

**SPECIAL MEETING MINUTES**  
**BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI**  
**WEDNESDAY – JUNE 24, 2020 – 6:00 P.M.**  
**CUBA CITY HALL COUNCIL ROOM**

Mayor Leathers called the meeting to order. Aldermen present: Kevin Copling, Sam Black, Debbie Martin, Warren Graddy, and Curtis Holt. Alderman absent: Jeff Bouse. Public Works Director present, Craig Bouse. Police Chief Doug Shelton present.

**Motion by Graddy, seconded by Martin, to have the first reading of Bill No. 1943 by caption only. Vote: Five ayes. Bouse – absent.** City Clerk Nash read Bill No. 1943 – An ordinance authorizing the mayor of the City of Cuba, Missouri, on behalf of said city, to enter into an agreement with University of Central Missouri and Missouri Highways and Transportation Commission to accept a grant for DWI Enforcement over July 4<sup>th</sup> Holiday in 2020. **Motion by Black, seconded by Graddy, to approve the first reading of Bill No. 1943. Roll call vote: Copling -yes, Black -yes, Martin -yes, Graddy-yes, Holt -yes, and Bous – absent. Motion by Graddy, seconded by Holt, to have the second reading of Bill No. 1943 by caption only. Vote: Five ayes. Bouse – absent.** City Clerk Nash read Bill No. 1943 a second time. **Motion by Black, seconded by Graddy, to approve the second reading of Bill No. 1943. Roll call vote: Holt -yes, Graddy-yes, Martin -yes, Black -yes, and Copling -yes. Bouse - absent.** Mayor Leathers declared Bill No. 1943 becomes Special Ordinance No. 776 this 24<sup>th</sup> day of June 2020.

City Clerk Nash listed the reasons she made some changes per the council in the previous budget meetings. One was that the council thought since the city paid so much for the salary study, that they should follow it. Nash reached out to The Austin Peters Group who did the salary study and inquired on the newly full time Animal Control Officer. They were working on a similar study in Missouri and gave a starting of \$14.51/hour. They said that ACO are getting paid more because of the certification requirements that are needed nowadays. Mayor Leathers looked through the salary schedule and pointed out that Jacob Bouse has been here longer and paid less.

Police Chief Shelton asked for clarification on newly hire police officers and Nash mention that according to the salary study, the minimum for a police officer is a little over \$33,000. However the range is up to \$44,000 giving experienced officers a chance to make more than the previous starting pay of \$35,000. Mayor Leathers stated the starting pay is \$35,000 for an officer and \$27,000 for other departments. City Clerk Nash stated that technically that may be; however, the council wanted to get everyone in check with the salary study as the employee's who have been here before June of 2019 were all brough up to the salary study recommendations. Perhaps the city needs to formally adopt the salary study. Alderman Graddy agreed that the study needs adopting and certain jobs do require certifications and there is clear documentation for that. City Clerk Nash also stated that within the salary study there is a requisition that would need to be completed if an employee were to be promoted and this would leave a paper trail.

**Motion by Graddy, seconded by Martin, to have the first reading of Bill No. 1944 by caption only. Roll call vote: Copling -yes, Black -yes, Martin -yes, Graddy – yes, Holt -yes, Bouse -absent.** City Clerk Nash read Bill No. 1944 – An ordinance approving the 2021 fiscal

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year wages and salaries for employees of the City of Cuba, Missouri, as provided for in the City's 2021 fiscal year budget. **Motion by Black, seconded by Graddy, to approve the first reading of Bill No. 1944. Vote: Five ayes. Bouse – absent. Motion by Martin, seconded by Graddy, to have the second reading of Bill No. 1944 by caption only. Vote: Five ayes. Bouse – absent.** City Clerk Nash read Bill No. 1944 a second time. **Motion by Black, seconded by Graddy, to approve the second reading of Bill No. 1944. Roll call vote: Holt - yes, Graddy- yes, Martin -yes, Black -yes, Copling -yes, and Bouse – absent.** Mayor Leathers declared Bill No. 1944 becomes Special Ordinance No. 777 this 24<sup>th</sup> day of June 2020.

Discussion of the pool and financing it. \$400,000 is planned to finance a pool repair and splash park. Mayor Leathers discussed taking out \$100,000 in the parks to help the additional costs involved with the pool. PW Director Bouse stated that some of the repairs could not be done until March 2021 which changed the scope of financing right away. There will be a park board meeting on July 20 where more discussion can be had and budgets can be recommended to be changed at that time.

**Motion by Graddy, seconded by Martin, to have the first reading of Bill No. 1945 by caption only.** Discussion: Alderman Martin inquired on the Tourism budget and Nash stated that once the new board meets, there will be revisions made. Alderman Copling inquired about taking the employee payments out of the tourism fund. Alderman Black stated the budget needs passed and that can be discussed at another time. **Vote: Five ayes. Bouse – absent.** City Clerk Nash read Bill No. 1945 – An ordinance authorizing the acceptance of the budget for the fiscal year of 2021 of the City of Cuba, Missouri. **Motion by Black, seconded by Graddy, to approve the first reading of Bill No. 1945. Roll call vote: Copling -yes, Black -yes, Martin - yes, Graddy -yes, Holt -yes, and Bouse – absent. Motion by Black, seconded by Martin, to have the second reading of Bill No. 1945 by caption only. Vote: Five ayes. Bouse – absent.** City Clerk Nash read Bill No. 1945 a second time. **Motion by Black, seconded by Graddy, to approve the second reading of Bill No. 1945. Roll call vote: Holt -yes, Graddy -yes, Martin -yes, Black -yes, Copling -yes, and Bouse – absent.** Mayor Leathers declared Bill No. 1945 becomes Special Ordinance No. 778 this 24<sup>th</sup> day of June 2020.

**Fund balance and budget revisions as of June 23, 2020: Motion by Graddy, seconded by Holt, to approve the fund balance transfers and budget revisions as of June 23, 2020. Vote: Five ayes. Bouse – absent.**

**Motion by Graddy, seconded by Black, to adjourn. Vote: Five ayes. Bouse – absent.**

Christine Nash, City Clerk