

AGENDA

Work Session

STE. GENEVIEVE BOARD OF ALDERMEN

Thursday – April 14, 2022

STE. GENEVIEVE CITY HALL

Immediately Following 6:00 p.m. Regular Board Meeting

CALL TO ORDER

APPROVAL OF AGENDA

BUSINESS ITEMS

1. Ward Redistricting
2. ARPA/SLFRF Funds – Continued Planning Discussion
3. Nuisance Code Changes
4. City Administrator ICMA Assessment

ANY OTHER BUSINESS

ADJOURNMENT

Any person requiring special accommodations (i.e. qualified interpreter, large print, hearing assistance) in order to attend the meeting please notify this office at 573-883-5400 no later than forty-eight hours prior to the scheduled commencement of the meeting.

For those wishing to social distance, join us on the Zoom app at:

Meeting ID: 811 1389 4294, Passcode: 984664

Or by phone at 312-626-6799, Meeting ID: 811 1389 4294, Passcode: 984664

Find the Zoom Link at www.facebook.com/stegenevievecityhall/

Posted 4/9/2022

Happy Welch

Staff Report

April 24, 2022

To: Board of Aldermen
From: Happy Welch
Re: Ward Redistricting



Issue:

Census numbers have been released for communities and we are required to balance our 4 wards from published Census numbers.

The board previously chose option 2 in which we use an estimated percentage of the Census numbers in the jail facility block due to a large number of those in the census tract that are transient and accounting for Windcrest residents. That threw some board members into different wards. David attempted some minor changes to accommodate existing members in their wards but we couldn't balance the numbers with minor tweaks due to the size of the individual census blocks.

Now we have 3 options for your review and my thanks to David Bova and to SEMO RPC for drawing up the new maps and calculations.

Recommendation:

Review and discuss which option for adoption.



