**Transition Plan**

**County Executive Sam Page**

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# Goals

This Transition Plan has been prepared with the following goals as guiding principles. First, the Plan must ensure continuity of government. Our constituents deserve to know that the county government will continue operating unabated, that constituent services will be performed as usual, and that public health and safety will continue to be protected without delay.

Second, the Plan must be organized around the value of good government. We are involved in this effort because we believe that county government can operate more effectively and more ethically, and must continue to be guided by those values as a new County Executive assumes power.

Third, the Plan must focus on cleaning up the mess created by Steve Stenger during his tenure as County Executive. Corruption, cronyism, and graft shall come to an immediate and abrupt end. Insider deals will be replaced with transparency and best practices. Rampant patronage must be replaced with experienced, credentialed, and competent staff.

Fourth and finally, the Plan must set a new tone for county government. A tone where county leaders and employees collaborate to improve our community – not one where we all compete against one another to score short-term political points at the expense of the greater good.

With these as guiding principles—continuity of government, good government, cleaning up the mess, and setting a new tone—this Plan will set forth the structure for the new approach that Sam Page will bring to county government.

# Post-Resignation Gap

Stenger’s resignation would create a vacancy in the office of County Executive. Section 3.020 of the Charter provides for filling a vacancy. Under that section, “[a] vacancy in the office of county executive shall be filled by the council” by a person “of the same political party as the previous occupant.” No part of the Charter specifies what happens in the interim between a resignation and the Council’s election of a new County Executive.[[1]](#footnote-2)

A council meeting should be noticed at the earliest possible time following the County Executive’s resignation. Under Section 610.020-2, RSMo. (as well as Code Section 114.030-2), the notice must be given at least twenty-four hours before the meeting unless such notice is “impossible or impractical.”

 The Council will fill the vacancy by a majority vote pursuant to Code Section 104.020 of the Revised Code of St. Louis County.[[2]](#footnote-3) The vacancy must be filled by someone possessing the qualifications necessary to hold the position of County Executive under Code Section 104.060. Under Charter Section 3.010, the qualifications to be County Executive are that the person “shall be a qualified voter of the county and shall have resided in the county for at least two years next before his election.”

There is some ambiguity about the length of the new County Executive’s tenure. First, the Charter itself has conflicting provisions about the term. On one hand, Charter Section 6.010 provides that vacancies in the office of county executive “shall be filled for the unexpired term as provided in this charter.” But, on the other hand, Charter Section 3.020 provides that a County Executive elected by the council “shall hold office until January 1 following the next general election” and that “[a] successor shall be elected at the next general election for the unexpired or the full term as the case may be.”

A second ambiguity exists concerning when the next “general election” would be held. Under state law, “[t]he election day for the election of political subdivision . . . officers shall be the first Tuesday after the first Monday in April each year, and shall be known as the general municipal election day.” St. Louis County is a “political subdivision” of the State of Missouri, and therefore would seem to require an April election. But the pattern and practice has been to elect a County Executive in the November election.

The following offer public or private statements of support for Sam Page as County Executive:

* Congressman Lacy Clay
* State Representative Cora Faith Walker
* State Representative Maria Chappelle-Nadal
* NARAL and/or Planned Parenthood
* Pat White or Tim Green

# Post-Election Plan

The Page Administration will immediately begin the process of remaking county government to better serve its constituents and to restore the faith and trust in government that is so sorely lacking under Steve Stenger.

## Day 1

Immediately upon becoming County Executive, Page will appoint a Transition Team (listed in Exhibit 1), who will handle all urgent and important issues arising in the day-to-day management of county government, as well as handle incoming press inquiries.

On Day 1, the County Executive and his Senior Staff will take the following steps:

* County Executive
	+ Sworn in as County Executive by Presiding Judge
	+ Signs relevant appointment documents to appoint Transition Team members
	+ Calls (staffed by COS or Senior Transition Advisor):
		- Governor Mike Parson
		- Mayor Lyda Krewson
		- Pat Kelly, Municipal League
		- Norm McCourt, Municipal League
		- Tom Santel, Civic Progress
		- Kathy Osborn, Regional Business Council
		- Pat White, St. Louis Labor Council
		- John Gaskin, St. Louis County NAACP
		- Adolphus Pruitt, St. Louis City NAACP
		- Mike McMillan, Urban League
		- Victor Callahan, Building Trades
		- Karlos Ramirez, Hispanic Chamber of Commerce (COS calls Kate Casas, who lobbies for Hispanic Chamber)
		- Donald Suggs, St. Louis American
* Transition Chief of Staff:
	+ Organizes Transition Team (Exhibit 1)
	+ Oversees and manages general transition issues and tasks
	+ Directs County Counselor to begin preparing appropriate legislation and executive orders to implement the Page Administration agenda
	+ Directs County Counselor to initiate a review of all Stenger appointees selected to be retained to screen them for potential corruption, criminal investigation issues, and to clear them for service in a new Page Administration
	+ Calls:
		- County’s contract lobbyist – establish point of contact
		- Returns all urgent COS calls
	+ Directs County Counselor to prepare an executive order creating a Chief Ethics Officer in accordance Exhibit 7
	+ Calls editorial boards of Post-Dispatch and American to schedule in-person meetings with CE;
	+ Calls Steve Conway to schedule meeting with Mayor Krewson;
	+ Calls candidates for appointment to Economic Development Partnership board, offers position and/or schedules call for CE with candidate
	+ Returns calls, as appropriate
* Transition Operations Director:
	+ Calls Police Chief to coordinate the takeover of the County Executive’s office
	+ orders all existing County Executive Staff to immediately cease work and leave the office
	+ orders Information Technology to copy all County Executive staff hard drives and preserve all information
	+ orders Information Technology to provide new “clean slate” computers for County Executive staff to ensure that there is no admixture of Stenger Administration and Page Administration information;
	+ orders Public Works to immediately change locks to the County Executive’s office space
	+ orally informs and then sends termination letters to the terminated list in Exhibit 3
	+ informs the Director of Administration of those to be terminated and directs the requisite administrative actions be taken
	+ orders Police Department to immediately cancel badge access for all staff being terminated
	+ orders Information Technology to terminate computer accounts for terminated staff and to activate computer accounts for the Transition Team
	+ Inform in writing all board members whose services will no longer be required as listed on Exhibit 4
* Transition Spokesperson
	+ contacts all press with contact information and responds to all relevant inquiries
	+ issues press release announcing the Transition Team (a draft of which is in Exhibit 13)
* Transition Scheduler
	+ calls Police Chief to schedule meeting
	+ makes list of all incoming calls to Sam Page and makes preliminary assessment of calls (separating calls into three groups – urgent CE calls, urgent COS calls, important but not urgent calls, not important and not urgent calls), then shares call list with Chief of Staff for final decision on when/whether to return calls
* Transition Communications Director
	+ emails all press with contact information and responds to all relevant inquiries
	+ issues press release announcing the Chief of Staff, the Executive Director of Operations, the Executive Director of Policy, the Executive Director of Public Safety, and the Executive Director of Communications;
	+ sends email over Sam Page’s signature to all county employees
	+ prepares remarks for Day 2 press conference
	+ allows a P-D photographer to photograph meetings between CE and Police Chief and Cabinet
* Transition Scheduler
	+ calls Police Chief to schedule meeting for today
	+ calls and sends email to Cabinet to schedule meeting for Day 2
	+ makes list of all incoming calls to Sam Page and makes preliminary assessment of calls (separating calls into three groups – urgent CE calls, urgent COS calls, important but not urgent calls, not important and not urgent calls), then shares call list with Chief of Staff for final decision on when/whether to return calls
* Transition Policy Advisors coordinate and solicit members of the Transition Advisory Board group (as listed on Exhibit 2)
* County Executive, Chief of Staff, and Director of Operations meet with Police Chief
* Political staff: Change registration of campaign committee to run for County Executive

