

**CITY COUNCIL MINUTES**  
**JULY 12, 2022**

The Council of the City of Fulton, Missouri, met in Regular Session on Tuesday, July 12, 2022 in the Council Chambers of City Hall located at 18 E. 4th Street. Present and presiding were: Mayor Lowe Cannell; Renee Tyler, Director of Administration; Courtney L. Doyle, Asst. Deputy Director of Administration/City Clerk; and William Ladwig, Police Chief. The meeting was called to order by Mayor Cannell at 7:00 p.m. Roll call was taken by the City Clerk, and members of the Council present were: Leuther, Nelson, Rehklau, Sebacher, Stone, Washington, and Combs. Absent was Councilman West. Also present were: Kathy Holschlag, Chief Financial Officer; Darrell Dunlap, Superintendent of Utilities; Kyle Bruemmer, City Engineer; Dennis Houchins, Planning & Protective Services Director; Kevin Coffelt, Fire Chief; Clay Caswell, Parks & Recreation Director; Robert Boone, Assistant Director of Administration; Michelle Maupin, Human Resources Director; Rev. Bruce Williamson; Michael Shine of *The Fulton Sun*; Jeremy Polston, Kala Young, and Mike Haldeman, Audio/Video; and visitors: Daniel Sanders, Tim Rickerson, Catherine Goser, Cody Cipp, Kent Wood, and Carmen Brandt.

**INVOCATION:**

Invocation was given by Rev. Williamson.

**PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance was led by Rev. Williamson.

**EMPLOYEE RECOGNITION:**

Mayor Cannell noted Michelle Maupin, Human Resources Director, is leaving the city to pursue a new opportunity; he thanked her for her years of service. Maupin stated she has enjoyed her time with the city.

Renee Tyler, Director of Administration, thanked Maupin for her contributions and applauded her aspirations to complete her doctorate and further herself. A plaque was presented to Maupin. Tyler also announced a special visitor had a few words to share with Maupin. Bill Johnson, former Director of Administration, was present via telephone and shared his appreciation to Maupin during his time with the city as well.

**COMMENTS FROM VISITORS:**

Mayor Cannell asked any attendees not listed on tonight's agenda, but whom wished to address the Council, to please come to the podium, state their name, address and area of concern, and to keep comments under five (5) minutes. A digital timer was administered and monitored by the City Clerk.

Kent Wood, President of the Callaway Sewer District, stated he appreciates the good relationship between the Sewer District and the City of Fulton; he hopes to work with the city on a sewer project south of town.

**APPROVAL OF THE CONSENT AGENDA:**

The following items were distributed to each member of the City Council for review and study as a part of their council packet. Mayor Cannell presented each item and stated the Council may choose to remove any item from the Consent Agenda for discussion at this time.

- a. Re-appointment of Dan Healy to the Board of Adjustment for a five-year term (exp. July 2027).

- b. Appointment of Shad Salmons to the Board of Adjustment for a five-year term (exp. July 2027).
- c. Re-appointment of Frances Vaughn to Historic Preservation Commission for a three-year term (exp. July 2025).
- d. Re-appointment of Adrienne Lindsey to the Human Rights Commission for a three-year term (exp. July 2025).
- e. Re-appointment of Robert Wilson to the Park Board for a three-year term (exp. July 2025).
- f. Re-appointment of Wayne Bill to the Park Board for a three-year term (exp. July 2025).
- g. Re-appointment of Les Hudson to the Planning & Zoning Commission for a four-year term (exp. July 2026).
- h. Re-appointment of Joan Berry Morris to the Planning & Zoning Commission for a four-year term (exp. July 2026).
- i. Re-appointment of Ken McSwain to the Planning & Zoning Commission for a three-year term (exp. July 2025).
- j. Re-appointment of Jeremy Washington to the Planning & Zoning Commission for a three-year term (exp. July 2025).
- k. Appointment of Brooke Bartlett to the Planning & Zoning Commission for a one-year term (exp. July 2023).

Mayor Cannell noted the term limits have been adjusted in order to create better staggering for outgoing and incoming members.