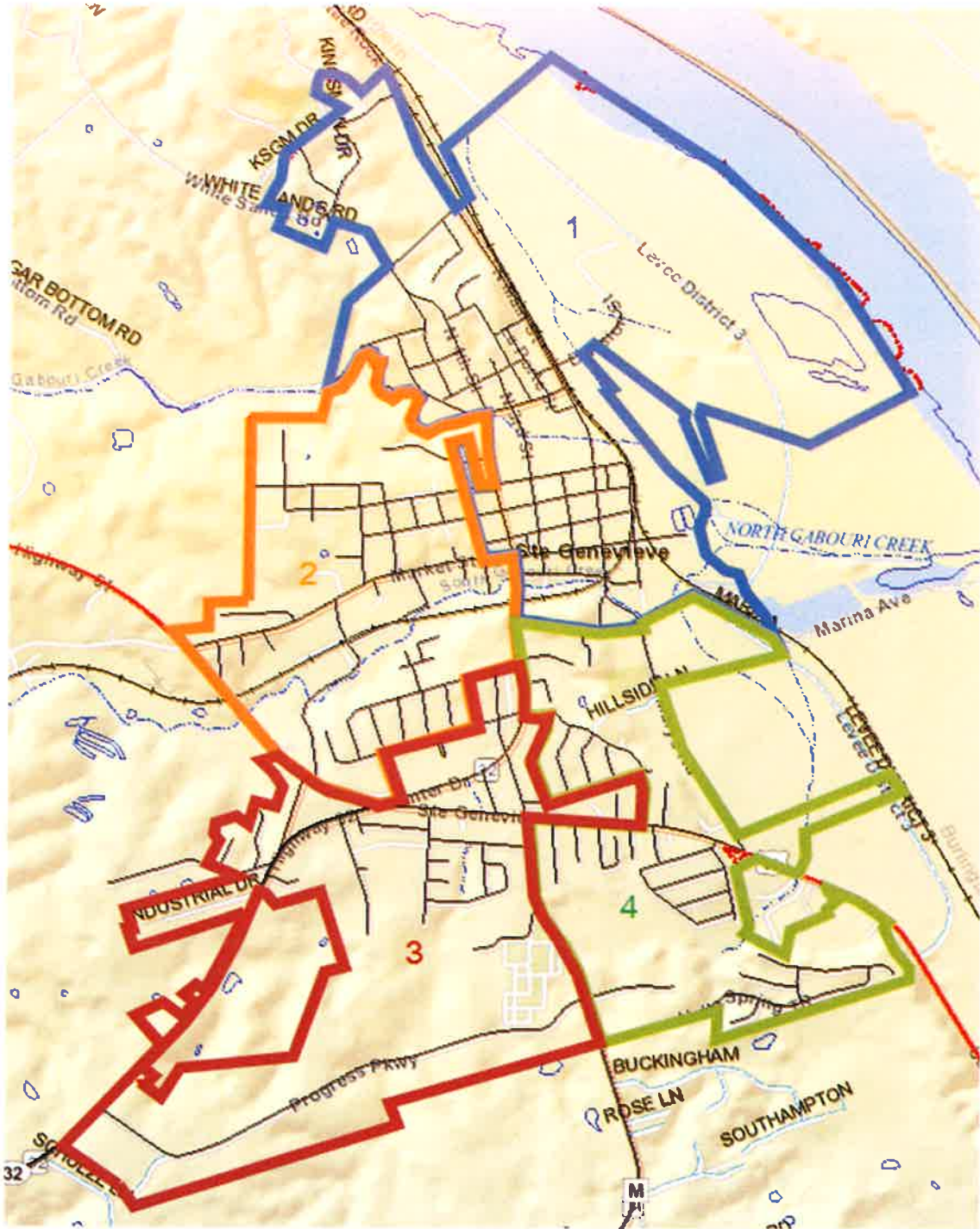
OPTION 2 SUMMARY

- Includes those prisoners in jail that aren't transient (per Sheriff's information)
- That eliminates 90% of the prisoners counted in that census block
- This brings total city population to 4,633 (reduction of 366 transient prisoners)
- At 4,633, we need approximately 1,158 per ward
- Currently, according to 2020 census block info, wards are at:
 - Ward 1 – 1,016
 - Ward 2 – 1,006
 - Ward 3 – 1,399 (1,765 before eliminating 366 prisoners)
 - Ward 4 – 1,212
- Wards 1 & 2 must expand while Wards 3 & 4 must shrink.
- The Census block to the south of Ward 1 contains 366 citizens so Ward 1 must expand to the west in order to gain population and Ward 2 can only grow by expanding south.
- In order to remain compact and contiguous, Ward 1 will expand into Ward 2 and Ward 2 will expand into Ward 3. The population that Ward 3 loses to Ward 2 (in order to bring Ward 2 close to 1158) must be gained by taking additional blocks from Ward 4.
- In order to follow US Census Bureau re-districting regulations, we have to calculate each ward's percentage deviation from 1,158, add those deviations together and they cannot be greater than 10%
- The Option 2 map with changes, according to the 2020 census data, would produce:
 - Ward 1 – 1,164
 - Ward 2 – 1,172
 - Ward 3 – 1,132
 - Ward 4 – 1,165
- The Option 2 map deviation is 4.6% which is well within the allowable range.
- This would move one incumbent from Ward 3 into Ward 2 and another incumbent from Ward 4 into Ward 3.
- All other incumbents would remain in their same Ward.
- This option leaves Ward 3 slightly lower than others but prepped for possible expansion also.

165 S. Fourth Street, Ste. Genevieve, MO 63670

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Re-Districting – 2020 Census - Option 2



