



WHERE COMMUNITY AND SPIRIT MEET®

WORK SESSION MINUTES

A work session of the Kirkwood City Council was held on July 20, 2017, at 5:30 p.m. Present were Mayor Griffin, Council Members Duwe, Edman, Luetzow, Ward and Zimmer. Chief Administrative Officer Russell Hawes, City Clerk Betty Montañó, Director of Public Services Bill Bensing, and Public Information Officer Beth von Behren were also in attendance. Council Member Sears was absent and excused.

APPROVAL OF WORK SESSION MINUTES

Motion was made by Council Member Zimmer and seconded by Council Member Ward to approve the meeting minutes of July 6, 2017. The minutes were unanimously approved.

AMENDMENT TO AGENDA

Motion was made by Council Member Luetzow and seconded by Council Member Ward to amend the agenda to move the ERP Consultant discussion to before the Bob Sears Diversity Statement. The motion to amend was unanimously approved.

ERP CONSULTANT

Chief Administrative Officer Russell Hawes and the Director of Public Services Bill Bensing presented information pertaining to the ERP Consultant. Some of the issues discussed are as follows:

- ERP is business process management software that allows an organization to use a system of integrated applications to manage the business and automate many back office functions related to technology, services and human resources.
- Staff recommends a consultant study be done on the ERP system. The cost estimate for a consultant study would be approximately \$80,000. The Electric and Water Departments would split the costs for the study.
- The study will inventory the current software and look at new systems.
- The goal is to improve customer service and transparency.
- A Request for Proposals will be drafted for the consultant study.
- Legislation will be drafted for council approval in mid/late August for the approval of the RFP and funding transfers for the consultant study.

BOB SEARS DIVERSITY STATEMENT

Discussion took place regarding the proposed Diversity Statement. Motion was made by Council Member Duwe and seconded by Council Member Ward to approve the statement to read as follows:

**OUR STATEMENT OF DIVERSITY,
INCLUSION & EQUITY
City of Kirkwood, Missouri**

Diversity is the variety of human differences.

Inclusion is valuing and respecting those differences.

Equity is the equality of opportunity that comes with true inclusion.

*In Kirkwood we believe that through **diversity** we will excel; through **inclusion** we will draw each person into our circle of community; and focused on **equity** for all we will serve each person.*

Our citizens are respected based on individual strengths regardless of race, ethnicity, gender, gender identity, religion, age, sexual orientation, disability, life experience, geographic background, skills or talents, and other valued differences.

We strive to ensure that all who are present in this building feel safe, welcome, and respected. We desire that our embrace of diversity, inclusion and equity be extended throughout our community and beyond.

The motion was unanimously approved.

A discussion took place regarding placement of the statement. It was the consensus of the council to have plaques placed in City Hall, the Community Center and the new Performing Arts Center. Framed Diversity Statements will be placed at all other City buildings. The statement will also be placed on the City website.

There being no further matters to come before the council, the meeting was adjourned

Betty Montañó, MMC/MPCC
City Clerk