Councilman Washington stated he would be recusing himself from the vote on the Consent Agenda as he is related to one of the proposed appointees.

Motion was offered by Councilwoman Nelson and seconded by Councilman Stone to approve the Consent Agenda as presented. Motion carried with six members of the Council voting in favor, one member (Washington) recused, and one member (West) absent.

**UNFINISHED BUSINESS:**

There was no Unfinished Business for consideration at this meeting.

**NEW BUSINESS:**

- a. Tim Rickerson, President of the Fulton Disc Golf Club, will be present to request permission for vendor sales in conjunction with a disc golf tournament in Veteran’s Park on Saturday, August 20<sup>th</sup>.

Rickerson provided an overview of the event and noted the Club is asking for permission for a vendor to provide prizes and sell merchandise in connection with the event. Some discussion followed. Rickerson stated he hopes to hold the tournament on an annual basis and would like to see course expansion or a second course in the future.

Motion was offered by Councilman Stone and seconded by Councilwoman Rehklau to approve the vendor sales request as presented. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

b. Employee Retention discussion and recommendation.

Tyler proposed providing an incentive payout to boost employee morale and enhance retention efforts; she noted inflation is causing financial hardship for a number of city employees.

For full-time employees who have been employed by the city for a minimum of one year, the following incentive amounts would be provided:

<u>Annual Base Salary</u>	<u>Proposed One-Time Incentive</u>	<u>Number of Employees Affected</u>
\$45,000 and under	\$1,500	66
\$45,001-\$70,000	\$1,000	58
\$70,001 +	\$500	16

Tyler stated the city has already received \$1.27 million in ARPA funds, and more funds are coming; the city has not done anything with these funds to-date.

Mayor Cannell stated he believes this is a wonderful gesture and shows the city cares and recognizes the hard work of the employees. Tyler noted other municipalities are also providing incentives to aid with salary compression, increased fuel and cost of living expenses. If approved by City Council, the one-time payments will be made on an upcoming paycheck, and taxes will be deducted.

Councilwoman Sebacher expressed concern with only offering the payment to full-time employees and would like to see something for the part-time employees as well. Councilman Leuther stated he feels the highest amounts may be paid to the newest employees, and this may not be the image the city wants to project. Tyler stated the majority of city employees make less than \$70,000, and there are a number of employees experiencing food insecurity; this is a good faith gesture to assist our employees and recognize their ongoing diligence. Some discussion followed.

Councilman Stone noted the focus was presented as retention, and if there are part-time employees who have worked for the city year after year, he would like to see a consideration for them. Kathy Holschlag, Chief Financial Officer, was asked how much it would cost to have the city cover the taxes for these payments; Holschlag noted the additional cost would be approximately \$12,622. Holschlag also reported this proposal is an all allowable use of the ARPA funds. Holschlag noted the payment could be added to the first pay period in August.

Motion was offered by Councilwoman Rehklau and seconded by Councilman Stone to authorize the one-time incentive as proposed by Tyler.

Councilman Leuther stated everyone is feeling and struggling with inflation, and he doesn't want to send the wrong message that employees who make more money should receive less. Councilman Leuther would like to look at a bonus program.

Tyler stated the Council has previously expressed concern with percentage increases that benefit higher-earning employees and create further wage disparity. While this is not a raise, it is a tiered benefit to assist those who make the least. Tyler noted the compensation study will assist the city in addressing wage compression and inflationary issues long-term; the contract to conduct the compensation study will appear on the next Council agenda.

Motion carried with seven members of the Council voting in favor, and one member (West) absent.

c. Strategic Planning session discussion.

Mayor Cannell stated he has asked Council to begin compiling their priorities and thinking about the creation of a new strategic plan. Mayor Cannell will reach out to the Council to gauge a timeframe for a retreat to initiate the process.

d. Council meeting schedule amendments.

- i. September 27<sup>th</sup> (Cancellation of September 13<sup>th</sup> meeting)
- ii. December 13<sup>th</sup> (Cancellation of December 27<sup>th</sup> meeting)

Courtney Doyle, Asst. Deputy Director of Administration/City Clerk stated the Council amends the meeting schedule annually. The proposed September cancellation is due to scheduling conflicts with the Missouri Municipal League Annual Conference; the proposed December cancellation is due to the holiday season.

