



NOTICE OF SPECIAL WORK SESSION OF THE CITY COUNCIL

CITY HALL, Fifth Floor
6801 Delmar Blvd., University City, Missouri 63130
Saturday, November 22, 2025
9:00 a.m.

Public Notice is hereby given that a Special Work Session of the City Council of University City will be held on Saturday, November 22, 2025 at 9:00 a.m., at CITY HALL, Fifth Floor University City, 6801 Delmar, University City, MO.

AGENDA

I. Meeting Called to Order

II. Roll Call

III. Review 2025-2027 Work Plan

IV. Policies and Other Projects

- Sweetgum Tree Removal (Fuller)
- Olive Corridor (Smotherson/Fuller/Brenner)
- Student Work w/Depts. (Tieman)
- MO Blue Shield Grant (Smotherson)
- Role of Council Liaisons (Brenner)
- FEMA Buyout Program (Fuller)
- Delmar Loop (Crow/Rose)
- Department Director Vacancies (McMahon)
- Capital Improvement Needs (Brenner)
- Zoning Restriction – Vacancy Ordinances (Clay)
- Green Practice Commissions Solar Audit Ordinance (Tieman)

V. EXECUTIVE SESSION (*roll call vote required*)

Motion to go into a Closed Session according to Missouri Revised Statutes 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 or attorneys and **(13)** Individually identifiable personnel records, performance ratings or records pertaining to employees.

VI. ADJOURNMENT

The public may also observe via:

Live Stream via YouTube: https://www.youtube.com/channel/UCyN1EJ_-Q22918E9EZimWoQ

NOTE (6/20/25 Update):

- The only entrance for City Council meetings will be via the WEST side door (Trinity Ave.)

Posted November 20, 2025.



2025 – 2027 Strategic Work Plan

NOVEMBER 22, 2025 – 2ND QUARTER

2025-2027 STRATEGIC WORKPLAN



2025 – 2027 Strategic Work Plan

Economic Development

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected//Actual
Creation of Quarterly ED Report	Economic Development	Jan 2026	Start date changed	March 2026
Re-establish Business Retention and Recruitment Program	Economic Development	July 2025	Several business owners interviewed. Working w/EDRST.	
Third Ward Revitalization – Parking Spaces Along Midland.	Economic Development/Public Works	July 2025	Coordinator hired. Renter ordinance prohibited. Anticipate a Jan 2026 work session	
Loop CIP	DCM Development	July 2025	Discussed project with LSBD representatives.	



2025 – 2027 Strategic Work Plan

Economic Development

Strategic Project	Responsible Position/ Department	Projected Start Date	Status	Completion Date Projected/Actual
Olive Boulevard CIP	DCM Development	January 2026	Start date changed to January 2026	
Develop Minority and Women Entrepreneur Program	Economic Development Manager	Jan 2026		
Update List of Property Inventory (City Owned and Privately Owned)	Economic Development Manager	May 2025	Project initiated.	July 2026



2025 – 2027 Strategic Work Plan

Public Safety

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Identity Site for Police and Fire (ISO Rating) Satellite Facility Development	Fire Department, Police Department	January 2026	Start date changed.	
Construction of Police/Court Facility	City Manager's Office, Police, Public Works, Planning and Development	August 2023	Construction Underway	April 2026
Evaluate Community Paramedic Program	Fire Department	July 2024	Working with state legislative delegation to pass required bill allow this program	
Establish Vacant Building Fee	DCM Development/City Attorney	July 2025	Preparing a paper on the pro/cons of fee. Work session to be scheduled May 2026.	



2025 – 2027 Strategic Work Plan

Public Safety

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
¼ Fire Sales Tax for Paramedic Healthcare Services (Prop C). General fire sales tax increase being pursued.	City Manager's Office/ Fire Department	January 2025	Legislation required. Permission for General Tax	November 2026
Installation of License Plate Readers (LPR) on Delmar and Olive	Police	July 2024	Project initiated	
Report on Potential Use of Robotics in Policing and Fire	Police/Fire	Jun 2025	Report completed. Study session Jan 2026.	Report Completed November 2025



