

6:00 p.m.-Mayor Flannigan calls the meeting to order. Steve Aston-Alderman Ward I; Mark Spence-Alderman Ward I, Marsha Mills, Alderman Ward II; and Mike Eilers-Alderman Ward II are present. Also in attendance is Chief Terry Foster, and Donny Hopkins, Maintenance Superintendent. There are eight guests in attendance.

In re: Pledge of Allegiance & Moment of Silence-Mayor Flannigan leads the Pledge of Allegiance and then a moment of silence is held.

In re: Curador Presentation-Corey and Shawn of the Curador organization give a presentation regarding their business, which is distribution of medical marijuana. They would like to use the building located at 41 College Campus Drive as a distribution center. They are looking for support from the City and a waiver from the state rule of being 1,000 feet away from a Church. Following the presentation Mayor Flannigan asks if there are any questions from the Board of Aldermen or visitors. Matt Bartig, Pastor of Northroad Church states that he, in general, has no beef with medical marijuana. He consulted several in his congregation and their objections are that they have a lot of people who come to the church for assistance with issues regarding substance abuse. This distribution center would be zero feet from where these people are coming to seek help. There is nothing that says that this business wouldn't turn in to a retail business when that is legalized. There are also many other areas they can locate their business to that are not right next to a church. Another concern is if someone tried to break in and couldn't get in due to the heightened security they may decide to break in to the church instead. No one he spoke to in his congregation said this would be a great thing being next door. These are two nice guys, but they cannot support them wanting to locate next to Northroad Church. Sean states that they would not be able to become a dispensary location, the State would not let them. They agree that the church has brought up some good points. Mayor Flannigan asks if anyone wants to make a motion to support it or bring it back up at the May 7th meeting. No motions are made to support the business at that location or to bring it back up at the May 7th meeting. Mayor Flannigan thanks Corey and Shawn for their presentation and Pastor Bartig of Northroad Church for his comments.

In re: Shannon Creighton-Gilmore & Bell, Steve Goehl-D.A. Davidson-Bond issue-Shannon Creighton states that she has worked with the City on bond projects over the past twenty years. She has read the developer agreement with Anderson and CMS Homes and is familiar with the terms. At the May 7th meeting, the Board will be considering the ordinance for the direct loan through the MoDNR State Revolving Fund program to complete the project required under the terms of the Administrative Order with the EPA. This loan will be for approximately \$860,000. In addition, the Board wanted to know if the City can issue bonds in a separate bond issue to pay off the costs associated with the Anderson and CMS Homes' development agreement. The answer is yes, the language used on the ballot in 2014 was intentionally drafted to allow for this in case the Board decided to do so. There will be approximately \$2.5 million left of the bonding capacity after the \$860,000, since they are using up what was left of previous bonding capacity before deducting from the \$3 million that was approved in 2014. The new debt is okay as long as the City can meet the 110% coverage test to pay back the debt. Currently, taking into account the two outstanding issues the City has and the new \$860,000 issue the City is still at over two times the coverage. The City is well over the 1.1 times coverage threshold requirement so it will be allowable. Steve Goehl can provide more on the numbers end. Mayor Flannigan states that he has preliminary numbers for the costs of the additional water and sewer projects that are being looked at as well. Shannon states that if the Mayor will provide the numbers to Steve he can get some figures together. Steve Goehl goes over some preliminary numbers he has come up with. Shannon Creighton states that it is important that MoDNR know that the City is considering

additional financing so that they can be satisfied with the coverage numbers. Steve Goehl has already informed them in the due diligence report that the City was considering additional financing. Shannon Creighton states that she will be back at the May 7th meeting for the direct loan. Steve Goehl states that he will not be able to be present at the May 7th meeting. Mayor Flannigan goes over the project list he has put together which includes the payoff of the Anderson & CMS Homes development agreement, repairs/replacement of the Byrd Street and Pine Tree lift stations, sludge removal at the Crooked Creek Wastewater Treatment Plant, possibility of selling the land with the well behind Moscow Meadows, capping that well, and drilling a deeper well at the Jefferson Street location, getting water and sewer services to the properties on the west side of Hwy 61 in two locations. The list may be narrowed down to only one location on the west side of Hwy 61. If the Board is interested he will submit this project list to Shannon and Steve. The total of new financing would be slightly over the original \$2.4 million EPA project estimate. The extra financing is available to do these additional projects due to the City receiving the 50% grant from MoDNR on the EPA project. The Board is in agreement to submit the project list with estimated cost to Shannon and Steve so financing figures can be determined.