Motion was offered by Councilman Stone and seconded by Councilman Washington to accept the proposed modifications as presented. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

#### **COUNCIL CONCERNS:**

**Councilman West:** *Planning & Zoning Commission liaison*

Councilman West was absent at this meeting.

**Councilwoman Sebacher:** *Park Board liaison*

Councilwoman Sebacher stated the representatives page of the online city code needs to be updated. Doyle will follow up with the codifier to address this.

**Councilwoman Rehklau:** *Traffic Commission liaison*

Councilwoman Rehklau stated the 2<sup>nd</sup> Street project will likely be completed in spring 2023.

**Councilman Stone:** *Historic Preservation Commission liaison*

Councilman Stone stated the Commission will meet again next week. He also thanked staff for the ongoing efforts on the 2<sup>nd</sup> Street project.

**Councilman Leuther:** *Airport Advisory Board liaison*

Councilman Leuther did not have a report or any concerns at this meeting.

**Councilman Combs:** *Human Rights Commission liaison*

Councilman Combs did not have a report or any concerns at this meeting.

## Councilman Washington

Councilman Washington thanked the Council, Administration, and staff for their support of honoring Jack McBride and ceremonially designating a portion of West 9<sup>th</sup> Street as “Jack McBride Way”.

## Councilwoman Nelson: *Public Utility Board liaison*

Councilwoman Nelson echoed her appreciation for the ongoing work along 2<sup>nd</sup> Street.

## RESOLUTIONS:

Resolution No. 3454 was presented for adoption by Councilwoman Sebacher.

- a. Resolution No. 3454: A Resolution of the City Council of the City of Fulton, Missouri, in support of the Carver School Apartments, a proposed development for senior citizens.

Motion was offered by Councilwoman Sebacher and seconded by Councilwoman Nelson to adopt Resolution No. 3454 at tonight’s Council meeting.

Mayor Cannell noted the Council heard the presentation by Daniel Sanders, Executive Vice President of MACO Development Company LLC, during tonight’s Work Session. The proposed development will create affordable senior apartments and ensure the historic preservation of the Carver School site, if grant funding is awarded. Mayor Cannell also noted the resolution states the city will donate a small parcel of land contiguous to the project if grant funding is awarded.

Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Resolution No. 3455 was presented for adoption by Councilwoman Rehklau.

- b. Resolution No. 3455: A Resolution authorizing the Mayor, on behalf of the City of Fulton, Missouri, to sign all necessary documents in relation to a Contract with Pond & Company of Peachtree Corners, Georgia, for grant preparation and assistance services.

Motion was offered by Councilwoman Rehklau and seconded by Councilman Stone to adopt Resolution No. 3455 at tonight’s Council meeting.

Darrell Dunlap, Superintendent of Utilities, stated this grant is through the federal government, and the city is opting to utilize a vendor that specializes in assisting with natural gas related grants and issues. The city interviewed two firms; the vendor is located in Georgia, but a representative is available in Kansas City as well.

Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Resolution No. 3456 was presented for adoption by Councilman Stone.

- c. Resolution No. 3456: A Resolution authorizing the Mayor, on behalf of the City of Fulton, Missouri to file and sign all necessary documents in relation to an application for grant funding through the Natural Gas Distribution Infrastructure Safety and Modernization Grant Program.

Doyle noted this resolution allows the city to apply for funds through the federal grant program, and it also serves as a record of the City Council's support of the proposed project. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Resolution No. 3457 was presented for adoption by Councilman Combs.

- d. Resolution No. 3457: A Resolution authorizing the Mayor, on behalf of the City of Fulton, Missouri, to file and sign all necessary documents in relation to applications with the Missouri Department of Natural Resources Financial Assistance Center's State ARPA Grant Programs for subaward of federal financial assistance provided to the State of Missouri by the U.S. Department of the Treasury.

Motion was offered by Councilman Combs and seconded by Councilwoman Sebacher to adopt Resolution No. 3457 at tonight's Council meeting.

