	Project Title and Service Dates
Stephanie Romagnoli Human Resources Manager City of Muscatine	215 Sycamore Street Muscatine, Iowa 52761 (563) 264-1550 SRomagnoli@MuscatineIowa.gov	Compensation Study 2023 Population: 23,298

The City of Muscatine employs 144 employees across 86 classifications. The scope of work for the Compensation Study included:

Review

- Review the current compensation and pay ranges for all positions not covered under a collective bargaining agreement.
- Evaluate pay plan for appropriate internal equity.
- Positions will be evaluated in comparison to local economic market conditions for entry level, professional, and management personnel. In order to accomplish the external market review of positions, ten or more comparable organizations (e.g. cities or counties) and a minimum of five major private and/or public sector market competitors will be surveyed as determined in agreement with the city.
- Identify factors and appropriate weights which accurately reflect the value of the different types of work.

Survey -

- Develop and conduct an external assessment or compensation survey evaluating all current non-union and selected union job classifications by comparing actual job

content and duties of the classification to comparable job classification in other comparable organizations.

- Provide a report between survey data and estimates of fiscal impact at various percentage relationships to prevailing market rates.
- Provide an alternate or additional cost proposal for surveying insurance plans, leave policies, and retirement benefits.

Contact Name	Contact Info	Project Title and Service Dates
Melanie Glaze Director of Human Resources City of Bellaire	7008 South Rice Avenue Bellaire, TX 77401 (713) 662-8271 MGlaze@BellaireTX.gov	Classification Study and Total Compensation Study 2024 Population: 17,439

The City of Bellaire employs 188 Full-time equivalent employees across 160 classifications.

The Scope of Work to be provided includes conducting a comprehensive evaluation of every job within the City to determine relative worth within the organization for internal equity and for the establishment of pay ranges and step progressions within the ranges. The Consultant will be required to review all current job classifications, confirm, and recommend changes to hierarchical order of jobs using an approved evaluation system. Additionally, the Consultant will be required to complete the following:

Classification Study

- i. Review relevant background materials, including but not limited to organizational charts, budgets, personnel rules, and job descriptions.
- ii. Conduct a comprehensive evaluation of existing job descriptions for City employees.
- iii. Establish appropriate benchmarking standards and conduct classification/salary surveys as needed for similar positions with comparable Texas municipalities and relevant private employers.
- iv. Review current classification grade methodology and proposed recommended strategies for the City.
- v. Meet with staff to discuss study and agree on methodology and Position Description Questionnaire (PDQ) to be used.
- vi. Develop and distribute a PDQ to each employee.
- vii. Review and analyze completed PDQs for all employees covered by the study.
- viii. Conduct interviews and/or job audits as appropriate. Interviews and/or job audits may be conducted individually or in groups based upon the classification.
- ix. Draft updated job descriptions to uniformly reflect the distinguishing characteristics, essential job functions, supervisory responsibility and level of authority, minimum qualifications (education/experience and knowledge/skills/abilities), working conditions (physical demands, working

- environment, and travel requirements) certification/licenses/registrations requirements, and accurate ADA compliant language for classifications as needed.
- x. Recommend deletion of outdated or unnecessary duties or classes.
 - xi. Develop new classes as appropriate.
 - xii. Develop and identify viable career progressions within the classification plan.
 - xiii. Review various job series in terms of appropriateness.
 - xiv. Confirm and recommend changes to the hierarchal order of jobs according to the established methodology.
 - xv. Identify EEO classes, including but not limited to Officials & Administrators, Professionals, Technicians, Paraprofessionals, Administrative Support, Skilled Craft Workers, and Service employees.
 - xvi. Qualify the FLSA status (exempt/non-exempt) of each classification.
 - xvii. Allocate all employees to an appropriate job class.
 - xviii. Submit proposed recommendations to the City Manager and designated Human Resources staff for review prior to making any final classification determinations.
 - xix. Provide straightforward, easily understood, maintenance system that the Human Resources Department will use to keep the classification system current and equitable. This should be provided in an electronic format. Maintenance should include annual activities, as well as the process to be used to review the classification of individual jobs, as needed; and

Total Compensation Study

- i. Review current compensation plan and understand current challenges in recruiting and retaining employees.
- ii. Recommend and identify a consistent and competitive market position that the City can strive to maintain.
- iii. Recommend comparable labor markets, including both private and public sector employers for total compensation (compensation and benefits) study. (For comparator Cities, recommendations should demonstrate similarities between Bellaire and cities of like size and area. This should include comparing factors such as population, staff and budget size, growth rate, Ad Valorem Taxable Value, tax rate, median household value, etc.).
- iv. Develop and conduct a comprehensive compensation and benefits survey.
- v. Analyze benefits data to provide a comparison of total compensation for Bellaire and comparators. Analysis should include:
 - 1. Medical, dental, life, short-term disability, long-term disability, long-term care, vision, and paid time off such as holidays, vacation, and sick leave.
 - 2. Employer matches to employee retirement and/or deferred compensation contributions.
 - 3. Availability of and employer matches to Health Savings Accounts.
 - 4. Pay incentives such as longevity, tuition reimbursement, and any other innovative benefits/pay.

- vii. Recommend an appropriate salary range for each position based on the classification plan, the compensation survey results, and the internal relationships and equality. Prepare a new salary structure based on the results of the survey and best practices.
- viii. Recommend and develop guidelines to assist City staff with determining starting pay for new employees based on knowledge and experience above the minimum requirements of the position, difficulty to fill and market competitiveness.
- ix. Recommend and develop salary administration procedures regarding promotions, demotions, and other position movements which may affect salary.
- x. Recommend implementation strategies, including calculating the cost of implementing the plan.
- xi. Identify any extreme current individual or group compensation inequities and provide a recommended corrective action plan and process to remedy.
- xii. Make recommendations and provide implementation strategies related to other key compensation practices, based on market demands, including pay for performance, skill pay, special assignment pay, certification pay, bilingual pay, shift pay, on call pay, and acting assignment pay.
- xiii. Provide system documentation and computer formats/software to administer compensation plan.
- xiv. Provide recommendations for the ongoing internal administration and maintenance of the proposed compensation plan. Maintenance should include annual activities such as market survey.
- xv. Conduct a compression analysis to include any recommendations for implementation; and
- xvi. Provide documentation of methodologies, techniques, and data used to make recommendations.

Contact Name	Contact Info	Project Title and Service Dates
Tiffany Jenkins Director of Human Resources City of Villa Rica	571 W Bankhead Highway Villa Rica, GA 30180 (678) 840-1225 TJenkins@VillaRica.gov	Compensation Study 2023 Population: 20,095

The City of Villa Rica employs approximately 183 employees in 123 unique job classifications. The scope of services for the project included

1. Conduct a comprehensive benchmark market analysis of all City positions with comparable and surrounding (regional) jurisdictions, institutions of higher education, and applicable private/public sector competitors.
2. Identify potential pay compression issues and provide potential solutions.
3. Review existing position descriptions to ensure current and accurate Fair Labor Standards Act (FLSA) exemption status, essential functions, minimum qualifications for education and experience, required knowledge, skills, and abilities, special

requirements, and physical and environmental conditions; Update the descriptions as needed.

4. Gain an understanding of the City’s existing classification, grouped positions and compensation structure and revise where needed.

5. Review all background materials including, but not limited to, existing salary scale, organizational charts, classification specifications, etc.

6. Perform a pay compression analysis of all City positions.

Contact Name	Contact Info	Project Title and Service Dates
Donna Jentink HR Compensation Supervisor City of Largo	201 Highland Avenue Largo, Florida 33770 (727) 586-7349 DJentink@Largo.com	Compensation & Classification Study 2019 - 2020, 2022, 2023 - 2024 Population: 82,337

The City of Largo employs 232 non-represented employees across 168 job titles. The scope of work for the Compensation & Classification Study included

- Conduct a comprehensive salary survey for the City’s Non-Represented positions to determine and identify quality job matches for each job title.
- Conduct a compensation and classification study of the City’s job titles in the Non-Represented Pay Groups: City Manager, Executive Management, Operational Management, Professional/Technical, Temporary, and Variable.
- Review job titles and make recommendations for pay group, grade, range placement of current and proposed positions based on the classification study and salary survey.
- Review job families and career ladders and identify problem/concerns within the internal hierarchy system and propose methods to correct.
- Prepare a framework for a new and improved compensation structure to include definitions for each pay group identified, recommended pay ranges per group, and the list of the job titles to be classified to each unique pay group and pay range.
- Determine if the Professional/Technical group should be further defined and separated. Determine if the Operational Management group should be further defined and separated (ex. a business track vs. technical career track).
- Perform a comprehensive compensation analysis to address internal equity and compression issues considering employee compensation history, annual compensation in relationship to pay range spread, midpoint, anniversary, education, directly related years of experience and related factors to include state and federal regulations.
- Conduct an analysis of the City’s administrative support classifications for the purpose of recommending job descriptions that more effectively capture the department’s administrative needs city-wide.

