

Board of Alderman Minutes  
81 S. Orchard Blvd.  
March 26, 2024  
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### **OPEN MEETING**

Roll Call taken by Mayor Stephen Short

Richard Icenhower PRESENT, Leon Beaty PRESENT, Dennis Roe PRESENT, Sherry Veach PRESENT, Jeffrey Danderson PRESENT, Ben Lord PRESENT

Call to order at: 6:30 p.m.

**APPROVE AGENDA.** Motion by Veach to approve agenda. Second Roe Icenhower AYE, Beaty AYE, Roe AYE, Veach AYE, Danderson AYE, Lord AYE

### **PUBLIC FORUM**

**(Public may speak on any item on agenda)**

### **Old Business**

### **New Business**

#### **DISCUSS SPRING CLEAN-UP**

Karla Lampe with Ozark Mountain Sanitation: Every year we do spring cleanup at her lot in town. We used to allow people from all over participate but it has since been limited to the residents. Lord asks what made it bad when it was anyone bringing it in. Karla said that it was extremely time consuming and costly to the city and tax payers.

When it was open to the public we had people lined up down to AF. Veach says last year it was very manageable. Willing to do it all again. Roe asks for a date in mind. Roe suggested May 18<sup>th</sup> so that the weather is better.

The date is set for May 18<sup>th</sup> from 8:00 am to 12:00 pm. Will require proof of residency. Beaty reminds everyone the cost is \$5. Danderson says use the same flyer as last year just change the date.

Mayor asks if we have enforcement on someone that has trash in their backyard to let them know. Roe, Beaty and Veach volunteer

### **Business Meeting**

#### **SEWER AND PUBLIC WORKS REPORT**

The street cut on Maple has been repaired and will be opened back up.

#### **FINANCIAL STATEMENT**

Motion by Roe to approve the financial statement as submitted. Second Icenhower Icenhower AYE, Beaty AYE, Roe AYE, Veach AYE, Danderson AYE, Lord AYE

Mayor says it's going to be tight coming to the end of budget year and General fund still owes \$20,000 to capital improvements.

### **PARK BOARD**

Jerra Icenhower is working with City Engineer Andy Novinger and she has an update. They have been slow getting them the plans. This is what they have so far. There are 3 pages. 1<sup>st</sup> is big park, 2<sup>nd</sup> small park and then costs. Moving closer to writing those grants. Phase I has several grants available that they can apply for. Walking trails, splash pads, community gardens. They are hoping to get enough money to reduce that cost. The engineering and administration part of it is a significant amount of money. Needs the term of the lease purchase and an approximate interest rate. They have over \$280,000 in the bank. They have a new treasurer and since they have had a lot of turnovers, when they are ready to present numbers, the treasurer will be with her.

Roe asks why they wouldn't continue to use asphalt on the walking trails. Icenhower says it might be a requirement for the grant but the goal is to get rid of the rock. Phase II they are looking at basketball courts. With rural areas, you only need about 25% of the grant. Grant opportunities for community center that would have basketball courts, concession stand, pickle ball and indoor walking trails. Jerra asks the Board what the term will be. Danderson says he doesn't think they want to extend past 10 years. He would have to look at tax revenue on the city tax and what they bring in right now. They will have to perform the payment and if they go out too far then they won't have any money to work with. Jerra says they raised registration fees to \$40. Their income is anywhere from \$2,000 to \$9,000. The park hired a concession stand manager and she is doing a cost analysis on that. Icenhower wouldn't have a problem with a 20-year lease purchase because he thinks the yearly rate will be cheaper.

Icenhower says that the grant money will be beneficial to that. If they get grants, they will put the money from the lease purchase aside. Icenhower explains that the way a lease purchase works is you make two payments a year. One is interest only and the other is principal.

Beaty asks about the splash pad. Says that it is too far away from the water and sewer line.