In re: Yard waste cost-Mayor Flannigan states that he sent the costs he received from Meridian to the Board. Under this arrangement, the City would supply the place to dump the yard wastes that are picked up. Individual service would be \$11.75 a month for only those who want to participate, and city wide service would be \$10 a month for all customers regardless of whether they are using the service or not. Steve Aston makes a motion to start offering the individual yard waste pick up service at the cost of \$11.75 per month for each participating customer, and to allow the Mayor to sign the contract amendment with Meridian to add the service to the existing services. Mike Eilers seconds the motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye.

In re: Truck and tractor purchase-Donny Hopkins states that there was a question regarding the Sourcewell program at the last meeting. He checked in to it and believes that it satisfies the bidding requirements, similar to the State bidding contracts. Donny presents information on the Kubota tractor for \$42,600 from the Chesterfield Kubota dealer, the Kubota tractor for \$41,700 from Meyer Implement, Kubota tractor for \$42,200 from Mordt Tractor, and the John Deere tractor for \$46,000 from Sydenstricker Implement Co. His preference is the John Deere tractor. After discussion, Mike Eilers makes a motion to purchase the John Deere tractor for \$46,000, since it is the one Donny prefers and it is a local purchase supporting local vendors. Marsha Mills seconds he motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye. Donny Hopkins states that only one bid was submitted under the State bid he was waiting for. It was from Joe Machens Ford at \$41,000 for a basic one ton, four wheel drive, diesel, with cloth seats. Therefore, he went to Jim Trenary Ford and priced a STX model. The MSRP is \$52,190 and Jim Trenary's price is \$39,435. The truck is everything the truck from Joe Machens Ford is and more. This truck will have a normal bed, no utility bed is needed. Mayor Flannigan states that the truck Donny currently drives will be put into the regular fleet and used by his maintenance employees. Donny will take the new truck without the utility bed. He will later be submitting to purchase a snow plow and salt spreader for this new truck when he gets the costs. Mark Spence makes a motion to purchase the one ton truck from Jim Trenary Ford for \$39,435. Mike Eilers seconds the motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye.

In re: Concrete bids per square foot-Mayor Flannigan states that Donny Hopkins is seeking bids for concrete work per square foot, as was discussed at the previous meeting. The Board will see that a dollar amount of \$130,000 has been added to the quarterly budget

draft for concrete street repairs/replacement. Monte Cannon recently brought it to his attention that the streets in Moscow Meadows are in need of repairs. The plan is to do a portion of Moscow Meadows' streets and do a portion in Monterey Estates' streets. Then to put together a street plan to address the other needed repairs on a routine basis.

In re: Sludge-Mayor Flannigan states that the sludge situation is at critical mass, so he exercised the emergency purchase procedure. They have come back to the City's maintenance department performing the work. The initial cost was estimated to be \$130,000 but he has included \$150,000 on the project list he will provide to Shannon and Steve. This is twelve years of sludge, so addressing it on an annual basis from now forward will be less costly.

In re: 2019 1st Quarter Budget Review- Employee insurance-Mayor Flannigan states that he has done research on the national average that employers pay toward the employee's health insurance. The national average for the employee only portion is 81% and for dependents is 62%. The system the City currently has in place allows for up to \$605 to be paid for by the City and can be used toward all coverage, and if any is left over it can be used to purchase AFLAC coverage. For the City to match the national average percents is cost prohibitive. But the City could do 75% of employee only and 50% of dependent coverage. He has provided the Board his calculations. Under the current system one employee is paying \$1,500 a month to cover himself and his dependents, whereas some of the single employees are paying nothing. If the City changes to the 75% and 50% contributions being proposed it would cost the City around \$800 per month more than the current cost, and each employee would be required to pay something toward their premiums. The younger, single employees who are currently paying nothing would pay around \$65 a month. This would get the City closer to the national norms. He would like to see this new percentage system put into place to help out the long term employees with the insurance costs. This would also involve the City discontinuing the practice of paying for any AFLAC coverage. If the employee wants to have or continue AFLAC coverage they would have to pay for the full cost of it through a payroll deduction.