- Recommend specific job evaluation methodologies and approaches to ensure the establishment and maintenance of a job evaluation and pay system based on internal equity and competitiveness with the public sector and private sector (similar sized organizations).
- Review and determine best practices and improved narratives to enhance the process in which the City administers the following personnel actions and handling of the transaction for the City’s consideration in updating the Personnel Rules and Regulations, Section VI: Pay and Classification Plan. Personnel Action Types: Starting Pay, Rehire, Reclassification and Types, Delete/Add, Demotion, Promotion, Transfer, Standby Time, and Call Back Time.

Contact Name	Contact Info	Project Title and Service Dates
Roz Johnson Human Resources Director City of Stuart	121 SW Flagler Avenue Stuart, FL 34994 (772) 288-5322 RJohnson@CI.Stuart.FL.US	Classification and Compensation Study 2019, 2024 Population: 19,566

The City of Stuart has a total of 251 full-time budgeted positions with 79 in one of two collective bargaining units and 40-45 part-time employees across 121 different classifications.

Classification

- Conduct a job audit of selected benchmark positions, including general task analysis by department. This review may include interviews with Department Directors, division managers and other key personnel and/or employees to determine the essential functions of each position. Benchmark positions to be determined by the project team, input from Department Directors and guidance from the consultant.
- If deemed the appropriate method, prepare/provide a job analysis questionnaire for City management approval. The City would facilitate its distribution and completion.
- Assign all jobs to salary grades based on an objective evaluation of compensable factors related to the duties and responsibilities of the individual job.
- Refine job classifications/titles to accurately represent job duties and responsibilities as necessary. Review supervisor/management titles and recommend titling structure which defines consistent levels of responsibility across the organization.
- Review a sampling of existing job descriptions and recommend updates, as needed, including requirements of education, experience, knowledge, skills, and abilities.
- Map career ladders/promotional opportunities for selected classifications.
- Provide methodology for evaluating the classification of positions/jobs on an ongoing basis. Train Human Resources personnel in the administration of the proposed new/modified classification system.
- Assess FLSA designation for select positions.

Compensation

- Review the current pay grade and salary ranges of City positions, including recommending appropriate salary ranges based on compensation survey and study results and appropriate salary range for each position.
- Evaluate current pay plan structure (i.e. number of pay grades, including additions, deletions, and/or consolidations, appropriateness of pay range spread from salary minimum to maximum).
- Conduct interviews, as necessary, with City Manager, Human Resources personnel, and Department Directors for the purpose of clarifying and determining project scope, selection of entities to be surveyed, and identification of benchmark positions. Listing of the benchmark agencies to be utilized in the study shall be subject to review and approval by the project and/or executive team prior to the initiation of the work.
- Determine the appropriate labor markets for the study (non-bargaining, PBA, and IAFF) and determine existence of relevant salary survey data.
- Develop and conduct an external compensation survey comparing benchmark positions with other local government and private sector entities in order to identify the City’s competitive position in the regional labor market. This compensation survey shall include the actual salaries and tenure in position of employees in said benchmark positions, with anomalies identified.

Contact Name	Contact Info	Project Title and Service Dates
Jennifer Cuckow Director of Human Resources & Risk Management City of Fort Morgan	710 E. Railroad Avenue Fort Morgan, CO 80701 (970) 542-3975 Jennifer.Cuckow@CityofFortMorgan.com	Compensation Study & Analysis Consulting Services 2022 - 2023 Population: 11,835

The City of Fort Morgan employs approximately 250 employees in 136 unique job classifications. The scope of services for the project included

- A. Review current job descriptions and position evaluation system and recommend revisions (ensuring compliance with state and federal requirements).
- B. Evaluate exempt and nonexempt status for each position and provide recommended changes along with written documentation and rationale used to make that determination.
- C. Evaluate responsibilities, duties, qualifications, working conditions, physical requirements, and all other considerations for each position to determine its job value and make recommendations for revisions to ensure compliance with Americans with Disabilities Act and other state and federal requirements.

- D. Develop principles of comparability to external labor markets including public, private and market/comparable cities and perform job evaluation and wage/labor market comparability study.
- E. Provide options and recommendations for a classification and total compensation plan, including feasibility of implementation that takes into consideration budget constraints.
- F. Propose a project timeline and an itemized fee schedule for this work, based on measurable contract milestones and written deliverables.

Contact Name	Contact Info	Project Title and Service Dates
Kristie Lewis, Esq. Director of Human Resources City of Tomball	401 Market Street Tomball, TX 77375 (281) 351-5484 kLewis@tomballtx.gov	Classification and Compensation Study 2023 Population: 15,152

The City of Tomball employs approximately 202 employees in 120 unique job classifications. The scope of services for the project included

1. Classification Study

- a. Review current classification grade methodology and propose recommended strategies for the city.
- b. Conduct interviews and/or job audits as appropriate. Interviews and/or job audits may be conducted individually or in groups based upon classification.
- c. Update job descriptions to uniformly reflect the distinguishing characteristics, essential job functions, minimum qualifications (education/experience and knowledge/skills/abilities), working conditions (physical demands, work environment, and travel requirements), and certification/licenses/registrations requirements for classification as needed.
- d. Qualify the FLSA status for each job classification.
- e. Finalize class specifications and recommend appropriate classification for each employee, including correction of identified discrepancies between existing and proposed classifications.
- f. Identify career ladders or promotional opportunities as deemed appropriate.
- g. Provide a straightforward, easily understood, maintenance system that the City and Human Resources Department will use to keep the classification system current and equitable. Maintenance should include annual activities, as well as the process required to review classifications of individual jobs, as needed.

2. Compensation Study

- a. Review current compensation plan and pay practices (range adjustments, compression, years of service, etc.) to understand current challenges in recruiting and retaining employees.

- b. Recommend and identify a consistent and competitive market position that the city can strive to maintain.
- c. Recommend comparable labor markets, including both private and public sector employers for compensation survey.
- d. Develop and conduct a comprehensive compensation and benefits survey, to include determination of total compensation.
- e. Recommend appropriate salary range for each position based on the classification plan, the compensation survey results, and the internal relationships and equality. Prepare a new salary structure based on the results of the survey and best practices.
- f. Recommend implementation strategies including calculating the cost of implementing the plan.
- g. Identify any extreme current individual or group compensation inequities and provide a recommended corrective action plan and process to remedy these situations.
- h. Make recommendations and provide implementation strategies related to other key compensation practices, based on market demands, including pay for performance, skill pay, special assignment pay, certification pay, bilingual pay, promotional pay, and acting assignment pay.
- i. Provide recommendations for the ongoing internal administration and maintenance of the proposed compensation plan. Maintenance should include annual activities such as market survey.
- j. Conduct a compression analysis to include any recommendations for implementation.

Contact Name	Contact Info	Project Title and Service Dates
Laura McIntosh Director of Human Resources & Risk Management Town of Front Royal	109 E. Main Street Front Royal, VA 22630 (540) 635-3929 LMcIntosh@FrontRoyalVA.com	Compensation Study & Update Employee Handbook 2022 - 2023 Population: 15,628

The Town of Front Royal employs approximately 185 employees. The scope of services for the project included

Market Analysis. The Town of Front Royal would like a market analysis performed for the Town’s classifications and compensations. To this end, the Offeror should conduct a comprehensive benchmark analysis of all Town positions with comparators to include surrounding counties, towns, and cities that compete with the Town’s employment market. The comparators shall be determined by the consultant after consultation with the Town and the Offeror shall prepare and deliver a detailed report and analysis of the benchmark survey results for all positions compared to the market and how this analysis informs the Town’s pay plans.

