

REGULAR MEETING MINUTES
BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI
TUESDAY – OCTOBER 17, 2023 – 6:00 P.M.
CUBA CITY HALL COUNCIL ROOM

Mayor Cody Leathers called the meeting to order. Aldermen present: Kevin Copling, Dave Honea, Debbie Martin, Curtis Holt, and Jeff Bouse. Aldermen absent: Warren Graddy. Police Chief present: Doug Shelton. City Attorney present: Lance Thurman.

Motion by Martin, seconded by Honea, to approve the agenda. Vote: All ayes. Graddy absent.

Motion by Honea, seconded by Martin, to approve the regular meeting minutes from October 3, 2023. Vote: All ayes. Graddy absent. Holt and Bouse abstained.

Motion by Honea, seconded by Martin, to approve the executive session meeting minutes from October 3, 2023. Vote: All ayes. Graddy absent. Holt and Bouse abstained.

Motion by Honea, seconded by Bouse, to approve the bills to be paid. Vote: All ayes. Graddy absent.

Citizens participation: None.

Budget revision transfers/year end transfers: Comptroller Jennifer Basham presented the council with end of the fiscal year transfers (attached). **Motion by Bouse, seconded by Honea, to approve the end of fiscal year transfers. Vote: All ayes. Graddy absent.**

Budget revisions: Comptroller Basham presented budget revisions to the council for discussion (attached).

Martin asked if the telephone rates have increased to warrant a revision. Basham stated that she is unsure, but they are over budget on them.

Martin asked if the budget information is given to each department so they are aware of where they are on their budget. Basham stated they will be given the information.

Mayor Leathers stated that departments are well beyond their budgeted overtime expenses and it is only October. Mayor Leathers stated that the overtime is becoming a concern and will need to be addressed.

Copling stated that the police department is losing officers because of their pay. Copling asked PC Shelton how many applications were received for the open position and PC Shelton stated that there was one applicant. It was stated that surrounding areas starting pay is \$48,000 - \$52,000. Honea stated that he doesn't think that is accurate as he has some information from a surrounding town. Honea

stated that part of the problem is that an entry level position is being advertised and they haven't been advertising or paying for experience. Martin stated that she called some surrounding towns and Cuba isn't the highest or lowest paying town, but the higher towns are funded by a tax. Martin stated that the law enforcement officers aren't leaving for different law enforcement jobs, they are going elsewhere. Honea stated that the city can't compete with Wallis Oil pay and doesn't know how to fix that. Honea asked if the advertisement should be expanded to Indeed or other websites instead of just the local paper and social media. Honea recommended to run the advertisement on Indeed to expand the broadcasted area as people may look there for a job. Bouse asked about offering to pay for experience. Mayor Leathers also recommended maybe increasing the pay for experience. Basham stated that the problem is that there is no salary study therefore nothing to work from and that needs to be addressed. Mayor Leathers suggested a police committee meeting to discuss and then bring back to council with a recommendation. Copling stated that he spoke with Basham and there does need to be a salary schedule to follow. Copling wants the citizens to know they are having a hard time finding law enforcement and will have to pay more to protect the town.

Honea asked for an Indeed account to be set up. Mayor Leathers asked Clerk Garbo to set up.

Copling would like to have a police committee meeting set up with a date to have the recommendation by. Mayor Leathers stated the recommendation is due by the next council meeting. Honea, Bouse, and PC Shelton set a police committee meeting for Friday, 10/20/23 at 4:30 p.m. at the Police Department.

Martin stated that an increase in pay is included in the budget revisions and asked if the council should be the ones to decide and vote on that. Copling stated that Bob Baldwin will do the position for an additional \$5/hour. Martin stated that Baldwin accepted the position as it was and asked if there was any reason for an increase and if he is doing more. Copling stated that being the flood plain administrator is an extra job. Martin asked Rodney Neff, former flood plain administrator, how much time was involved in the position and if he was compensated for taking the position. Neff stated there wasn't much time involved and no he was not compensated. Honea asked if the position was pretty much making sure nothing is built in a flood plain. Martin recommended to revisit the next fiscal year at salary time as they can't just offer more money as all employees would like that. **Motion by Martin, seconded by Holt, to remove the line item of increased salary for building inspector from the budget revisions. Roll call vote: Bouse-no, Holt-yes, Honea-yes, Martin-yes, Copling-no. Graddy absent.** Copling asked the council what they will do if Baldwin says he is not going to do the position with out an increase. Mayor Leathers stated they will cross that bridge when it happens. Mayor Leathers asked Copling if Baldwin approached him regarding a raise. Copling stated that they were discussing it. Holt stated that Neff didn't get compensated for the position. Bouse stated that he voted no because Baldwin didn't get the across the board raise and thinks he should have.

