

MEETING OF THE COUNCIL MEMBERS OF THE CITY OF NIXA, MISSOURI

NIXA CITY HALL

July 10th, 2023 7:00 P.M.

The regular meeting of the Nixa City Council was called to order by Mayor Jarad Giddens. Attending were Council Members Kelly Morris, Matt Ogden, Shawn Lucas, Aron Peterson, Darlene Graham, and Zern Vess.

The Pledge of Allegiance was given.

Visitors:

None.

Ordinances (First Reading and Public Hearing; Comments Limited to 5 Minutes; No Council Vote Anticipated):

Council Bill #2023-33 Authorizing the Mayor to Execute an Intergovernmental Cooperative Agreement with Christian County Emergency Services and Several Other Local Jurisdictions and Amending the 2023 Annual Budget for the Purpose of Funding the Moswin Radio System Project. Joe Campbell, Police Chief, stated that Christian County is working to improve the Countywide radio system. Campbell said the current system has coverage and compatibility issues. Campbell told Council that the County could join the Statewide Public Safety Radio System, which would cost \$10.32 million. Campbell said that Christian County was able to secure \$8.5 million in Federal Grants, leaving a \$1.82 million shortfall. Campbell stated that the County is asking its stakeholders to participate in an equitable sharing effort to fund the shortfall, which will be divided equally among law enforcement agencies based on population. Campbell stated that Nixa's portion would be \$261,886.45, which would be eligible for ARPA funds. Campbell said the radio system would be out of reach without the cost-sharing agreement. Campbell stated that staff recommends approval, and Becky Bacon with Christian County E911 was available to answer any questions. Council asked questions, with Campbell responding. Becky Bacon, Director of Christian County E-911, said this project would cost \$19.89 per citizen in Christian County. Bacon provided additional information on the Moswin Radio System. Council asked questions, with Bacon responding. Jimmy Liles, City Administrator, provided additional information. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed.

Ordinances (Second Reading and Public Hearing; Comments Limited to 5 Minutes; Council Vote Anticipated):

Council Bill #2023-27 Amending Chapter 2 of the Nixa City Code by Repealing Section 2-150 and Adding a New Article Thereto to Establish Regulations Related to the City's Procurement Procedures and Contract Procedures. Nick Woodman, City Attorney, stated that this ordinance would modify the City's procurement regulations. Woodman said the bill was second (2nd) read

at the June 26th meeting, and a motion to postpone the bill was approved to allow for edits to the bill that address Council's concerns. Woodman told Council the edits were provided in Substitute Council Bill #2023-27. Woodman discussed the substitute bill's changes, which included modifying the purchasing thresholds, 30-day effective date from adoption, section 2-165 (line 194 of the substitute bill), and section 2-191 (line 425 of the substitute bill). Council asked questions, with Woodman responding. Council held a discussion. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed. Mayor Giddens called for a motion to amend Council Bill #2023-27. Lucas made a motion to amend Council Bill #2023-27 with Vess seconding and Ogden, Lucas, Peterson, Graham, Vess, and Morris voting aye. Mayor Giddens called for a motion to approve Council Bill #2023-27 as amended. Peterson made a motion to approve Council Bill #2023-27 as amended, with Ogden seconding and Lucas, Peterson, Graham, Vess, Morris, and Ogden voting aye.

Council Bill #2023-32 Amending the 2023 Annual Budget to Appropriate Funds for a Utility Billing Account Specialist 1 Position. Jennifer Evans, Finance Director, stated that the Utility Billing Specialist 1 position has been reinstated because the Utility Billing office is short-staffed. Evans discussed the issues with Utility Billing being short-staffed. Evans said the work that the Communications Department has been doing has helped with the number of phone calls Utility Billing has been receiving. Council asked questions, with Evans responding. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed. Mayor Giddens called for a motion to approve the council bill. Graham made a motion to approve Council Bill #2023-32 with Morris seconding and Lucas, Peterson, Graham, Vess, Morris, and Ogden voting aye.

Mayor and Council Member Reports:

Mayor Giddens asked staff to bring a resolution to the next meeting to postpone late fees and disconnect fees at Utility Billing.

Matt Crouse, Parks Director, provided an update on the pool. Liles provided additional information. Mayor Giddens thanked staff for their work. Crouse thanked the vendors for their hard work. Liles told Council that pool staff was retained, and they have been working on various projects around the City.

Doug Colvin, Assistant City Administrator, and Public Works Director, stated that the mutual aid crews sent to Springfield, Illinois, are back home. Colvin told Council there would be a public meeting hosted by MoDOT on July 24th, 4:30 – 6:00 p.m. at City Hall for the design plans for Main Street from Tracker to Highway CC and the roundabout at Highway CC.

Campbell stated that there will not be a National Night Out in August due to the pool not being open. Campbell told Council the event would be moved to the Fall.

Closed Session:

Peterson made a motion to move to closed session pursuant to section 610.021(3) & (13) RSMo in which the Council will discuss the hiring, firing, disciplining, or promoting of particular employees and personal information about the employees is to be discussed; and identifiable

personnel records, performance rating or records pertaining to the employee are to be discussed with Lucas seconding and Peterson, Graham, Vess, Morris, Lucas, and Ogden voting aye.