Development of a Recommended Pay Scale. The Successful Offeror shall develop a compensation plan, the appropriate classification of all positions in the proposed plan, options for implementing the proposed compensation plan in phases, and a pay compression analysis of all Town positions. The phasing would need to take into consideration the need for wage adjustments, with the most critical positions being addressed first, and the budget impact of each phase. The Town is interested in developing policies and pay scales that align with the current “market” rate and are informed by the comprehensive benchmark market analysis. Pay recommendations should be externally competitive and internally equitable.

Contact Name	Contact Info	Project Title and Service Dates
ReNissa Wade Assistant City Manager City of Jacksonville	315 S. Ragsdale Street Jacksonville, TX 75766 (903) 618-9461 ReNissa.Wade@ jacksonvilletx.org	Compensation and Classification Study 2022 Population: 14,639

The City of Jacksonville employs approximately 135 full-time employees in 65 unique job classifications. The scope of services for the project included

- Review all current job classifications, confirm, and recommend changes to hierarchical order of jobs using your evaluation system.
- Establish appropriate benchmarking standards and conduct salary surveys as needed for similar positions (job descriptions) as required (prefer to assess duplicate benchmarks -both municipalities as well as local employers).
- Identify potential pay compression issues and provide solutions.
- Development of job descriptions for all current positions and up to 10 additional positions.
- Provide written implementation guide (best-practices for phasing in potential adjustments).
- Provide a staff/per capita breakdown as compared to benchmarked municipalities. This should include an organization-wide and departmental breakdown.

Section 5 - Pricing

PHASE 1 Classification Component

Task		Hours
A	Project Start and Initial Meetings	10
B	Baseline Data Collections & Initial Analysis	22
C	Job Analysis Collection/Completion	24
D	Job Evaluation and Classification Development	22
E	Draft Job Descriptions and Policy Guides	0
F	Develop Guide for Implementation of Changes and Draft Interim Report	10
	Subtotal Professional Hours	88

PHASE 2 Compensation Component

Task		Hours
A	Identify Benchmark Positions and External Survey Comparator List	10
B	Design and Distribution of Survey	20
C	Collect and Analyze Survey Data	54
D	Internal Relationship Analysis and Internal Alignment	36
E	Preparation of Draft Report	32
F	Deliver Final Report and Work Products for Implementation	20
	Subtotal Professional Hours	172

Total Estimated Hours of Phase 1 & Phase 2	260
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The standard consulting rate for the senior personnel listed, consistent with the Federal GSA schedule, is \$125 per hour of service. The total, firm-fixed price fee would be \$32,500. Regular invoices, including a thorough delineation of services rendered, would be on a net 30-day basis. Paypoint expects support from the client in communication with key staff, setting up meetings, and providing meeting resources, as well as establishing reporting relationships, milestones, and timelines.

Alternative Bid No. 1 - Job Description Review / Revision - \$5000

Alternative Bid No. 2 - Total Compensation Study - \$5000

Provisions to Other Agencies: Paypoint HR agrees to make available to other Government agencies, departments, and municipalities the prices submitted in accordance with said terms and conditions therein, should any said governmental entity desire to buy under the terms of the proposal.

Appendix – Sample PVP Job Description Survey

Position Vantage Point



First Name

Last Name

Job Location

Department

Job Title

Full-time / Part-time

Job Summary

Please provide a summary for the purpose of the position in one or two sentences.

Where Position Fits

Complete the structure using job titles to show where your job fits. Use official classification titles only, not working titles.

Supervisor's Title

Job Titles of Peers / Co-workers (Reporting directly to same supervisor)

Jobs Reporting Direct to Position (if applicable)

Position Vantage Point



Education and Experience

Minimum Education Level that Should be Required for Job Title

- | | |
|--|---|
| <input type="checkbox"/> No Degree | <input type="checkbox"/> Master Degree in a Related Field (MA/MS/MBA) |
| <input type="checkbox"/> High School Diploma / GED | <input type="checkbox"/> Master Degree Not in a Related Field (MA/MS/MBA) |
| <input type="checkbox"/> Trade School Certificate | <input type="checkbox"/> Specialist Degree in a Related Field |
| <input type="checkbox"/> Associate Degree in a Related Field | <input type="checkbox"/> Specialist Degree Not in a Related Field |
| <input type="checkbox"/> Associate Degree Not in a Related Field | <input type="checkbox"/> Doctorate Degree in a Related Field (PhD/JD/EdD) |
| <input type="checkbox"/> Bachelor Degree in a Related Field | <input type="checkbox"/> Doctorate Degree Not in a Related Field (PhD/JD/EdD) |
| <input type="checkbox"/> Bachelor Degree Not in a Related Field | <input type="checkbox"/> Other |

Degree Field Required for Job Title (e.g., Finance, Business Administration, Civil Engineering)

Required Certifications, Training, and Licensing for Job Title (e.g., Driver's License, CDL, CPR)

Upon entering position: the minimum number years of prior experience in profession required.
(e.g., For Police Lieutenant: 8 years as a certified sworn officer, all ranks including Officer and Sergeant)

- | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 0 | 1 | 2 | 3 | 4 to 5 | 6 to 7 | 8 to 10 | More than 10 |

Upon entering position: the minimum number of years in preceding job in job series required
(e.g., For W/WWTP Operator III: 3 years as a W/WWTP Operator II)

- | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 0 | 1 | 2 | 3 | 4 to 5 | 6 to 7 | 8 to 10 | More than 10 |

Position Vantage Point



Equipment/Tools (e.g., GIS, Microsoft Office, Backhoe, Narcan)

Visual Acuity (check all that apply)

- Clarity of vision at 20 feet or more
- Clarity of vision at 20 inches or less
- Three-dimensional vision - ability to judge distance and space relationships
- Precise hand-eye coordination
- Ability to identify and distinguish colors

Regulatory (Enter number associated with category)

EEO Category Number (if known)

- 1 - Officials / Administrators
- 2 - Professionals
- 3 - Technicians
- 4 - Protective Service Workers
- 5 - Paraprofessionals
- 6 - Office / Clerical
- 7 - Skilled Craft Workers
- 8 - Service / Maintenance

FLSA Status and Exemption (if known)

- 1 - Non-exempt
- 2 - Exempt - Executive
- 3 - Exempt - Administrative
- 4 - Exempt - Computer
- 5 - Exempt - Professional Learned or Creative

Position Vantage Point



Duties and Responsibilities (to identify major duties and responsibilities)

EXAMPLE

Percent of time spent

40%

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Payroll administration for the maintenance department

Tasks Required to Achieve Result

Collecting payroll information from department employees on a weekly basis; reviewing the collected information to make sure that it is complete; forwarding all appropriate documentation (timecards, requests for time off, etc.) to the business office for processing.

Task 1

Percent of time spent

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Tasks Required to Achieve Result

Task 2

Percent of time spent

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Tasks Required to Achieve Result

Position Vantage Point



Duties and Responsibilities (to identify major duties and responsibilities)

Task 3

Percent of time spent

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Tasks Required to Achieve Result

Task 4

Percent of time spent

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Tasks Required to Achieve Result

Task 5

Percent of time spent

Priority
(Select one)

Essential

Very important

Important

Somewhat important

Marginal

Result Expected of the Work

Tasks Required to Achieve Result

Position Vantage Point



Work Environment (Check all that apply)

	Never (0%)	Rarely (1% - 15%)	Occasionally (16% - 40%)	Frequently (41% - 70%)	Regularly (over 70%)	Specific Examples
EXAMPLE: Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Speaking at public events</u>
Sitting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Talking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Hearing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Driving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Grasping, pulling, pushing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Stooping, kneeling, crouching, crawling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Climbing or balancing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Repetitive wrist, hand and/or finger movement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Work in high, dangerous places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Work in confined spaces	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Operate mechanical equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Biohazard or bloodborne pathogens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Required to wear respirator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Fumes or airborne particles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Risk of electrical shock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____

Position Vantage Point



Note: Answer each question independent of any preceding questions. For example: a position that often involves complex and diversified tasks may also involve routine or repetitive tasks. Enter 1 to 5, 1 - Strongly Disagree with the statement to 5 - Strongly Agree.

Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
1	2	3	4	5

Complexity (Answer all questions)

- Question 1:** This position involves *routine or repetitive* tasks, processes, or operations requiring the application of well-defined rules, procedures, policies, guidelines, and/or instructions.
- Question 2:** This position involves generally *standardized* tasks processes, or operations requiring the *choice of action* within well-defined rules, procedures, policies, guidelines, and/or instructions.
- Question 3:** This position involves generally *diversified* tasks, processes, or operations requiring the *choice of action* within well-defined rules, procedures, policies, guidelines, and/or instructions.
- Question 4:** This position involves *occasional (16% - 40%) complex and diversified* tasks, processes, or operations requiring the *development* of rules, procedures, policies, guidelines, and/or instructions..
- Question 5:** This position involves *frequent (41% - 70%) complex and diversified* tasks, processes, or operations requiring the *development* of rules, procedures, policies, guidelines, and/or instructions.

Independence (Answer all questions)

- Question 1:** My position primarily involves *detailed* work instructions with *close* supervisory review.
- Question 2:** My position primarily involves *detailed* work instructions with *regular* supervisory review.
- Question 3:** My position primarily involves *general* work instructions with *regular* supervisory review.
- Question 4:** My position primarily involves *broad latitude* on work tasks with *regular* supervisory review.
- Question 5:** My position primarily involves *broad latitude* on work tasks with *minimal* supervisory review.

Position Vantage Point



Note: Answer each question independent of any preceding questions. For example: a position that involves employee training may also schedule tasks. Enter 1 to 5, 1 - Strongly Disagree with the statement to 5 - Strongly Agree.

Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
1	2	3	4	5

Supervision Received (Answer all questions)

- Question 1:** My position frequently (41% - 70%) is provided established policy and procedures.
- Question 2:** My position frequently (41% - 70%) is provided specific direction and task/project information needed is generally available.
- Question 3:** My position frequently (41% - 70%) is provided general direction and task/project information needed is generally available.
- Question 4:** My position frequently (41% - 70%) is provided general direction and task/project information is usually not readily available and must be sought.
- Question 5:** My position frequently (41% - 70%) is provided minimal direction and task/project information is regularly vague.

Supervision Responsibilities (Answer all questions)

- Question 1:** My position involves the training and guidance of other employees and provides input to supervisors with respect to employee performance.
- Question 2:** My position involves the assignment and scheduling of tasks of others.
- Question 3:** My position is directly responsible for the performance of others.
- Question 4:** My position directs employee performance evaluation including hiring, promotion, discipline, and termination.
- Question 5:** My position has absolute authority to hire, discipline, and terminate employees with the involvement of human resources.
- Question 6:** Total number of people who report to your position in the organization. (E.g., For a department head, all employees in the department would be included.)

Position Vantage Point



Note: Answer each question independent of any preceding questions. For example: a position that is occasionally somewhat strenuous may also be occasionally very strenuous. Enter 1 to 5, 1 - Strongly Disagree with the statement to 5 - Strongly Agree.

Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
1	2	3	4	5

Impact [\(Answer all questions\)](#)

- Question 1:** Mistakes made in my position typically lead to only minor costs, waste, or inconvenience.
- Question 2:** Mistakes made in my position may lead to some costs, waste, or inconvenience.
- Question 3:** Mistakes made in my position may lead to significant costs, waste, or inconvenience.
- Question 4:** Mistakes made in my position may lead to major costs, waste, or inconvenience and short-term impact to the direction, goals, and reputation of the organization.
- Question 5:** Mistakes made in my position may lead to major costs, waste, or inconvenience and long-term impact to the direction, goals, and reputation of the organization.

Physical [\(Answer all questions\)](#)

- Question 1:** On occasion (16% - 40%), my position is slightly strenuous often requiring minimal physical exertion and/or lifting of minimal weight (< 5 pounds).
- Question 2:** On occasion (16% - 40%), my position is somewhat strenuous often requiring light physical exertion and/or lifting of light weight (< 20 pounds).
- Question 3:** On occasion (16% - 40%), my position is strenuous often requiring some physical exertion and/or lifting of moderate weight (< 40 pounds).
- Question 4:** On occasion (16% - 40%), my position is very strenuous often requiring physical exertion and/or lifting of heavy weight (< 60 pounds).
- Question 5:** On occasion (16% - 40%), my position is extremely strenuous often requiring substantial physical exertion and/or lifting of especially heavy weight (> 60 pounds).

Position Vantage Point



Note: Answer each question independent of any preceding questions. For example: a position that involves interaction with vendors may also involve interaction with senior managers. Enter 1 to 5, 1 - Strongly Disagree with the statement to 5 - Strongly Agree.

Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
1	2	3	4	5

Working Condition (Answer all questions)

- Question 1:** My position rarely (1% - 15%) or never (0%) involves exposure to uncomfortable temperature, noise, chemicals/gases, contagious diseases, airborne pathogens, and/or physical trauma.
- Question 2:** My position often involves occasional (16% - 40%) exposure to uncomfortable temperature, noise, chemicals/gases, contagious diseases, airborne pathogens, and/or physical trauma.
- Question 3:** My position often involves frequent (41% - 70%) exposure to uncomfortable temperature, noise, chemicals/gases, contagious diseases, airborne pathogens, and/or physical trauma.
- Question 4:** My position often involves regular (over 70%) exposure to uncomfortable temperature, noise, chemicals/gases, contagious diseases, airborne pathogens, and/or physical trauma.
- Question 5:** My position often involves potentially life-threatening exposure temperature, noise, chemical/gases, contagious diseases, airborne pathogens, and/or physical trauma.

Interaction (Answer all questions)

- Question 1:** My position requires frequent (41% - 70%) interaction with employees or supervisors within my work area.
- Question 2:** My position requires frequent (41% - 70%) interaction with employees and supervisors of other departments.
- Question 3:** My position requires frequent (41% - 70%) interaction with administrative and technical staff including those outside the organization, i.e., vendors.
- Question 4:** My position requires frequent (41% - 70%) interaction with executive level employees, senior managers, and directors.
- Question 5:** My position requires frequent (41% - 70%) interaction with individuals outside the organization including community leaders, citizens, and the media.

Position Vantage Point



Note: Answer each question independent of any preceding questions. For example: position that involves petty cash purchases may also manage the department budget. Enter 1 to 5, 1 - Strongly Disagree with the statement to 5 - Strongly Agree.

Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
1	2	3	4	5

Financial (Answer all questions)

- Question 1:** My position is responsible for minor/petty cash purchases.
- Question 2:** My position is involved with financial/budgetary matters including purchase orders, payments, grant funds, employee benefits, and the like.
- Question 3:** My position manages the budget for the department / work unit.
- Question 4:** My position allocates funds for the various departments / work units.

Question 5: The greatest value that my position has purchasing authority without approval by another individual or external authority. **(Select only one)**

- None
- Less than \$5,000
- Less than \$50,000
- Less than \$1,000
- Less than \$10,000
- More than \$50,000
- Less than \$2,500
- Less than \$25,000

Additional Information

**City of Osage Beach
Agenda Item Summary**

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Devin Lake, City Administrator

Agenda Item:

Bill 26-40- An ordinance of the City of Osage Beach, Missouri, authorizing the expenditure of funds for promotional efforts to support Midwest Blue Oval Club for an amount not to exceed \$4,000.00. *First Reading.*

Requested Action:

First Reading of Bill #26-40

Ordinance Referenced for Action:

Board of Aldermen approval required for the distribution of funds from the Community Promotions - Community Event Support account per Municipal Code Section 110.400 Expenditures from Community Promotions - Community Event Support Budget Item.

Deadline for Action:

Not Applicable

Budgeted Item:

Yes

Budget Line Information (if applicable):

Budget Line Item/Title: 10-21-754255 Community Event Support

FY2026 Budgeted Amount:	\$ 47,300.00
FY2026 Expenditures to Date (3/27/2026):	(\$ 4,900.00)
FY2026 Available:	\$42,400.00
FY2026 Requested Amount:	\$4,000.00

Department Comments and Recommendation:

Blue Oval is a car club. They put on car shows and raise money for charities. They were here last October and the City sponsored their event @ \$500. During the board meeting, the board encouraged Blue Oval to get their request in early and ask for more. This would be a marketing sponsorship similar to events like Bikefest and Jeepfest. Their event will be held at the Inn at Grand Glaize in October. No time sensitive factors.