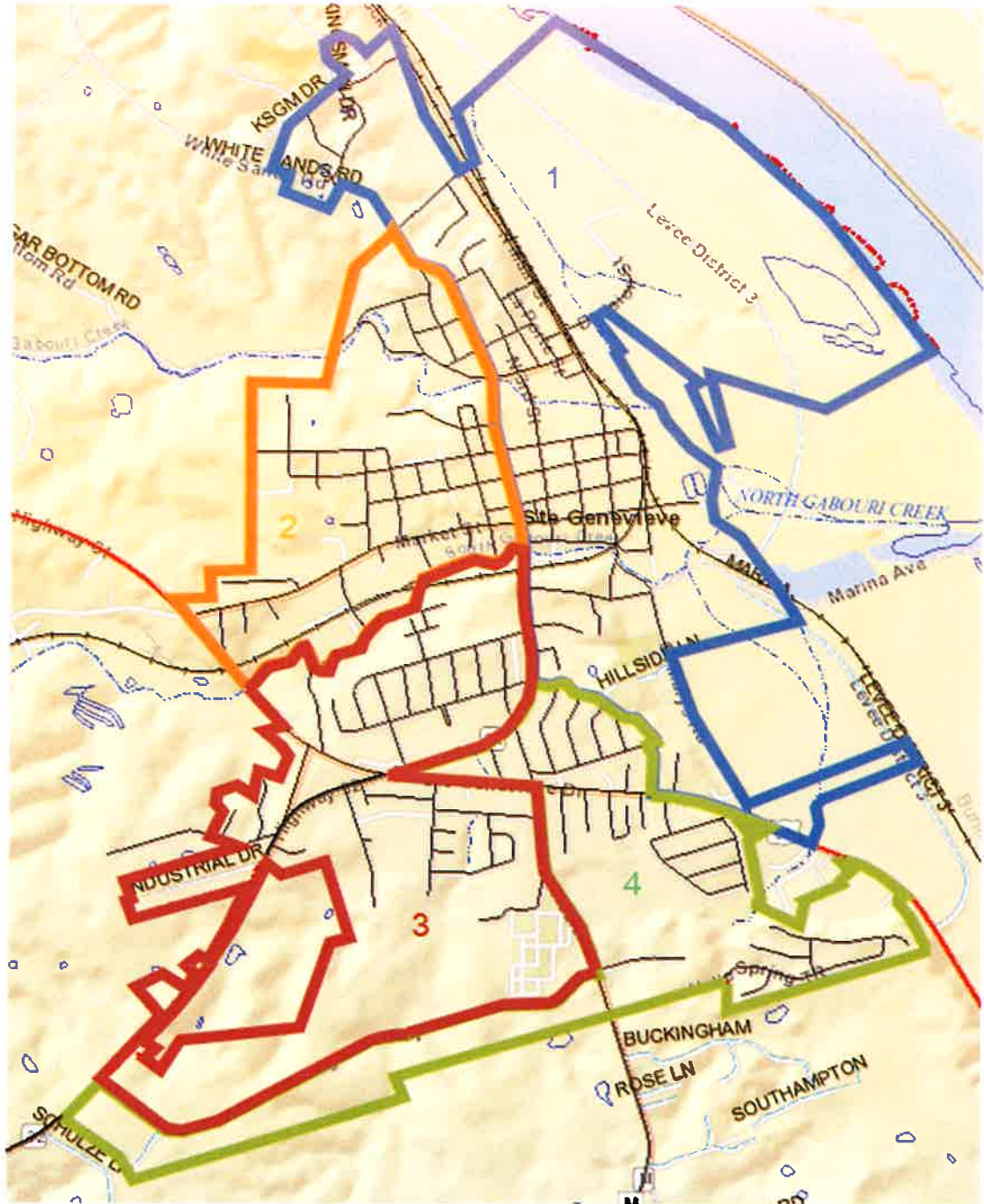
OPTION 3 SUMMARY

- Includes those prisoners in jail that aren't transient (per Sheriff's information)
- That eliminates 90% of the prisoners counted in that census block
- This brings total city population to 4,633 (reduction of 366 transient prisoners)
- At 4,633, we need approximately 1,158 per ward
- Currently, according to 2020 census block info, wards are at:
 - Ward 1 – 1,016
 - Ward 2 – 1,006
 - Ward 3 – 1,399 (1,765 before eliminating 366 prisoners)
 - Ward 4 – 1,212
- Wards 1 & 2 must expand while Wards 3 & 4 must shrink.
- On Option 2, in order to avoid changing the shape and orientation of the existing wards very much and keep them compact and contiguous, we had to split Rozier Addition subdivision. That seemed to be an impediment to selecting that option.
- Thus in order to avoid splitting up Rozier Addition or any subdivision (for the most part), Ward 1 will expand in a southern direction, which will allow Ward 2 to expand in an a northern and eastward direction.
- The Census block to the south of Ward 1 is large (it is bounded by Seraphin, 4th Street, Linn, Kiefer, Hwy 61 and St. Marys Road) and contains 339 citizens so removing that from Ward 4 (which is necessary for Ward 1 to grow to the south) necessitates Ward 4 growing in a westerly direction.
- In order for Ward 4 to grow westerly, there are only two options to keep it from growing into Pointe Basse subdivision – those options are to grow between Hwy 32 & 61 and along Progress Parkway.
- Once all of these changes are made, it leads to some unorthodox shapes for Ward 3 & 4 and I'm not sure they meet the definition of "compact".
- In order to follow US Census Bureau re-districting regulations, we have to calculate each ward's percentage deviation from 1,158, add those deviations together and they cannot be greater than 10%
- The Option 3 map with changes, according to the 2020 census data, would produce:
 - Ward 1 – 1,163
 - Ward 2 – 1,135
 - Ward 3 – 1,165
 - Ward 4 – 1,170
- The Option 3 map deviation is 3.02% which is well within the allowable range.
- All incumbents would remain in their same Ward. This is the only option that produces this result.