Adjournment:

The meeting will be adjourned at the close of the closed session.

Mayor

City Clerk

MEETING OF THE COUNCIL MEMBERS OF THE CITY OF NIXA, MISSOURI

NIXA CITY HALL

July 24th, 2023 7:00 P.M.

The regular meeting of the Nixa City Council was called to order by Mayor Jarad Giddens. Attending were Council Members Kelly Morris, Matt Ogden, Aron Peterson, Darlene Graham, and Zern Vess. Shawn Lucas was absent.

The Pledge of Allegiance was given.

Consent Agenda:

Mayor Giddens called for a motion to approve the consent agenda. Peterson made a motion to approve the consent agenda as presented, items a through b, with Graham seconding and Ogden, Peterson, Graham, Vess, and Morris voting aye on roll call vote.

Service Awards:

Mayor Giddens recognized Elizabeth Gibson for her 15 years of service to the City. Cindy Robbins, Assistant City Administrator, stated Gibson originally started in the Planning and Development Department. Robbins said Gibson works at the front desk at City Hall and is like "Google" for Nixa. Robbins stated Gibson is an asset, and she appreciates her hard work.

Presentation - CBIZ – Employee Compensation Study Results:

Jimmy Liles, City Administrator, introduced CBIZ speaker Ryan Blackwell, Director of Compensation Consulting. Blackwell provided a handout to Council. Blackwell provided a background on CBIZ and compensation consulting. Blackwell told Council about the scope of the compensation study. Blackwell discussed how the study began with employees completing job analysis questionnaires, which will be used to draft new job descriptions. Blackwell said that after the data collection from employees, an analysis of the labor markets and competitiveness of the City is done. Blackwell told Council that areas considered were the organization's size, location, and type of industry. Blackwell said a Peer Compensation and Benefits Survey was sent to peer organizations. Blackwell stated that the survey included 56 jobs common to the City and its peers. Blackwell said that 12 peer organizations responded to the survey. Blackwell told Council that an external market analysis is used to supplement data and to make sure there is robust data. Blackwell provided additional information on job matching. Blackwell stated that the next step in the compensation study was designing pay structures that could simplify ongoing compensation administration. Blackwell said that there are two (2) pay structures, one (1) for police and one (1) for general staff. Blackwell stated that jobs would be grouped based on similar market values and internal equity. Blackwell discussed the financial impact analysis. Blackwell said employees above and below the proposed pay ranges should be identified. Blackwell discussed internal equity and pay compression issues. Blackwell told Council that the City was provided with draft compensation policies and procedures. Blackwell provided information about the preliminary results review meeting and gave an overview of the compensation study results. Blackwell stated that the compensation study's recommendations were to increase all

employees' compensation to the minimum and consider compression-based pay adjustments. Blackwell provided information on annual salary planning. Blackwell told Council it is best to revisit the market every three to five (3-5) years. Council and Liles asked questions, with Blackwell responding. Liles asked for direction from Council. Council asked Liles to provide additional information about the salary increases when they became available. Council asked additional questions, with Liles and Joe Campbell, Police Chief, responding. Blackwell provided additional information. Council held a discussion.

Visitors:

Jeremy Pinegar, 2319 Davis Dr., stated he was representing Nixa Hardware. Pinegar discussed adding solar to Nixa Hardware's building. Pinegar stated that the City's policy only allows 100KW solar service and asked to increase the KW service from 100 KW to 200 KW for his building. Pinegar discussed a Rural Energy for American grant. Liles and Doug Colvin, Assistant City Administrator and Public Works Director, provided information on solar power. Pinegar responded to Colvin's comments.

Ordinances (First Reading and Public Hearing; Comments Limited to 5 Minutes; No Council Vote Anticipated):

Council Bill #2023-34 Suspending the Operation of Sections 22-48(a) & 22-312(a) of the Nixa City Code for the Purpose of Waiving Certain Fees related to Municipal Utility Service. Jennifer Evans, Finance Director, stated that there have been issues getting utility bills out on time while in the ERP conversion process. Evans said that at the last Council Meeting, Mayor Giddens had asked for this bill to be brought back that would suspend fees and penalties. Evans told Council that this suspension would be temporary for July and August. Mayor Giddens asked for an update on the Utility Billing conversion and billing cycles, with Evans responding. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed.

Council Bill #2023-35 Amending Chapter 22, Article 1, Section 22-1 of the Nixa City Code for the Purpose of Establishing a Method to Allow Certain Utility Connections Outside the City Limits. Colvin stated that during the process of the City acquiring RDE and Tuscan Hills water systems, many developers have asked to get services from those systems. Colvin said the City is requesting the ability to extend services outside the city limits based on meeting certain criteria. Colvin told Council that if the City doesn't offer to extend services to the developers, their only option would be to add new wells and extend holding tanks, which could be costly. Colvin stated that changes to the code would require developers to sign a consent to annex before services would be extended. Colvin told Council this is similar to a recent code change for the existing RDE and Tuscan Hills customers when the City took over those systems. Colvin said this code change would extend services to those not yet eligible for annexation and help track those being served. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed.

