

City of Troy, Missouri
Regular Board of Aldermen Meeting
Monday, March 1, 2021
6:30 P.M.

Present for the Regular Board of Aldermen Meeting were Aldermen Anderson, Dunard, Detert, Norman, Grimstead, Horner and Mayor Sconce. Also present were Public Works Superintendent Cunningham, Building Official Lindsey, Parks Director Howell, Treatment Plants Supervisor Comer from Woodard & Curran, Deputy City Clerk/HR Generalist Hawkins, Treasurer Flinn, City Attorney Granneman and City Clerk Schneider.

Mayor Sconce called the Regular Board of Aldermen Meeting to Order, announced a Quorum present and led in the Pledge of Allegiance.

Alderman Detert made a motion, seconded by Alderman Norman to Approve the Consent Agenda. Vote: Detert aye, Norman aye, Anderson aye, Dunard aye, Horner aye, Grimstead aye.

*Re-Appointed David Norman to University of Missouri Extension Center Board for a two-year term beginning March 1, 2021 through February 28, 2023

City Attorney Granneman requested Tabling Item 3 until after Closed Session. Alderman Anderson made a motion, seconded by Alderman Dunard to Table Discuss Military Leave Personnel Policy 400-17 until after Closed Session. Vote: Anderson aye, Dunard aye, Horner aye, Detert aye, Grimstead aye, Norman aye.

City Clerk Schneider thanked the Board for initiating the process to update the City's 2004 compensation plan at the February 17, 2021 Board meeting. However, the Board also decided to approve a cost-of-living salary increase to one department instead of all departments which has damaged the integrity of the pay scale and caused pay inequities among departments. (Reference, page 25 of the Personnel and Compensation System for the City of Troy, Missouri.) A Position Grade Assignments hand-out was offered as an example of how wage inequity occurred by elevating Grade positions in one department only that were also used in other departments. For example, a police clerk listed as Grade 11 would receive 10% higher salary than an Administrative Assistant also placed at Grade 11.

City Clerk Schneider requested the employees present at the meeting from Administration, Building, Municipal Court, Parks and Public Works to stand and thanked them with applause for their professional and essential service provided during the pandemic to current. All Department Directors stood to answer any questions.

Discussion on employee turnover in Public Works, an inability to recruit qualified job candidates and mid-level succession planning gaps were cited. Alderman Grimstead researched medical benefits offered by another municipality and how they compared to the City's \$125 employee contribution for dependent health coverage.

Treasurer Flinn respectfully inquired if the Police Department received a 10% salary increase due to a mass exodus of police officers then why did the Administrative staff get the same increase? Mrs. Tyler Eveland relayed that cost-of-living increases bump pay-scales for all employees to be fair and equitable and are also used for retention. There was further discussion on the need to reward talent, and not lose knowledgeable, experienced employees. Mayor Sconce relayed that \$340,000 will hit the budget, all-in. Alderman Horner advised not to give a salary increase and then raise the cost of employee medical insurance contributions.

Mayor Sconce said in 2018, a salary adjustment was made and some officers had a 15% increase with the last three years at 3% increases per year. Mayor Sconce said raises were given 8 out of the last 10 years. Building Official Lindsey thought it to be 5 to 7 years with a pay freeze that ended in 2011. Mayor Sconce said the Board attempted to address salary increases by offering 2 or 3 step increases in 2018.

Public Works Superintendent Cunningham said their department did not want to lose people. Alderman Norman said the City is in good shape financially considering the pandemic with an extremely good fund balance.

Alderman Detert asked the average cost of health insurance per employee. Deputy City Clerk/HR Generalist Hawkins replied that it depends on the coverage type but the cost of family coverage was over \$2,000 per month. Hawkins pointed out that the same health insurance costs existed when the salary increase decision was made for the Police Department.

Deputy City Clerk/HR Generalist Hawkins relayed that Grade Levels were assigned due to a great level of responsibility and liability. By moving an entire department's Grade Levels as compared to another department removes the integrity of the compensation plan without adding any more responsibility given to the department. Alderman Detert addressed the employees who were present and said that all were important to the City and it will be addressed when the pay study comes back.

Alderman Anderson said that tonight's salary request was a response to the increase recently given to the Police Department. Deputy City Clerk/HR Generalist Hawkins said that several months ago several Department Directors had discussed the Police Department's request being mid-year and not within the parameters of either a merit increase throughout the year or at annual budget workshops. Hawkins continued to state

that mid-level staff are leaving and ruining succession plans but Department Directors were concerned about waiting for the right time to ask for increases.

Alderman Anderson made a motion, seconded by Alderman Grimstead to Approve Administration, Building, Municipal Court, Parks, and Public Works Department Salary Increases of 10% Grade effective next pay period. Vote: Anderson nay, Grimstead aye, Detert aye, Norman aye, Horner aye, Dunard aye. Motion carried 5-1.

City Attorney Granneman stated the irregularities of the June 2000 Easement Deed and recommended a correction for recordation. Alderman Detert made a motion, seconded by Alderman Dunard for Acceptance of Re-Executed Easement (dated June 2000) in Exchange for Three (3) Water Taps to David and Vickie Kaimann. Vote: Detert aye, Dunard aye, Grimstead aye, Horner aye, Anderson aye, Norman aye.

Alderman Detert made a motion, seconded by Alderman Grimstead to Go Into Closed Session in compliance with 610.021 of RSMo., for the purposes of discussing Legal and Personnel. Vote: Detert aye, Grimstead aye, Norman aye, Anderson aye, Dunard aye, Horner aye.

City Attorney Granneman and Deputy City Clerk/HR Generalist Hawkins advised the Board on Personnel matters. Deputy City Clerk/HR Generalist Hawkins left the Closed Session.

City Attorney Granneman advised the Board on Legal matters.

Alderman Grimstead made a motion, seconded by Alderman Norman to Go Out of Closed Session. Vote: Grimstead aye, Norman aye, Horner aye, Anderson aye, Detert aye, Dunard aye.

The Board took no action on Item 3 -- Discuss Military Leave Personnel Policy 400-17.

Alderman Norman made a motion, seconded by Alderman Detert to Adjourn the meeting. Vote: Norman aye, Detert aye, Grimstead aye, Anderson aye, Dunard aye, Horner aye. The meeting adjourned at 7:45 p.m.

ATTEST:

City Clerk

Mayor Ron Sconce

*Approved on Consent Agenda