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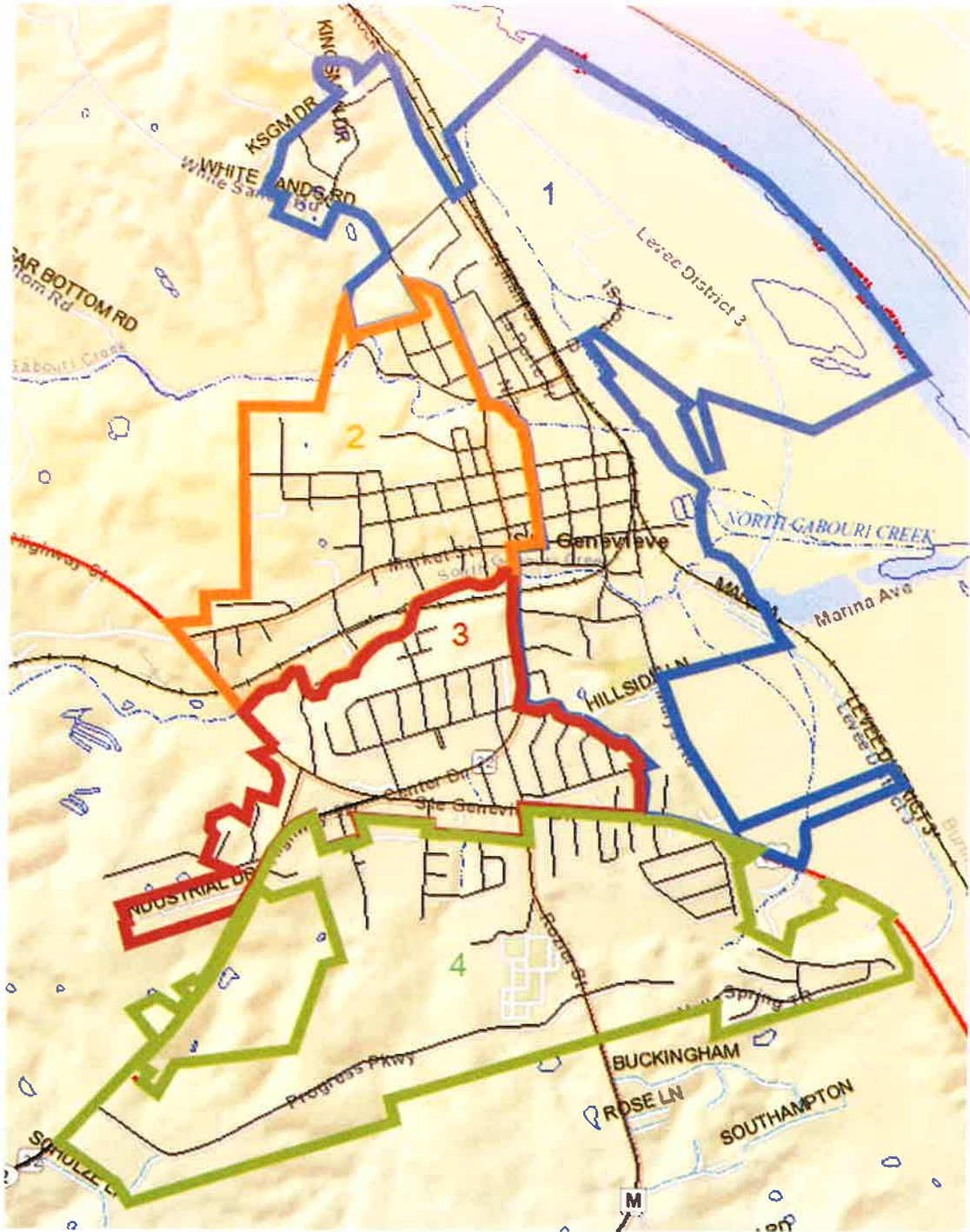


Re-Districting – 2020 Census – Option 3



OPTION 4 SUMMARY

- Includes those prisoners in jail that aren't transient (per Sheriff's information)
- That eliminates 90% of the prisoners counted in that census block
- This brings total city population to 4,633 (reduction of 366 transient prisoners)
- At 4,633, we need approximately 1,158 per ward
- Currently, according to 2020 census block info, wards are at:
 - Ward 1 – 1,016
 - Ward 2 – 1,006
 - Ward 3 – 1,399 (1,765 before eliminating 366 prisoners)
 - Ward 4 – 1,212
- Wards 1 & 2 must expand while Wards 3 & 4 must shrink.
- On Option 2, in order to avoid changing the shape and orientation of the existing wards very much and keep them compact and contiguous, we had to split Rozier Addition subdivision. That seemed to be an impediment to selecting that option.
- With Option 3, in order to avoid splitting subdivisions, maintain a low population deviance, and keep the existing wards semi-oriented as they historically have been, we had to create some oddly shaped wards.
- Option 4 re-orientes Wards 3 & 4 so that they are geographically more north-south than east-west. Wards 1 & 2 have very slight changes vs Option 3.
- Ward 4 will expand westward taking in most of the population between Hwy 32 and M Road (Rozier Street).
- Ward 3 expands eastward taking in most of International subdivision.
- This avoids splitting subdivisions (for the most part) but does re-orient a couple of them. With this option, Ward 3 contains both Rozier and International while Ward 4 contains St. Jude, Valle Spring, & Pointe Basse. Thus International & Pointe Basse switch wards.
- In order to follow US Census Bureau re-districting regulations, we have to calculate each ward's percentage deviation from 1,158, add those deviations together and they cannot be greater than 10%
- The Option 3 map with changes, according to the 2020 census data, would produce:
 - Ward 1 – 1,166
 - Ward 2 – 1,132
 - Ward 3 – 1,193
 - Ward 4 – 1,142
- The Option 4 map deviation is 5.27% which is well within the allowable range.
- This map keeps two alderpersons in each ward, however Alderwoman Armbruster would move from Ward 4 to Ward 3 and Alderman Rainey would move from Ward 3 to Ward 4. Both are up for re-election in 2023 which is when these wards would go into effect.