2025 – 2027 Strategic Work Plan

Encourage High Quality Growth

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Improve Landlord/Property Manager Registration List – Evaluate Vacant Houses Fee	Planning and Development	July 2026	New start date to be determined Start date changed.	
Solid Waste Rate Study Update (Sticker Elimination)	City Manager/Finance Director	July 2024	Completed	Completed April 2025
Report on Architecture Board	Planning and Zoning	October 2025	Ordinance required to appoint PC.	July 2026



2025 – 2027 Strategic Work Plan

Encourage High Quality Growth

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Evaluate developing dedicated bike lanes and more walkable areas: <u>Using Trailnet</u>	Public Works	January 2027	Start date changed.	
Update Zoning Code	Planning and Zoning	July 2024	Draft update expected in Feb 2026	December 2026
Evaluation of Sustainability Plan- (What are the fiscal impacts of ordinance)	Planning and Zoning	June 2025		
Implementation of Online License Payments	Finance	July 2026		
Study of Green House Gas Inventory	DCM - Development	July 2025	Scope of Work Discussion on December Agenda	
Examine Consolidating BCC's	City Manager/City Clerk	July 2025		



2025 – 2027 Strategic Work Plan

Encourage High Quality Growth

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Strengthen Property Maintenance Code	Planning	July 2024	Staffing Change	
Evaluate University Heights proposed stormwater ordinance	Public Works	July 2024	Under review by P.C.	December 2026

Prudent Fiscal Management

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Evaluate Purchasing Cards – Determine feasibility of using purchasing cards	Purchasing Manager	July 2026		Staffing change. New purchasing manager recruited.
Develop Fleet Management Program	Fire/Fleet	June 2024	New fueling system, GPS installed on vehicles, fleet maintenance tracker.	June 2026



2025 – 2027 Strategic Work Plan

Prudent Fiscal Management

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Update Accounting Policy and Procedures	Finance Department	July 2023	New start date being considered	
Report to City Manager on Developing a Designated Automated Phone Line to take Payments	Finance Department	July 2026	Start date changed.	
Creation of Asset Management Strategy and Execution	Purchasing Manager	July 2026	Start date changed. Recruitment of purchasing manger.	
Examine the feasibility of consolidating some services with other jurisdictions	City Manager's Office	July 2025	Examining equipment usage agreement.	



2025 – 2027 Strategic Work Plan

Improved Infrastructure

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Creation of Communication Policy	DCM - Support Services	May 2025	Draft policy under review	January 2026
Creation of City-Wide Performance Measurements	DCM – Support Service	May 2025	Examining neighboring cities' measurements.	
Retention Basin	City Manager's Office	February 2019	Design at 35 percent completed.	Mid 2028
Establish Storm Water Master Plan	Public Works	September 2023	March 2026 study session	Spring 2026
Create Road and Sidewalk Condition Rating Analysis	Public Works	July 2025		
Pershing Steet Improvement	Public Works	December 2021	Construction underway.	
Ferguson Street Improvements	Public Works	July 2022	Construction Bid Underway	



2025 – 2027 Strategic Work Plan

Employees

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Update Personnel Policies	Human Resources/City Attorney	June 2022	Updating each section	
Annual - Conduct Gallup Q12 Employee Survey	Human Resources	July 2024	Project completed.	August 2025
Improve Employee Pension Programs	City Manager/Finance Director	July 2022	May 12, 2025, Council approved contracting with Baker Tilly. Awaiting legal opinion.	Non-Uniform Completed June 2025.
Salary Survey Update	Human Resources Director	July 2025	Project initiated.	February 2026



2025 – 2027 Strategic Work Plan

Community Quality of Life and Amenities

Strategic Project	Responsible Position/Department	Projected Start Date	Status	Completion Date Projected/Actual
Creation of Summer Camp Program	DCM Development /Parks and Recreation	October 2024	First summer program completed. Working with UCSD on parameters.	August 2025. February study session.
Creation of free memberships for school district students with a certain GPA and/or attending summer school	DCM Development/Parks and Recreation	September 2024	Working with UCSD on parameters.	
Resident Satisfaction Survey	DCM Support Services	July 2025	Survey mailed. Awaiting responses.	January 2026
Create City Flag	DCM Development	July 2025		
Improve Web Page to Connect Seniors to Services	DCM – Support Services	July 2025	Website is active.	
Ruth Park Golf Course – Driving Range Improvement Project	DCM Development/Parks and Recreation	July 2024	RFP's Received.	Fall 2026