

SPECIAL MEETING MINUTES
BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI
THURSDAY – JULY 14, 2022 – 6:00 P.M.
CUBA CITY HALL COUNCIL ROOM

Mayor Leathers called the meeting to order. Aldermen present: Kevin Copling, Sam Black, Dave Honea, Warren Graddy (arrived late), Curtis Holt, Jeff Bouse. Note: Andy Simpson was also present.

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

Mayor Leathers stated that Andrew McGinnis the only electric department employee submitted his two week notice of resignation. Andy Simpson the former electric department supervisor reached out to Mayor Leathers and is interested in coming back to work for the City of Cuba for \$33/hour. Simpson also stated that because of a phone call to Steelville, McGinnis will not be returning to work taking vacation.

Copling stated that he called the City of Steelville and told them they were getting one heck of a lineman, McGinnis. Coping stated that apparently someone had called saying otherwise and due to disrespect, that is our loss. Honea stated that he had called also asking the City of Steelville to stop sniping our employees and would like to find out who made the call.

Mayor Leathers stated that Simpson is wanting \$33/hour and that is doable on the city's side. Simpson asked about the call out time and asked the council if they could get paid for at least 2 ours of overtime for each call out. Mayor Leathers stated that could be an agenda item to discuss.

Motion by Holt, seconded by Black, to hire Andy Simpson for \$33/hour. Simpson asked about benefits and if he would have to start over as a new employee. The council replied yes. Simpson asked if \$33/hour was the top of the scale on the salary schedule and Mayor Leathers stated that he would climb the scale every year. Simpson asked about a crew to work with and Mayor Leather stated that a groundsman has applied and they are working on building a crew.

Simpson stated that other reasons he resigned were due to rumors of being fired and the council upset about the budget. The council all stated those conversations had never happened and that Simpson was actively part of the project plans that were presented and approved to the council. The council all asked that if anything should come up again, please approach them.

Simpson asked the council to let him know now if there were any problems. Copling stated that he didn't like that it could take so long to repair street lights. Simpson explained that he normally waits until there are about 10-15 lights out and then making a day of it and also for the cops to keep an eye out for lights not working if on night shift to help out.

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Mayor Leathers stated that the electric department needs a team and they are working on it and knows that Simpson can lead them and would like for Simpson to accept.

Simpson heard that the council was upset about how long it was taking and replacing poles on the 2400 project. Simpson stated he was trying to do it the right way the first time and changing poles if needed while there.

Mayor Leathers asked Simpson when he could start. Simpson asked if they could negotiate on his sick time and let him keep 4 or 5 days as that is the major appeal to come back is family. Mayor Leathers asked if the first motion is withdrawn and they make a new motion to hire back at \$33/hour and 40 hours of sick time when could he start. Simpson replied he could start Monday. Mayor Leathers asked if Simpson could be on call as of Friday after drug testing. Simpson replied yes.

Copling stated that he would like to see new employees start with a week of vacation time, but that can be discussed at the next meeting.

Holt and Black both withdraw their motions to hire Andy Simpson at \$33/hour.

Simpson stated to the council that he would like to have regular committee meetings.

Motion by Copling, seconded by Black, to rehire Andy Simpson as Electric Supervisor at \$33/hour and 40 hours sick time on a 90 day probation. Vote: All ayes.

Simpson stated that due to manpower, projects will have to be put on hold and the council agreed.

Mayor Leathers asked the council to look over the applicants to discuss at the next council meeting.

Mayor Leathers stated that there have been some applications received for the street department and suggested the committee meets to discuss as well as the overlay bids for the next council meeting.

Copling stated that he does not like the job posting description and would like to change it from groundsman to apprenticeship training.

Graddy stated that he would rather Simpson not be in a bucket and working by himself and asked if there was an employee that could help him. Simpson stated that if working by himself, he may have to shut down the electric until done. Mayor Leathers stated that Randy Williams has been willing to assist.

Simpson asked again about the 2 hour call out time. Mayor Leathers stated that it will be discussed at the next meeting and if passed, will apply retroactively.

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

Lainie Garbo, City Clerk