## Day 2

On Day 2, the County Executive and his Senior Staff will take the following steps:

* County Executive and Transition Team meet with Cabinet
* County Executive:
	+ gives final approval to remarks for press conference
	+ signs executive order creating a Chief Ethics Officer (See Exhibit 7)
	+ speaks at press conference announcing an executive order creating the office of Chief Ethics Officer, who will make county staff report and disclose all contact with vendors and applicants; oversee campaign finance reporting requirements and contracting issues; conduct a top-to-bottom ethics investigation of County government to root out corruption at its core and to suggest needed reforms and best practices (within 60 days); start whistleblower program for county employees to see something/say something about corruption
	+ returns all important and urgent CE calls from Day 2 and all important but not urgent CE calls from Day 1 (staffed by COS or Director of Policy)
	+ Calls:
		- All former County Executives
		- former Mayors Francis Slay (set up meeting) and Vince Schoemel
* Transition Chief of Staff:
	+ Separates and assigns important but not urgent calls into categories of CE calls and COS calls
	+ Returns all important but not urgent COS calls
	+ calls Steve Conway to inform Mayor Krewson that the CE will be replacing the County appointees to the Economic Development Partnership board
	+ requests that each council member schedule a town hall in their districts with the new CE and the Councilperson over the next month
	+ Sends email to all boards and commissions staff, appointees, and interested stakeholders regarding the Page Administration’s guiding principles of good government and transparency;
	+ Reviews and edits remarks for press conference;
	+ Reaches out to finalists for key Senior Staff positions (the Executive Director of Operations, the Executive Director of Policy, and the Director of Communications) and key Cabinet positions (including County Counselor), and turns over scheduling of interviews to scheduler
	+ Finalizes roster of Economic Development Partnership board appointees and candidates for LCRA board
* Transition Operations Director:
	+ oversees and handles all operational urgent and not important needs of departments
	+ discusses with CE/COS all urgent and important needs of departments
	+ orders every department head to prepare a briefing concerning the urgent issues, priorities, and strategic plans for their respective departments during Week 2
	+ assign autopen access keys and contact autopen vendor to change to Sam Page’s signature
	+ orders new letterhead
	+ sends Senior Staff email with office assignments
	+ Prepares letters to all Economic Development Partnership board members regarding their services no longer being required;
* Transition Communications Director:
	+ Issues press advisory regarding afternoon press conference
	+ Finalizes remarks for afternoon press conference, gets approval of remarks by CE and COS
	+ Organizes afternoon press conference
	+ Oversees afternoon press conference
	+ Begins preparation of remarks for CE to give in report to the Council in Week 2
	+ Announce Transition Advisory Board
* Transition Scheduler:
	+ begins scheduling CE meetings during Week 2-3 with all major departments
	+ begins scheduling town halls with council members following COS request
	+ schedules all Economic Development Partnership and LCRA appointees (see Exhibits 8 and 9) to attend Day 3 press conference
	+ schedules interviews with candidates for Senior Staff and Cabinet positions

## Day 3

* County Executive
	+ speaks at press conference announcing that he is:
		- replacing all county appointees to the Economic Development Partnership board (see Exhibit 8)
		- acknowledging the new Port Authority board as the legitimate board
	+ returns all important but not urgent CE calls (staffed by COS or Director of Policy)
	+ interviews candidates for Senior Staff and Cabinet positions
		- The Senior Staff will include the Chief of Staff, the Executive Director of Operations, the Executive Director of Policy, the Executive Director of Community Development, and the Director of Communications. The Senior Staff will be organized in accordance with an organization chart that gives maximum insulation to the County Executive, as shown on Exhibit 5. Candidates for staff positions are listed on Exhibit 6.
		- Candidates for Cabinet positions are listed in Exhibit 10.
* County Executive and Chief of Staff
	+ travel via Metrolink to City Hall for meeting with Mayor Krewson
	+ meet with Mayor Krewson to build collaborative relationship
* Chief of Staff
	+ Directs County Counselor to acknowledge the new Port Authority board as the legitimate board
	+ Sends letters to all former Port Authority board members acknowledging the new Port Authority board as legitimate, thanking them for their service, and noting that they are now no longer a member of the Port Authority board
	+ Calls Jim Layton to request that the Port Authority dismiss its lawsuit;
* Transition Communications Director
	+ Issues press advisory regarding afternoon press conference
	+ Organizes afternoon press conference
	+ Oversees afternoon press conference
	+ Finalizes remarks for County Executive to give in report to the Council

## Day 4

* County Executive
	+ interviews candidates for Senior Staff and Cabinet positions
	+ approves and appoints Senior Staff and Cabinet positions when decisions are made
	+ begins appointments and meetings with nominees for boards and commissions from the list of candidates on Exhibit 11, especially to the boards and commissions listed on Exhibit 12
* County Executive and Director of Operations begin to meet with the employees of all major departments
* Director of Communications issues press releases concerning appointments to Senior Staff and Cabinet positions when decisions are made

## Day 5

* County Executive announces that he supports the constitutional process for consolidation that already exists, and so he therefore supports appointing a Board of Freeholders
* County Executive begins attending town hall meetings with council members
* Executive Director of Policy writes letters to Charter Commission requesting that they strengthen conflict of interest concerns, raise county council salaries, and make other appropriate changes, as well as requests resignations from any Charter Commission members who diverge from the County Executive’s governing philosophy and request resignations of Jeff Wagener and Greg Quinn from the Charter Commission
* recommend to the County Council a full slate of replacements for the Land Clearance for Redevelopment Authority board (see Exhibit 9)

## Extras: Weekends

* First and Second Sundays: CE and/or COS on Demetrius Johnson Show
* Every Council meeting: CE has remarks/report ready

##  Future Weeks

* County Executive announces:
	+ racial equity package (task force, racial equity lens, racial equity indicators project, racial equity training, new incentive initiative)
	+ women’s policies package (equal pay, sexual harassment policy, Appointments Project, paid family leave)
	+ domestic violence policies package
	+ Opioid crisis policies package
* County Executive attends town hall meetings with council members
* Executive Director of Policy and Chief of Staff begin interviews of potential board and commission appointees, to make recommendations to County Executive
* Hold social event for county employees and their families at Creve Coeur Lake Park to demonstrate that there’s a new opportunity and to raise employee morale
* Executive Director of Operations solicits feedback and complaints from county employees on a regular basis
* Restart all RFP’s where Stenger was involved, including those for professional services
* Implement the policy platform to “Make St. Louis County Work for Everyone” (see Exhibit 14)

### Transition Team

|  |  |  |
| --- | --- | --- |
| **Title** | **Name** | **Responsibility** |
| Transition Chief of Staff  | Winston Calvert | Oversee and manage the Transition Team and external communications not requiring CE |
| Transition Operations Director | Scott Lakin, Mike Chapman  | Oversee and manage the departments, boards, and commissions, and other functions in the day-to-day management of county government |
| Transition Communications Director  | Doug Moore (on loan from County Council)  | Oversees communications of the County Executive and interfaces with Transition Spokesperson  |
| Transition Spokesperson | Richard Callow | Handle media inquiries, develop talking points, prepare remarks, contribute to strategy |
| Transition Scheduler | Christina Phan (on loan from County Council)  | Handles all incoming CE calls, schedules CE time |
| Transition Policy Advisors | Mike Chapman, Rita Days, Andrea Jackson-Jennings, Terry Wilson  | Advise transition staff and CE  |
| Chief Transition Advisor | Melissa Garza | Manage the Transition Advisory Board |

### Draft Press Release re Transition Team

For Immediate Release

\_\_\_\_\_\_\_\_\_\_\_, 2019

**New County Executive Names Transition Team**

On his first day as County Executive, Sam Page announced the members of his transition team, who will serve as his senior staff as he begins his tenure.