Motion by Honea, seconded by Martin, to approve the budget revisions with the increased salary for building inspector removed. Vote: Martin, Honea, and Holt – ayes. Copling and Bouse – nay. Graddy absent.

ARPA projects: Basham presented the council with some projects recommended to use ARPA money on. One is the North Industrial Water Loop Project that is projected to cost \$195,000 and the other is the Airport Fuel Tanks project estimated to cost \$88,500. Mayor Leathers stated that it is a plan and would be money well spent. **Motion by Copling, seconded by Holt, to approve using ARPA funds on the North Industrial Water Loop Project and the Airport Fuel Tank project. Vote: All ayes. Graddy absent.**

Cameron Schweiss, Archer Engineering – North Industrial Water Loop and Blunts Private Drive project updates: Schweiss stated that the water loop project is nearing completion and moved very well. The line is in service, with only excavation needing to be done and some asphalt patching. Schweiss stated that the project started at \$121,000 and there is a change order to process that will make it \$123,000. Schweiss stated that with that change order, would like to also include the Blunts Private Drive water loop project and put out a package to Maggi Construction to install the main water line for an additional cost. Schweiss stated they compared costs and adding the project is still cheaper than the other bids received. Glen Shockley solicited bids for supplies and are estimating quantities, but requesting to allow up to \$30,000 for materials. Honea asked about how long the Blunts Private Drive line is and it was stated that it is a little over 500 feet. **Motion by Bouse, seconded by Holt, to approve moving forward with a change order to present including the Blunts Private Drive water loop project. Vote: All ayes. Graddy absent.**

Water department – Blunts Private Drive Water Loop project supply bids: The council was presented bids for the Blunts Private Drive water loop project.

Schulte Supply	\$24,475.26
Core & Main	\$30,661.55
Harry Cooper Supply	\$28,888.07

Motion by Bouse, seconded by Honea, to approve the Schulte Supply bid for \$24,475.26 with permission to spend up to \$30,000. Vote: All ayes. Graddy absent.

Bluebit pole agreement discussion: Tabled.

Electronic Communications Management Policy discussion: Mayor Leathers stated that there will be a City Hall committee meeting to present recommendations at the next council meeting.

Hood Park lake clean out bids: Sealed bids were solicited and due to City Hall by October 13, 2023 at 3:00 p.m. There were two received.

Meramec Excavating, LLC	\$63,811.00	
PJ Myers Hauling & Excavating, LLC	There were line item options included in the bid	
Line item 1:	Excavate around perimeter of lake cleaning muck and vegetation	\$5300.00
Line item 1A:	Set all debris onsite where it has been excavated, no hauling, Plus line item 1	\$1000.00
Line item 1B:	Load debris in PJ Myers trucks to haul off-site Plus line item 1	\$6000.00

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Line item 1C: Leave as much material on site behind dam, any extra to be hauled by PJ
Plus line item 1 \$4000.00
Line item 2: Excavate around perimeter of lake cleaning muck and vegetation
Load all material on City of Cuba dump trucks to haul and dump \$8000.00

Motion by Bouse, seconded by Holt, to approve bid of line item #2 for \$8000 from PJ Myers Hauling and Excavating, LLC. Copling thinks they should have PJ Myers do the hauling also as it will free up some time for the street department. ****Bouse and Holt rescind their motions.**

Motion by Bouse, seconded by Holt, to approve bid of line item #1 and #1B for a total of \$11,300 from PJ Myers Hauling and Excavating, LLC. Vote: All ayes. Graddy absent.

