

**SPECIAL MEETING MINUTES
BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI
MONDAY – APRIL 7, 2025 – 4:00 P.M.
CUBA CITY HALL COUNCIL ROOM**

Mayor Kevin Copling called the meeting to order. Aldermen present: Joyce Hartzell, Dave Honea, Tony Hutson, Harold Halbert, and Jeff Bouse. Aldermen absent: Debbie Martin.

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

Hutson stated that an interview was held with internal applicant Bryce Mounce and he is not interested in the position being happy with his current position.

Hutson stated that the natural gas committee recommended hiring James Carl as a full time natural gas technician/laborer. Carl was interviewed by Matt Pigg and Dave Honea. **Motion by Hutson, seconded by Honea, to hire James Carl as a full-time natural gas technician/laborer. Roll call vote: Hartzell-yes, Honea-yes, Hutson-yes, Halbert-yes, Bouse-yes. Martin absent.**

Hutson stated that Matt Pigg signed the internal job posting to move down to a natural gas technician/laborer from the supervisor position. Hutson stated that his pay will go back to where he left off and will be effective April 8, 2025. **Motion by Hutson, seconded by Honea, to approve Matt Pigg moving to the natural gas technician/laborer position with pay going back to where he left off effective April 8, 2025. Roll call vote: Bouse-yes, Halbert-yes, Hutson-yes, Honea-yes, Hartzell-yes. Martin absent.**

Hutson stated that Jimmy Happel is willing to come back as a short term interim supervisor, mentor, and help with the training in the department. Happel is also willing to go on-call so that the department can get back to a three person on-call rotation. Happel presented two options of pay and hours worked (attached). Hutson stated that he did speak with Jennifer Basham regarding the budget and it was determined that is the best financial option for this department. There was discussion of option two on the handout - \$1200.00 weekly (a minimum of 16 hours and maximum of 24 hours weekly) as an employee of the City of Cuba for a max of one year. Happel will determine his schedule weekly based on necessity and obligation. Happel will be accessible by phone when needed.

Bouse stated that Pigg worked under Happel's supervision for the last nine years and asked why Pigg isn't trained and know the paperwork. Pigg stated that he does know the job but also wants someone in the department that knows what and how to do the job as it is very stressful not having anyone to fall back on for assistance. . Happel stated that the state has guidelines and safety audits that have to be followed and if not done correctly then its frowned upon by the state. Happel stated that he was a very hands on worker and made sure the stated wasn't contacted and will make sure the correct training is done moving forward.

Bouse asked if the city needs to approve the maximum amount of hours and stated that Happel will need a full department to work with. Hutson stated that if Happel is the interim supervisor then he will recommend to his committee what is needed. Hutson stated that the long term goal of the natural gas department is four people.

Motion by Hutson, seconded by Honea, to approve Jimmy Happel as an interim supervisor to help train the natural gas department with option two - \$1200.00 weekly (a minimum of 16 hours and maximum of 24 hours weekly) as an employee of the City of Cuba for a max of one year. Happel will determine his schedule weekly based on necessity and obligation. Happel will be accessible by phone when needed. Roll call vote: Hartzell-yes, Honea-yes, Hutson-yes, Halbert-yes, Bouse-yes. Martin absent.

Hutson stated that a current natural gas technician/laborer has signed an internal job posting for another department so would like to seek another technician/laborer. **Motion by Hutson, seconded by Bouse, to advertise for a natural gas technician/laborer on social media only due to newspaper dates with applications due by 4:00 p.m. on April 18, 2025. Vote: All ayes. Martin absent.**

Motion by Hutson, seconded by Bouse, to approve Jim Happel's employment effective April 8, 2025. Vote: All ayes. Martin absent.

Motion by Hutson, seconded by Bouse, to adjourn. Vote: All ayes. Martin absent.

Lainie Garbo, City Clerk

April 7, 2025

Jim Happel agrees to return as the Natural Gas Supervisor under one of the following conditions:

Option 1:

\$1,500 weekly (a minimum of 16 hours and maximum of 24 hours weekly) under a LLC for a max of one year. Any hours worked beyond the maximum 24 hours, the City of Cuba will be billed \$60 per hour. Jim will determine his schedule weekly based on necessity and obligation. Jim will be accessible by phone when needed.

Option 2:

\$1,200 weekly (a minimum of 16 hours and maximum of 24 hours weekly) as an employee of the City of Cuba for a max of one year. Jim will determine his schedule weekly based on necessity and obligation. Jim will be accessible by phone when needed.

Jim Happel agrees to go on call rotation. Any hours logged for call outs will be counted towards the hours worked that week or the following the week. Jim will train current employees in the Natural Gas department and any new employees. Jim will also be given access to the city gas truck & gas card to use.