County Executive Page’s transition team includes:

* Winston Calvert, an attorney at the law firm Summers Compton Wells LLC and former City Counselor of the City of St. Louis, will serve as Transition Chief of Staff.
* Scott Lakin, the former Director of the State of Missouri’s Department of Insurance, will serve as Transition Operations Director.
* Doug Moore, the County Council’s Director of Policy and former Post-Dispatch journalist, will serve as Transition Communications Director.
* Richard Callow, of Public Eye, will serve as Transition Spokesperson.
* Christina Phan, Page’s executive assistant, will serve as Transition Scheduler.
* Melissa Garza, the former Legislative Counsel to Senator Claire McCaskill, will serve as the Chief Transition Advisor.
* Rita Days, a former State Senator and a former Director of Elections of St. Louis County, will serve as a Transition Policy Advisor.
* Mike Chapman, a former Director of Operations of St. Louis County, will serve as a Transition Policy Advisor.

For more information, contact Richard Callow, 314-\_\_\_\_\_\_\_\_\_\_\_

### Transition Advisory Board

|  |
| --- |
| The Transition Advisor Board’s role is to advise transition staff and the County Executive, to gather information about how county government can be transformed to be more effective, efficient and ethical, and to identify well-qualified candidates for employment and for appointment to boards and commissions  |
| Current Government LeadersCouncilman Ernie TrakasCouncilwoman Hazel ErbyCouncilwoman Lisa Clancy Senator Brian Williams Former Government LeadersClaire McCaskillBob Holden Chris KosterGina WalshSue MeredithMary Nichols Steve MahfoodRay PriceCharlie Dooley Carolyn Whittington Doug Beach Glenn NortonLabor LeadersPat WhiteNancy CrossJake Hummel Business CommunityTom IrwinLarry ChapmanMark Mantovani | African-American CommunityDarryl PiggieDonald SuggsJason PurnellDemetrius JohnsonJason WilsonReuben Shelton Amber H. BoykinsRita DaysAsian CommunitySreenu DandamudiCaroline Fan Muslim Community Women LeadersKay DreyAnnette MandelAlison Dreith Amy FehrKelli DunawaySusan Block Cynthia KramerDawn ChapmanDonna WilkinsonLGBTQ+ CommunityTerry CrowJason HallA.J. Bockelman Elizabeth Schlesinger | Trial Lawyers Community Maurice Graham Steve Stolze Ken Vuylsteke Morry Cole Dave ZevanJohn SimonRepublican CommunityBill CorriganJohn MaupinJohn NationsMedical Community Other Community Leaders Sam FiorelloDan WelshTom ApplebaumBill BolsterElkin KistnerDudley McCarter |

### Retention and Termination Decisions

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Department** | **Name** | **Title** | **Salary** | **Retain/Terminate** |
| OCE | Bill Miller | Chief of Staff | 135,000 | Terminate |
| OCE | Jeff Wagener | Chief of Policy | 130,000 | Terminate |
| OCE | Glenn Powers | Chief of Operations | 130,000 | Terminate |
| OCE | Tom Curran | Constituent Services | 120,000 | Retain |
| OCE | Lance LeComb | Senior Policy Advisor | 130,000 | Retain pending county counselor review  |
| OCE | Patricia Hageman | Senior Policy Advisor | 130,000 | Leaning Terminate |
| OCE | Ethel Byndom | Director, Office of Community Empowerment | 120,000 | Leaning Retain |
| OCE | Michael Benoist | Empowerment Specialist (CE staffer) | 65,000 | Terminate |
| OCE | Kevin McKenna | Empowerment Specialist |  | Terminate |
| OCE | Barbara Fraser | CE’s Education Liaison | 65,000 | Retain pending county counselor review |
| OCE | Linda Henry | Director, Executive Support | 120,000 | Terminate |
| OCE | Kathy Schroeder | CE’s Executive Assistant | 68,000 | Retain pending county counselor review |
| OCE | Kymberly Graham | Office Manager | 63,000 | Retain pending county counselor review |
| OCE | Ileen Meir | Administrative Assistant |  | Retain pending county counselor review |
| OCE | Heba Moussa | Administrative Assistant | 43,000 | Retain pending county counselor review |
| OCE | Sarah Walsh | Administrative Secretary |  | Retain pending county counselor review |
| OCE | Chloe Guye | Administrative Secretary |  | Retain pending county counselor review |
| OCE | Shannon Koenig | Senior Policy Advisor |  | Retain pending county counselor review  |
| OCE | Cordell Whitlock | CE’s Communications Director | 88,000 | Terminate |
| OCE | Paul Hampel | Policy Advisor (CE’s writer) | 78,000 | Leaning Terminate |
| OCE | Tom Malecek | CE Special Assistant (body man) | 85,000 | Terminate |
| OCE | Anna Noll | Special Assistant |  | Terminate |
| Administration | Jefffery Tribl | Quality Control Officer | 75,000 | Terminate |
| Children’s Service Fund | Mollie Crisp | Communications & Government Affairs Coordinator | 73,000 | Terminate |
| County Counselor | Peter Krane | County Counselor | 150,000 | Terminate |
| Justice Services | Sean Rhode | Special Projects Coordinator | 90,000 | Terminate |
| Justice Services | Louis Aboussie | Special Projects Coordinator | 75,000 | Terminate |
| Parks & Recreation | Gary Bess | Director | 133,000 | Terminate |
| Parks & Recreation | Bob Mainieri | Special Projects Manager  |  | Terminate |
| Parks & Recreation | Pat Dolan | Special Projects Coordinator | 88,000 | Retain pending review by county counselor |
| Public Health | Katrina Utz | Policy Advisor | 65,000 | Terminate |

###

### Board and Commission Appointees to be Immediately Terminated

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Board or Commission** | **Term Expires** | **Terminate/Request Resignation** |
| Glenn Powers | Metropolitan Park and Recreation District Board of Directors (Great Rivers Greenway) | 1/1/2017 | Terminate |
| Glenn Powers | Tax Increment Financing Commission of St. Louis County | 6/17/2015 | Terminate |
| Patricia Hageman | Regional Arts Commission | 1/16/2019 | Terminate  |
| Thomas Malecek | Emergency Communications System Commission | 12/31/2016 | Terminate |
| Thomas Malecek | Tax Increment Financing Commission of St. Louis County | 6/17/2017 | Terminate  |
| Greg Quinn | Charter Commission | N/A | Request resignation |
| Jeff Wagener  | Charter Commission | N/A | Request resignation  |
| Bill Miller | Economic Development Partnership  | 8/1/2021  | Request resignation |
| Shannon Webber | Economic Development Partnership | 8/1/2019  | Request resignation |
| Michael Walter | Economic Development Partnership | 8/1/2019 | Request resignation |