City Attorney Comments:

Per City Code 110.230, Bill 26-40 is in correct form.

City Administrator Comments:

I concur with the department's recommendation.

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AUTHORIZING THE EXPENDITURE OF FUNDS FOR PROMOTIONAL EFFORTS TO SUPPORT MIDWEST BLUE OVAL CLUB FOR AN AMOUNT NOT TO EXCEED \$4000.00

WHEREAS, the Board of Aldermen find that the Midwest Blue Oval Club creates clear and direct benefits to the businesses and citizens of Osage Beach in terms of increased tourism, sales and publicity for the City and the Lake area and the Board wishes to support this public event which promotes our community:

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

Section 1. That the expenditure of funds for advertising in the amount of Four Thousand dollars (\$4000.00) is hereby authorized.

Section 2. The City Administrator is hereby authorized to take such further actions as are necessary to carry out the intent of this Ordinance.

Section 3. 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 4. 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 5. This Ordinance shall take effect and be in full force from and after its passage by the Board of Aldermen and approval by the Mayor.

READ FIRST TIME:

READ SECOND TIME:

I hereby certify that the above Ordinance No. 26.40 was duly passed _____, 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. 26.40.

Date

Michael Harmison, Mayor

ATTEST:

Tara Berreth, City Clerk



CITY OF OSAGE BEACH

REQUEST FOR EVENT SUPPORT

EXHIBIT A TO CITY CODE SECTIONS 110.300

Requested Amount: \$4,000

Date of Request: 3/16/2026

Organization Information:

Organization Name: Midwest Blue Oval Club

Address: 10906 S Perdue Rd City: Grain Valley State: MO Zip: 64029

Phone#: 816-522-4859 Website/Email: https://midwestblueoval.org/

Contact Name: Al Rutherford Phone #: 816-522-4859

Phone#: _____ Website/Email: rutherforda65@gmail.com

Is the organization a not-for-profit Yes _____ No

If yes, is it a registered 501 (c) 3 or other designation? Yes _____ No (if yes, attach IRS classification)

If yes, is the organization a local not-for-profit or nation not-for-profit organization? Local

Your organization's activities focus on: (check all that apply)

- Family and Youth
- Health & Human Services
- Education, Job Development, Housing or other similar community focus
- Tourism
- Arts & Cultural Activities
- Environmental & Preservation
- Other: _____

Event Information:

Event Name: Blue Oval Color Fest Event Dates: Oct 16-17, 2026

Event Location: Inn at Grand Glaize & Lake area Event Times: 8:00AM-3:00PM

Description of Event: Car show and cruise to support local charities. (We will be supporting The Changing Table, The Lamb House, and we are looking at a third charity. If you have any information about the Kids Cove Respite Home in Gravois Mills, or if you know of any other worthy charities that we could add to our research, that would be helpful.)

How will be proceeds of the event be used? See above.

How will the City be recognized through this event? We would like to name the City of Osage Beach as the Presenting Sponsor of the Event if that works for the City. Check the 2026 Blue Oval Color Fest Sponsorship attached.

Is the event open to the public? Yes No If no, explain: _____

Is there an entry fee or requirement to purchase a ticket, etc.? Yes No If yes, explain: There is a cost for participants to enter the car show. Spectators to the event are free.

Budget Information: Please attach all budget details including all sources of funding and expenses.

Must accompany the application

In case of a budget shortfall, how will the loss be covered: We maintain \$7-10,000 in a contingency fund, but our expenses are very low.

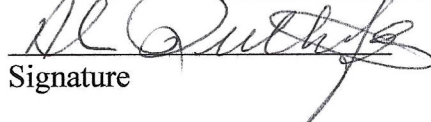
How many years have this event been held? 1 Estimated Attendance: 100-200 cars, 2000+ spectators

Last year's attendance (if applicable) Due to rain all weekend 50 cars.

Applicant

Application Completed by: Al Rutherford

Contact Phone #: 816-522-4859 Date: 3/16/2026

 Al Rutherford President-Midwest Blue Oval Club
Signature Print Name Title

Send Completed Application and Attachment to:

Email: dlake@osagebeach.org

Mail to:

City of Osage Beach
Attn: Devin Lake/City Administrator
1000 City Parkway
Osage Beach, MO 65065

573-302-2000 extension 1010

Estimated Budget for the Blue Oval Color Fest

Revenue:

Car Show pre-reg 50@\$15	\$750.00
Car show day of 70@\$20	\$1,400.00
Friday Cruise 50 @\$10	\$500.00
Sponsorships	\$1,000.00
Event Shirt Sales 60@\$25	\$1,500.00
Total Revenue	\$5,150.00

Expenses:

Advertising (Electronic)	\$200.00
Insurance	\$267.00
Office Supplies	\$200.00
Event Shirts 60@\$19	\$1,140.00
Donations to Charities	\$3,343.00
Total Expenses	\$5,150.00

This estimate does not include any funds we receive from the City. That money will be added to the amount that will be donated to the charities.

2026 Blue Oval Color Fest Presenting Sponsor

As the Presenting Sponsor we will have the City logo imprinted on the front and the back of the event T-shirt and added to our Social Media advertising for the event. The Presenting Sponsors logo will also be added to our Website and Facebook pages with a link to your website that will remain there for the entire year. The City logo will also be added to all flyers that will be distributed. The Presenting Sponsor will also be entitled to set up a display on the show field for the Saturday show.



OSAGE BEACH
MISSOURI

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

FEB 12 2016

MIDWEST BLUE OVAL CLUB
10906 S PERDUE RD
GRAIN VALLEY, MO 64029-0000

Employer Identification Number:
47-1108823
DLN:
26053757001865
Contact Person:
MARILYN COLEMAN ID# 31511
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
509(a)(2)
Form 990/990-EZ/990-N Required:
Yes
Effective Date of Exemption:
December 21, 2015
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

Your exemption under IRC Section 501(c)(3) is effective as of the date listed at the top of this letter. You were exempt under Section 501(c)(7) prior to this date.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities,

Letter 5436

MIDWEST BLUE OVAL CLUB

which describes your recordkeeping, reporting, and disclosure requirements.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jeffrey I. Cooper". The signature is fluid and cursive, with a prominent initial "J" and "C".

Jeffrey I. Cooper
Director, Exempt Organizations
Rulings and Agreements

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Ron White, Building Official

Agenda Item:

Motion to approve Work Order No. 1 with George Butler Associates for the architectural and engineering plan review of Oasis Marriot Hotel in an amount not to exceed \$52,185.

Requested Action:

Motion to Approve

Ordinance Referenced for Action:

Deadline for Action:

Not Applicable

Budgeted Item:

Budget Line Information (if applicable):

Department Comments and Recommendation:

I am requesting authorization to proceed with architectural and engineering plan review services for the new Oasis Marriot Hotel by George Butler Associates (GBA) for an amount not to exceed \$52,185.00. GBA was among those firms selected following the RFQ for engineering, utility, planning and architectural and facility services opened July 11, 2025. As per Section 500.020 of the Osage Beach Municipal Code:

Plan review fees: When the total valuation of a proposed building exceeds one hundred thousand dollars (\$100,000.00), and a plan is required to be submitted, a plan checking fee shall be paid to the City of Osage Beach at the time of submitting plans and specifications for checking. Such plan checking fee shall be one-half (1/2) of the building permit fee set out above and shall be a credit toward the total building permit fee when the building permit is issued.

The estimated valuation of this project is \$145,000,000 and includes approximately 4500 pages of plans and specifications. Plan review fees were received from the permit applicant March 9, 2026 and will cover the full cost of the recommended review services. The scope of work and contract are included in this packet.

Building Inspection Department recommends approval.

City Attorney Comments:

Not Applicable

City Administrator Comments:

I concur with the department's recommendation.



CITY OF OSAGE BEACH
WORK ORDER

GBA-2026-01

THIS WORK ORDER (“Work Order”) is issued pursuant to that certain Consultant Agreement dated _____, 20__ (the “Master Agreement”) between the City of Osage Beach, Missouri (“City”) and George Butler Associates, Inc. (“Consultant”).

