

CITY OF LEBANON  
CITY COUNCIL WORK SESSION MINUTES  
September 05, 2019

BE IT REMEMBERED that the Council of the City of Lebanon, Missouri, met in Work Session on September 5, 2019 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: Gib Adkins, Ken Eldridge, Jonathan Reagan, LeAnn Mather, Randy Wall, Chuck Jordan, Bob Garner and Mayor Carr. Absent: Sheila Mitchell.

A quorum was declared.

Staff members and others in attendance: City Administrator Mike Schumacher, Public Works Director Richard Shockley, Street Superintendent Mike Moore, HR Director Kathy Milliken, IT Director/Airport Jarrad Schomaker, Finance Director Kat Gill, and Deputy City Clerk Lindsey Slavens.

Deputy Clerk Lindsey Slaven took minutes in the absence of Assistant City Administrator/City Clerk Laina Starnes.

COMPENSATION PHILOSOPHY AND STUDY

HR Director Kathy Milliken introduced Rick Campbell of PayPoint HR, who had conducted a wage study for the City. Campbell gave a presentation that outlined the purpose of the study being in the best interest for the employees as well as the employer. He continued that the project scope was determined by the goals Council had put forward, classification and compensation of employees, and how the two came together. Focus groups made up of employees were formed to address and survey how the employees felt about their job with the City. The outcome presented that the City benefits being provided, were comparable to surrounding areas which were based off economic similarities. However, the pay was only a 20% spread which measured significantly low in comparisons. Campbell continued by presenting figures that would place the current salaries within the prospective range, at an additional \$612,012.00 added expense to the City. He closed by thanking the project team, City employees, and Council for their support in the study. Councilman Eldridge commented on the issue of pay compression being more noticeable for long term employees. Milliken agreed and replied that the issue developed when the salary schedule was originally created. Councilwoman Mather questioned how the City was supposed to keep up with the cost of living increases and other financial factors down the road. Milliken commented that the study was solely for the purpose of addressing the issues at the time. City Administrator Mike Schumacher added that the study did not provide means of identifying or facilitating the funds, but exclusively for the data. The Finance Department would be strategizing ways to find new income; one being a proposed public safety tax. He continued that increasing salaries could affect other priorities of the City, and that they could only do what was financially feasible. Councilman Reagan

addressed the public safety tax, and stated he felt that the public needed to be educated on the purpose of the tax. Mayor Carr commented that there hadn't been action on addressing the salary compression for such a long time, and that the study would hopefully be a starting point.

#### COUNCIL GOALS- GROUP 3, PARKS AND RECREATION

Parks Director John Shelton presented a PowerPoint presentation reviewing the goals and strategies given by Council for the Parks Department. He explained how staff had been working towards meeting them by implementing new park entry ways, cameras, designation signs, and more. He added that IT had been working with the park staff to install the motion enabled cameras, that allowed staff as well as police dispatch access to live footage. Mayor Carr commented that he noticed a decrease in vandalism since the cameras had been added. Shelton continued that the City had teamed up with Kiwanis to host a movie in the park, where surveys would also be handed out for feedback from community members. Councilman Eldridge mentioned adding contact information to park signs, and Shelton agreed that was a great idea moving forward. Councilman Jordan asked about the option of adding a 'splash pad' to one of the parks. Shelton replied that it had been a topic of conversation, and that expense would need to be considered. He closed by adding that Lowes Improvement would be using part of a grant they had received to put improvements into the dog park.

#### PARK ACTIVITIES REPORT

Assistant Parks Director Elliot Wilburn presented Council with updates of income versus expense for a variety of summer park activities including the public pool and baseball leagues. Mayor Carr commented on the competitive league program that had been launched and expressed how much he enjoyed it. He also recommended offering the program to older kids in the future, and Wilburn replied that it had been offered but didn't have enough participation. Wilburn continued that a survey had been sent out to all members of league including coaches and parents to grasp the performance of the program as well as the concessions. The results were collected and had an average of 4 out of 5 rating overall. Councilman Eldridge commended the survey numbers and added that it was tremendous for all they had taken on with concessions. He also mentioned parks department communicating with tourism to ensure that local businesses were aware of event dates.

#### ROUND TABLE DISCUSSION

Councilman Garner- reminded everyone that the Business Expo would be taking place on September 14, 2019 at the Cowan Civic Center, and that the City had a table.

Councilman Eldridge- asked about the Food Truck Event and Mayor Carr replied that it would be scheduled in conjunction with other Christmas activities in December. He then commended Joe Berkich on how orderly the City was looking, and Berkich thanked him and commented that credit needed to be given to property owners for their cooperation with the departments.

Councilman Adkins- asked about a retreat, and Mayor Carr responded that the City was working on a director's retreat and then they would discuss one for Council. Adkins also

mentioned that the Rotary Club would be planning a meeting to educate on the proposed public safety tax.

Councilman Jordan- reminded everyone about the car show that would take place on September 21,2019.

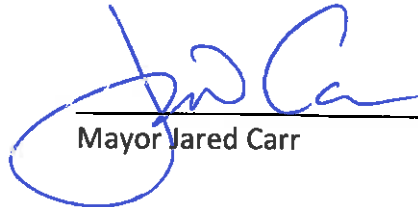
Mayor Carr- invited Council members to the Chamber of Commerce event being held at the Mighty Oak on September 30, 2019. He also reminded everyone that the Council Meeting would be cancelled on September 09, 2019 due to the Missouri Municipal League Conference. He closed by announcing there would be an opportunity for open discussion and literature in regard to the proposed public safety tax in October.

ADJOURNMENT

Mayor Carr declared the meeting adjourned at 7:33 pm.

ATTEST:

  
City Clerk Laina Starnes

  
Mayor Jared Carr

Minutes Approved October 15, 2019

