CITY OF CAMERON
MINUTES
OCTOBER 17, 2011

REGULAR SESSION

Frank A. Buck	P
Mark L. Carr	P
Dennis M. Clark	P
Jerri Ann Eddins	P
David Fry	A

The City Council of the City of Cameron, Missouri met in Regular Session on Monday, the 17th day of October 2011, at six o'clock p.m. at City Hall. Mayor Frank Buck led the Pledge of Allegiance to the flag of the United States of America.

Mayor Frank A. Buck presided with the following Councilmembers present: Mark L. Carr, Dennis M. Clark and Jerri Ann Eddins. Absent: David Fry.

Present were Interim City Manager Mark Gaugh and City Clerk Barbara J. O'Connor.

Minutes of the October 3, 2011, meeting were approved as submitted with a unanimous voice vote on motion made by Councilmember Clark and seconded by Councilmember Carr. Absent: Councilmember Fry.

PUBLIC PARTICIPATION

Mayor Buck presented a proclamation to members of the Cameron High School DECA group proclaiming October 17th through the 23rd of 2011 as "Battle of the Belts—Make it CLICK" Car Safety Week in Cameron.

Michelle Fagerstone, Executive Director of the Cameron Chamber of Commerce, asked Council if they would consider supporting an Airshow in the summer of 2012 if the Chamber decided to sponsor such an event. Ms. Fagerstone said she was not seeking a financial commitment at this time. If the Chamber decides to sponsor the event then the City would be asked for financial support. Councilmembers all agreed the event held in June of 2011 was a positive happening and said they would favor having another Airshow. Once the Chamber has made their decision about the Airshow, Ms. Fagerstone will come back to Council with information and the plan that will be implemented.

Julie Becker, 424 East Third Street, said she is against subsidizing an Airshow. Ms. Becker also stated she feels the sign ordinance is too restrictive. The City should not subsidize events and spend more money than is taken in and then ask the voters to approve sales tax issues on the ballot.

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Gary Frazier, 103 East Fourth Street, said the City needs work together with citizens and get control of the budget. Mr. Frazier said the City is not willing to give an inch, but continues to ask citizens for more money.

Michelle Fagerstone, 210 Little Brick, addressed the Council as a citizen and not as the Executive Director of the Chamber of Commerce. Ms. Fagerstone stated her support of the sales tax initiatives on the November 8, 2011 election ballot.

Lee Crouch, Gladstone, Missouri, reminded Council the 2011 aerial portion of the Airshow was funded 100 percent by private contributions. Money from the City of Cameron and others supported the ground events. There was no charge for spectators to attend the Airshow, but it is planned to charge $5 per car for the 2012 event. Mr. Crouch said the Airshow is a tremendous avenue for public relations.

INTERIM CITY MANAGER'S REPORT

1. The City advertised for roof repair bids on various buildings throughout the City. No bids were received. Staff will continue to work toward getting the necessary repairs made.
2. The City and the Missouri Department of Transportation shared a project at Third and Walnut consisting of sidewalk replacement, curb and guttering and street lights. The project is 90 percent complete. MoDOT is installing new signal lights at the intersection.
3. "Pulse" articles for the *Cameron Citizen-Observer* have been written by Staff providing the public with pertinent information on the transportation and storm water sales tax initiatives.
4. Interim City Manager Gaugh reported the salary survey requested by Council is nearly complete and will be presented to Council at the November 7, 2011 Regular Council Session. Council will then discuss positions and payroll benefits and determine how the City will proceed. Councilmember Carr asked that the human resource individuals that assisted with the City Manager recruitment process be asked for input and advice for City salaries and benefits. Councilmember Clark said he would like to hear what the consultant has to say as soon as possible in Open Session and then allow the public to ask questions. Comparisons need to be made with other municipalities. Councilmember Clark also said it would be good to have a presentation of benefits scheduled from the Missouri Veterans' Home. Councilmember Clark stated safety of the citizens of Cameron is important and the Police Department, Water Plant, Electric Department and Sewer Department are all vital to safety. Twenty years ago, the City was a training ground for individuals and when salaries were not competitive, the City was "cherry picked" of the best employees by other municipalities and private businesses. Councilmember Clark asked that the process not be delayed. Councilmember Carr stated the Council has tough decisions to make and needs to use good judgment, do research, be frugal and be critical thinkers. This is a job the Council is doing for the citizens of Cameron. Councilmember Carr said public criticism could lend itself to a lack of participation

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by Councilmembers. Councilmember Carr said he feels there are redundant positions and that department heads need to run their departments more effectively. Councilmember Eddins said she wants to have the survey presented at the next Council Session and then review it before making decisions. Council asked Interim City Manager Gaugh to invite the four (4) human resource professionals that helped with the City Manager recruitment process to review the salary survey results and share their opinions. David Slover, Cameron Veterans' Home, will be asked to share a report he recently completed on the benefits provided the employees at the Veterans' Home.