I. TERMS

Pursuant to the Master Agreement, City hereby authorizes Consultant to perform the specific Work described in this Work Order (“Work”) upon the terms stated herein. This Work Order incorporates the Master Agreement by reference, and all terms and conditions of the Master Agreement apply to the Work described herein. In the event of any conflict between this Work Order and the Master Agreement, the Master Agreement shall control unless this Work Order expressly states otherwise and is approved by the City’s Board of Aldermen.

Consultant shall perform the following Work for the City:

The project includes the construction of a new 15-story hotel structure. The main construction type is post-tensioned concrete with a partial steel structure at the first floor. The hotel consists of:

- 12 stories of guestrooms.
- Spa/fitness level above/adjacent to first floor and lobby.
- Main first floor level featuring a lobby, meeting rooms, and ballroom/meeting spaces.
- Two levels of parking garage below the first floor with back of house and amenity areas for pool and kitchen.

Article 1: Scope of Service

Review plans, specifications, and construction documents for compliance with the following codes and ordinances: 2018 International Building Code (*w/ City amendments):

- 2018 International Fire Code (*w/ City amendments)
 - 2017 National Electrical Code (*w/ City amendments)
 - 2018 International Mechanical Code (*w/ City amendments)
 - 2018 International Plumbing Code (*w/ City amendments)
 - 2009 ICC/ANSI A117.1
- o Provide a digital plan review form containing all plan review comments.
 - o Review design comment responses and updated plan sheets reflecting any changes. The total number of rounds of plan review comments shall not exceed two. Additional plan review efforts and rounds will be assessed an additional fee at the time of the third plan submittal by the design professional.
 - o Provide recommendation for the issuance of the permit.

The City of Osage Beach to provide the following:

- Issue Building Permit(s).
- Supply all relevant documentation as provided by the design team for review.
- Provide contact information for all relevant parties integrated with the permit application process.

Additional services to be included upon request of the City at an additional fee:

- Perform preliminary review of early design documents (DD, 50% CD, etc.) with a focus on code analysis.
- Attend design, preconstruction, and coordination meetings via teleconference.
- Provide construction period services in the form of a code consultant on behalf of the City, including providing interpretation of code questions, attending construction meetings on behalf of the City, and supplying general guidance for code compliance at the request of the City.
- Review of deferred submittals.
- Review of special inspection reports and documentation.
- Conduct site inspections and deliver inspection reports. The inspections provided by GBA may include: Utilities (S, SS, CW, domestic water, duct bank, etc.).
 - o Temporary Electric Service
 - o Permanent Electric Service
 - o Gas Service
 - o Footings
 - o Ground Work MEP
 - o Slab/Deck Preps
 - o Structure/Framing
 - o Rough MEP
 - o Overhead MEP
 - o Electrical Bonding
 - o Fire Barriers/Fire Blocking
 - o Insulation
 - o Fire Alarm
 - o Fire Sprinklers

- o Temporary Certificate of Occupancy (substantial completion)
- o Final Certificate of Occupancy (final) y Issue temporary certification of occupancy (TCO) and final certificate of occupancy (FCO).

Clarifications of Services:

- o Any requests for code variances, equivalencies, or deviations will be referred to the City of Osage Beach, Missouri (authority having jurisdiction). The consultant will document and provide only a recommendation.
- o Any specialty permitting, review, or inspections by other regulatory agencies will be the responsibility of the architect/engineer of record, the owner of the project, or the contractor, as applicable. The consultant will advise when special permitting, review, or inspections are required and will provide recommendations for withholding Certificates of Occupancy, or directly withholding Certificates of Occupancy when granted that authority, until proper documentation is provided by the regulatory agency, that the permitting, review, or inspections are approved or complete. Such specialty permitting, review, or inspections include, but are not limited to: Any food establishments or related occupancies requiring a Health Department permit, review, or inspection will be coordinated with and provided by the Health Department.
- o The State Elevator Inspector or approved representative of the State will be responsible for any related permitting and inspections of any elevators.
- o Any project requiring licensing or review by the Missouri Department of Natural Resources (MDNR), the application, process, information, and submittals will be provided by the architect/engineer of record or the owner of the project, as applicable.
- o The construction contractor is responsible for the means and methods of construction and for delivering a facility that complies with the requirements of the contract documents and job site safety.

- o In providing services under this agreement, the consultant shall perform in a manner consistent with the degree of care and skill ordinarily exercised by members of the same profession currently practicing a similar role under similar circumstances.
- o The consultant shall reject any work identified that does not meet code. Such rejection of work shall not subject the consultant to any liability or cause of action to or from the construction team, including but not limited to a claim for delay.
- o The City of Osage Beach Fire Protection District (Fire Code Official) will be included in the review and inspection process. Any comments from the Fire Code Official will be incorporated into the plan review.
- o Building inspections are not a substitute for the professional responsibilities of the project architect and engineers of record, as required by the professional licensing board of the state of Missouri.

Article 2: Schedule

The following is an estimated schedule based on the scope of services and information provided:

Description	Duration
Completion of First Plan Review	15 business days
Completion of Review of Designer Comment Responses	5 business days
Additional Plan Review	10 business days
Complete	TBD

Time of Performance.

- Notice to Proceed: _____
- Milestones: _____
- Final Completion: _____

Compensation. City shall pay Consultant for the Work under this Work Order as follows:

An amount not to exceed \$52,185.00

II. ACCEPTANCE

**CITY:
CITY OF OSAGE BEACH
INC.**

**CONSULTANT:
GEORGE BUTLER ASSOCIATES,**

BY: Devin Lake
ITS: City Administrator

BY:
ITS:

Attest:

Attachments:
None

City of Osage Beach
Agenda Item Summary

Date of Meeting: April 2, 2026
Originator: Kegan Powers, Deputy City Clerk
Presenter: Frederick Gregory, Parks and Recreation Manager

Agenda Item:

Motion to approve the paving of the Lakefront roadway at the Osage Beach City Park for an amount not to exceed \$87,052.00.

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:

No - Special road District will reimburse the expense up to \$100,000.00.

Budget Line Information (if applicable):

Budget Line Item/Title: 10-10-773278 Park Improvements

FY2026 Budgeted Amount:	\$192,500.00
FY2026 Expenditures to Date (03/26/2026):	(\$ 3,728.00)
FY2026 Available:	\$188,772.00
FY2026 Requested Amount:	\$87,052.00

Department Comments and Recommendation:

The Parks and Rec Department is requesting approval to pave the Lakefront roadway in City Park. While this project was not originally included in the Capital Budget, the Special Road District has agreed to cover material cost up to \$100,000.00. The City Street Department will complete the work using the new paver scheduled for delivery in May, and have provided a total project estimate of \$87,052.00. If approved, a budget amendment will be placed on the April 16th BOA meeting agenda. Funding will come from the Park Improvements line item with a full revenue offset from the Special Road District. The Park and Rec Department recommends approval of this project and is

available to answer any questions.

City Attorney Comments:

Not Applicable

City Administrator Comments:

I concur with the department's recommendation.

City Park road

	Length	Length	Wide	Total length	Total Wide	Thick	Cubic Yards	Total Tons	Price	\$88.00Ton
Asphalt	1141 feet to circle	862 feet of Circle	18 feet	2003 feet	18 feet	4 Inch	445.11	901.32	\$79,288	
	Rock									
	4" to 6" Rock									
	200 ton								\$2,800.00	\$14.00Ton
	1" Clean Rock									
	200 ton								\$2,600.00	\$13.00Ton
	Culvert Pipe									
	240 feet of Culvert Pipe								\$2,364.00	\$9.85 a Foot
								Total cost	\$87,052.00	

**PLANNING DEPARTMENT
REPORT TO
PLANNING COMMISSION**

Date:	March 10, 2026	Case: 416 (amended)
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Applicant: Richard R. Ellerman

Location: 5825 Lions Road

Petition: Amend Special Use Permit 416 to allow an additional two residential units, 32 total, in a Commercial District.

Existing Use: Vacant commercial property.