Wage adjustments-Mayor Flannigan states that the pay scales were approved at the meeting earlier this month. Now he would like to look at the phasing in of the long term employees. He was initially just looking at the department heads, but has expanded this to the other employees to put everyone into their proper grade and step. It will cost the City around 19 or 20 thousand extra each year to phase it in. If the City doesn't make a plan to get everyone into the proper grade and step it will slide behind again. He has provided the figures he has come up with. He would like to do the amount listed in the 2019 column effective July 1st of this year, most amounts are 2% increases. If this schedule he has presented is followed for 2020 through 2022, by 2022 everyone will be up to where they should be. He recommends that the new pay scales be evaluated by the Board during the first quarter budget review each year. Mayor Flannigan explains that when raises are provided in future years a department head would be allowed to give up to 2% to the employee. For example 1.5% cost of living plus .5% for merit. If an employee's performance is not up to par that employee can be given just the 1.5% cost of living portion, and then a different employee can be given the left over .5% if their performance is good. The pool would be used to reward better employees, with the Mayor's or Board of Aldermen's approval. Linda Haynes states that the draft copy provided this evening is the one with yellow and orange markings. The orange indicates the newest updates that were made today. The main changes are the updated payroll figures now have two lines for the employees who are receiving increases. One line is for the rate being paid the first half of the year and one line is

for the proposed rate being paid the second half of the year. With all of the changes made, overall the General Revenue's restricted cash balance will be set at \$6,000 more than the 50% minimum hold back requirement. Also, the Judge was going to be listed on the pay chart the Mayor provided increasing the Judge pay from \$546.36 per month to \$600 per month. But the Judge recently asked to be paid through accounts payable and receive a 1099 at the end of the year. So that \$600 amount for May through December has been include in the Court's contracted services account budget.

Water and sewer projects-Mayor Flannigan states that this item has already been discussed.

Street projects-Mayor Flannigan states that this item has already been discussed.

Linda Haynes states that a motion is needed to draw up an ordinance for presentation at the May meeting for the changes discussed this evening, including the employee health insurance contributions, the 2019 wages increases including the three year phasing in to bring the employees up to the correct grades and steps, and the extra \$130,000 in the street repair and replacement fund. Marsha Mills makes a motion to draw up an ordinance for presentation at the May meeting including the changes discussed and presented this evening. Mark Spence seconds the motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye.

Mayor Flannigan requests that the agenda be amended to discuss the remaining music stands. Mark Spence makes a motion to amend the agenda to discuss the music stands. Mike Eilers seconds the motion. All are in favor.

In re: Music stands-Mayor Flannigan states that there are between two and four music stands left. He would like permission to donate them to the Lions Club for them to sell in their garage sale. Steve Aston makes a motion to donate the remaining music stands to the Lions Club. Mark Spence seconds the motion. All are in favor.

Mark Spence makes a motion to adjourn the open section of the meeting. Steve Aston seconds the motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye.

Mayor Flannigan suggests taking a short break to allow the audience to exit before executive session

Mark Spence makes a motion to open the executive session per RSMo. 610.021 #2 Real Estate. Mike Eilers seconds the motion. Roll call vote is as follows: Steve Aston-Aye, Mark Spence-Aye, Marsha Mills-Aye, Mike Eilers-Aye.

Executive session is held and adjourned. Mayor Flannigan states that there were no decisions made in executive session that can be released at this time.

Marsha Mills makes a motion to adjourn. Mike Eilers seconds the motion. All are in favor.

Respectfully Submitted:

Patrick Flannigan, Mayor

Linda Haynes, City Clerk