

BILL NO. 2057

SPECIAL ORDINANCE NO. _____

AN ORDINANCE APPROVING THE 2023 FISCAL YEAR WAGES AND SALARIES FOR EMPLOYEES OF THE CITY OF CUBA, MISSOURI, AS PROVIDED FOR IN THE CITY'S 2023 FISCAL BUDGET

WHEREAS, the Board of Aldermen of the City of Cuba, Missouri (City), has determined that it is in the best interests of the City, and in accordance with the City's budget for 2023 fiscal year, to approve wages and salaries for City employees for said city.

BE IT ORDAINED, by the Board of Aldermen of the City of Cuba, Missouri, as follows:

Section 1: The City of Cuba, Missouri, hereby approves and adopts the schedule of wages and salaries for City employees as provided for in the City's budget for the 2023 fiscal year. A copy of said wages and salary schedule is attached hereto as Exhibit "A".

Section 2: This ordinance shall be in full force and effect from and after its passage and approval.

READ TWO TIMES AND PASSED BY THE BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI, THIS ____ DAY OF _____, 2022.

CODY LEATHERS, MAYOR

Attest:

LAINIE GARBO, CITY CLERK

(City Seal)

Approved this _____ day of _____, 2022.

CODY LEATHERS, MAYOR

Attest:

LAINIE GARBO, CITY CLERK

(City Seal)

Approved as to the form.
WILLIAMS, ROBINSON, RIGLER & BUSCHJOST, P.C.

By: _____
Lance B. Thurman, #51214
901 North Pine Street, Fourth Floor
Post Office Box 47
Rolla, Missouri 65402
(573) 341-2266

ATTORNEYS FOR THE CITY OF CUBA, MISSOURI

Alderman	Vote on First Reading On _____, 2022	Vote on Second Reading On _____, 2022
Kevin Copling		
Sam Black		
Dave Honea		
Warren Graddy		
Curtis Holt		
Jeff Bouse		

Attached is the Proposed FY 2023 Salary Schedule

The schedule was prepared using the FY 2022 approved salary schedule plus 5.9% Cost of living adjustment.

Per Social Security Administration the 2022 COLA is 5.9%

Changes from the prior schedule include:

- Correction of Lainie Garbo & Jacob Bouse classification
- Adjustment of police salaries to correct salaries calculation based on the 86 hour pay period and not 80
- Include provision for minimum annual raise to \$2K. Includes 9 employees with an increase to the budget of \$8K

Because of the negative Electric Fund unrestricted retained earnings, decrease in other fund balances and incomplete financial records, I would recommend a hiring freeze for up to 60 days to give adequate time to prepare and analyze the City's financials to better understand its financial position.

Positions that could be impacted by a hiring freeze include:

Open positions, annual cost with benefits

Street Laborer	\$49,500	
Water/Prop Mgmt.	\$49,500	
Flood Plains Manager (Rodney Neff)	\$3,900	(Temp until PW Director is hired)
Public Works Director	\$85,088	
Bookkeeper	\$52,500	

New Hires:

Animal Control (Part-Time)	\$5,800
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Total Cost	\$246,000
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Thank you,

Tonya Farace

FY 2023 PROPOSED SALARY & BENEFITS SCHEDULE

Note: Part-Time and Open positions may represent an estimated annual cost. Hourly rates are available in supplementary schedules

