

City of Desloge

NOTICE OF OPEN MEETING AND VOTE TO CLOSE PART OF THE MEETING DESLOGE BOARD OF ALDERMEN REGULAR MEETING

Monday, December 10, 2018

7:00 p.m.

Desloge City Hall, 300 North Lincoln

Posted: December 6, 2018 at 11:30 a.m. on the outdoor City Hall bulletin board.

Faxed: December 6, 2018 at 11:30 a.m. to radio and newspaper media.

The tentative agenda for this meeting includes:

- I. Call to Order and Pledge of Allegiance
- II. Consent Agenda
 - a. Approve or Amend Agenda
 - b. November 5, 2018
 - c. Bills for Payment
 - d. Liquor License for Casey's General Store
 - e. Invoice for lawnmowers

The items on the Consent Agenda are enacted with one motion. If separate discussion is desired, that item may be removed from the Consent Agenda and place on the regular Agenda by request of a member of the Board of Aldermen.

- III. Proclamation for John Wigger
- IV. Audit Presentation
- V. Public Comment
- VI. Resolution for Limited Duty
- VII. An Ordinance to impose a general sales tax of one half of one percent for the purpose of improving public safety.
- VIII. Concurrence of award for Desloge Drive/Hwy 8 Project, Notice to proceed.
- IX. Volkswagen Trust Fund
- X. Court's requirement to obtain a general bank Account
- XI. Change of signatures on city bank accounts and CD's
- XII. Mayor and Aldermen's Reports
- XIII. Vote to Close the Meeting Pursuant to RSMo 610.021 – (3) Personnel
- XIV. Adjourn

Individuals who require an accommodation should contact City Hall twenty-four (24) hours before the meeting.

Representatives of the news media may obtain copies of this notice by contacting
Stephanie Daffron City Clerk

DESLOGE BOARD OF ALDERMEN REGULAR MONTHLY MEETING
MONDAY, DECEMBER 10, 2018

7:00 p.m.

DESLOGE CITY HALL, 300 North Lincoln

Members present were Mayor David Kater, Alderman Deion Christopher, Alderman Jason Loughary, Alderman JD Hodge, Alderman Alvin Sutton and Alderman Jerry Hulsey. Alderman Chris Gremminger Staff present was City Administrator Dan Bryan, City Clerk Linda Moore, City Clerk Stephanie Daffron Public Works Supervisor Jason Harris, Police Chief James Bullock, Building Inspector Bryan Cato, Chief Water Operator Roger Phibbs, Fire Chief Larry Gremminger, Court Administrator Linda Simino, Parks and Recreation Director Terry Cole, and Deputy Clerk Angie Cato.

Visitors were Abby Sowatsky and Dragana Mijajlovic from Hochschild, Bloom & Company LLP, John and Erica Wigger, Paul and Kathy Wigger, Kevin Jenkins and Matt McFarland from the Daily Journal, and Mike Pritchett.

Call to order

Mayor Kater called the meeting to order and led in the Pledge of Allegiance.

Consent Agenda

- A. Approve or Amend Agenda
- B. November 5, 2018 Special Meeting
- C. Bills for Payment - \$122,341.39
- D. Liquor License for Casey's General Store
- E. Invoice for Lawnmowers \$30,300.00

Approve Consent Agenda

Alderman Sutton made the motion to approve the amended agenda and Alderman Hodge seconded the motion. Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Gremminger – aye; Hulsey – aye. Motion carried.

Mayor Kater presented a Proclamation to John Wigger for winning Forged in Fire reality show.

Abby Sowatsky from Hochschild, Bloom & Company LLP presented the Audit report for period ending June 30, 2018 Alderman Gremminger made the motion to approve the audit report and Alderman Sutton seconded the motion. Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Gremminger – aye; Hulsey – aye. Motion carried

Public Comment

Everett James Rawson of 1436 East Chestnut Street talked to board about turning his property into a homestead. He spoke with attorneys who told him he would more than likely not be able to do this in the city. Mr. Rawson stated that there is one homestead in the City of Desloge on the South end of Harding Street. Board agree to check into the request and asked Mr. Rawson to contact the Building Inspector in a couple of days.