Park and Recreation board recommendations: There are no recommendations at this time as they were included in the budget revisions, reallocating money from the safety city project to Hood Park bleachers.

Police Chief report: PC Shelton gave an update on the nuisance complaints.

Mayor Leathers asked how the parking on Bond Street is going. PC Shelton stated they are waiting on the signs to be installed. Martin asked if the school was made aware of the no parking. PC Shelton stated yes, the SRO's sent an email notification out.

Old, unfinished, new business: Martin stated that the airport fuel tank project is on track and the old tank has been removed. The new tank should be there the beginning of November. They are also waiting on concrete specs.

Martin stated that a grant has been submitted for new hangars and if approved, will need engineered specs and plans. Also, the airport consultant expires soon so will need to reach out to bid for a new consulting firm.

Martin made a public apology to Bouse as she used a poor choice of words regarding him to employees putting them in a precarious situation. The poor choice of words were made regarding some employees that moved to the old Mepco building without anyone knowing. Martin's understanding is that they as aldermen have no authority outside of the council room. Martin stated it was a shock to see the pretreatment office move out as well as the EOC coordinator and then it was mentioned in a Facebook post by Bouse that there was lead paint and asbestos in the pretreatment and EOC office. Martin wished that Neff would have mentioned that prior to this situation. Martin stated that her concern is that Bouse was so focused on his own plan and what he wanted, but felt it needed to be a group plan for the use of the old Mepco building. Mayor Leathers stated that he did receive a phone call and that the internet was an issue but didn't know the front entrance area was being used. Mayor Leathers thought all were in the back area and doesn't think the front area needs to be occupied. Martin is on the Public Works committee along with Bouse and would like to look at the building to make a long term plan for the building to present and move forward with. Martin stated that Jerry Montgomery has been

doing some cleaning and work at the building and is really looking good. Copling stated that Bouse and himself have been in office a long time and they know they can't give permission to make those orders and he did not allow. Again, Martin apologized to Bouse, and he also apologized to her.

Neff stated his frustration as he didn't know the conversation he had with Bouse regarding a city building having possible lead paint and asbestos was going to be on Facebook as he felt it was a private conversation between the EOC Director and an Alderman.

Mayor Leathers asked about the building and if the space needs to be tested for lead paint and asbestos. Bouse stated that tourism wants the space pretreatment moved from. Thurman stated that since an official said there could potentially be or any suspicion of lead paint and asbestos in a city building then it will have to be inspected right away and to contact an agency as an emergency situation. Mayor Leathers stated that they need to see if the building is safe and then can move forward with any plans. Bouse stated that if an employee addressed the situation then it should have been addressed. Bouse stated that it will also determine if the DAV can utilize an office in the building. Mayor Leathers asked Thurman his recommendation for a nonprofit organization occupying office space, Thurman doesn't see an issue.

Bouse stated that overtime is becoming a concern and asked if an employee could accrue more comp time instead of being paid for it. Mayor Leathers stated that the guys need to determine what is an emergency for after hours and if they work extra maybe take the time off during the week. Mayor Leathers stated that the supervisors need to be conscious of overtime and if an emergency then they will get the 2 hour call out time, but need to limit to only those needed on unscheduled call outs. There was discussion if reading wells is considered a call out or scheduled and if there are any other ways to compensate. Mayor Leathers stated that the supervisors may have to start calling him to discuss overtime jobs. Mayor Leathers stated there need to be some limits and needs to be figured out as overtime is a concern.

Garbo stated that the fall clean-up is scheduled for October 31, 2023 – November 4, 2023 from 9:00 a.m. – 3:00 p.m. with the dumpster located at the animal control shelter. **Motion by Bouse, seconded by Holt, to approve the fall clean-up. Vote: All ayes. Graddy absent.**

James Ealer, with the Rally Race, stated that this year's race is going to be in Texas County meaning that Potosi has a rally of their own now. Ealer is approaching the council to ask for an endorsement from the City of Cuba for the 2025 Rally Race as it could be on Crawford County's back roads. The City of Cuba could host a car show and/or camping and lodging. Mayor Leathers thinks all would be open to use the city streets for a car show.

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

Lainie Garbo, City Clerk