Ordinances (Second Reading and Public Hearing; Comments Limited to 5 Minutes; Council Vote Anticipated):

Council Bill #2023-33 Authorizing the Mayor to Execute an Intergovernmental Cooperative Agreement with Christian County Emergency Services and Several Other Local Jurisdictions and Amending the 2023 Annual Budget for the Purpose of Funding the Moswin Radio System Project. Campbell stated that Christian County E911 has been working to update the County's communication system. Campbell discussed the issues with the current system. Campbell said E911 was tasked with coming up with a solution to the issues, and it has been decided that the State-run system, Moswin, would be the best solution. Campbell said the Moswin system implantation cost would be \$10.32 million. Campbell told Council E911 was able to acquire grants in the amount of \$8.5 million, leaving a \$1.82 million shortfall. Campbell said jurisdictional population was used to justify each City's portion of the project, and Nixa's portion would be \$261,886.45. Campbell told Council this was a once-in-a-lifetime opportunity. Campbell said staff recommends using ARPA money for this expense. Mayor Giddens opened the public hearing with no comments made, the public hearing was closed. Mayor Giddens called for a motion to approve the council bill. Graham made a motion to approve Council Bill #2023-33 with Ogden seconding and Peterson, Graham, Vess, Morris, and Ogden voting aye.

Resolutions (Public Hearing; Comments Limited to 5 Minutes: Council Vote Anticipated):

Resolution #2023-33 Authorizing the City Administrator to Execute a Contract with Advanced Rehabilitation Technology for Manhole Rehabilitation Services. Jason Stutesmun, Water Superintendent, stated manhole rehabilitation is a project that was started in 2013 to reduce the inflow and inflation into the wastewater system. Stutesmun told Council that this year there would be 138 manholes in the older part of town rehabilitated. Stutesmun said that since the project began in 2013 the City has been able to reduce the treated water at the wastewater treatment plant by 3 or 4 million gallons. Stutesmun stated that this contract would be a cooperative bid with a cost of \$238,000. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed. Colvin provided additional information. Mayor Giddens called for a motion to approve the resolution. Peterson made a motion to approve Resolution #2023-33, with Morris seconding and all Council Members voting aye.

Resolution #2023-34 Authorizing the City Administrator to Execute a Contract with Ace Pipe Cleaning for Ambient Stream Cured Lateral Connection Services. Stutesmun stated that this resolution is very similar to resolution #2023-33. Stutesmun said this contract is for the lining of sewer lines and lateral connections. Stutesmun told Council four (4) connections would be relined for a cost of \$8,600. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed. Mayor Giddens called for a motion to approve the resolution. Ogden made a motion to approve Resolution #2023-34, with Vess seconding and all Council Members voting aye.

Resolution #2023-35 Authorizing the City Administrator to Execute a Contract with Worldwide Industries Corporation for Tower Cleaning and Painting Services. Stutesmun stated that this project is a part of the strategic plan. Stutesmun said the tower inside the city limits would be Tower #1, an original tower located at 203 E. St. Louis. Stutesmun stated that this tower was originally painted with lead paint. Stutesmun said the second tower would be the standpipe at

Tuscany Hills. Stutesmun told Council the City received 10 bids, the highest being \$429,500 and the lowest being \$128,123. Stutesmun stated staff is not recommending the lowest bidder due to the company not specializing in water tower painting. Stutesmun said staff is recommending the second lowest bidder at \$189,260 because the company has done many water towers with good reports on their work. Stutesmun told Council that the bid staff is recommending is within budget. Council asked questions, with Colvin responding. Mayor Giddens opened the public hearing for comments, with no comments made, the public hearing was closed. Mayor Giddens called for a motion to approve the resolution. Peterson made a motion to approve Resolution #2023-35, with Ogden seconding and all Council members voting aye.

Mayor and Council Member Reports:

Colvin reminded Council there would be a MoDOT public hearing at City Hall on July 25th for the Main Street and Highway CC project.

Drew Douglas, Communications Director, stated the final One Nixa One Read meeting would be July 26th at McCauley Park with a movie showing. Douglas stated that the annual police report and the 2022 PAFAR are now on the website.

Mayor Giddens discussed the Boy Scout troop that took down an old American flag and replaced it with a new flag. Mayor Giddens asked for that troop to contact him.

Liles reminded Council that the New Teacher Luncheon hosted by the Nixa Chamber of Commerce will be on August 8th.

Matt Crouse, Parks Director, provided an update on the pool. Crouse said the entire recirculation system would have to be replaced. Liles stated that staff will also look at making other needed repairs.

Graham provided additional information on the New Teacher Luncheon.

Closed Session:

Peterson made a motion to move to closed session pursuant to section 610.021 (1) RSMo in which the Council will discuss legal actions, causes of action, and confidential and privileged communications with their attorney with Ogden seconding and Graham, Vess, Morris, Ogden, and Peterson voting aye.

Adjournment:

The meeting will stand adjourned at the adjournment of the closed session.

Mayor

City Clerk