

City of Troy, Missouri
Board of Aldermen Meeting
Thursday, March 6, 2023
6:30 P.M.

Present for the Board of Alderman Meeting were Aldermen Harold Horner, Dennis Detert, David Norman, Steven Jones, Rachel Dunard, and Mayor Ron Sconce. Also present were Police Chief Jeff Taylor, Assistant Police Chief Dustyn Tienter, Finance Director Linda Flinn, Building Official Dave Lindsey, Wastewater Treatment Plant Supervisor Jared Comer, Public Works Superintendent Jeff Burkemper, Parks Director Ryan Howell, Deputy City Clerk/ Human Resources Generalist Kaitlyn Knickmeyer, City Attorney Jesse Granneman, and City Clerk Tonya Hawkins. Alderman Guy Grimstead submitted a resignation letter prior to the meeting.

Mayor Sconce called the meeting to order, announced a quorum present, and led in the Pledge of Allegiance. Pastor Richie Rhea gave the invocation.

Alderman Jones made a motion, seconded by Alderman Horner, to approve the Consent Agenda with the removal of Items 2A and 2B (A. Approve Personnel Guideline Revision – Exit Interview Opportunity – Section 700-4; B. Adopt Resolution 2023-2 Regarding Provision of Exit Interviews of Employees). Vote: Jones aye, Horner aye, Dunard aye, Detert aye, Norman aye. Motion carried 5-0.

Alderman Jones made a motion to Table until after Closed Session Items 2D-2J (D. Discuss and Approve Three Step Pay Increase for Police Department Personnel, excluding Police Chief - as Requested by Police Chief Jeff Taylor; E. Discuss and Approve Pay Increase for Building Department Personnel – as Requested by Building Official David Lindsey; F. Discuss and Approve Pay Increase for Public Works Department Personnel – as Requested by Public Works Superintendent Jeff Burkemper; G. Discuss and Approve Pay Increase for Parks Department Personnel – as Requested by Parks Director Ryan Howell; H. Discuss and Approve Pay Increase for Court Personnel – as Requested by Judge Gary Grunick; I. Discuss and Approve Pay Increase for Finance Department – as Requested by Linda Flinn; J. Discuss and Approve Pay Increase for Administrative Personnel – as Requested by City Clerk Tonya Hawkins). There was not a second. The motion was not considered.

Mayor Sconce opened the meeting to Citizen Comments.

Ken Elliott, 406 South Lincoln Drive, said he came to speak as a resident and business owner. He asked why the board is not waiting until budget time, two months away, to address salary issues. He expressed concern that if employees were not treated equitably the City's retention issues would worsen. He said he would like the board to wait until Ward 1 has aldermanic representation to vote. He asked the board not to rush into a decision and to take more time to consider pay increases.

Maintenance Worker Wayne Mueller said he was present when Major Tienter made a plea to the board for raises. Mr. Mueller said what he did not hear was how raises would be sustainable. He

said he commended Alderman Detert for going on a ride along with police officers, but, he said, Alderman Detert missed act two. Mr. Mueller asked who went on a ride along with Meter Reader Richard Rahmier when Mr. Rahmier had to work on a water line in cold temperatures. Mr. Mueller asked who went to the sewer department to look at work there. He listed the most dangerous occupations, and he noted that public works personnel do four of the most dangerous jobs. He gave the analogy of a child having a fit at a store because the child wants something. He said parents must ask if they have it in their budget to provide for that child and their other child. I guess we are your children, Mr. Mueller said.

Terri Huffman, 690 Second Street, said she has concerns about sewer, streets – everyone’s pay. However, she said her main concern right now is the police department. She said the officers deserve to be paid more. She asked who writes the budget and how money is allocated. She stated that officers put their lives on the line. No offense to other departments, she said, but you do not get shot at.

Joey McCourt, 60 Hidden Mill Court, said he has been living in Troy for three years. He presented a budget he created to increase officer pay to \$60,000 and to offer a \$5,000 signing bonus with a three-year contract.

Gary Leifert, 1050 Old Cap Au Gris, said he supports the police. He described an incident that happened at the bank where he worked. He said his boss had to escort a man with a gun out of the building. He said he learned from Chief Taylor that Troy police had a plan to come from different directions in case of an incident at the bank. He also described being pulled over by an officer, and he explained that he respects law enforcement whether he knows them or not.

He asked if Troy has a \$19 million surplus. Director Flinn said the \$19 million is a fund balance the City hopes to have by the end of the year. Mr. Leifert said he is a Vietnam veteran who supports police, but he is also a Nebraska farm boy who learned to live within his means.

Mayor Sconce explained that Alderman Grimstead resigned from his position as Ward 1 Alderman. Mayor Sconce thanked him for his service.

Personnel Guideline Revision – Exit Interview Opportunity – Section 700-4 was not ready for consideration.

Resolution 2023-2 Regarding Provision of Exit Interviews of Employees was not ready for consideration.

*Approved Pay Application No. 17 for Cherry Street Improvement Project STP-9900(387) submitted by Lamke Trenching & Excavating Inc. in the amount of \$54,150.37

Alderman Dunard made a motion, seconded by Alderman Detert, to Approve a Three-Step Pay Increase for Police Department Personnel, excluding Police Chief Taylor, as requested by Chief Taylor.

Alderman Jones said the board should wait for budget meetings to consider pay increases for police department personnel. Alderman Dunard said we are in a crisis. She said if she calls 911, she wants to ensure someone shows up. She said the board owes it the citizens to give them the services they need. Alderman Jones said there are a lot of raises on the agenda, and he thinks all raises should wait.

Alderman Norman asked if there is money available in the budget for raises. Director Flinn said there was savings from health insurance premiums of approximately \$226,000 overall until June. Director Flinn said that the City budgeted a 15 percent increase for health insurance, and there is savings in the budget because premiums came in under budget. Alderman Dunard asked why health insurance was being included; she said in the past, aldermen were told not to include insurance because that was part of the package. Director Flinn explained insurance is a constant, and when salaries are considered, you include health insurance as a benefit. She reiterated the insurance premium was less than the 15 percent increase that was budgeted. Alderman Dunard asked if some of that savings was from officers who left. Director Flinn said yes. Mayor Sconce explained when the budget is created, staff must anticipate insurance costs for members. Director Flinn said next year the City could see a 25 percent increase in premiums.

Alderman Horner asked about sales tax revenue. Director Flinn said February was up 7 percent, but March is down. Mayor Sconce said the board budgeted flat, and now we are a little ahead of last year.

Alderman Dunard said pay increases were previously planned to be discussed in Closed Session. She asked why Chief Taylor was left out of pay increases. Attorney Granneman asked Chief Taylor if he wanted to be left out. Chief Taylor said he stated he would leave himself out. Aldermen Detert and Dunard said something changed between now and last Thursday to change whether increases should be discussed in Closed Session. Attorney Granneman explained that is why Alderman Jones asked to go into Closed Session earlier.

Vote: Dunard aye, Detert aye, Norman aye, Horner aye, Jones nay. Motion carried 4-1.

Alderman Jones made a motion, seconded by Alderman Norman, to table Items 2E-2J until after Closed Session. Vote Jones aye, Norman aye, Dunard aye, Detert aye, Horner aye. Motion carried 5-0.

Alderman Dunard volunteered to sponsor a policy for \$4,000 incentives for two-year employment contracts. She said she would like to use ARPA funds and make it a city-wide policy.

Alderman Dunard said she would sponsor a policy to allow officers, including sergeants and above, to take home patrol vehicles. Alderman Horner said he would co-sponsor the policy.

Alderman Jones made a motion, seconded by Alderman Norman, to Go Into Closed Session. Vote: Jones aye, Norman aye, Horner aye, Detert aye, Dunard aye. Motion carried 5-0.

Aldermen discussed personnel matters.

Attorney Granneman advised the board on legal matters.

Alderman Jones made a motion, seconded by Alderman Horner, to Exit Closed Session. Vote: Jones aye, Horner aye, Norman aye, Detert aye, Dunard aye. Motion carried 5-0.

Alderman Horner made a motion, seconded by Alderman Detert, to Table until March 20, 2023, discussion and approval of pay increase for Building Department Personnel – as requested by Building Official Lindsey. Vote: Horner aye, Detert aye, Jones aye, Norman aye, Dunard abstain. Motion carried 4-0 with 1 abstention.

Alderman Horner made a motion, seconded by Alderman Norman, to Table until March 20, 2023, discussion and approval of pay increase for Public Works Department Personnel – as requested by Public Works Superintendent Jeff Burkemper. Vote: Horner aye, Norman aye, Dunard abstain, Detert aye, Jones aye. Motion carried 4-0 with 1 abstention.

Alderman Norman made a motion, seconded by Alderman Horner, to Table until March 20, 2023, discussion and approval of pay increase for Parks Department Personnel – as Requested by Parks Director Ryan Howell. Vote: Norman aye, Horner aye, Dunard abstain, Detert aye, Jones aye. Motion carried 4-0 with 1 abstention.

Alderman Horner made a motion, seconded by Alderman Norman, to Table until March 20, 2023, discussion and approval of pay increase for Court Personnel – as Requested by Judge Gary Grunick. Vote: Horner aye, Norman aye, Detert aye, Jones aye, Dunard abstain. Motion carried 4-0 with 1 abstention.

Alderman Norman made a motion, seconded by Alderman Horner, to Table until March 20, 2023, discussion and approval of pay increase for Finance Department – as Requested by Linda Flinn. Vote: Norman aye, Horner aye, Detert aye, Dunard abstain, Jones aye. Motion carried 4-0 with 1 abstention.

Alderman Norman made a motion, seconded by Alderman Horner, to Table until March 20, 2023, discussion and approval of pay increase for Administrative Personnel – as Requested by City Clerk Tonya Hawkins. Vote: Norman aye, Horner aye, Dunard abstain, Jones aye, Detert aye. Motion carried 4-0 with 1 abstention.

Alderman Norman made a motion, seconded by Alderman Jones, to Adjourn. Vote: Norman aye, Jones aye, Detert aye, Dunard aye, Horner aye. Motion carried 5-0.

Meeting adjourned at approximately 8:10 p.m.

ATTEST:

City Clerk

Mayor Sconce

*Approved on Consent Agenda