CITY OF CAMERON
MINUTES
NOVEMBER 7, 2011

REGULAR SESSION

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

The City Council of the City of Cameron, Missouri met in Regular Session on Monday, the 7th day of November 2011, at six o'clock p.m. at City Hall. Girl Scout Mattison Burton 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, Jerri Ann Eddins and David Fry. Absent: none.

Present were Interim City Manager Mark Gaugh, Attorney for the City Mitch Elliott and City Clerk Barbara J. O'Connor.

Minutes of the October 17, 2011, meeting were approved as submitted with a voice vote on motion made by Councilmember Carr and seconded by Councilmember Clark. Councilmember Fry abstained from voting, citing his absence from the October 17, 2011 meeting as the reason.

PUBLIC PARTICIPATION

Tad Pruitt, 315 South Chestnut Street, spoke to Council on behalf of the Cameron Veterans' Memorial Golf Course. Mr. Pruitt said the Course is working on a trails grant with the Missouri Department of Natural Resources. Submittal deadline is November 13, 2011. The annual meeting of the Course will be held November 10, 2011 and Mr. Pruitt asked for support from the City.

Rusty Archer, 308 North Water Street, Gallatin, Missouri, addressed Council stating he recently had to take disability retirement as a City of Cameron employee. Mr. Archer expressed his support of City employees, in particular the Public Works Department and City Clerk O'Connor; and, encouraged Council to communicate with Staff regarding the salary and benefit issues discussed at recent Council Sessions.

Bob Hart, 1004 East Second Street Terrace, said the proposed transportation sales tax is predicted to generate $600,000 annually. Mr. Hart asked if the City was planning to continue to allocate $300,000 in the Street Fund as it had in past budgets for a total of $900,000 for streets.

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Mr. Hart noted the sales tax funds would be dedicated for street repair only and stated he felt Council needs to give this consideration during the next budgeting process.

Julie Becker, 424 East Third Street, reminded all to vote tomorrow. Ms. Becker said the City should not be spending tax dollars for entertainment. Ms. Becker also restated her belief that the recently passed sign ordinance violates her freedom of speech by limiting the number of signs that can be placed in her yard.

INTERIM CITY MANAGER REPORT

1. Interim City Manager Gaugh said the City is ready for the next step in the Sewer System improvements. The Basin One (1) study is complete and the cost for manhole work is $190,000. It is unknown how much the line repair work will cost, and Interim City Manager Gaugh recommends waiting until data for the repair work has been compiled and then explore funding options. It will be cost effective to lump the two sections of the work together.
2. Work has been completed at Third and Walnut. The total cost of the project has not been determined, but Interim City Manager Gaugh reported the General Fund cost was $1,481; $2,136 was spent on lights; and, $3,500 on fire hydrants. A better quality of street lights was used. According to Interim City Manager Gaugh, the lower operating cost associated with the new lights will result in a savings of approximately $618 each year.
3. Interim City Manager Gaugh asked Chief of Police Corey Sloan to discuss emergency sirens. Chief Sloan said citizens can become desensitized to the emergency warning sirens by hearing the sirens daily at designated times. The City is having a trial period without the 7 a.m., 12 p.m., 1 p.m. and 6 p.m. sirens to see if there is any response from citizens. The suggestion was made to use a different tone such as chimes for the designated times. Interim City Manager Gaugh will research the possibility of a change in tones for non-emergency purposes.
4. Council recently appointed Wally Gallian to the Cameron Housing Authority. Mr. Gallian attended training for the appointment and found out he must live in the City limits for one (1) year prior to an appointment. Council consensus was to leave the seat on the Housing Authority open until the time requirement has been met by Mr. Gallian.

UNFINISHED BUSINESS

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 on second reading by City Clerk O'Connor. Copies of said Bill 2011-65 were available for the public. Motion was made by Councilmember Clark and seconded by Councilmember Carr to pass said bill on second reading. Discussion. Interim City Manager Gaugh said he had no further discussion to add since the first reading. Bill 2011-65 passed on second reading with a unanimous voice vote.

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The agenda order was reviewed and item a. was presented.