### County Executive Staff Organization Chart

County Executive

County Counselor

Special Assistants to the County Executive

Senior Counsel to the County Executive

Chief Ethics Officer

Contract Lobbyist

Chief of Staff

Executive Director of Operations

Executive Director of Policy

Director of Communications

Director of Community Development (employed by SLEDP)

CE Staff: Director of Constituent Services

Department of Administration

Department of Human Services

Department of Information Technology

Department of Parks & Recreation

Department of Public Health

Spirit of St. Louis Airport

Department of Revenue

Department of Transportation & Public Works

Board of Elections Commissioners

Budget Office

Department of Justice Services

Municipal Court Administrator and Judges

Fire Standards Commission

CE Staff:

* Director of Intergovernmental Relations
* Senior Policy Advisors

Boards and Commissions

Diversity Office

Office of Strategy and Innovation

Office of Community Empowerment

Children’s Service Fund

CE Staff:

* Speechwriter
* Communications Coordinator

Information Technology Assistants

Departmental Public Information Officers

Custodians of Records

Office of Community Development

Economic Development Partnership

Port Authority

Land Clearance for Redevelopment Authority

World Trade Center St. Louis

Industrial Development Authority

STLVentureWorks

TIF Commission

Department of Planning

Other development-related boards, commissions, and initiatives

### County Executive Staff Candidates

|  |  |  |
| --- | --- | --- |
| **Title** | **Candidates** | **Responsibilities** |
| Chief of Staff | Winston Calvert, Patrick Brown, Garry Earls  | Oversee Senior Staff (Operations, Policy, Public Safety, Community Development, Communications) and others (County Counselor, Deputy Chief of Staff, Special Assistants to the County Executive, Senior Counsel to the County Executive, Chief Ethics Officer) specified on organization chart, strategy, communications, interface regularly with CE for decisions and direction. |
| Executive Director of Operations | Scott Lakin, Mike Chapman, Deanna Venker, Gregg Favre, Emily Newman  | Oversee and manage the day-to-day operations of county government including: Director of Constituent Services, Department of Administration, Department of Human Services, Department of Information Technology, Department of Parks & Recreation, Department of Public Health, Spirit of St. Louis Airport, Department of Revenue, Department of Transportation & Public Works, Board of Elections Commissioners, Budget Office |
| Executive Director of Policy | Travis Sheridan, Emily Newman, Nancy Cross, Jared Boyd, Tracy McCreery, Carl Filler, Sreenu Dandamudi, Tod Martin | Oversee and manage major policy initiatives including: Director of Council Relations, Director of Municipal Relations, Diversity Office, Senior Policy Advisors, Office of Strategy and Innovation, Office of Community Empowerment, Children’s Service Fund, Department of Planning, Boards and Commissions |
| Director of Community Development (employed by Economic Development Partnership) | Barb Geisman, Denny Coleman, Gerard Hollins | Oversee and manage development initiatives including the Economic Development Partnership, Port Authority, Land Clearance for Redevelopment Authority, TIF Commission, World Trade Center St. Louis, Industrial Development Authority, STLVentureWorks |
| Director of Communications | Doug Moore | Oversee and manage Speechwriter, Communications Coordinator, Departmental Public Information Officers, Custodians of Records; organize and oversee all Sunshine Law requests; day-to-day oversight of two Information Technology staffers to provide internal media operation |
| Senior Counsel to the County Executive | Richard Scherrer, Ray Price | Provide general strategic advice and counsel; interface with County Counselor’s office; special projects  |
| Scheduler | Christina Phan, Kally Higgins | Schedule County Executive time and events; handle incoming requests for meetings, phone calls, and other contact; handle all requests for proclamations  |
| Senior Policy Advisor | Melissa Garza, Ken Franklin, John Schostrand, Jonathan Ferry, Rita Days, Grant Campbell, Emily Newman, Alison Dreith  | Handle policy and other special projects |
| Director of Constituent Services | Christina Phan, Jon Clancy | Handle all incoming constituent services requests  |
| Director of Intergovernmental Relations  | Sarah Felts, Tom Curran, Greg Owens, Mike Shale, Bob Sheldon, Mark Perkins | Lobby the County Council and municipal leaders for administration policies and priorities; ensure requests for constituent service from council members and municipal leaders are appropriately prioritized; day-to-day interface with council members, municipal leaders, and their staffs; attend weekly staff meetings with council staff; attend council and municipal meetings and hearings as appropriate  |
| Speechwriter  | Christine Bertelson, Matt Murphy | Prepare speeches and remarks by County Executive; provide day-to-day talking points on issues likely to come before the County Executive; handle special projects as assigned  |
| Communications Coordinator | Shelly Williams, Colin Jeffery, Gregg Palermo, Matt Murphy  | Handle additional media relations and internal media operation tasks |
| Special Assistant to the County Executive (“body man”)  | Jon Clancy  |  |

### Draft Executive Order

Executive Order

 WHEREAS, the people of St. Louis County deserve to know that their county government is operated and run in an ethical, transparent, and accountable manner;

 WHEREAS, former leaders in St. Louis County government now face criminal charges involving alleged wrongdoing related to their public service;

 WHEREAS, it is the duty and obligation of every leader, particularly of the County Executive, to ensure that county government maintains high ethical standards;

 WHEREAS, county government currently lacks a position with the unambiguous charge of monitoring and ensuring compliance with those high ethical standards;

 WHEREAS, the County Charter, including Section 3.050, affords the County Executive the authority to delineate, delegate, and assign administrative responsibilities within county government by executive order;

 NOW THEREFORE I, Sam Page, County Executive, St. Louis County, Missouri, do hereby DECLARE and ORDER as follows:

1. There shall be created within the Department of Administration the position of Chief Ethics Officer;
2. The Chief Ethics Officer shall be responsible for: oversight of county government’s compliance with ethical rules, laws, and norms; ensuring county government complies with those rules, laws, and norms; requiring conflicts of interests and financial interests be disclosed; and recommending best practices to ensure county government operates in an ethical manner;
3. Within 30 days of the Chief Ethics Officer’s appointment, and annually each year thereafter, the Chief Ethics Officer shall submit a report to the County Executive and to the County Council concerning his findings and recommendations for how the county government more ethically, transparently, and accountably.

SO ORDERED this \_\_\_\_\_ day of \_\_\_\_\_\_\_\_.

