

**SPECIAL MEETING MINUTES**  
**BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI**  
**THURSDAY – MAY 15, 2025 – 4:00 P.M.**  
**CUBA CITY HALL COUNCIL ROOM**

Mayor Kevin Copling called the meeting to order. Aldermen present: Joyce Hartzell, Pitts Lesesne, Ray Mortimeyer, Tony Hutson, Harold Halbert, and Jeff Bouse. Police Captain present: Ben Scharfenberg.

**Hood Park – trees at poultry/rabbit barn:** Hutson stated that he was contacted by Beth Kight who leads the 4-H poultry and rabbit division and gave a better understanding and the positive impact of the projects. It was stated that at last years fair there was not enough space to house all the animals. Hutson does not want to remove the trees but does understand the importance. Hartzell asked if the barn can expand any other way and Hutson replied no. Mortimeyer stated that the city may want to consider purchasing on two sides of the park to expand the park as the property is for sale. **Motion by Bouse, seconded by Mortimeyer, to approve removing the requested trees at the poultry/rabbit barn. Roll call vote: Hartzell-yes, Lesesne-yes, Mortimeyer-yes, Hutson-no, Halbert-yes, Bouse-yes.** Hutson stated that given the delay of the decision they will need to be removed quickly.

**Hiring of lifeguards/pool staff:** Clerk Garbo presented recommendations for the pool. At the March 18, 2025 council meeting it was approved for Beth Dotson, pool manager, to get lifeguard certification to certify the lifeguards and \$1500 was budgeted. Due to being short on time and scheduling, the certification will not be able to be obtained. I am recommending/asking if the \$1500 budgeted can be used to directly pay for the lifeguards certification. In the past, lifeguards have paid for their own certification and then the city has reimbursed half of the cost the first year working and then they would get the second half if they came back the following year. At this time there are 7 individuals that need certified and then one that needs recertified. Lesesne asked if the lifeguards that the city is paying for their certification can sign a form stating that if they quit before the end of season, the cost will be deducted from their check. Clerk Garbo stated that yes a form can be made for signature. **Motion by Bouse, seconded by Hutson, to approve the recommendation to pay for the lifeguard certification. Roll call vote: Bouse-yes, Halbert-yes, Hutson-yes, Mortimeyer-yes, Lesesne-yes, Hartzell-yes.**

**Motion by Lesesne, seconded by Hutson, to have certified lifeguards sign a contract to reimburse if the season is not finished. Vote: All ayes.**

Clerk Garbo presented a list of employees for the pool.

Assistant Manager – McKenna Shelton

Lifeguards – Shannon Black, Cadynce Basham, Mya Garbo, Caroline Fancher, Micah Volner, Aeleigha Decker, KaylInn Wilkerson, Summer Hahn, Ariann Hah, Trishelle Damo.

Front Desk/Concessions – Gabby Garms, Choe Vanderpool

**Motion by Mortimeyer, seconded by Lesesne, to approve hiring the recommended employees. Vote: All ayes.**

Clerk Garbo presented increased proposed pool prices.

Daily rates:

Children under 2	Free
Adult/children	\$5
Seniors 55 and up	\$4

Season passes:

Individual	\$55
Family of 2	\$80
Family of 3-6	\$130
Family over 6	\$10/each
Seniors 55 and up	\$40

Swimming lessons:

Individual	\$60
Family of 2	\$100
Additional	\$10/each

Pool parties:

1-25 guests	\$100
26-40 guests	\$140
41 guests and up	\$150

Mayor Copling stated that some can't afford the increased prices. Hutson stated that they can't offer the pool in the future if they can't sustain the pool as the cost of everything is going up. **Motion by Hutson, seconded by Halbert, to approve the increased pool prices. Roll call vote: Hartzell-yes, Lesesne-yes, Mortimeyer-yes, Hutson-yes, Halbert-yes, Bouse-no.**

Hutson stated that he would like to look into having credit card purchases at the pool as many don't carry cash much anymore.

Clerk Garbo asked the council to approve cutting the check for the lifeguards certification. **Motion by Bouse, seconded by Hutson, to approve cutting a check for the lifeguards certification. Vote: All ayes.**

**Police Department – holiday pay:** Bouse stated that there are two police employees that wish to opt out of the holiday pay and get the holiday hours off. Bouse stated this is a decision for PC Doug Shelton to make as he is elected. Ben Scharfenberg and Stephen Scharfenberg have administrative positions now and would like to have the holiday hours off like City Hall and Public Works and not receive a quarterly holiday pay check. Mayor Copling asked if it would create any overtime to fill the positions. B. Scharfenberg stated no and it will save about \$8000-\$10,000 . Mayor Copling asked if it will for sure work and it was replied yes. Lesesne would like to see that somehow displayed as to what is being discussed as he doesn't know how that would save that much money. B. Scharfenberg explained how the holiday checks are given quarterly. Lesesne asked about possible future concerns or overtime. Mayor Copling asked Jennifer Basham and some concerns were would they request an increase in pay in the future , overtime, could it be stated that their pay was cut. B. Scharfenberg stated that it is understandable that his and S. Scharfenberg's gross pay will be less than the previous year. Hutson clarified that they will not work the holidays and will not receive the quarterly holiday check. **Motion by Bouse, seconded by Hutson, to approve Ben Scharfenberg and Stephen Scharfenberg to opt out of the quarterly holiday check and have the holidays off. Roll call vote: Bouse-yes, Halbert-yes, Hutson-yes, Mortimeyer-yes, Lesesne-yes, Hartzell-yes.**

**FY 2026 budget roundtable discussion:**

The council had a roundtable discussion of the budget. Basham presented a listing of decisions that need to be discussed and made.

Hutson stated that he went through the budget and had some questions/concerns/recommendations. Topics of discussion were uniforms, leachate pricing, and trash service. No changes were made.

The NW Main, McLeod, and Highway ZZ water main extension project was discussed as well as the water/sewer rates and the study to be performed. After discussing, Cameron Schweiss will meet with supervisors and the Mayor to discuss if any of the project can be done by city employees instead of hiring out.

Employee raises – There was discussion on employee raises with some different options. **Motion by Bouse, seconded by Hartzell, to give \$0.75/hour raise to all full time employees.** Mortimeyer stated that a more realistic amount would be \$0.45 because of the benefits included and that those that got the starting pay raise should not be included as he felt a raise in the middle of a year should not have happened. Bouse stated it happened because the were behind in pay. Hartzell thought that those who got the raise would not get one at the fiscal year. Hutson doesn't not want to give a raise, but feels that those who didn't get the starting pay raise should get more. Hutson feels that the pay scale will cause problems in the future and hard to keep position full if the pay doesn't reflect responsibility and safety issues. Lesesne gave some statistics on the tax payers of Cuba as they are the ones paying the raises. Lesesne thins that \$0.25 this year would work for a minor raise. Mortimeyer stated that realistically, the city needs at least one year to fix all the problems. **\*\*Bouse and Hartzell rescind their motion of \$0.75/hour raise. Motion by Bouse, seconded by Mortimeyer, to give \$0.25/hour raise for all**

**employees excluding Hailey Shockley, Tyler Scharfenberg, Isaiah Woodson, Caitlyn Zweifel, and Sarah Butler. Roll call vote: Hartzell-yes, Lesesne-yes, Mortimeyer-yes, Hutson-no, Halbert-no, Bouse-yes.**

Other items were discussed with no formal decisions made.

Basham stated that there are still things that need reviewed and asked the council to review for the next meeting.

**Motion by Bouse, seconded by Hartzell, to adjourn. Vote: All ayes.**

**Lainie Garbo, City Clerk**