Salary Compensation Presentation – Alisa Henley, PHR, Destiny Consultants. Ms. Henley was retained to do salary comparisons and fringe benefit/leave comparisons. The salary comparison was performed on four (4) positions for the City: Chief of Police; City Clerk; Utilities Director; and, Public Works Director. Ten (10) communities were selected for the comparisons; Excelsior Springs; Pleasant Hill; Maryville; Harrisonville; Moberly, Grain Valley and Kearney in Missouri; and, Ottawa, Merriam and Bonner Springs in Kansas. The fringe benefit comparisons were made with three (3) cities whose populations were similar to Cameron.

Ms. Henley informed Council a 70 percent match is needed in order to use a job description as a comparison. Ms. Henley reported there were no significant differences to report for the Chief of Police and the Public Works Director. The positions of Utility Director and City Clerk did have significant differences.

The Utility Director has added responsibilities of Assistant City Manager as well as Acting City Manager. The comparable cities' Utility Directors were straight forward Utility Directors and did not have these additional responsibilities.

There were numerous differences in the City Clerk comparisons. Ms. Henley spoke with each of the ten (10) City Clerks and determined the Cameron City Clerk performs 35 to 40 percent more work with additional responsibilities of accounts payable, human resources, budget, finances and more direct reports. Ms. Henley's professional assessment is that the Cameron City Clerk functions on a director level.

Ms. Henley reported if salaries are within five (5) percent of market, they are considered to be highly competitive; ten (10) percent is competitive and if they are more the 15 percent of the market the salaries could be misaligned. The Utility Director salary with additional responsibilities was 22 percent above market value. The City Clerk salary was 33 percent above the market average, however the position is responsible for more duties, tasks and reporting that must be taken into account. The position is justifiably paid on a director level, which the title does not reflect.

Ms. Henley addressed fringe benefits stating the employer portion was between 12 percent to 22 percent higher than that of the comparable cities. The premiums, however, were lower. Ms. Henley only looked at a dollar for dollar comparison and not what products were actually offered. The annual leave comparison was in alignment with the other cities. The only differences reported were the incremental transitions depending on the number of years worked. There were no significant differences with the comparable cities.

Ms. Henley recommend Council review the City Clerk and Utility Director positions and determine what changes might need to be made. Tasks with the City Clerk position need to be established and the job title might need to be changed. The Utility Director is currently performing work that is not attached to the position. If the changes are made permanent then the pay needs to be more in line with the added responsibility. Ms. Henley recommended Council

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look at any internal salaries at the executive level to make sure positions are in alignment on the salary scale according to the responsibilities being performed.

Ms. Henley was asked about her credentials. Ms Henley has been in business for 20 years, holds a Bachelor of Science in Business Administration, a master's degree in human resources and is completing a MPA. Ms. Henley has performed work for numerous cities as well as being employed by the City of Overland Park, Kansas for a number of years. When asked if the methodology used in the study was defensibly in court, Ms. Henley replied it was.

Ms. Henley said there is nothing grossly out of line with the benefits provided for the Cameron employees. The salary differences do not take into account the additional responsibilities included with the positions. It was Ms. Henley's professional opinion that all salaries are justified. The additional responsibilities of each position are better for the community because additional employees would be needed to fulfill the executive level duties being performed by current personnel.

Mayor Buck said Council will review the report.

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 on second reading by City Clerk O'Connor. Copies of said Bill 2011-66 were available for the public. Motion was made by Councilmember Clark and seconded by Councilmember Eddins to pass said bill on second reading. Discussion. Interim City Manager Gaugh said he had no further discussion to add since the first reading. Bill 2011-66 passed on second reading with a unanimous voice vote.