 ST. LOUIS COUNTY, MISSOURI

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Sam Page

County Executive

###  Economic Development Partnership

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Affiliation** | **Term Expires** | **Retain/Replace** |
| Al Bond | STL-KC Carpenters Regional Council | 8/1/2018 | Replace |
| Mary Campbell | Washington University | 8/1/2017 | Replace |
| Edward James | Retired | 8/1/2019 | Leaning Replace |
| William Miller | County Executive’s Office  | 8/1/2021 | Request resignation |
| Sandy Parker | Parker Insurance Group | 8/1/2018 | Replace |
| Karlos Ramirez | Hispanic Chamber of Commerce | 8/1/2018 | Leaning Replace |
| Shannon Weber | STL-KC Carpenters Regional Council | 8/1/2019 | Request resignation |
| Jeff Wagener | County Executive’s Office  | 8/1/2017 | Replace |
| Michael Walter | Retired | 8/1/2019 | Request resignation |
| Vacant |  |  |  |
| Vacant |  |  |  |

### Land Clearance for Redevelopment Authority

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Affiliation** | **Term Expires** | **Retain/Replace** |
| Christopher James Becker |  | 10/7/2014 | Replace |
| Lon Jackson |  | 10/7/2015 | Replace |
| Jack Kirkland |  | 10/7/2014 | Replace |
| Sandra Parker |  | 10/7/2014 | Replace |
| Vacant |  |  |  |

### Cabinet and Other Appointed Position Candidates

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Department** | **Title** | **Qualifications/Duties** | **Current Salary** | **Candidates** |
| Department of Administration | Director | Charter Section 4.040: “The director of administration shall have charge of the administration of such financial and personnel affairs of the county not otherwise provided for and shall perform such other and related duties as may be provided by ordinance.” | $129,064.00 | Pam Reitz |
| Department of Administration | Assistant 1 | This and other assistant positions exist pursuant to Code 201.070  |  | Mark Tucker |
| Department of Administration | Chief Ethics Officer  | Position created pursuant to Executive Order |  | Ray Price, Mike Chapman, Christine Bertelson, Lisa Ottolini  |
| Children’s Service Fund | Executive Director | Missouri statute Section 210.861 | $130,000.00 | Emily Koenig (retained) |
| Children’s Service Fund | Assistant 1 |  |  | Rita Days |
| Children’s Service Fund | Assistant 2 |  |  | Jon Clancy  |
| Office of Community Empowerment | Director  |  | $119,995.20 | Hazel Erby |
| Office of Community Empowerment | Assistant 1 |  |  | Courtney Curtis |
| Office of Community Empowerment | Assistant 2 |  |  | Shelly Williams, Jon Clancy  |
| Office of County Counselor | County Counselor | Charter Section 5.010 provides: that the County Counselor “shall have been a licensed practicing attorney in Missouri for at least five years and a resident of the county for at least three years before assuming office.” The County Counselor is subject to confirmation by the council.  | $150,009.60 | Ryann Carmody, Ray Price, Apollo Carey, Amy Fehr, John Maupin, Scott Sifton, Jake Zimmerman, Sreenu Dandamudi, Jamie Rehman, Elkin Kistner, Dan Welsh |
| Office of County Counselor | Assistant 1  | Senior Policy Counsel |  | Sarah Felts, Sreenu Dandamudi, Melissa Garza |
| Office of County Counselor | Assistant 2  | Director of Research and Policy Advisor |  | Sarah Truckey  |
| Department of Human Services | Director | Charter Section 4.190 provides: “The director of human resources shall have a bachelor’s degree from an accredited college and at least five years’ experience in a responsible executive or administrative position in social services or related programs.” |  |  |
| Department of Human Services | Assistant 1 |  |  |  |
| Department of Human Services | Assistant 2 |  |  |  |
| Department of Information Technology | Director |  | $161,428.80 | Rick Nolle (retained) |
| Department of Information Technology | Assistant 1  | Video Production Coordinator |  |  |
| Department of Information Technology | Assistant 2 | Graphic Designer |  |  |
| Department of Justice Services | Director | Charter Section 4.400 provides: “The director of justice services shall have a bachelor’s degree from an accredited college and at least five years’ experience in a responsible executive or administrative position in correction services or related programs.” | $128,336.00 | Ernie Trakas  |
| Department of Justice Services | Assistant 1 |  |  |  |
| Department of Justice Services | Assistant 2 |  |  |  |
| Municipal Courts Administrator | Court Administrator |  | $119,974.40 | Renee Hines-Tyce (retained) |
| Municipal Courts Administrator | Assistant 1 |  | $79,643.20 | Maureen Brown (retained) |
| Municipal Courts Administrator | Assistant 2 |  |  |  |
| Department of Parks and Recreation | Director | Charter Section 4.210 provides: “The director of parks and recreation shall have had at least five years’ experience in an executive or responsible administrative position in the field of parks or recreation.” | $132,516.80 | Susan Trautman, Bill Reininger |
| Department of Parks and Recreation | Assistant 1  | Senior Policy Advisor |  | Kat Dockery |
| Department of Parks and Recreation | Assistant 2 |  |  | Jon Clancy  |
| Department of Planning | Director | Charter Section 4.240 provides: “The director of planning shall have a bachelor’s degree from an accredited college, with a major in planning or a related field. The director shall have had at least five years’ experience in a responsible planning position, three of which shall have been in an administrative capacity.” | $100,880.00 |  |
| Department of Planning | Assistant 1 |  |  |  |
| Department of Planning | Assistant 2 |  |  |  |
| Department of Public Health  | Director | Charter Section 4.120 calls it the “Department of Community Health and Medical Care”: “The director of the department of community health and medical care shall be either a licensed physician or shall be the holder of at least a master's degree in public health or hospital administration and shall have at least five years of progressively responsible executive or administrative experience. If a physician, the director shall be board certified or board eligible in preventive medicine or a related specialty and shall have had at least five (5) years' executive experience in the field of public or community health.” | $150,009.60 | Spring Schmidt (retained)  |
| Department of Public Health | Assistant 1 |  |  | Shelly Williams |
| Department of Public Health | Assistant 2 |  |  |  |
| Spirit of St. Louis Airport | Director |  | $136,510.40 | John Bales (retained) |
| Spirit of St. Louis Airport | Assistant 1 |  |  |  |
| Spirit of St. Louis Airport | Assistant 2 |  |  |  |
| Department of Revenue  | Director | Charter Section 4.340  | $131,726.40 | Ernie Trakas, Melissa Garza |
| Department of Revenue  | Assistant 1 |  |  | Mark Tucker  |
| Department of Revenue | Assistant 2 |  |  |  |
| Department of Transportation & Public Works  | Director | Charter Section 4.160 deals with the “Department of Highways & Traffic”: “The director of highways and traffic shall be a registered professional engineer with at least five years’ experience in a responsible position in transportation, highways, or traffic engineering or a combination thereof, at least three years of which shall have been in an administrative capacity.”Charter Section 4.300 deals with the “Department of Public Works”: “The director of public works shall be a registered professional engineer or architect with at least five years’ experience in a responsible engineering or architectural position, at least three years of which shall have been in an administrative capacity.” |  |  |
| Department of Transportation & Public Works  | Assistant 1 |  |  | Lee Brotherton, Director of MET Center (retained) |
| Department of Transportation & Public Works  | Assistant 2 |  |  |  |
| Fire Standards Commission | Director |  | $65,769.60 | Kim Besserman (retained) |
| Fire Standards Commission | Assistant 1 |  |  |  |
| Fire Standards Commission | Assistant 2 |  |  |  |
| Board of Election Commissioners | Democratic Elections Director |  | $128,876.80 | Eric Fey (retained) |
| Board of Election Commissioners | Assistant 1 |  |  |  |
| Board of Election Commissioners | Assistant 2 |  |  |  |

