

SPECAIL MEETING MINUTES
BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI
TUESDAY – MARCH 9, 2021 – 5:00 P.M.
CUBA CITY HALL COUNCIL ROOM

Mayor Leathers called the meeting to order. Aldermen present: Kevin Copling, Sam Black, Debbie Martin, Warren Graddy, Curtis Holt, and Jeff Bouse. Public Works Director present, Craig Bouse. Police Chief: Doug Shelton. Police Captain Ben Scharfenberg. City attorney – Lance Thurman.

Mayor Leathers set this meeting for 5:00 p.m. City Clerk Nash sent out the notice for 6:00 p.m. This created confusion; however, the attorney stated that since it was announced at 5 p.m. the meeting could be had earlier than 6. Note: the meeting went on until 6:30 and no other persons arrived for the meeting. The meeting started at 5:25 p.m.

Motion by Graddy, seconded by Holt, to approve the agenda. Vote: All ayes.

Discussion of Police Salary: Captain Ben Scharfenberg presented the council with a handout of police personnel and how long they have been with the city. Mayor Leathers recapped that the two new hires were approved for a salary of \$40,000 and the employee's that were under that amount were brought up to the \$40,000 at the last council meeting. Mayor Leathers asked for the council's thoughts.

Police Chief Shelton stated that the raise in the salary was based on the suggestion of Mayor Leathers not replacing Officer Friedmann. Alderman Martin asked that the council not make any decisions tonight. She asked if the salaries were based on years of service whether the person worked for the city or not. Mayor Leathers stressed he asked Chief Shelton twice if the raise was for years of service or to only raise the minimum. Alderman Martin stated that employees should be awarded for longevity. She came up with a plan using the salaries for the 2019 salary study where every three years an employee would get a longevity raise at 5% of the base salary in addition to the cost of living raise that is given to all employees at the time. With this plan, some officers would get a larger raise than what Chief Shelton presented and others would not.

City Clerk Nash asked for clarification on the starting salary as she is under the impression that an officer's starting salary is a range of approximately \$33,000-\$45,000 and she though the department would not get a range of applicates if they will only start at \$40,000 no matter what. Mayor Leathers stated that if someone with 15 years applied then they are aware of the \$40,000 salary. Mayor Leathers also stated that only years of service with the City of Cuba would be counted for where an employee falls on the pay scale, not years of service anywhere. He does not want to use the prior experience as to where a person would fall on the pay scale.

Alderman Copling thought what the police proposed is what needs to be passed. Alderman Bouse never liked the salary study. He stated that it doesn't matter where you rank people, there should be a starting salary. He agrees with Chief Shelton on the starting pay of \$40,000. Alderman Black stated that not all jobs require the same skill and, for example, the electric supervisor would need to start out as more than a laborer.

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Alderman Holt likes Alderman Martin’s plan as it gives initiative to stay with the city. Mayor Leathers asked if Officer Friedmann has submitted the paperwork to retire. It was noted that he hasn’t given a definitive date as he will need to send in medical documentation. **Motion by Martin, seconded by Holt, to table the police salary discussion and not make any raises until fiscal year 2022 budget that begins July 1. Roll call vote: Graddy – yes, Copling – no, Martin -yes, Bouse – no, Black -yes, and Holt -yes.**

Mayor Leathers encouraged the police dept to find out Mark Friedmann’s last day. Leathers reminded the years of service only count with the city. Alderman Martin thought that brings ambiguity. Mayor Leathers would like Ms. Martin to incorporate the rest of the city employees in her plan.

Tantalus Discussion: PWD Craig Bouse asked for access to Tantalus, which is an automatic meter reading system that downloads into the city’s accounting software to generate utility bills. This software also has the capability to get daily readings and remotely turn on and off electric throughout the city. Utility Billing Manager, Jessica Baker contacted the software representative who told her that having too many hands in the system can create a real problem. Baker, along with Deputy Clerk Lainie Garbo as the backup and Christine Nash as the third in line to access the system. At all times, Baker is the only person in the system unless she is not at work; then it goes down the line of succession. **The ladies at City Hall thought having another person in** the system, especially an offsite employee, could cause possible issues. City Clerk Nash stated that Jennifer did say if anyone does have access that it requires extensive training at a cost of \$1,500. PWD Bouse stated that he spoke with the Tantalus representative who he claimed stated that he could get access from City Hall. Alderman Martin stated that perhaps grant Bouse access and if there are issues to take the access away. Utility Billing Manager Baker stated she does not think it will provide what he is looking for. Lainie Garbo agreed. Alderman Graddy suggested to have a couple aldermen look at the system to determine before making a decision. Mayor Leathers would like to see Jennifer from Tantalus attend a meeting. **Motion by Graddy, seconded by Martin, to have Tantalus come down to explain the system. Vote: All ayes.**

Motion by Black, seconded by Graddy, to pay the bills as presented. Vote: All ayes.

Public Works Director Bouse announced that Electric Supervisor Bob Bowen put in his resignation with the city effective April 30, 2021. Bouse would like to post this job. Mayor Leathers asked for him to get with the committee on a plan and job description.

Mayor Leathers stated that he would like to see the hiring policy changes at the next meeting.

Alderman Copling has been getting complaints about the smell coming from the marijuana plant. Mayor Leathers stated that is a civil matter, Green Farms is in compliance.

Motion by Graddy, seconded by Black, to adjourn. Vote: All ayes.

Christine Nash, City Clerk