Zoning: C-1 (General Commercial)

Tract Size: 2.8 acres

Surrounding Zoning:

Surrounding Land Use:

North: C-1 (General Commercial)

Osage Beach Parkway
Commercial Corridor

South: I-1 (Light Industry)

Vacant Airport Property

East: C-1 (General Commercial)

Vacant Commercial/ YMCA

West: I-1 (Light Industry)N/A

Osage Beach Parkway
Commercial Corridor

**The Osage Beach Comprehensive Plan
Designates this area as appropriate for:** Commercial

<u>Rezoning History</u>	<u>Case #</u>	<u>Date</u>
--------------------------------	----------------------	--------------------

None

<u>Utilities:</u>	Water: City Sewer: City	Electricity: Ameren UE Gas: Summit
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Access: Property is accessed via Lions Road

Analysis:

1. The applicant is the owner of the property in question.
2. The character of the area is mixed containing airport uses, recreational (YMCA), and the Osage Beach Parkway commercial corridor.
3. The request is for an amendment to Special Use Permit 416 to develop an additional two (2) units, for a total of thirty-two (32) residential units, in a commercial zone. To accomplish this, the development will be regulated with the use and construction requirements established for the R-3 (Multi-Family) Zoning District.
4. The development will contain a maximum of **thirty-two** total units constructed on one, 2.8-acre, parcel of land. The homes will be rental units that will not be able to be sold separately because they will not be on individual lots. They will have a common parking lot facility similar to an apartment complex. A concept drawing has been included for the purposes of showing the ideology of the request, but a complete, engineered site development plan will be required, prior to construction beginning, if the request is approved.
5. As part of this request, Lions Road will be required to be improved to a hard surface roadway as required for existing local streets. The applicant intends to work with the neighboring property owners and the Osage Beach Special Road District to accomplish this requirement. The roadway improvement will need to be completed and approved by the City prior to Certificates of Occupancy being issued for the individual dwellings.

Department Comments:

The applicant acquired an additional half acre of property, from a neighboring property owner, to accommodate the required storm water detention facility. This additional property has given the developer the space to build the additional two units being requested in this amendment.

The Comprehensive Plan recommends this property be used for commercial development. It is however worth considering a high density residential rental development such as this on these types of second-tier properties from the Osage Beach Parkway commercial corridor. The accessibility of the property does not lend to high traffic commercial development while allowing the development of rental dwellings can provide a use that works well with the surrounding uses. This is not a location that I would recommend for the development of a typical single family residential subdivision where each home is owned by an individual, but as

a modified residential use as is being proposed, I believe it can be a benefit to the community and the property owner.

In a situation such as this, where the subject property is zoned commercial, I typically recommend going the route of the Special Use Permit as opposed to a straight rezone of the property. In situations like this, once the developers and their team get into the diligence and design phase of the project, it is not uncommon to find that the costs of development become cumbersome causing the property owner to reverse course. With commercial property, if that were to happen, it is better for the property owner and the City to have maintained the commercial zoning so that other opportunities for development can be reviewed.

With that in mind, the Planning Department recommends approval of this request for an amendment to Special Use Permit 416 with the following regulations and requirements:

Permitted Uses:

Residential Uses shall conform to use, and construction requirements established for the R-3 (Multi-Family) Zoning District.

A maximum of **thirty-two** separate units will be allowed to be constructed per the required “Final Development Plan”.

There will be a thirty-day minimum requirement for all rental units.

The units cannot be sold to separate individuals establishing separate ownership of the units. All of the units will be constructed on the common parcel with no dwellings on individual lots.

Commercial uses can be developed on the subject property until construction begins on the residential uses allowed by this Special Use Permit. If a commercial use is established on any portion of the property regulated by this Special Use Permit, the Special Use Permit will be deemed discontinued, and the residential uses allowed by this Special Use Permit will not be allowed to be developed without an amendment to the approved Special Use Permit being approved by the Osage Beach Board of Aldermen.

Construction:

Construction shall be in accordance with the International Building Code and all other pertaining construction codes as adopted by the City of Osage Beach at the time a building permit is issued for each individual facility.

Bulk, Area, and Height Requirements:

Shall be in conformance with the International Building Code, the use and construction requirements established for the R-3 (Multi-Family) Zoning District, and the approved Final Development Plan.

Dimensional Requirements:

Shall be in conformance with the International Building Code and the use and construction requirements established for the R-3 (Multi-Family) Zoning District

Public Facilities:

Complete engineering and development plans, for any required public improvements, will be submitted as part of the permitting process. Those plans will be reviewed, by the City Engineer, for conformance with the Osage Beach Design Guidelines and shall be constructed as per the City Engineer’s approval.

Access:

Access shall be derived from approved entrances from Lions Road.

Lions Road is required to be improved to a hard surface roadway as required for existing local streets. The roadway improvement will need to be completed and approved by the City prior to Certificates of Occupancy being issued for the individual dwellings.

Parking:

All development shall adhere to Osage Beach off-street parking requirements at the time that it is constructed.

Buffering and Screening:

Shall conform to use, and construction requirements established for the R-3 (Multi-Family) Zoning District.

Exterior Lighting:

Exterior lighting shall be designed, located and constructed to eliminate or significantly reduce glare and/or a general increase in lighting intensity within the adjoining existing or proposed residential area(s). Additionally, all exterior lighting shall be arranged and shielded to confine all direct light rays within the boundaries of the subject property.

Signage:

The applicant will be required to get a sign permit from the city. At such time that an application is filed, a site plan and engineering will be submitted to assure the signs compliance with the city's sign code for on premise residential signage.

Maintenance of Open Space and Common Areas:

The maintenance of common area and facilities within the district shall be the responsibility of the property owner(s) and/or the property management administrators.

Platting:

All platting of the property will be required to be in conformance with the Osage Beach Subdivision Code.

Final Development Plan:

A complete, engineered Final Development Plan shall be prepared by a professional engineer and submitted for the City's review. This plan will meet all requirements needed for permitting the site development and construction of the complete project.



Date Received: _____
Case #: 417-

REZONING/SPECIAL USE PERMIT APPLICATION

1. Name of property owner: Richard R. Ellerman Phone: 573-216-3292
Address: 5285 Osage Beach Pkwy City: Osage Beach State MO Zip: 65065

List all owners of the property. If corporation or partnership, list names, addresses and phone numbers of principal officers or partners:

Richard R. Ellerman

2. Name of landowner's representative, if different from above: Phone:
Address: City: State: Zip:

3. All correspondence relative to this application should be directed to whom? Richard R. Ellerman
Address: 5285 Osage Beach Pkwy City: Osage Beach State MO Zip: 65065

4. General location of property to be rezoned or for which special use permit is sought (include street numbers for existing structures):
Address: Lions Way City: Osage Beach State MO Zip: 60565

5. Do you have a specific use proposed for this property? Yes No
Explain all uses: Residential Housing

6. Area of property in square feet or acres: 123,141 SQ. FT.

7. Current zoning classification: C-1

8. Sources of utilities: Water: City Gas: Summit
Sewer: City Electric: Ameren

9. Proposed zoning classification: Residential

10. How long have you owned this property? 1998

11. Current use of property (describe all improvements): Residential

12. Current use of all property adjacent to subject property: Residential North: Mini Golf and Car Lot
South: Shop, Airport East: YMCA, Storage West: Boat Storage

13. If zoning district or comparable use to that proposed adjoins or lies within the vicinity of subject property, please describe the use and its location: NA

14. Do you own property abutting or in the vicinity of the subject property? Yes No

If yes, where is the property located and why was it not included with this application?

15. Do any private covenants or restrictions encumber the subject property which could be in conflict with the proposed zoning classification? Yes No

If yes, please remit copy of restrictions with Recorder of Deeds Book and Page number.

16. To your knowledge, has any previous application for the reclassification of the subject property been submitted? Yes No

17. How, in your opinion, will the rezoning affect public facilities (sewer, water, schools, roads, etc.), and what mitigating measures are proposed to address these problems, if any? Please include a letter from or regarding, City Engineering Department reviews of proposed zoning. None

18. How, in your opinion, will rezoning affect adjacent properties and what mitigating measures are proposed to address these problems, if any? None

19. List the reasons why, in your opinion, this application for rezoning/special use permit should be granted (may be left blank if adequately described in letter to Planning Commission): We have a housing

shortage in this area and this could help with
affordable housing

Notary Information

State of Missouri)
County of Camden) ss

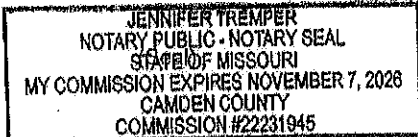
I, Kyle Labore, owner/applicant, having read the procedures and instructions, make application for a change in the zoning district boundary lines as shown on the zoning maps of the City of Osage Beach, Missouri and explained in this application.