### Boards and Commissions Candidates

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Affiliation** | **Possible Appointment**  | **Recommended by** |
| Elizabeth Kistner | Mercy | Board of Zoning Adjustment, Planning Commission | Sam Page |
| Tom Applebaum |  | Municipal Court Judge | Sam Page |
| Terrell Carter | Central Baptist Theological Seminary  | Board of Police Commissioners | Lisa Clancy |
| Eleanor Pardini | Washington University  | Great Rivers Greenway | Lisa Clancy |
| Cindy Mense | Trailnet | Great Rivers Greenway | Lisa Clancy |
| Ann Mack | Trailnet | Great Rivers Greenway | Lisa Clancy  |
| Deb Chollet Frank | Dear Creek Watershed Alliance  | Great Rivers Greenway | Lisa Clancy |
| Jennifer Drake  | Rome Group | Regional Arts Commission | Lisa Clancy |
| Rev. Phillip Duvall |  | Board of Police Commissioners | Sam Page |
| Dave Spence | Alpha Packaging  | Board of Police Commissioners, Economic Development Partnership | David Barklage  |
| Tim McBride  | Washington University  | Board of Police Commissioners | Sam Page |
| Hashim Raza | St. Louis Medical Clinic |  | Sam Page |
| Ray Price | Armstrong Teasdale LLP | Board of Police Commissioners | Winston Calvert |
| Stephanie Fortus | Sindel Sindel & Noble  | Municipal Court Judge | Winston Calvert |
| Tom Nutter |  | Municipal Court Judge | Winston Calvert |
| Susan Block | Paule, Camazine & Blumenthal, P.C. | Children’s Service Fund | Lisa Clancy |
| Jason Purnell  | Washington University  | Economic Development Partnership, Children’s Service Fund | Lisa Clancy |
| Darrell Jones | D&D Concessions, LLC | Economic Development Partnership | Lisa Clancy |
| Trevor Ladner  | Alberici Group | Economic Development Partnership | Winston Calvert |
| Dan Welsh | Summers Compton Wells | Economic Development Partnership, Botanical Garden  | Winston Calvert |
| June Fowler  | BJC Healthcare | Economic Development Partnership | David Barklage |
| Tony Thompson | Kwame Building Group | Economic Development Partnership | David Barklage |
| Dave Spence | Alpha Packaging | Economic Development Partnership | David Barklage |
| Bill Corrigan | Armstrong Teasdale LLP | Economic Development Partnership | Winston Calvert |
| Joan Bray | Former State Senator | Economic Development Partnership | Sam Page |
| John Nations | Evans & Dixon  | Economic Development Partnership | Sam Page  |
| Mark Mantovani |  | Economic Development Partnership | Sam Page |
| Nancy Cross | SEIU Local #1 | Economic Development Partnership | Winston Calvert |
| Amy Fehr | Capes Sokol Goodman & Sarachan P.C. | Economic Development Partnership | Winston Calvert |
| Tim McBride | Washington University  | Economic Development Partnership | Sam Page |
| Sidney Watson  | St. Louis University  | Economic Development Partnership | Sam Page |
| Maxine Clark | Build-A-Bear | Economic Development Partnership | Sam Page |
| Tara Nealey | Polsinelli  | Economic Development Partnership | Winston Calvert |
| Matt Scherrer | Thompson Street Capital Partners | Economic Development Partnership | Winston Calvert |
| Doug Albrecht | Bodley Group | Economic Development Partnership | Winston Calvert |
| Grant Campbell |  |  | Winston Calvert |
| Ben Uchitelle | Former Clayton mayor  | Economic Development Partnership | Lisa Clancy  |
| Larry Chapman | Clayco | Economic Development Partnership | Winston Calvert |
| Richard Scherrer | Missouri Coalition for the Right to Counsel | Economic Development Partnership | Winston Calvert |
| Katie Bergh Manga | Gateway to Hope | Children’s Service Fund, Regional Arts Commission  | Lisa Clancy  |
| Chad Garrison | HOK | Regional Arts Commission  | Winston Calvert |
| Sreenu Dandamudi  | Administrative Hearing Commission | Economic Development Partnership | Sam Page |

### Priority Boards and Commissions Appointments

|  |  |  |  |
| --- | --- | --- | --- |
| **Board or Commission** | **Number of Positions** | **Existing Terms** | **Qualifications** |
| Bi-State Development Agency | 3  | 3 of 3 on expired terms, withdraw any outstanding nominations to governor’s office, submit new names |  |
| Children’s Service Fund | 9 | 7 of 9 on expired terms; 2 of 9 vacant | Residents of the county pursuant to Missouri statute Section 210.861 |
| Civil Service Commission | 3 | 3 of 3 on expired terms | Residents of the county pursuant to Charter Section 7.020 |
| East West Gateway Council of Governments | 1 | replace Richard Kellet, who occupies the “Regional Citizen” seat appointed by CE | Resident of the county per bylaws  |
| Human Relations Commission | 8 | 8 of 9 on expired terms  | Citizens of the county pursuant to Code Section 714.010 |
| Justice Services Advisory Board  | 6 | 6 of 6 on expired terms | Residents of the county holding no other county office pursuant to Code Section 4.420 |
| Metropolitan Park and Recreation District (Great Rivers Greenway) | 5 | 5 of 5 on expired terms, 3rd District appointee is Glenn Powers |  |
| Metropolitan Sewer District | 3 | 3 of 3 on expired terms | Each trustee appointed by the County Executive shall be a registered voter of St. Louis County, shall have been a resident of said County for at least three years before his/her appointment, and at the time of his/her appointment and during tenure of office, shall be a resident of the portion of said County situated within the District. |
| Metropolitan Zoological Park and Museum District | 4 | 3 of 4 on expired terms; 1 of 4 vacant | Registered voter in the county for at least one year before appointment per State Statute Section 184.354  |
| Municipal Court Judges | 4 | 4 of 4 on expired terms | Residents of the county licensed to practice law pursuant to Code Section 105.040  |
| Board of Police Commissioners | 3 | 3 of 4 on expired terms |  |
| Regional Arts Commission | 4 | 4 of 8 on expired terms; one on expired terms is Patti Hageman | Residents of “the district” pursuant to State Statute Section 67.629 |
| Regional Convention & Sports Complex Authority | 2 | 2 of 3 on expired terms | Residents of the county pursuant to State Statute Section 67.652-1(2) |
| Regional Convention and Visitors Commission | 5 | 5 of 5 on expired terms | Pursuant to State Statute 67.601: two members appointed by the county executive shall be representatives of the hotel and motel industry |
| Metropolitan Taxicab Commission | 5 | 3 of 5 on expired terms; 2 of 5 vacant | Residents of the “district” pursuant to State Statute 67.1801. Special restrictions on 4 representatives of the taxicab industry. |
| Tax Increment Financing Commission | 6 | 6 of 6 on expired terms; Glenn Powers, Tom Malecek, Tom Curran, Margaret Hart-Mahon, Glenn Henninger, and Pam Reitz are the existing board |  |
| Art Museum | 6 | 5 of 7 on expired terms; 1 of 7 vacant | Residents of the county per State Statute Section 184.358 |
| Botanical Garden | 6 | 5 of 7 on expired terms; 1 of 7 vacant | Residents of the county per State Statute Section 184.358 |
| Missouri History Museum | 5 | 2 of 8 on expired terms; 3 of 8 vacant | Residents of the county per State Statute Section 184.358 |
| Science Center | 4 | 2 of 5 on expired terms; 2 of 5 vacant; 3 additional vacancies with no indication of county vs. city | Residents of the county per State Statute Section 184.358 |
| Zoo | 7 | 3 of 7 on expired terms; 4 of 7 vacant | Residents of the county per State Statute Section 184.358 |
| Domestic and Family Violence Council | 25 | 25 of 25 are expired terms or vacant | Several specific requirements for each seat on the council  |
| Library Board | 4  | 4 of 5 are expired  | Residents of the county not holding elected county office  |
| Parks and Recreation Advisory Board | 9 | 9 of 9 are expired | Residents of the county not holding elected county office per Code Section 4.230. Members paid $600/year. |
| Public Transportation Commission | 11 | 11 of 11 are expired or vacant | Residents of St. Louis County, holding no other county office, seven of which are appointed from each council district. Members paid $1,200/year. |
| REJIS Commission  | 4 | 3 are expired, 1 is expired and jointly appointed with the mayor |  |
| Regional Health Commission | 1 | 1 is expired |  |