Mike Pritchett commented on City Workers, how well of a job they do and how underpaid they are. He requested the City to give the workers a raise. Alderman Gremminger talked about the effects of Proposition P regarding the general revenue account.

Kevin Jenkins from the Daily Journal talked about his transition to the Press Leader and introduced Matt McFarland as our new Daily Journal Reporter. Kevin thanked everyone and appreciated working with the City of Desloge.

Resolution for Limited Duty

Alderman Christopher made the motion to approve the Resolution for Limited Duty'. Alderman Gremminger seconded the motion. Hodge – aye; Sutton – aye; Christopher - aye; Loughary – aye; Gremminger – Absent; Hulsey – aye. Motion carried

Ordinance

BILL NO. 1328

ORDINANCE NO. 2018.41

AN ORDINANCE OF THE CITY OF DESLOGE, MISSOURI, SUBMITTING TO THE ELECTORS OF THE CITY OF DESLOGE AT A GENERAL ELECTION ON APRIL 2, 2019 THE QUESTION OF WHETHER THE CITY SHALL IMPOSE A GENERAL SALES TAX OF ONE-HALF (1/2) OF ONE (1%) PERCENT FOR THE PURPOSE OF IMPROVING PUBLIC SAFETY

Alderman Gremminger made the motion to approve ordinance number 2018.41 to impose a general sales tax of one-half (1/2) of one percent (1%). Alderman Hulsey seconded the motion. Hodge – aye; Sutton – aye; Christopher - aye; Loughary – aye; Gremminger – aye; Hulsey – aye. Motion carried

Concurrence of award for Desloge Drive / Highway 8 Project, Notice to Proceed.

Notice to Proceed was received, NB West started today, December 10, 2018.

Renee from the Daily Journal did an article on Desloge Drive / Highway 8 project and Board discussed having a separate page on the Desloge website for updates. Administrator Bryan gave updated status on Electrical with 90% completion.

Volkswagen Trust Fund

Board discussed 50% match share and decided if it will apply to a fire truck then yes they wanted to proceed with the Trust and if this did not apply to the fire truck then they wish not to proceed.

Courts requirement to obtain a general bank account

Alderman Gremminger made the motion to approve the Courts requirement to obtain a separate bank account titled Municipal Division. Alderman Loughary seconded the motion. Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Gremminger – aye; Hulsey – aye. Motion carried.

Change signatures on City bank accounts and CD's

Alderman Gremminger made the motion to approve signature change on city bank account and CD's Alderman Loughary seconded the motion. Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Gremminger – aye; Hulsey – aye. Motion carried.

Mayor and Aldermen Reports

Alderman Hulsey thanked all city workers; He talked about the short cut off Slate Street to North Vandervoot regarding the alley that is blocked off and if it can be reopened. Board informed Alderman Hulsey that is private property and that the alley is not centered to the street

Alderman Hodge commented that the lighted train in the park is out. Alderman Hodge requested that

from now on when we issue a proclamation we put it in a frame.

Alderman Loughary commented on the Christmas in the park, he thought the attendance was low but turned out fantastic. Jill Kaufman came down even though she no longer works for the city to help Misty. Alderman Loughary stated this would be his last meeting as he is moving out of his ward.

Alderman Gremminger stated that the Christmas lights on Chestnut Street look great.

Alderman Sutton –Had nothing to report

Alderman Christopher talked about having First Net back for a detailed conversation.

.Mayor Kater thanked everyone for helping in the audit.

Vote to Close the Meeting

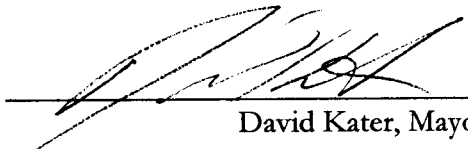
Alderman Hodge moved to close the meeting pursuant RSMo 610.021 (3) Personnel. Alderman Christopher seconded the motion. Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Alderman Gremminger – aye; Hulsey – aye. Motion carried.

EXECUTIVE SESSION BEGAN
8:15 p.m.
RETURNED TO OPEN SESSION
8:35 p.m.

Adjourn

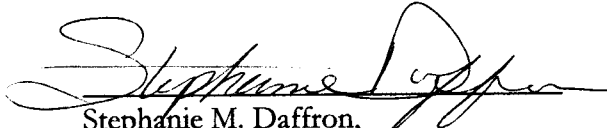
Alderman Sutton moved to adjourn and Alderman Hodge seconded; Hodge – aye; Sutton – aye; Christopher – aye; Loughary – aye; Gremminger - aye; Hulsey – aye. Motion carried.

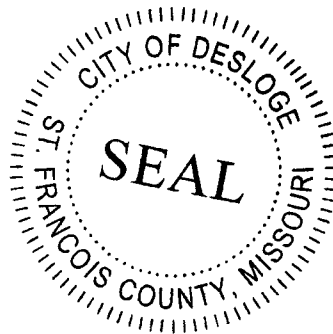
MEETING ADJOURNED
8:35 p.m.



David Kater, Mayor

ATTEST:


Stephanie M. Daffron,
City Clerk



Resolution to Amend Personnel Practices

Limited Duty Article VII Section 115.0707

WHEREAS, The City of Desloge, the Mayor, the Board of Aldermen and legal counsel for the City of Desloge review the Personnel Practices for the city as they see fit and

WHEREAS, The City of Desloge, the Mayor, the Board of Aldermen and legal counsel for the City of Desloge have reviewed the Personnel Practices for the City and;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF DESLOGE, MISSOURI, AS FOLLOWS:

Section 1. That the board of Aldermen, acting in its capacity as the governing body of the City of Desloge, hereby include Article VII Section 115.0707 Limited Duty to read as attached (Exhibit A).

Section 2. That this Resolution shall take effect immediately upon its adoption by the Board of Aldermen of the City of Desloge, Missouri.

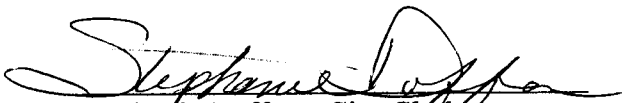
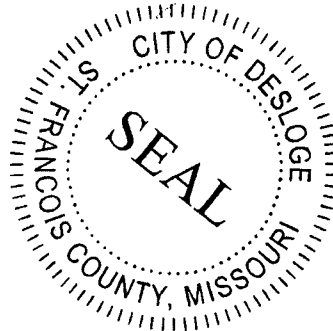
PASSED AND RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF DESLOGE, MISSOURI THIS 10TH DAY OF DECEMBER 2018

CITY OF DESLOGE, MISSOURI



David Kate, Mayor

ATTEST


Stephanie Daffron, City Clerk

SECTION 115.0707

LIMITED DUTY

PURPOSE

The purpose is to establish a limited duty practice for those employees on temporary disability leave due to an on-duty injury/illness (Worker's Compensation claim) or on extended sick leave due to an off-duty injury/illness. Limited duty allows an employee to transition to their previous position or transfer to a permanent position that does not exceed their capabilities after returning from an injury/illness. Limited duty also enables the City to utilize an employee in a useful role during recuperation.

POLICY

1. It shall be the policy of the City of Desloge to provide, when possible, a limited duty assignment for any *full-time employee* on temporary disability or extended sick leave.
2. A limited duty assignment shall be considered temporary and shall not extend past the time frames set forth in this practice, unless so designated by the City Administrator.
3. While on limited duty, employees shall maintain the pay grade assigned to their normal full-duty assignment.
4. An employee who is not able to perform their full-time duties will be considered unable to perform secondary employment. Therefore, employees may not work secondary employment while on limited duty, unless approved by the City Administrator.
5. Requests for limited duty may be initiated by the employee on Worker's Compensation or extended sick leave. If an employee does not request a limited duty assignment after being evaluated as being capable of such duty by their treating physician or the assigned Worker's Compensation physician, the City may initiate the limited duty request and the employee must comply with the directions of the physician to establish capabilities, identify limitations, and determine appropriate limited duty assignments and/or work limitations.
6. An employee's unwillingness to accept the assigned limited duty assignment will make the employee ineligible for the City's portion of the Worker's Compensation payment during the remainder of the injury leave.
7. Limited duty or related medical leave will not apply towards the employee's FMLA leave of an employee with an on-duty injury/illness.
8. Limited duty for related medical leave for all off-duty injury/illness used by the employee, other than when vacation, sick or compensatory time is used will be applied towards the employee's FMLA leave.

REQUEST FOR LIMITED DUTY ASSIGNMENT

Employees who are not capable of returning to work full time, and wish to apply for a limited duty status, shall have their treating physician complete a Limited Duty Request Form which medically approves a limited duty assignment. The physician's statement and a memorandum

from the employee requesting a limited duty assignment shall then be submitted to their Department Head and forwarded to the City Administrator for review.

Employees may initially be approved for up to ninety (90) days of limited duty, with extensions possible at ninety (90) day intervals. Exceptions may be made at the direction of Worker's Compensation physician or treating physician. There will be a maximum timeframe of 365 days to return to full duty.

Employees must provide a written statement from the treating physician describing the current prognosis and the estimated time for full recovery each time an extension is requested.

RETURN TO FULL DUTY

An employee on limited duty may be returned to full duty status upon receiving the appropriate release from either the Worker's Compensation physician or their treating physician.

Any employee who has a non-work related injury/illness will be required to return to work upon release from their treating physician. Upon release, failure to return to work as scheduled by the physician will be considered voluntary separation from the City of Desloge.

Employees who have reached maximum medical improvement as determined by the treating physician and have not demonstrated adequate capability to perform the essential functions of the position held prior to the injury/illness, with or without reasonable accommodations, will be terminated unless a vacant permanent position that does not exceed the physical capabilities or qualifications of the employee.

There will be a maximum of 365 consecutive days on limited duty allowed (under extreme circumstances). If an employee is unable to return to work from an off-duty injury within that timeframe, they may choose to take a position within their new capabilities (if available), voluntarily resign, or face separation from the City of Desloge.

~CITY OF DESLOGE~
LIMITED DUTY ASSIGNMENT
(To be completed by employee's physician)

EMPLOYEES'S NAME: _____

I have been provided with a copy of the job description and occupational duties for the above-named employee

Yes No

It is my opinion that the above-named employee is capable of returning to full duty, and is capable of performing those duties described in the job description and occupational duties provided.

Yes No

Is the above-named employee capable of LIMITED DUTY?

Yes No

If yes, explain in detail any limitations that should be taken into consideration in making limited duty assignment:

Estimated time for full recovery: _____

Physician's Name: _____

Physician's Address: _____ Phone: _____

Physician's Signature

Date

RETURN TO FULL DUTY AFTER INJURY/ILLNESS/LIMITED DUTY
(To be completed by employee's attending physician)

I have been provided with a copy of the job description, and occupational duties for the above-named employee

Yes No

It is my opinion that the above-named employee is capable of returning to FULL DUTY and is capable of performing those duties described in the:

Yes No **Job Description** Yes No **Occupational Duties**

It is my opinion that the above-named employee is capable of returning to FULL DUTY and is capable of performing those duties described in the job description provided.

Comments:

Estimated time for full recovery: _____

Physician's Name: _____

Physician's Address: _____ Phone: _____

Physician's Signature

Date