Re-Districting – 2020 Census – Option 4

2020 Census Redistricting

Total Population per 2020 Census	4999
Agreed Adjustement for Block 3013 containing Jail	-366
Total Adjusted Population	4633
Ideal Ward Population Total Census	1250
Ideal Ward Population Adjusted Census	1158

Option 2

Ward	Total Pop	Adj. Pop	Adj./Ideal	% Dev.
1	1138	1138	-20	-1.73%
2	1198	1198	40	3.45%
3	1498	1132	-26	-2.25%
4	1165	1165	7	0.60%
	4999	4633		5.70%

Option 3

Ward	Total Pop	Adj. Pop	Adj./Ideal	% Dev.
1	1163	1163	5	0.43%
2	1135	1135	-23	-1.99%
3	1531	1165	7	0.60%
4	1170	1170	12	1.04%
	4999	4633		3.02%

Option 4

Ward	Total Pop	Adj. Pop	Adj./Ideal	% Dev.
1	1166	1166	8	0.69%
2	1132	1132	-26	-2.25%
3	1559	1193	35	3.02%
4	1142	1142	-16	-1.38%
	4999	4633		5.27%

Staff Report

April 14, 2022

To: Board of Aldermen
From: Happy Welch
Re: ARPA/Infrastructure Fund Planning



Issue:

Included is the latest estimates of funding for city activities through the ARPA distribution and what the total cost estimate is at this point.

With an extra \$113,000 needed for the water main improvement we will have to reconsider expending funds for low income housing property purchase, website or Pere Marquette restroom if we want to allocate a larger portion for stormwater studies.

Recommendation:

Discuss and refine priorities.

ARPA FUNDING

Revised 4/14/2022

Fiscal Year Breakdown

Total Funding to Date: \$445,542

Next Funding Amount: \$445,542

New Final Rules Start April 1, 2022
 Justification-Section of Treasury Dept. Interim Final
 Rules that Applies/**Final Rule Applies**

2021-22 2022-23 2023-24 2024-Dec. 31

ARPA Category

Total Cost Proposed

FY2022

FY2023

FY-2024

FY2025 (3
months)

**Necessary Investment in Water-
Sewer-Broadband Infrastructure**

Water Main Creek Crossings at Main and N. 4th St.	6.1 Under the DWSRF, categories of eligible projects include: treatment, transmission and distribution (including lead service line replacement), source rehabilitation and decontamination, storage, consolidation, and new systems development. Additional \$113,000 NEEDED FOR CONSTRUCTION	\$114,000	\$114,000		
Water Plant Electric Switch Gear Relocation	6.1 Under the DWSRF, categories of eligible projects include: treatment, transmission and distribution (including lead service line replacement), source rehabilitation and decontamination, storage, consolidation, and new systems development.	\$150,000	\$150,000		
Stormwater Engineering/Various Areas of the City	6.14 "Stormwater projects must have a water quality benefit." New Rule allows one time allowance of 10M (or maximum ARPA funds distributed) for Revenue Replacement				
Fine Screen at Sewer Plant/Trash Removal	6.1 Under the CWSRF, categories of eligible projects include: construction of publicly-owned treatment works, nonpoint source pollution management, ?				
Belt Press for Sewer Plant	6.1 Under the CWSRF, categories of eligible projects include: construction of publicly-owned treatment works, nonpoint source pollution management, ?				
HotSpot at Pere Marquette Park	6.6 Recipients may use funds to provide assistance to households facing negative economic impacts due to Covid-19, including digital literacy training and other programs that promote access to the Internet. (This will be an ongoing monthly expense)	\$700	\$700		
Electric Charging Station for Vehicles	No justification New Rule allows one time allowance of 10M (or maximum ARPA funds distributed) for Revenue Replacement	\$15,000	\$15,000		
Impact on Certain Populations and Geographies					
Purchase of Land for Low Income Housing Development	6.5 Building stronger neighborhoods and communities, including: supportive housing and other services for individuals experiencing homelessness, development of affordable housing, and housing vouchers and assistance relocating to neighborhoods with higher levels of economic opportunity;	\$50,000	\$50,000		
Revenue Replacement					
Parkwood Dr. Replacement (Pointe Basse to Oakwood)	4.2 The Interim Final Rule gives recipients broad latitude to use funds for the provision of government services to the extent of reduction in revenue. Government services can include, but are not limited to, maintenance of infrastructure or pay-go spending for building new infrastructure, including roads ; modernization of cybersecurity, including hardware, software, and protection of critical infrastructure; health services; environmental remediation; school or educational services; and the provision of police, fire, and other public safety services.	\$140,150	\$140,150		