### Policy Platform

**“Making St. Louis County Work for Everyone”**

St. Louis County government is in chaos. A County Executive indicted. A government divided. Employee morale at an all-time low. County residents overwhelmingly think their county is off on the wrong track.

That’s because Steve Stenger made sure that St. Louis County only worked for a select few – his campaign contributors. If you weren’t a contributor, insider, or lobbyist, you were left out and left behind.

We can’t stay on that course – and we won’t. With Sam Page as County Executive, St. Louis County will start working for everyone. Not just for the campaign contributors. Not just for the insiders and lobbyists. But for everyone.

The Page Agenda begins with remaking county government by applying straightforward ethical principles and best practices to ensure that St. Louis County isn’t just working for the insiders anymore. The agenda then turns to issues of racial inequity, public safety, constituent services, and other important issues that the next County Executive must tackle.

St. Louis County will finally start addressing the challenges and inequities that too often drive our community apart. We can’t be a county that just works for the white, well-to-do, and well-connected. With Sam Page’s leadership, we will make St. Louis County work for everyone.

**Good Government**: ensuring that St. Louis County government is run ethically, transparently, and responsibly

* *A New Standard for Ethics in County Government*
	+ Create a Chief Ethics Officer to conduct a top-to-bottom ethics investigation of County government to root out corruption at its core and to suggest needed reforms and best practices (within 60 days), survey all employees to identify corruption at the departmental level;
	+ Implement best practices recommended by Chief Ethics Officer
	+ Require all cabinet members and non-merit employees to submit conflict of interest statements and financial interest statements
	+ make county departmental staff report and disclose all contact with vendors, applicants, and lobbyists;
	+ Issue standards of conduct policy (and require each department to have its own department-specific conduct/ethics policy approved by the County Counselor)
* *Preventing Repeats*
	+ start whistleblower program for county employees to see something/say something about corruption’
	+ Reform entities plagued by scandal and corruption (including the Economic Development Partnership, Port Authority, LCRA)
	+ Modernize and reform contracting processes and procedures
	+ implement campaign finance reporting requirements, including a set of recommended practices (including but not limited to returning any contributions in excess of $2,600 made before the new charter law was implemented if funds exist in the campaign committee);
* *Ensure Transparency*
	+ Sunshine Law compliance – new Sunshine Law program (centralized processing of records requests, tracking information and deadlines, coordinated with media groups and watchdogs), require all departments to post meeting notices and agendas on the website, and require for videos of meetings to be live-streamed
	+ Start a transparency portal that makes all county expenses publicly available online
	+ Request state audit of pension system and other parts of county government
	+ Full fund and staff the county auditor’s office and ensure its independence
	+ Request county auditor to audit county government and make recommendations
* *Making Government Work*
	+ Implement best practices recommended by the Accenture studies
	+ Implement best practices for efficient and effective government (McKinsey audit)
	+ Work collaboratively with the County Council and municipalities, including appointing a Director of Intergovernmental Relations to handle relationships with and lobbying to the council and municipalities

**Racial Inequities**: finally addressing the racial inequities that hold St. Louis County back from its full potential

* *Prioritizing Racial Equity*
	+ Appoint Hazel Erby as Director of Community Empowerment
* *Approaching Policy with a Racial Equity Lens*
	+ Sign executive order requiring every department to apply a racial equity lens to policy decisions (e.g., in County Executive’s letter recommending policies and legislation to the County Council)
	+ Begin the Equity Indicators Project
* *Ensuring Racial Equity in County Employment*
	+ Require Crossroads Racial Equity training for all cabinet members and appointees
	+ Conduct a study of racial composition of county departments and agencies to ensure equal access to job opportunities at all levels of government
* *Public Safety Reform*
	+ request that the Board of Police Commissioners provide a report to the County Executive and to the County Council explaining how the county scores on police reform metrics established by Local Progress and the Center for Popular Democracy[[3]](#footnote-4) and to examine any policy changes that would be necessary to improve the county’s score
	+ Reform property seizure and civil forfeiture practices in the Police Department
* *Addressing Food Access*
	+ Join with Mayor Krewson to appoint a joint task force to study food policy and food access in the St. Louis region

**Public Safety**: building a St. Louis County that is safe for everyone

* *Responsible Distribution of Taxpayer Funds*
	+ Responsible distribution of Proposition P funds to public safety initiatives (message: “I think we’ve stretched it far enough.”)
* *Aggressive Enforcement of Priority Areas*
	+ Support the creation of a special police force for Metrolink to ensure appropriate resources are devoted to security
	+ Address opioid crisis by implementing task force recommendations
	+ Address opioid crisis by working ½ day per week as a prescriber in Health Department
	+ Implement the “10 Standards of Care” published by the City of Burlington, Vermont for police response to opioid crisis
* *Lead on Public Safety Reforms*
	+ Encouraging community policing
	+ Municipal Court amnesty program
	+ Improve community/police relationship
	+ Create specialty courts in the county’s Municipal Court division, such as mental health court, reentry court, opioid court, and community court
* *End Domestic Violence*
	+ Reinvigorate the St. Louis County Domestic and Family Violence Council
	+ Sign an executive order prohibiting the County Counselor or Municipal Courts from considering domestic violence a nuisance (as outlined in the paper by Molly Metzger)[[4]](#footnote-5)
	+ Launch a study by the County Counselor to study whether “problem property”/“nuisance property” laws in the county (or municipalities in the county) negatively impact survivors of domestic violence, and suggest necessary reforms (similar to HUD’s analysis)[[5]](#footnote-6)
	+ Support an ordinance to make it so that victims of stalking, domestic and sexual violence may terminate a lease without penalty or retaliation (modeled on a 2018 Kansas City ordinance and proposed Missouri House Bill 2166 (2018))
	+ Sign an executive order declaring that freedom from domestic violence is considered a human right in St. Louis County (modeled on resolutions[[6]](#footnote-7) passed by local governments throughout the country)
	+ Request the County Counselor propose updates to the Domestic and Family Violence Code in Chapter 726 of the County Code
	+ Support an ordinance to add being a survivor of domestic violence as a protected class (modeled on an ordinance from Miami-Dade County[[7]](#footnote-8))
	+ Support an ordinance to ensure that survivors of domestic violence and sexual assault may take paid leave from work (modeled on an ordinance from Philadelphia[[8]](#footnote-9) and City of St. Louis Ordinance 70523)
	+ Support an ordinance making birth certificates free to survivors of domestic violence, the homeless, and people getting out of prison (modeled on Cook County ordinance and Illinois state law[[9]](#footnote-10))
	+ Support an ordinance to ensure that survivors of domestic violence and sexual assault may take paid leave from work (modeled on an ordinance from Philadelphia[[10]](#footnote-11))