Signature Owner/Applicant: [Signature] Date: 12-11-24

Subscribed and sworn to before me on this 11th day of December 2024

Notary Public: [Signature]
11-7-26

Person Accepting this Application:



****Applications not properly signed and notarized may be removed from the Agenda and returned to the applicant via regular mail ****

CITY OF OSAGE BEACH
PLANNING DEPARTMENT
1000 CITY PARKWAY
OSAGE BEACH, MO 65065
573-302-2000 Phone – 573-302-0528 FAX



February 18, 2026

Cary Patterson
City of Osage Beach – City Planner
1000 City Parkway
Osage Beach, MO 65065

RE: Richard Ellerman – Cottages at Lions Way SUP Modification

Dear Cary Patterson:

On behalf of Richard Ellerman, I respectfully request the modification of Cottages at Lions Way Special Use Permit. The Cottages at Lions Way is a 2.8-acre tract of land originally zoned as a C-1 and previously granted an SUP for residential. The original SUP included up to 30 structures for the development. The owner has acquired additional land for the relocation and construction of storm water detention structures for the development. Due to the added land, the owner is requesting a modification to the original SUP to increase the structure count from 30 to 32 units.

Water and Domestic Sewer collection will be provided by City of Osage Beach existing infrastructure.

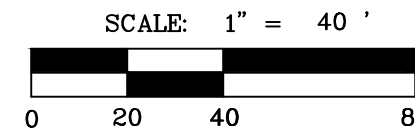
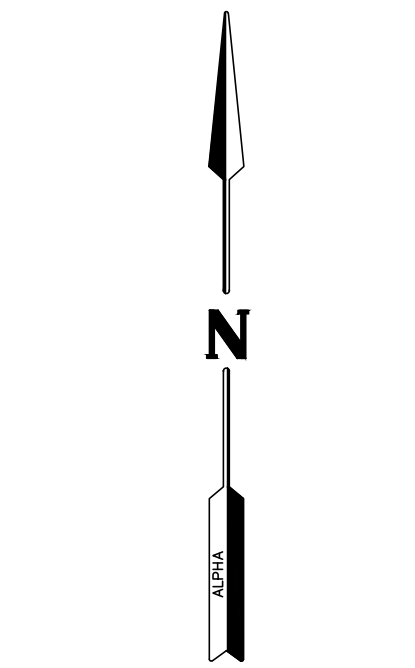
This modification of the Cottages at Lions Way SUP is proposed to have little impact to surrounding area and provides a blended transition into the existing neighborhood.

Please feel free to contact me if you have any other questions.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Ethan K. Shackelford', with a long horizontal flourish extending to the right.

Ethan K. Shackelford, PE
Project Engineer



Legend:

- Found Survey Monument
- ⊕ Electric Transformer
- ⊞ Power Pole
- ⊙ Guy Wire
- Lotline
- R/W Right-of-Way
- Existing Road
- S Existing Sewer
- W Existing Water
- UE Existing Underground Electric
- OHE Existing Overhead Electric
- T Existing Telephone

General Notes:

1. ALL CONSTRUCTION SHALL COMPLY WITH THE OSAGE BEACH GUIDELINES.
2. THIS DRAWING DOES NOT REPRESENT A LAND SURVEY.
3. UTILITIES TO BE LOCATED BY CONTRACTOR PRIOR TO COMMENCEMENT OF WORK.
4. PROPERTY LINES SHOWN AS PER SURVEY DATA COLLECTED BY ALPHA ENGINEERING & SURVEYING, LLC.
5. CONTRACTOR TO PERFORM DETAILED SITE INSPECTION TO LOCATE ALL EXISTING UTILITIES AND TO VERIFY ANY POSSIBLE CONFLICTS WITH PROPOSED IMPROVEMENTS PRIOR TO BEGINNING ANY CONSTRUCTION. CONTACT ENGINEER WITH ANY CONFLICTS.
6. CONTRACTOR SHALL COORDINATE CONSTRUCTION AND INSPECTIONS WITH THE NECESSARY AUTHORITIES. UTILITY LINES SHALL BE INSPECTED BY THE CITY OF OSAGE BEACH PRIOR TO TRENCH BACKFILL.
7. ALL WORK SHALL MEET THE MINIMUM GUIDELINES AND REGULATIONS OF THE CITY OF OSAGE BEACH AND MISSOURI DEPARTMENT OF NATURAL RESOURCES.
8. APPLICABLE PERMITS MUST BE OBTAINED PRIOR TO EXCAVATION WITH ANY RIGHT-OF-WAY AND PRIOR TO ANY CONSTRUCTION.
9. UNIT 28 AND UNIT 29 SHALL BE BUILT UPON SUP APPROVAL.

Safety Notes:

1. THE CONTRACTOR WILL BE SOLELY AND COMPLETELY RESPONSIBLE FOR CONDITIONS OF THE JOB SITE, INCLUDING SAFETY OF ALL PERSONS AND PROPERTY DURING PERFORMANCE OF THE WORK. THIS REQUIREMENT WILL APPLY CONTINUOUSLY AND NOT BE LIMITED TO NORMAL WORKING HOURS.
2. THE DUTY OF THE ENGINEER TO CONDUCT CONSTRUCTION REVIEW OF THE CONTRACTOR'S PERFORMANCE IS NOT INTENDED TO INCLUDE REVIEW OF ADEQUACY OF THE CONTRACTOR'S SAFETY MEASURES IN, ON, OR NEAR THE CONSTRUCTION SITE.

UTILITY NOTE:
 THIS PLAN REFLECTS ABOVE GROUND INDICATIONS OF UTILITIES AND INFORMATION AVAILABLE FROM UTILITY COMPANIES. THE SURVEYOR MAKES NO GUARANTEE THAT THE UNDERGROUND UTILITIES SHOWN COMPRISE ALL SUCH UTILITIES IN THE AREA, EITHER IN SERVICE OR ABANDONED. THE SURVEYOR FURTHER DOES NOT WARRANT THAT THE UNDERGROUND UTILITIES SHOWN ARE IN THE EXACT LOCATION INDICATED, ALTHOUGH HE DOES CERTIFY THAT THEY ARE LOCATED AS ACCURATELY AS POSSIBLE FROM INFORMATION AVAILABLE. THE SURVEYOR HAS NOT PHYSICALLY LOCATED THE UNDERGROUND UTILITIES.

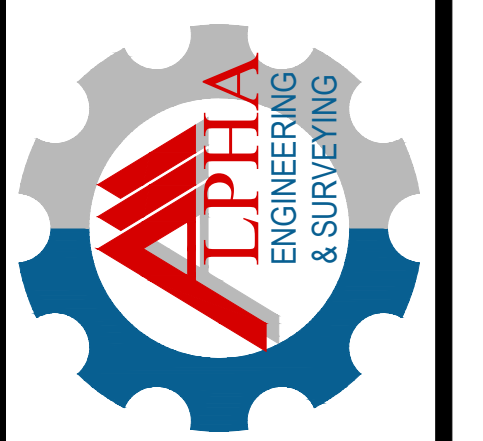


No.	Revision:	By:	Date:

CAD File: N/A
 Field Book: N/A
 Drawn By: SLB
 Approved By: EKS

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 LS - 2023034755

The Professional Engineer shall adhere to this general approval only to material and form as shown on this sheet. All drawings, instruments, or other documents not entering this sheet shall not be considered prepared by this Engineer, and this Engineer expressly disclaims any and all responsibility for such plans, drawings or documents not exhibiting this seal.

Seals:

 Ethan K. Shackelford, PE
 MO # PE 2018000271

Consultants:
 Project:
 COTTAGES AT LIONS WAY
 OSAGE BEACH
 MISSOURI

Sheet Title:
 OVERALL
 SITE PLAN

Date: 01-30-2026
 Scale: 1"=40'
 Project Number: 25-00138
 Sheet Number: 3 of 12

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