IT Equipment for city hall/police dept./other depts. (Equipment and Labor)	6.6 Recipients may also use funds for modernization of cybersecurity, including hardware, software, and protection of critical infrastructure, as part of provision of government services up to the amount of revenue lost due to the public health emergency.	-\$114,000	\$80,000	\$34,000
Website (City Hall)	6.6 Recipients may also use funds for modernization of cybersecurity, including hardware, software, and protection of critical infrastructure, as part of provision of government services up to the amount of revenue lost due to the public health emergency. <i>New Rule allows one time allowance of 10M (or maximum ARPA funds distributed) for Revenue Replacement</i>	-\$30,000		\$30,000
Premium Pay				
Incentivize Recruiting New Firefighters	5.1 Essential workers are those in critical infrastructure sectors who regularly perform in-person work, interact with others at work, or physically handle items handled by others.	Ineligible		
Parks				
Pump Track at Skate Park	2.18 Third, many governments saw significantly increased use of parks during the pandemic that resulted in damage or increased maintenance needs. The Interim Final Rule recognizes that "decrease[s] to] a state or local government's ability to effectively administer services" can constitute a negative economic impact of the pandemic. <i>New Rule allows one time allowance of 10M (or maximum ARPA funds distributed) for Revenue Replacement</i>	?		
Bathroom Improvement Pere Marquette Park	2.18 Third, many governments saw significantly increased use of parks during the pandemic that resulted in damage or increased maintenance needs. The Interim Final Rule recognizes that "decrease[s] to] a state or local government's ability to effectively administer services" can constitute a negative economic impact of the pandemic. <i>New Rule allows one time allowance of 10M (or maximum ARPA funds distributed) for Revenue Replacement</i>	?		\$160,000

Total Cost

\$613,850 \$484,150 \$99,700 \$190,000

\$773,850

Water Main ADD-- \$113,794

\$887,644

ARPA Total Disbursement- \$891,094

Staff Report

April 14, 2022

To: Board of Aldermen
From: Happy Welch
Re: Nuisances



Issue:

We were requested to review our Nuisance Codes and see if there were some areas we could strengthen them compared to other surrounding cities.

David Bova and I have reviewed several cities and found some changes that could be made to help enforcement and have included those changes to consider. Some issues have to be reported or we do not see them because they are not visible from the street as was a recent case.

Recommendation:

Review the nuisance code changes and determine if you want staff to bring back an ordinance change.

Section 215.085 Certain Damaged or Disabled or Inoperable Vehicles — Nuisance Declared.

[Ord. No. 3521 §3, 12-14-2006]

Any damaged or disabled or inoperable vehicle, **any openly stored vehicle not registered or improperly registered with the state**, or part(s) of a vehicle or junk located on any property, street or highway that **constitutes a public safety hazard**, or presents a hazard to children, or harbors tall grass, weeds or other vegetation or creates a fire hazard or affords a breeding place or nesting place for mosquitoes, flies, rodents, rats or other vermin or vectors, or any vehicle, part of a vehicle or junk allowed to remain unmoved on any street or highway for forty-eight (48) hours is declared to be a public nuisance and it shall be unlawful for any person to create or maintain the nuisance defined and declared in this Section.

These definitions are currently in the code

DAMAGED OR DISABLED VEHICLE

Any vehicle that is not registered or is improperly registered with the State or that has been inoperable for more than forty-eight (48) hours or is in such a state of disrepair as to be inoperable, except those on the premises of a duly licensed automobile repair or sales business or in a duly licensed automobile junk yard.

INOPERABLE VEHICLE

Any vehicle which is not capable of moving under its own power at its designed speed. Inoperable vehicles shall include those with defective engines or motors, deflated tires, body damage such that the vehicle may not run under its own power or any other malfunction, disrepair or damage which prevents the normal use of the vehicle.



