

**REGULAR MEETING MINUTES**  
**BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI**  
**TUESDAY – JANUARY 2, 2024 – 6:00 P.M.**  
**CUBA CITY HALL COUNCIL ROOM**

Mayor Cody Leathers called the meeting to order. Aldermen present: Kevin Copling, Debbie Martin, Dave Honea, Curtis Holt, Jeff Bouse (arrived at 6:20). Aldermen absent: Warren Graddy. Police Chief: Doug Shelton. City Attorney present: Lance Thurman.

Mayor Leathers stated that line item #5, planning and zoning board recommendations will be tabled as there will be a developer agreement meeting on January 11, 2024 at 4:30 p.m. and encouraged all to attend and would like to have that agreed upon prior to approving the final plat. Also, tabling line item #7, Front Desk computer module – ACH charges as there is additional information to be gathered.

**Motion by Holt, seconded by Honea, to approve the agenda tabling line items #5 and #7. Vote: All ayes. Graddy and Bouse absent.**

**Citizens Participation:** None

**Motion by Martin, seconded by Honea, to approve the regular meeting minutes from December 12, 2023. Vote: All ayes. Graddy and Bouse absent.**

**Motion by Honea, seconded by Martin, to approve the special meeting minutes from December 22, 2023. Vote: All ayes. Graddy and Bouse absent.**

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

**Natural gas pay scale – backpay:** Jennifer Basham, comptroller, stated at the last council meeting it was discussed that David Minardi and Matt Pigg of the natural gas department were not being paid from the correct salary schedule line since July 2022 and the council approved moving them to the current salary moving forward. Basham presented the backpay for both employees. Minardi's backpay is \$5741.77 and \$1314.87 in Lagers owed for a total of \$7056.64. Pigg's backpay is \$5896.80 and \$1350.37 in Lagers owed for a total of \$7247.17. Mayor Leathers asked Basham if she recommended a lump sum payout or portion payments if the council approves the backpay, and Basham recommended a lump sum payout. Martin questioned time listed as other on the handout (attached) and Basham stated that is comp/vacation/sick time. Mayor Leathers thanked Basham for taking the time to work on the project.

**Motion by Holt, seconded by Copling, to approve the backpay for David Minardi and Matt Pigg in a lump sum. Vote: All ayes. Graddy and Bouse absent.**

**Pay scale discussion:** Basham stated that there need to be some discussions regarding the pay scale and salaries. At the previous council meeting Kevin Ziegler was promoted to sergeant and the pay raise has to be approved as there is not a clear pay scale being followed. The ordinance states that with any

promotion there is a minimum of a 7% increase in salary but it needs to be clarified by the council.

**Motion by Copling, seconded by Holt, to approve a 7% salary increase for Kevin Ziegler's promotion to sergeant. Vote: All ayes. Graddy and Bouse absent.**

Basham stated that she would like to get a salary committee together to work on the salary schedule for the next budget year. Mayor Leathers agreed and will have as a line item on the next agenda. Copling doesn't understand why the council isn't keeping the original salary schedule that was paid for and recommended by the comptrollers and would like to use again for the new budget. Mayor Leathers stated they would have to see where the schedule would be at with the current raises and how it would work with COLA raises. Martin feels the salary schedule was messed up after about 6 months of being accepted but does agree that it needs to be used correctly once corrected.

**EOC Director report:** Rodney Neff stated that all sirens worked during the monthly siren testing and that the new siren system is completed at the old jail and will be 8 seconds faster.

Neff stated that the furnace malfunctioned at the EOC office. Jerry Montgomery looked at the furnace and there are some burnt wires, but the parts have been ordered and will be repaired.

Neff stated that he is working on updating the emergency shelters as it has not been updated in 10 years. He has contacted some organizations and will keep the council updated with the progress.

**Hood Park building furnace bid:** Mayor Leathers stated that the furnace at the Hood Park building quit and at the previous council meeting, it was determined that it was an emergency situation as the building could freeze. A bid was received from Ransom Heating & A/C, LLC for \$7371.46 and the unit was ordered. **Motion by Honea, seconded by Holt, to approve the bid from Ransom Heating & A/C, LLC for \$7371.46 to be paid from capital improvement. Vote: All ayes. Graddy and Bouse absent.**

**Police chief report:** PC Shelton gave an update on nuisance complaints.

Martin asked about the police car repairs listed in the bills to be paid and PC Shelton stated it is just maintenance.

Honea stated that the police station updates look good and asked about the outdoor updates. PC Shelton stated those won't be until spring.

**Old, unfinished, new business:** Copling stated that he is interested in purchasing the old Save-A-Lot building for a new food pantry as that would be a good way to serve the community. That location would help with parking, and they could go inside the building as the current food pantry only has a garage door to open as patrons drive through. Copling would like to explore purchasing the building for a food pantry.

**\*\*\*Jeff Bouse arrived at 6:20 p.m.**

Mayor Leathers presented a bid for the natural gas department for a budgeted piece of new pipe welding equipment, #14 Pitbull unit stand including 2” and 3” inserts for \$6003.26 plus freight from Groebner. **Motion by Bouse, seconded by Honea, to approve the bid from Groebner for \$6003.26 plus freight. Vote: All ayes. Graddy absent.**

Mayor Leathers stated that Doug Lasley with Cuba Development has a bid for a new Industrial Park sign that was discussed at a previous council meeting. The bid is from Taylor Sign & Tint, LLC for \$2320.00. It was discussed how to pay for the sign and if capital improvement funds can be used. Basham stated she would check but may come from the street department. Honea stated that it has to be \$5000 and other criteria met before capital improvement funds can be used. Thurman would also have to check the criteria for capital improvement funds. **Motion by Bouse, seconded by Honea, to table the sign bid until the next council meeting. Vote: All ayes. Graddy absent.**

Mayor Leathers stated that once the elections take place there are Mayor appointments and one is for city attorney services and will need to get the information to advertise a request for qualifications/proposals. The advertisement will be prepared by the next council meeting for approval.

Bouse apologized for being late to the meeting.

Mayor Leathers reminded the council of the development agreement meeting on January 11, 2024 at 4:30 p.m. and encouraged all to attend.

Mayor Leathers stated that a salary committee will be set at the next council meeting.

**Motion by Martin, seconded by Honea, to adjourn. Vote: All ayes. Graddy absent.**

**Lainie Garbo, City Clerk**