NEW BUSINESS

Bill 2011-68, **AN ORDINANCE FOR THE CITY OF CAMERON, CLINTON AND DeKALB COUNTIES, MISSOURI AUTHORIZING A FULL DEED OF RELEASE IN SATISFACTION OF A NOTE SECURED BY A DEED OF TRUST FOR STEVEN D. BARNES AND LAURA C. BARNES IN VALLEY BROOK SUBDIVISION,** was read by title by City Clerk O'Connor. Copies of said Bill 2011-68 were available for the public. Motion was made by Councilmember Clark and seconded by Councilmember Eddins to pass said bill on first reading. Discussion. Interim City Manager Gaugh reported Mr. and Mrs. Barnes have fulfilled their occupancy agreement which allowed them $3,000 down payment assistance. The City is now obligated to release the deed, un-encumbering the property. Motion carried unanimously.

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

On motion made by Councilmember Clark and seconded by Councilmember Eddins said bill was placed on second reading, was read by title and passed by the following roll call vote: "Aye": Councilmembers: Buck, Carr, Clark, Eddins and Fry. "Nay" none. The Mayor thereupon declared said bill duly adopted and said bill was numbered **ORDINANCE 5695**, was thereupon signed by the Mayor and attested by the City Clerk.

Economic Development Presentation – Kent Osborn. Mr. Osborn said currently there is no one serving in the Economic Development position for the City of Cameron. Cameron Chamber of Commerce and Cameron Economic Development Organization (CEDO) have met and feel it is important to continue economic development efforts for the City. The Chamber has stepped up to facilitate efforts. A Board has been formed known as Economic Development of Cameron. Board members are: Kent Osborn, President; Zack Workman, Vice President; and Mike O'Donnell, treasurer and members Mike Poland, Jack Briggs, Matt Robinson, Dan Early, Pam Ice, Michelle Fagerstone, Joe Abrutz, Mark Garges. Mayor Buck and Interim City Manager Gaugh are members by position only. Terry Rumery, Chillicothe, Missouri will contract with the Development of Cameron group on a monthly basis to promote economic development. Partial funding will come from Farmers State Bank, Cameron Chamber of Commerce, Bank Midwest, the former economic development group and Cameron Regional Medical Center. Mr. Osborn asked Council for financial assistance. Mayor Buck recommended $2,000 per month from the City be paid for the position. Interim City Manager Gaugh said the City budget has $26,000 for economic development with a portion of the money designated for memberships in Kansas City Area Development Council and MoKan Regional Council. Mr. Rumery's fee will be $36,000 per year. Council was not opposed to the idea and the recommendation will be placed on the November 21, 2011 agenda.

Park Board Appointment. Alan Lovejoy has resigned from the Cameron Park Board. Staff published a notice seeking interested parties to serve in the unexpired term. One application was received from Michael Teegarden. Following review of the letter of interest, Councilmember Eddins moved to appoint Mr. Teegarden to fill the unexpired term of Mr. Lovejoy. Councilmember Clark seconded the motion. Motion passed with the following vote: "Aye": Councilmembers Carr, Clark and Eddins. "Nay": Councilmembers: Buck and Fry.

PUBLIC PARTICIPATION

Julie Becker, 424 East Third Street, said it is not the business of the City to fund economic development. Ms. Becker also disagreed with the cities used in the salary compensation study.

Scotty Greiner, 1307 North Howenstein, a City Water Department employee said employees of the City are like family and do a fantastic job. Mr. Greiner invited anyone present

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to spend time with employees performing their jobs before salary and benefits are evaluated, noting there are times when working conditions are less than pleasant.

Jack Briggs, 1319 DeKalb Drive, spoke in favor of economic development which can increase the tax base by bringing more people to town which will in turn aid housing values. Mr. Briggs said over the past ten (10) years money spent toward economic development has had a 40 to one (1) return.

Jamey McVicker, 127 East Evergreen, said he is a third generation citizen and asked that if the City decides to do away with the daily storm siren sounding to please replace it with something different. Mr. McVicker thanked Rusty Archer for the dedicated time he spent as a city employee and said City employees are the face of the community. Cameron is the best community and a town where people are proud to raise their children. The compensation and benefit study were in line, but it needs to be remembered that longevity is important. Mr. McVicker thanked Interim City Manager Gaugh and City Clerk O'Connor for their work.

Barry Williams, Martinsville, Missouri, said he is new to the community. Stated he has experienced hardships in his past but is here to serve.

David Watson, 1403 Glenda Terrace, stated a public/private partnership is a good way to promote economic development and will help provide a way to attract businesses to Cameron and retain businesses in Cameron. Mr. Watson reminded those in attendance that former Development Director Shellby Hendee retired from his position with the City. Mr. Watson also encouraged all in attendance to vote yes for the sale tax initiatives being voted on tomorrow. Mr. Watson agreed with the methodology used for the compensation study and said it was a good study urging Council to move forward with it.

MISCELLANEOUS

Councilmember Eddins:

- Asked if longevity pay would be given this year. Interim City Manager Gaugh said the pay is in the budget.

Councilmember Clark:

- Complemented the Police Department for their work during a recent nursing home walk away. The situation was handled professionally.
- Thanked employees for their attendance at the meeting and acknowledged their anxieties. Many of the jobs held by employees involve health and safety and good employees are needed to fill the positions and those good employees need to be retained. Councilmember Clark remembered 20 years ago when wind would affect electric distribution to citizens and good employees over the years have helped to reduce and remedy the power outages. It is the responsibility of Council to set policy that allows Staff to be successful. Past Councils decided to compensate employees five (5) percent above normal in order to get good employees and keep them. Councilmember Clark said people do not look for the cheapest accountant or doctor

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when they need services; they want quality and good character. No one is perfect, but the delivery of services has never been higher.

- The City has just begun a new budget year and employees need to know ahead of time when major changes would be made. There are no salary increases in the current budget and Councilmember Clark recommended leaving all the same until the new budget year begins October 2012. An expert has said the salary and benefits are in line and it is reasonable to finish out the current budget year as scheduled.

Interim City Manager Gaugh:

- Reminded all that the compensation study is a public document and is available to the public upon request.

Inspector Han:

- Informed Council Midwest Public Risk (MPR) has had a loss control recognition program in place since 2000. The City has received $4,000 to $5,000 per year in a safety budget from MPR. In 2005 a credit program was started by MPR with safety goals including training and safety audits. Currently Cameron has $55,000 in the safety account at MPR and since 2005 the City has realized $214,777 from the program. Inspector Han said the City is purchasing trench protection for the Water and Sewer Department.
- Said the City received our ISO Report and has maintained the rating of Class 4 for the next five (5) years. Inspector Han pursued a certification in order to keep the Class 4 rating which is used to set rates by insurance companies. The report is available in the City Clerk's office.
- There was a recent broadcast on Channel 4 highlighting Alex, the service dog at the Missouri Veterans' Home. Alex is a product of the program the City conducts in conjunction with the local correctional facilities. One resident at the Home has begun to speak again in response to Alex. Another dog, Stewie seemed to be unadoptable, but training in the program revealed Stewie's value as a search and rescue dog. Another dog is being trained to work with children with developmental challenges.

City Attorney Elliott:

- Discussed open meeting regulations, reminding all the City can conduct business on items that have been properly noticed to the public. Closed meetings can only meet on specific issues such as litigation, real estate and personnel. Business in closed session is limited to the matter set forth in the notice published. Both open meetings and closed meetings are limited to what the notice (agenda) lists.

Mayor Buck:

- Asked all to please vote tomorrow.
- Thanked the employees for attending and said they are always welcome at all Council Sessions.

Councilmember Eddins:

- Asked to have the salary/benefit issues settled before the Thanksgiving holiday. The issues will be placed on the November 21, 2011 Council Session agenda.

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Motion was made at 7:40 p.m. to adjourn into Executive Session to discuss Litigation and Personnel [RSMo 610.021(1) (3)] by Councilmember Carr. Seconding the motion was Councilmember Clark. Roll call vote: "Aye": Councilmembers: Buck, Carr, Clark, Eddins and Fry. "Nay" none.

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Council reconvened Open Session at 8:15 p.m. There being no further business, on motion made by Councilmember Carr, seconded by Councilmember Clark, the meeting adjourned at 8:15 p.m. with a unanimous voice vote.

APPROVED:

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Mayor Frank A. Buck

ATTEST:

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City Clerk

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