Staff Report

April 6, 2022

To: Board of Aldermen

From: David Bova

Re: Nuisance Ordinance comparison

Issue:

Over the past few years, we've had some instances of nuisance complaints that are not specifically prescribed in our ordinance. Attached is a listing of all things defined as a nuisance in ordinances across four other municipalities and the corresponding ordinance (**bolded**) from our municipal code. Those items that are not covered could be added to our code.

Recommendation:

Review and make recommendations as to what changes or additions you would like to see to our Nuisance code.

Listing of items defined as Nuisances in neighboring municipalities
(Farmington, Perryville, Park Hills, Festus)

Notes

- Some of these items are specifically called out in our code; others are not as specific but are definitely covered in our nuisance code or other parts of our code including building code, offenses, utilities, etc.
- Those items highlighted in yellow are not included in our code.
- Those items highlighted in green are partially covered.
- A majority of the items below are covered under 215.020 (A) (1) – (3) which are non-specific descriptors covering a lot of territory. They are somewhat subjective terms but allow a fairly broad determination of what is a nuisance.
- It would be difficult to include a description of every possible nuisance in code so the descriptions noted above (215.010 (A)(1)-(3)) address a lot. But we could certainly add some of the items in this list to our code. There are recommendations at the bottom of this report.
- Some of these items discuss vehicles. Happy will be addressing vehicles in his report. This is a more difficult task since some of the complaints we've struggled with are due to the number of vehicles, not simply inoperable or damaged vehicles.

Nuisance Items List

- "Debris" of any kind **215.330 & 215.325**
- Weed cuttings **215.330 & 215.325**
- Junk **215.020 & 215.010**
- Cut, fallen or hazardous trees and shrubs **215.330 & 215.325**
- Overgrown vegetation & noxious weeds over 7" **215.330 & 215.325**
- Rubbish & trash **215.330 & 215.325**
- Lumber not piled or stacked 12" off ground **215.330 & 215.325**
- Rocks, bricks, tin or steel **215.330 & 215.325**
- Parts of derelict cars or trucks **215.330 & 215.325**
- Nonlicensed, inoperable, wrecked, damaged or demolished motor vehicles, including RVs, boats, trailers and const. equipment not stored in an acc 1ldg., carport or garage so that they may not be seen **215.135, 215.130 & 215.080 w/o "carport" inclusion**
- Broken furniture **215.330 & 215.325**
- Any flammable material **215.330 & 215.325**
- Any material that is unhealthy or unsafe **215.330 & 215.325**
- Decayed or unwholesome food **215.020 & 215.010**
- Diseased animals running at large **running at large covered 205.080 & 205.150**
- Ponds or pools of stagnant water **215.020 & 215.010**
- Carcasses or parts of dead animals **215.020 & 215.010**
- Manure **215.020 & 215.010 but not specifically**

- Garbage & refuse **215.020 & 215.010**
- Noxious or offensive waste **215.020 & 215.010**
- Garbage cans not fly-tight **230.160**
- Pollution of well, cistern, bodies of water w/ sewage or industrial waste **710.020(B)**
- Dense smoke, noxious fumes **210.210 & 230.035(I)**
- Soot or cinders in unreasonable quantities
- Gas, vapor, fume, smoke, dust or other toxic substance emitted in quantities enough to be harmful or injurious to health of any person **215.020 & 215.010**
- Burning of refuse or any material so as to cause the smoke, ashes, soot or gases to be sensed by any person or neighborhood **230.030, except burning yard waste**
- **Substances which emit foul, noxious, unhealthful or disagreeable odor or effluvia including oil, grease, antifreeze, poisons and explosives 215.020 & 215.010 but less specific**
- Any business type which emits or causes offensive, disagreeable, noxious or nauseous smell **covered by zoning ordinances**
- Any pit, basin, hole, well, septic tank or other excavation which is unguarded and dangerous or has been abandoned or is no longer used for the purpose it was constructed **705.520 covers wells; 710.030 covers septic tanks**
- Drinking cups, roller towels, combs, brushes, utensils in public not properly sanitized
- Septic tank cleaning vehicle not meeting proper requirements
- Garbage vehicle not equipped with watertight metal body & metal covers to prevent contents from spilling or blowing out **230.260**
- Infestations of vector and vermin, including bugs, cockroaches, lice, bed bugs or rodents and left untreated and dispersed among and to adjoining properties **215.020 & 215.010**
- **Keeping of animals and fowls in any area not zoned for agricultural use except pet cats and dogs Zoning ordinances & 205.150 but less specific**
- Any animals kept in unsanitary conditions or surroundings **205.030 & 205.040**
- The keeping of doves or pigeons
- Unlicensed dumps or licensed dumps not in compliance **215.020 & 215.010**
- **Discharge of any waste, material or liquid into storm water system 520.050(B) & 215.020 & 215.010 but not specific**
- Any other material, condition, act, practice, conduct, business, occupation, callings, trades or uses of property detrimental to the health of city inhabitants **215.020 & 215.010**
- All articles or things kept, maintained or permitted by any person to the injury, inconvenience or annoyance of the public **215.020 & 215.010**
- Any offensive or disagreeable matter thrown, left, deposited upon a street, alley, etc. **215.020 & 215.010**
- Exposed green or salted hides and unclean slaughterhouses **215.020 & 215.010**
- Any house or facility in which there is public solicitation of sexual conduct
- Any structure which is used for illegal use, keeping, manufacture or distributing of controlled substances
- Any structure used for illegal keeping of stolen property