**Constituent Services**: Ensuring constituents receive timely, efficient, and effective public services

* *Improve Process for Requesting Service*
	+ Improve deployment and public education around 311 program/app
	+ Allow tweeting constituent service issues to the county (like the City’s CSB)
	+ Appoint a Director of Constituent Services who focuses on ensuring services are delivered well throughout the county
* *Become a 21st Century, Data-Driven Government*
	+ Deploy data and statistical analysis modeled on Kansas City’s KCStat
	+ Employ new technological solutions to ensure timely delivery and tracking of services
* *Welcome All Constituents*
	+ Improve disability access to county government
	+ Ensure language access to government services[[11]](#footnote-12)
* *Do More With Less*
	+ financial mismanagement under Stenger Administration has put the county in a bind, but we have to ensure effective and efficient delivery of services

**Economic Development**: renewing St. Louis County by attracting new jobs, sustainable investment, and encouraging entrepreneurs

* *Reform Development Agencies:*
	+ reforming the Partnership and other development agencies
	+ top to bottom review of tax incentives to ensure best practices are followed rather than insider deals
* *Prioritize Jobs by Supporting Development Programs that Work*
	+ bringing new jobs and economic development
	+ Sell vacant county property in downtown Clayton to raise revenue and create jobs
	+ protect historic tax credits and low income tax credits
	+ upgrade Convention Center and Dome to generate more tax revenue and jobs from tourism
	+ Give local businesses preference in the county’s purchasing and contracting decisions and encourage private sector involvement too (especially among anchor institutions) – see, for example, the Cleveland Model/Evergreen Cooperative Initiative and Temple University’s local-first hiring initiative
	+ Encourage use of PACE financing in commercial and residential settings
* *Eliminate Unnecessary Laws and Regulations That Hold Businesses Back*
	+ Sign an executive order that the County Counselor and a working group of department personnel will submit a plan to streamline county laws regulating businesses to make it easier to conduct business in the county
* *Collaborate on Workforce Development*
	+ collaborate with state to launch new workforce development initiatives
* *Involve Young Professionals in Government*
	+ Vanguard Cabinet-type group to give young professionals a role in county government, and to attract young professionals to the county

**An Equal Playing Field for Everyone**: ensuring equal treatment and representation of underserved communities; making the county and its government welcoming to immigrants, minorities, and women leaders; and mandating equality throughout the government

* *Ensure Women are Welcomed in the Government and Protected In the Workplace*
	+ Sign executive order requiring equal pay for equal work within county government
	+ New zero tolerance policy on sexual harassment in county government
	+ Renew partnership with the Women’s Foundation’s Appointments Project to identify women candidates for appointment to boards and commissions
	+ Sign an executive order for county employees and propose the council consider legislation requiring pregnancy reasonable accommodations and other protections for pregnant people that were introduced in the proposed federal law entitled the Pregnant Workers Fairness Act[[12]](#footnote-13)
	+ Obtain a perfect score on Women’s Foundation “Women in the Workplace” employment scorecard
	+ Launch study of makeup of county employees by sex and gender
	+ Sign an executive order to stop shackling pregnant prisoners
	+ Implement paid leave for county employees
	+ Extra points in procurement and RFPs for companies who provide paid leave as a benefit to employees
	+ Begin a study of how paid leave could be required for employers in the county
* *Fair Redistricting*
	+ Adopting racially-sensitive and economically-sensitive standards for redistricting and hiring outside, objective professionals to draw new district lines
* *Protecting the LGBT Population*
	+ Obtain a perfect score on HRC Corporate Equality Index

**Social and Economic Justice**: ensuring workers have a seat at the table, are treated fairly, and have access to high-quality work with appropriate compensation

* *Protect the Right to Organize*
	+ Defend the right to organize at every opportunity
	+ Incorporate “best value contracting” policy to evaluate job quality (including apprenticeship programs) criteria for bids, rather than just cost (modeled after Madison, Wisconsin’s similar program)[[13]](#footnote-14)
* *Support Affordable Housing*
	+ Create an Affordable Housing Trust Fund in accordance with recommendations of the Affordable Housing Trust Fund Task Force
	+ Designate a portion of all taxes collected from medical marijuana be dedicated to affordable housing or similar programs
	+ Pass legislation to prohibit discrimination in housing for source of income
	+ Address housing discrimination by appointing a newly reinvigorated Human Resources Commission and requiring them to provide reports and recommendations, investigate housing practices, conduct community engagement activities
* *A New Regional Commitment to Reducing Homelessness*
	+ Direct the administration to reinvigorate the Housing Commission with a renewed regional focus on reducing homelessness by working with the City of St. Louis and St. Charles County for a regional approach to the challenge
1. Some believe that Section 3.030 provides for the chairman of the council to serve as Acting County Executive, but that section appears to apply only when a vacancy is created by “the county executive’s temporary disability or absence from the county.” A resignation would create a permanent vacancy in office, and Section 3.020 would likely apply. [↑](#footnote-ref-2)
2. The procedure prescribed for filling vacancies in Sections 104.030, 104.040, and 104.050 are inapplicable. Those sections were repealed by the council in Ordinance Number 27,326 on February 22, 2019. [↑](#footnote-ref-3)
3. See http://reformtransform.org/ [↑](#footnote-ref-4)
4. See https://openscholarship.wustl.edu/cgi/viewcontent.cgi?article=1057&context=csd\_research [↑](#footnote-ref-5)
5. See https://www.hud.gov/sites/documents/FINALNUISANCEORDGDNCE.PDF [↑](#footnote-ref-6)
6. See https://www.lawschool.cornell.edu/Clinical-Programs/global-gender-justice/DV-Resolutions.cfm [↑](#footnote-ref-7)
7. See https://www.lawschool.cornell.edu/Clinical-Programs/global-gender-justice/upload/1b-Miami-Dade-Ordinance.pdf [↑](#footnote-ref-8)
8. See https://www.phila.gov/HumanRelations/PDF/DomesticOrSexualViolenceOrdinance.pdf [↑](#footnote-ref-9)
9. See http://www.ilga.gov/legislation/BillStatus.asp?DocNum=3060&GAID=14&DocTypeID=HB&SessionID=91&GA=100 [↑](#footnote-ref-10)
10. See https://www.phila.gov/HumanRelations/PDF/DomesticOrSexualViolenceOrdinance.pdf [↑](#footnote-ref-11)
11. See https://www.mayorsinnovation.org/policy/economic-development/immigrant-friendly-cities/#Examples [↑](#footnote-ref-12)
12. See https://www.abetterbalance.org/resources/pregnant-worker-fairness-legislative-successes/ [↑](#footnote-ref-13)
13. https://www.cityofmadison.com/business/pw/BestValueContracting.cfm [↑](#footnote-ref-14)