UNFINISHED BUSINESS

Resolution 2011-15, **A RESOLUTION EXTENDING THE APPOINTMENT OF MARK GAUGH AS INTERIM CITY MANAGER FOR THE CITY OF CAMERON, CLINTON AND DeKALB COUNTIES, MISSOURI** was read by title by City Clerk O'Connor. Copies of Resolution 2011-15 were available for the public. Councilmember Carr moved to pass Resolution 2011-15. Councilmember Clark seconded the motion. Discussion. Utility Director/Assistant City Manager Mark Gaugh was appointed to serve as Interim City Manager effective June 9, 2011 for a four to six month time period. During the City Manager recruitment process, Council unanimously decided to offer Interim City Manager Gaugh an extension of his appointment to serve as Interim City Manager. Interim City Manager Gaugh accepted the offer and Resolution 2011-15 authorizes a 12 month extension of the appointment of Mark Gaugh as Interim City Manager. Other terms of the original appointment remain unchanged. Resolution 2011-15 passed with a unanimous voice vote. Absent: Councilmember Fry.

NEW BUSINESS

Employer Delegate to Lagers Annual Meeting. Councilmember Buck said he will be attending the meeting as a board member and would be glad to represent the city as the governing body representative. Councilmember Carr moved to appoint Councilmember Buck to be the governing body's representative at the annual Lagers meeting. Councilmember Eddins seconded the motion which passed with a unanimous voice vote. Absent: Councilmember Fry.

Bill 2011-65, **AN ORDINANCE AMENDING CHAPTER 4, FINANCE AND TAXATION OF THE CITY OF CAMERON CODE OF THE CITY OF CAMERON, CLINTON AND DEKALB COUNTIES, MISSOURI, BY CREATING A NEW SECTION 4-6. COLLECTION OF PROPERTY TAXES, IN ARTICLE I. IN GENERAL**, was read by title by City Clerk O'Connor. Copies of said Bill 2011-65 were available for the public. Motion was made by Councilmember Eddins and seconded by Councilmember Clark to pass said bill on first reading. Discussion. Interim City Manager Gaugh informed Council Bill 2011-65 will allow the City to assess a collection fee to the customers in an effort to recover the collection agency fee incurred during the collection process for past due property taxes. Bill 2011-65 passed on first reading only with a unanimous voice vote. Absent: Councilmember Fry.

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Bill 2011-66, **AN ORDINANCE AMENDING CHAPTER 12, WATER, SEWAGE AND ELECTRICITY OF THE CITY OF CAMERON CODE OF THE CITY OF CAMERON, CLINTON AND DEKALB COUNTIES, MISSOURI, BY REPEALING AND REPLACING SECTION 12-137, SERVICE CHARGE FOR DELINQUENT ACCOUNTS, IN ARTICLE 22, WATER; CREATING A NEW SECTION 12-289(a), SERVICE CHARGE FOR DELINQUENT ACCOUNTS, IN ARTICLE III, SEWER; AND, CREATING A NEW SECTION 12-307, SERVICE CHARGE FOR DELINQUENT ACCOUNTS, OF ARTICLE IV, ELECTRICITY,** was read by title by City Clerk O'Connor. Copies of said Bill 2011-66 were available for the public. Motion was made by Councilmember Eddins and seconded by Councilmember Clark to pass said bill on first reading. Discussion. Interim City Manager Gaugh informed Council Bill 2011-65 will allow the City to assess a collection fee to the customers in an effort to recover the collection agency fee incurred during the collection process for past due utility accounts. Bill 2011-66 passed on first reading only with a unanimous voice vote. Absent: Councilmember Fry.

Bill 2011-67, **AN ORDINANCE AUTHORIZING THE MAYOR TO ACCEPT A UTILITY EASEMENT FROM THE STATE OF MISSOURI TO OPERATE AND MAINTAIN ELECTRIC LINES AND ADDITIONAL UTILITIES AS MAY BE REQUIRED,** was read by title by City Clerk O'Connor. Copies of said Bill 2011-67 were available for the public. Motion was made by Councilmember Clark and seconded by Councilmember Carr to pass said bill on first reading. Discussion. Interim City Manager Gaugh explained the easement is for the Missouri Veterans' Home to accommodate their new backup generator. Motion carried unanimously. Absent: Councilmember Fry.