- All public gathering places where persons addicted to drunkenness or of low repute or with Police records or addicts to unlawful habits gather and congregate
- Noxious or offensive horse, hog, or cattle pen, sty, lot, stable or barn lot **215.020 & 215.010 & 210.210 & 205.180**
- All obstructions or excavations in streets, right-of-ways or other public ways which are prohibited, without permission or which have permission but have been kept after their purpose has been accomplished or for unreasonable lengths of time **215.020 & 215.010**
- Any vacant, unused or unoccupied structures allowed to become or remain open to entrance by unauthorized persons or general public because of broken, missing or open doors, windows or other openings **500.310**
- Any container of any type designed for storage which is stored, discarded or abandoned and left in any place accessible to children and which has not had the door or latching mechanism removed **210.160 with specifics**
- Mud, debris, garbage or other substances upon a sidewalk or public walkway that could cause a pedestrian to lose footing **520.050**
- Overhanging trees lower than eight (8) feet over a public way or shrubs or other obstructions to the public way **215.020 & 215.010**
- Electric fence or barbed wire fence in residential area or within 25' of residential lot **500.190(G)**
- Swimming pool or any other pool of water more than 24" deep that is not enclosed by a fence at least 48" in height with self-closing, self-latching gate. **Covered under building codes**
- Any outdoor publicly visible storage of items including but not limited to tools, equipment, machinery, non operable automobiles, parts of derelict cars or trucks, household appliances and broken furniture **partially 215.020 & 215.010 & 215.085**
- Any worksite, construction or building project where work has begun but is not finished within 12 months and has been without notable progress for 30 days absent adverse weather conditions, natural disaster or other significant event beyond human control **partially covered under building codes & 500.190(H)**
- Any tenement or residential unit leased or rented or occupied by any person other than the owner which is not sufficiently heater or ventilated, doesn't have working doors or windows, doesn't have working plumbing, contains visible mold on the interior of the structure, is not kept in sanitary condition or is otherwise dangerous, obnoxious, offensive or unsafe to the occupant or the public **partially under 215.020 & 215.010**

Recommendations

Add the following items to our Nuisance code (some of these items may appear in other sections of code but this would now define them as nuisances) :

- Diseased animals running at large.
- Soot, cinders or manure in unreasonable quantities

- Substances that emit foul, noxious or unhealthy odor or effluvia
- Discharge of any waste, material or liquid, including grass clippings and leaves, into the storm water system
- Any airtight or semi-airtight container of any type designed for storage which is stored, discarded or abandoned and left in any place accessible to children and which has not had the door or latching mechanism removed
- Any outdoor publicly visible storage of items including but not limited to tools, household appliances, tires, wheels, scrap building materials, inoperable machinery or equipment, recyclables, broken furniture or indoor furniture.
- Tenement or residential unit which doesn't have operable doors or windows that secure the building, or contains visible unhealthy mold on the interior of the structure

Other Items

- Better define pets in code to include only dogs, cats, birds and other small animals kept indoors such as guinea pigs, ferrets, etc. but not any animal defined as livestock whether associated with farming or as a pet. Livestock allowed in Agricultural zone only.

Staff Report

April 14, 2022

To: Board of Aldermen
From: Happy Welch
Re: City Admin Assessment



Issue:

The International City/County Managers Association requires a management assessment be conducted for someone who is a city manager within 5 years of becoming certified. The assessment is done by an independent third party hired by the city admin and completed by the board of alderpersons and by city staff direct reports.

The assessment will be an online questionnaire covering management skills, problem solving, conflict management, etc. I don't have an estimate on the amount of time it will take to fill out the assessment.

The questions is: Are you willing to spend some time filling out this assessment? This will help me to find any blind spots, personal strengths, hidden agendas, etc., from those I work for and with.

Recommendation: