

CITY OF LEBANON  
CITY COUNCIL WORK SESSION MINUTES  
January 4, 2024

BE IT REMEMBERED that the Council of the City of Lebanon, Missouri, met in Work Session on January 4, 2024, at 6:00 p.m. in the Council Chambers at City Hall located at 401 South Jefferson.

ROLL CALL AND DECLARATION OF A QUORUM

Upon roll call, the following Officers were present: Sheila Mitchell, Dan Mizell, Randy Wall, Chuck Jordan, Bob Garner, and Mayor Carr. Absent: Gib Adkins, Mike Evans, and Jeff Mutchler.

A quorum was declared.

Jeff Mutchler joined the meeting at 6:05 p.m.

Staff members and others in attendance: City Administrator Mike Schumacher, Human Resource Director Kathy Milliken, Code Administrator Joe Berkich, Fire Chief Sam Schneider, Interim Police Chief Lt. Matt Wright, Director Communications Manager Derek Gean, and Deputy City Clerk Lacey Brackett.

GROUP 1 GOALS- PUBLIC SAFETY

Code Administrator Joe Berkich, Fire Chief Sam Schneider, and Interim Police Chief Lt. Matt Wright shared an update on their goals that were recently approved by the City Council.

Berkich shared that there would be two Level Up Lebanon cleanups; one to be held in May and one in September. Berkich also shared that Code Administration had continued to work on obtaining sponsors for their paint program, which would consist of local businesses offering rebates and discounts for citizens who need to utilize the program.

Chief Schneider shared that the Fire Department had been working on a new shift change and it was planned to be implemented soon for their department's employees.

Lt. Wright reported that after feedback from employees, the Police Department has decided to move their work shifts to permanent day and night shifts, which would last a full year, and each year the shifts would be bid out based on seniority. Lt. Wright also reported that the department had been able to add a part-time Animal Control Officer which had resulted in animal control services being offered 7 days a week.

CONFLICT OF INTEREST POLICY-LEXIPOL

City Administrator Mike Schumacher presented Council with a Conflict-of-Interest policy for employee personnel and explained that this policy would go into the Policy Manual for employees, but while the policy was getting changed for employees, he wanted to discuss with Council any potential changes they would like. Schumacher also referenced Section 2-144 in our Municipal Code for elected officials.

### GATEWAY SIGNAGE

City Administrator Mike Schumacher shared that MoDOT would still be providing signs for city limits, etc. however, MoDOT would no longer be adding anything to the signs to set the sign apart. He shared this has sparked the discussion of establishing signage in the City at certain locations that would welcome citizens and make Lebanon stand out. The Council discussed adding a Yellowjacket to the sign and other features. Schumacher shared that he had discussed with the school district, and they would be willing to partner with the City for signage. This was well received by the Council expressing their support.

### MINIMUM WAGE INCREASE

City Administrator Mike Schumacher reported minimum wage increased to \$12.30 per hour and that has affected 30 budgeted positions within the City personnel. He explained that this would spark the conversation regarding salaries. Schumacher added that City employees had received a substantial increase in salary adjustments through the past few years.

Councilman Mizell shared that costs kept increasing in the economy for employees to live and in order to retain employees, salaries should continue to be in accordance with the inflation costs.

### WORK SESSION

Mayor Carr reported that Work Session would go from the first Thursday of every month to the second and fourth Monday of every month, which would be at 6:00 pm, before the Council meetings. They would still be separate meetings, but this way, the Council would be able to receive more updates from employees. Mayor Carr also shared that they would still have a meeting for the budget and the Council Retreat in May and October.

### ROUND TABLE DISCUSSION

#### Discuss Calendar for the Year

Mayor Carr gave a calendar to the Council that outlined meetings and community events. He discussed potential dates for the Council Retreat.

### CLOSED SESSION

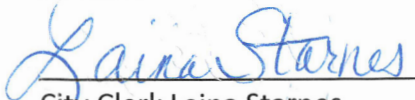
Jordan moved and Mutchler seconded that the Council move out of Regular Session and into Closed Session pursuant to RSMo 610.021 (2) to discuss matters. Motion carried as follows: Yea: (6) Mitchell, Mizell, Mutchler, Wall, Jordan, and Garner; Nay: (0) None; Abstain: (0) None; Absent: (2) Adkins and Evans.

Council moved into Closed Session at 6:55 pm and returned to Work Session at 7:03 pm.

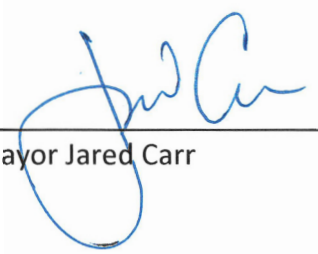
### ADJOURNMENT

Mayor Carr declared the meeting adjourned at 7:03 p.m.

ATTEST:



City Clerk Laina Starnes

  
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Mayor Jared Carr

Minutes Approved February 12, 2024