Beaty says that he thinks the American Legion will work with them on the VFW memorial. Jerra says that their board meeting is April 8<sup>th</sup> and that would be a good time for them to discuss the American Legion working with them on the VFW memorial. Will bring their budget to the next meeting. Thanks the board for their support.

### **EMERGENCY MANAGEMENT**

Mark Stewart, Assistant Director, says that Bone not able to be here. Will be here at the town hall meeting this weekend but didn't have anything to update now. Beaty asks how the training is going and if we are up to date on it. Stewart says he is working on it but cannot speak for Bone.

Danderson asked Stewart if the bills are being turned in and the paperwork is getting done. Clerk tells them that this isn't being done. Danderson asked the committee if they can talk to Bone. Lord said he will get an answer. Danderson doesn't want us to miss out on the grant like we did

last year. Lord asked if it was based on the paperwork not getting done. Danderson said its also training.

### **POLICE DEPARTMENT**

Chief Howell said he has only been here a day. Has been going through a lot of things. Everything is at a disarray and he is trying to filter through it. August 28<sup>th</sup> of last year they passed a mandatory school that the Chief has to go to or everyone in the department will lose their POST. Howell got on the phone right away, called the state and they haven't called him back yet. He plans to set up the time for the school.

Yesterday they conducted 9 traffic stops, 9 speeding, all warnings. Did get a warrant arrest out of that. Got some stuff he would like to present to the board and the attorney said it was ok so he would like to do that. He has been here since 4:30 this morning.

As discussed during the interview process, trying to find officers in this day and age it has been tough. Law enforcement isn't something that people want to get into. We have Tom Faulkner who has been here for 18 years and Officer Castleberry who is the SRO. He went out with Castleberry and he wouldn't asks his officers to do anything he wouldn't do.

He has attached a proposed schedule once he is staffed. His proposed budget. Right now his officers make \$21 an hour and you can go to any factory and get that without the risks. The Sergeant makes \$23.50 /hr He proposes a jump of \$2.00 more an hour. He wants to get qualified candidates. Looking at what is coming in on indeed, no one has passed the background. There are other avenues to go down but he would rather try to get qualified candidates first.

Next page he is looking at other incentives to get qualified people here. He proposes his 10 year step plan, every 2 years they get a 2% raise. That's incentive for them to come here and stay here. Danderson said these numbers do not scare him. Longevity pay doesn't include any raises that the city gives. Have to give them something to look forward to. All of these figures are fully staffed. Departments have started offering shift differential for the night time guys. Most are \$1.00/hr more. Asking for \$0.50 an hour. That would only affect 3 officers. The Sergeant and the two nighttime officers. It will help when they miss out on the important things in life. He is bringing it now so he can go out and offer incentives to new hires. Looking at a pin day, one floating holiday for every 5 years of being here. The take home car issue as we set, we have 5 patrol cars. One he has to be pieced back together. Would like to purchase a car from highway patrol in the next 2 years. Would like to go with an Explorer because we have those. You can get them fully outfitted with the cage, lightbar, siren. We would have to come up with a radio and a camera system. Hopefully we will be fully staffed. For them to have a take home car, they have to live within 15 to 20 miles of the city. People are more responsible for a car that is assigned to them than a car that is shared with another person. They will make them look good and it will spread the mileage out. That is what he is looking at for this next budget year.

He is a vision person. This is a 4-year plan for the department. There would be a Sergeant for each shift so someone in charge is always on duty. Wednesday would be an overlap day for training days and other things as needed. He didn't ask for any more officers except one reserve officer. The last sheet would be the schedule that he came up with so that you can see what the schedule

will look like. Chief will always be available by phone. He is the chief and he will take responsibility for the department.

Roe asks Howell on his proposed officer roster 1204 – 1207 would be officers and 1209-1211 is vacancies in the reserves.

All reserves need to give their 20 hours a month and if they aren't following it then we need to look at other options. Icenhower doesn't see a problem with anything that Chief presented. There will be more expenses because just the training he will use up the budget for the Chiefs class. Roe compliments him on presenting this on the second day and the rest of us don't think about the budget until May. Howell isn't staffed and he is concerned about getting qualified people. The ones that are applying don't have POST or they can't pass the background. Danderson asks him if he doesn't have enough to get qualified people. Danderson says that none of that scares him. Kudos to Howell.

He will be transparent with the Board and the public and his officers will be held to the highest standards. Icenhower says that the consensus of the board with this packet is that we can make this work come June. Danderson can't commit because he doesn't know if he will be here but if he is still here, he is good with it.

Lord says its overwhelming. A lot of that stuff doesn't move the needle a whole lot. He thinks it's a great option. If we want to be competitive then we will have to do something about it. We could sponsor people to go into the academy but you don't know what you are going to get on the other side of the academy completion.

Howell says that those become complicated. Lord says that if we get this in place and someone out of the academy looks at us and compares us with other small cities, this gets us in that middle to upper tier. Icenhower says that as far as he is concerned he can go out and offer it. Has support of Roe, Danderson, Icenhower, Veach, Lord and Beaty.

Danderson asked what he thought their reaction would be? Howell says that trying to manage personnel grants are really difficult. With this, we are putting it out on the table and getting out there from the beginning.

Lord asks what the update is on Lexipole. Howell says it took him a day to get into it. Some policies have been created but never passed out since conception. A majority of them have not been edited. A few things need to be updated. Looking at the policies they are 2017. That was provided by Lexipole. It is almost a full-time job to get it updated. Lord says he knows that we were lacking with that and when we started gaining traction, we lost our chief. Howell says it will be done for protection of the citizens, Board, department and himself. He has a training video he needs to do, but had some computer issues that we need to discuss next. There isn't enough time in the day.

The city has one service coming in and one service going on. The police department needs to be on its own network. Currently they have no backup. If it fails, they lose everything. If someone from the city gets on the police department side by accident, it would be a huge liability for the

city. He spent most of the day with Altec. Needs to get Word on all of the department computers. Right now, they have to come in here and log into a better system. We have these MDT's and we aren't using them to the best of their ability. Could be sitting out on that road instead of in the office. Download issues are some problems that he can't discuss but we will have to do it at a separate time. It will be anywhere from \$5,000 to \$7,500. We haven't been using the salary portion of the budget and he thinks that we can get the network up to par. Danderson says bring the proposals. Howell is looking forward and trying to get things created. The more information the board can get before the budget will help it go smoothly. Howell is transparent and will warn everyone before he does something. He will post the numbers on Facebook to let the community know what happened. Icenhower commends him for being on the job for two days and he knows he was on the job last week on his own time and he is overwhelmed by what he brought tonight. To Icenhower's knowledge, the police department has never come to the Board and asked for something that they didn't get.

#### **CITY CLERK**

#### **COMMITTEE REPORTS**

See attached

Icenhower says that both pumps were brand new. One was making a noise and they took it in and it isn't repairable. It only lasted about two years.  
Mayor asks the brand of pump. Hokanson says it was Homa.

#### **APPROVE BOARD OF ALDERMAN MINUTES**

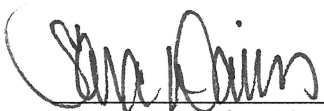
Motion by Beaty to approve Board of Alderman Minutes for February 27, 2024, March 7, 2024 and March 12, 2024. Second Roe  
Icenhower AYE, Beaty AYE, Roe AYE, Veach AYE, Danderson AYE, Lord AYE

#### **Mayor Report**

Encourage everyone to get out and vote on April 2<sup>nd</sup>. We have a use tax issue on the ballot and he would like for people to get educated on the matter and vote.

#### **Adjournment**

Motion by Danderson to Adjourn at 7:45 p.m. Seconded by Veach  
Icenhower AYE, Beaty AYE, Roe AYE, Veach AYE, Danderson AYE, Lord AYE

  
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Sara Davis, City Clerk