Motion was made by Councilmember Carr and seconded by Councilmember Eddins to suspend the rules and place said bill on second reading. Discussion. None. Motion carried unanimously. Absent: Councilmember Fry.

On motion made by Councilmember Carr and seconded by Councilmember Clark said bill was placed on second reading, was read by title and passed by the following roll call vote: "Aye": Councilmembers: Buck, Carr, Clark and Eddins. "Nay" none. Absent: Councilmember Fry. The Mayor thereupon declared said bill duly adopted and said bill was numbered **ORDINANCE 5694**, was thereupon signed by the Mayor and attested by the City Clerk.

PUBLIC PARTICIPATION

Julie Becker, 424 East Third Street, said salary is a sensitive issue and the employees are top notch people. The complaints are not critical of the job being done, but are an effort to save money for the City. Ms. Becker stated she is against the sales tax initiatives.

Bob Hart, 1004 East Second Street Terrace, discussed open sessions versus closed sessions. Mr. Hart encouraged Council to conduct business in open session as is the intent of the Sunshine Law. Mr. Hart inquired about the Bond Debt Service amount. Interim City Manager Gaugh said it is any borrowed money for outstanding water and sewer fund debt.

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Gary Frazier, 103 East Third Street, thanked Council for listening to the citizens. Mr. Frazier asked for the name of the human resources consultant doing the compensation study. Interim City Manager Gaugh said Alisa Henley, Destiny Consultants, has been retained to do the study. Gary Markenson, who assisted with the City Manager recruitment process, referred Interim City Manager Gaugh to Mid-America Regional Council to find a consultant. MARC gave Interim City Manager Gaugh a list of companies working in the field and eventually ended up with Ms. Henley. Ms. Henley is a human resources professional with experience working for Overland Park, Kansas and is well qualified to perform the work. Councilmember Carr reminded all Council has not met and discussed the salary and benefit issues.

Schila Frazier, 103 East Fourth Street, asked when the salary survey would be done. Mayor Buck said there will be a presentation at the November 7, 2011 Regular Session. Council will review the report and take one step at a time.

Sue Manion, 11742 Packard Lane, said she thought the salary issue would be laid to rest at tonight's meeting. Ms. Manion noted that employees are scared to death about what is happening. One fear of Ms. Manion is the City will end up with sub-standard employees if cuts are made. Ms. Manion asked for somebody to make a decision and move forward and stated she has faith the Council will make the right decisions.

Councilmember Carr re-stated Council has made no decision. The Finance Committee trimmed the budget and if the sales tax initiatives pass, this will all be a mute discussion. Councilmember Carr said department heads need to manage their departments and work within their means. The condition of the General Fund has been slowly improving due to attrition of employee positions. This helps to save money in various areas.

MISCELLANEOUS

Mayor Buck announced the Executive Session for Personnel has been postponed until all Councilmembers can be present.

Councilmember Clark:

- Asked Staff to look into an electric rate for non-profit corporations such as the Nutrition Center. The Center is struggling to keep afloat.
- Reviewed how the City got to this point with salaries as there seems to be misunderstandings about it. Twenty years ago the City was a community training ground for employees. The Council at that time made the decision to try to keep good employees by paying five (5) percent above average. The City got in the current position because Council wanted to improve the quality of service and safety by retaining top notch employees. The decisions made two (2) decades ago were wise and improved the safety of citizens in the area. Councilmember Clark said the City should not go back to the old days when good employees were sent down the road. Economic development is another area where a safe community is important and quality employees are vital. The figures will be what they are on the salary survey. When reviewing benefits, Council should consider benefit packages of state and federal agencies as well as other municipalities. The City of

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Cameron has uniqueness of location with I-35 and US Highway 36. The Fire Department and Police Department are continuously called to these major highways for wrecks and other safety issues. Councilmember Clark said the misinformation needs to be put to rest and the City needs to pull together.

Mayor Buck:

- Thanked all who attended the Council Session.

Interim City Manager Gaugh:

- Informed Council MoDOT has scheduled their overlay work on Walnut Street for next spring and fall. MoDOT will work with the City on scheduling if necessary.

There being no further business on motion made by Councilmember Clark and seconded by Councilmember Carr, the meeting was adjourned at 7:40 p.m. with a unanimous voice vote. Absent: Councilmember Fry.

APPROVED:

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Mayor Frank A. Buck

ATTEST:

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City Clerk

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