Dunlap noted this resolution authorizes the city to apply for multiple ARPA grant projects including; the specific projects are outlined in the resolution. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Resolution No. 3458 was presented for adoption by Councilman Washington.

- e. Resolution No. 3458: A Resolution authorizing the Mayor, on behalf of the City of Fulton, Missouri, to file and sign all necessary documents in relation to an application for the "Crosswalk and Traffic Signal Safety Improvement" project under the Transportation Alternative Fund Program of the Missouri Department of Transportation.

Motion was offered by Councilman Washington and seconded by Councilman Leather to adopt Resolution No. 3458 at tonight's Council meeting.

Kyle Bruemmer, City Engineer, stated this application is in direct response to the Council's recommendations to address safety needs near schools and intersections. This grant program is specifically targeted to address pedestrian traffic needs, and there are between ten and fifteen locations across the city where the funds could be used to address pedestrian safety needs. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

## ORDINANCES:

### SECOND READING

Bill No. 1644 was presented for Second Reading by Councilman Leather.

- a. Bill No. 1644: An Ordinance authorizing the Mayor, on behalf of the City of Fulton, Missouri, to sign all necessary documents in relation to the Cooperative Agreement for K-9 Basic Training Services with the Boone County Sheriff's Office.

Motion was offered by Councilman Leather and seconded by Councilman Stone to place Bill No. 1644 for Third Reading at tonight's Council meeting.

Chief Ladwig reported he and Officer McCaulley traveled to Pennsylvania to interview and select the K-9 officer. The successful candidate, Bo, traveled back to Missouri and will begin his training after the completion of this contract. Chief Ladwig stated Bo will be a tremendous asset to the department.

Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Bill No. 1644 was presented for Third Reading by Councilman Leuther.

Motion was offered by Councilman Leuther and seconded by Councilwoman Nelson to place Bill No. 1644 for Final Passage at tonight's Council meeting. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Roll call vote of the members of the Council was as follows: Nelson, YES; Rehklau, YES; Sebacher, YES; Stone, YES; Washington, YES; Combs, YES; Leuther, YES. Absent: Councilman West. Bill No. 1644, having received the affirmative vote of seven members of the Council was declared passed by the President of the Council.

Bill No. 1645 was presented for Second Reading by Councilwoman Sebacher.

- b. Bill No. 1645: An Ordinance repealing Section 42-1. Wards Designated; Polling Places. Fulton City Code. and enacting new legislation in lieu thereof.

Motion was offered by Councilwoman Sebacher and seconded by Councilman Stone to place Bill No. 1645 for Third Reading at tonight's Council meeting. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Bill No. 1645 was presented for Third Reading by Councilwoman Sebacher.

Motion was offered by Councilwoman Sebacher and seconded by Councilman Leuther to place Bill No. 1645 for Final Passage at tonight's Council meeting. Motion carried with seven members of the Council voting in favor, and one member (West) absent.

Roll call vote of the members of the Council was as follows: Rehklau, YES; Sebacher, YES; Stone, YES; Washington, YES; Combs, YES; Leuther, YES; Nelson, YES. Absent: Councilman West. Bill No. 1645, having received the affirmative vote of seven members of the Council was declared passed by the President of the Council.

#### **ANNOUNCEMENTS:**

- a. The next City Council meeting will be held Tuesday, July 26, 2022 at 6:30 p.m.
- b. The MML Annual Conference will be held September 11-14, 2022, in Osage Beach. Councilmembers must submit their final registration information to the Executive Assistant no later than July 26<sup>th</sup>.

#### **EXECUTIVE SESSION:**

Mayor Cannell stated there was not a need for an Executive Session at this meeting.

**ADJOURNMENT:**

There being no further business to come before the Council, motion was offered by Councilman Stone and seconded by Councilwoman Sebacher to adjourn this meeting. Motion carried with seven members of the Council voting in favor, and one member (West) absent. The meeting adjourned at 8:30 p.m.

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Lowe Cannell, Mayor

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Courtney L. Doyle, CMC/MRCC  
Asst. Deputy Director of Administration /  
City Clerk