Fund/Dept	Department	Position	FY 2022	FY 2023	YOY ▲	Holiday Min (Police only)	FY23 FICA/Med	FY23 Lagers	Est HEALTH/HRA	FY23 est. Dental	FY23 est. LIFE & AD&D	FY23 Total Cost		
01.01	Administration	Baker, Jessica	35,734	39,174	3,440	0	2,997	8,187	9,000	400	500	60,258		
		Farace, Tonya	11,000	11,000	0	0	842						11,842	
		Garbo, Laine	58,490	64,395	5,905	0	4,926	13,459	9,000	9,000	400	500	92,680	
		Gregory, Dawn	30,763	33,826	3,063	0	2,588	7,070	9,000	9,000	400	500	53,384	
		Hageman, Leslie	33,259	36,449	3,189	0	2,788	7,618	9,000	9,000	400	500	56,755	
		Open position	0	33,030	33,030	0	2,527	6,903	9,000	9,000	400	500	52,361	
		Nash, Christine	78,083	34,454	(43,629)	0	2,636	7,201	9,000	9,000	400	500	54,191	
		Administration Total	247,330	252,328	4,999	0	19,303	50,438	54,000	2,400	3,000		381,469	
		Administration Elected												
		Black, Samuel	Alderman	6,000	6,000	0	0	459					6,459	
		Bouse, Jeffrey	Alderman	6,000	6,000	0	0	459					6,459	
		Copling, Kevin	Alderman	6,000	6,000	0	0	459					6,459	
		Graddy, Warren	Alderman	6,000	6,000	0	0	459					6,459	
		Holt, Curtis	Alderman	6,000	6,000	0	0	459					6,459	
		Honea, David	Alderman	6,000	6,000	0	0	459					6,459	
		Leathers, Cody	Mayor	12,000	12,000	0	0	918					12,918	
		Administration Elected Total		48,000	48,000	0	0	3,672					51,672	
01.05	Police Dept	Bell, Rhonda	45,972	49,260	3,288	2,463	3,957	8,276	9,000	400	500	73,856		
		Centunzi, Michael	47,336	51,373	4,037	2,569	4,127	8,631	9,000	9,000	400	500	76,599	
		Coleman, Jay	42,104	45,769	3,665	2,288	3,676	7,689	9,000	9,000	400	500	69,323	
		Dake, Darren	6,088	6,447	359	0	493	1,032					7,972	
		Davis, Jason	40,516	42,596	2,080	2,130	3,422	7,156	9,000	9,000	400	500	65,203	
		Dunmire, Joshua	40,002	42,328	2,326	2,116	3,400	7,111	9,000	9,000	400	500	64,855	
		Eias, Olf	40,002	42,328	2,326	2,116	3,400	7,111	9,000	9,000	400	500	64,855	
		Moreland, William	40,516	42,596	2,080	2,130	3,422	7,156	9,000	9,000	400	500	65,203	
		Ohrenberger, Jason	41,724	44,641	2,917	2,232	3,586	7,500	9,000	9,000	400	500	67,858	
		Post, Betty	43,334	46,947	3,614	2,347	3,771	7,887	9,000	9,000	400	500	70,853	
		Rouse, Judy	40,706	43,107	2,402	0	3,298	6,897	9,000	9,000	400	500	63,202	
		Scharfenberg, Benjamin	56,437	62,334	5,897	3,117	5,007	10,472	9,000	9,000	400	500	90,829	
		Scharfenberg, Stephen	54,558	56,639	2,080	2,832	4,550	9,515	9,000	9,000	400	500	83,435	
		Shelton, Douglas	68,958	71,038	2,080	3,552	5,706	11,934	9,000	9,000	400	500	102,131	
		Weber, Benjamin	44,698	48,573	3,875	2,429	3,902	8,160	9,000	9,000	400	500	72,963	
		Ziegler, Kevin	40,516	42,596	2,080	2,130	3,422	7,156	9,000	9,000	400	500	65,203	
		Police Dept Total	693,467	738,572	45,104	34,451	59,136	123,684	135,000	6,000	7,500		1,104,342	
01.11	Emergency Preparedness	Emergency Preparedness												
		Neff, Rodney	7,200	7,200	0	0	551					7,751		
		Emergency Preparedness Total	7,200	7,200	0	0	551					7,751		

FY 2023 PROPOSED SALARY & BENEFITS SCHEDULE

Note: Part-Time and Open positions may represent an estimated annual cost. Hourly rates are available in supplementary schedules

Fund/Dept	Department	Position	FY 2022	FY 2023	YOY ▲	Holiday Min (Police only)	FY23 FICA/Med	FY23 Lagers	Est HEALTH/HRA	FY23 est Dental	FY23 est LIFE & AD&D	FY23 Total Cost	
03.08	Williams, Randy Treatment Plant Total	Pretreatment Coordinator	47,798	49,879	2,080	0	3,816	10,425	9,000	400	500	74,019	
			47,798	49,879	2,080	0	3,816	10,425	9,000	400	500	74,019	
03.18	Sewer Harman, Samuel Killeen, Matthew Sewer Total	Supervisor	49,650	54,472	4,822	0	4,167	11,385	9,000	400	500	79,923	
		Laborer	35,734	37,843	2,108	0	2,895	7,909	9,000	400	500	58,547	
			85,384	92,314	6,930	0	7,062	19,294	18,000	800	1,000	138,470	
04.00	Street Birkner, Robert Chandler, Dennis Dotson, William Wonda, Allen Open position Street Total	Laborer	33,259	36,449	3,189	0	2,788	7,618	9,000	400	500	56,755	
		Supervisor	62,962	66,676	3,715	0	5,101	13,935	9,000	400	500	95,612	
		2nd in Command	53,976	57,161	3,185	0	4,373	11,947	9,000	400	500	83,380	
		Laborer	40,976	43,394	2,418	0	3,320	9,069	9,000	400	500	65,682	
			35,547	30,763	(4,784)	0	2,353	6,430	9,000	400	500	49,446	
			226,720	234,442	7,722	0	17,935	48,998	45,000	2,000	2,500	350,876	
21.00	Natural Gas Happel, James Minardi, David Pigg, Matthew Natural Gas Total	Supervisor	70,054	78,374	8,320	0	5,996	16,380	9,000	400	500	110,650	
		Laborer II	45,843	47,923	2,080	0	3,666	10,016	9,000	400	500	71,505	
		Laborer II	38,418	46,738	8,320	0	3,575	9,768	9,000	400	500	69,981	
			154,315	173,035	18,720	0	13,237	36,164	27,000	1,200	1,500	252,136	
27.00	Tourism Byrd, Catherine Setter, Laurie Tourism Total	Visitor Center	11,596	12,280	684	0	939					13,220	
		Visitor Center	11,596	12,280	684	0	939					13,220	
			23,192	24,560	1,368	0	1,879					26,439	
Grand Total			2,083,880	2,258,270	174,389	34,451	175,393	405,153	396,000	17,600	22,000	3,308,866	

Allocations:

Street	40%	90,688	93,777	3,089	0	7,174	19,599	18,000	800	1,000	140,350
Trans Trust	60%	136,032	140,665	4,633	0	10,761	29,399	27,000	1,200	1,500	210,525