

City of Odessa, Missouri
Board of Aldermen
Odessa Community Building | 601 W. Main Street
Regular Meeting ~ Monday, July 28, 2025 | 7:00 p.m.
Meeting Minutes

[@OdessaMO](#)

CALL TO ORDER / PLEDGE OF ALLEGIANCE

Mayor Bryan Barner called the meeting to order at 7:00 p.m., and led in the pledge of allegiance.

ROLL CALL

Shawna Davis, City Administrator called the roll and confirmed a quorum.

Mayor Bryan Barner	Present	Alderman Bruce Whitsitt	Present
Alderman Karla Polson	Present	Alderman Donna Ehlert	Present
Alderman Mike Plachte	Present	Alderman Mickey Starr	Present
Alderman Collin Carrigan	Present		

OTHERS IN ATTENDANCE

Shawna Davis, City Administrator	Karen Findora, City Clerk
Cathy Thompson, Finance Director	Darrin Lamb, Streets/Water
Josh Thompson, Police Chief	Kenny Snider, Wastewater
Troy Woutzke, Electric	Lindsey Kolisch, Lauber Municipal Law
Derek Zarda, Police Sergeant	

PUBLIC IN ATTENDANCE

Hannah Sparr, The Odessan	Joey McLiney, SAMCO Capital
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WELCOME OF VISITORS

Mayor Barner welcomed visitors and those viewing on YouTube.

APPROVAL OF CONSENT AGENDA

Approval of minutes and consent agenda.

- July 14, 2025 – Regular Session

Alderman Ehlert gave a brief update on the Finance Committee meeting.

Alderman Ehlert, moved to approve the July 14, 2025, meeting minutes as submitted, seconded by Alderman Starr.

Motion carried 6-0

MAYOR REPORT

Mayor Barner announced the recent podcast on SRO's will be published on July 28th. He announced the upcoming Puddle Jumper Days event will be held this weekend in the city and asked that everyone stay safe and have a good time. He went on to thank Shawna Davis, City Administrator for conducting the State of the City Address to the Odessa Chamber of Commerce. Mayor Barner attended the Missouri Main Street Conf. and will share what he learned with the Downtown Collective Group on August 12th.

ALDERMEN REPORTS

- Alderman Plachte provided an update on the recent Planning Commission meeting. The Commission discussed the 1912 Building Preliminary Plat. They also discussed the PUD Ordinance. The Planning Commission will conduct a public hearing on Aug. 21st and the Board of Adjustment will conduct a public hearing on said ordinance on August 25th.
- Alderman Carrigan thanked city staff for their thoughts and actions on future disaster.
- Alderwoman Polson – No Rpt.
- Alderwoman Ehlerst stated that she attended the State of the City Address and urged the entire board to attend future presentations.
- Alderwoman Starr stated that she and the entire Puddle Jumper Days Committee would like to thank the downtown businesses for their patience and for those who chose to stay open during the event.
- Alderman Whitsitt – No Rpt.

CITY ADMINISTRATOR REPORT

Shawna Davis, City Administrator, provided a brief update on city events.
(visit the [city website](#) to hear update.)

PUBLIC HEARING

None

PUBLIC COMMENTS

None

PRESENTATIONS

None

OLD BUSINESS

None

NEW BUSINESS

Presentation ~ “Investments”

Joey McLiney, Sr. Managing Director, SAMCO Capital, presented on Investments.

Presentation ~ “Electric Sub-Station”

Troy Woutzke, Electric Superintendent, presented on the Electric Sub-Station.

Discussion ~ "Public Safety Sales Tax & Use Tax"

Shawna Davis, City Administrator, spoke on the Public Safety Sales & Use Tax. The Board directed staff to proceed with verbiage to be reviewed at the next board meeting for both the Public Safety Sales Tax & Use Tax for the April 2026 ballot.

Discussion ~ "Job Analysis & Compensation Study"

Shawna Davis, City Administrator, spoke on the Job Analysis & Compensation Study

Discussion: Alderman Whitsitt expressed a desire to allocate the funds intended for the analysis across the city's entire staff, suggesting that the study could be postponed until next year. Shawna Davis, the City Administrator, noted that City Hall staff are stretched thin due to being one person short, and emphasized that all departments are facing challenges. Each department requires attention regarding compensation issues. Alderman Whitsitt proposed that the funds could be distributed among all departments. However, Ms. Davis clarified that while some of the study could potentially be conducted internally, it would not reach the level of detail that Paypoint could offer.

Ms. Davis mentioned that an internal study was performed in-house in 2019, which highlighted the ongoing need for assessment. Alderwoman Polson added that Paypoint not only assists with compensation but also with policy manuals and job descriptions. Alderman Carrigan pointed out that the study will not magically provide additional funds to pay the staff more. Ms. Davis agreed, stating that while it won't generate funds, Paypoint will deliver a customized plan for the city. They understand that it's unrealistic to address all issues for everyone in one year, so they will help tailor the plan for this fiscal year and beyond. Paypoint aims to assist the city in developing an implementation plan that clearly outlines how to proceed with wage adjustments.

Alderwoman Polson noted that if the staff conducted some investigation and calculations, they would find that the city has spent over \$32,500 due to turnover costs related to retraining, recertifying, and the extra hours spent by supervisors on training. She questioned, "Is the city just going to keep throwing dollars at this issue?" Ms. Davis added that staff has received salary increases of 5% and 6% over the past several years, yet employees are still leaving. She acknowledged that salary is a contributing factor, as she knows it to be true, but emphasized that there must be other ways the city can address the issue besides increasing pay. This study would help staff explore those potential areas for improvement.

Motion was made by Alderman Whitsitt, to direct the City Administrator to proceed with the selection and contract creation with Paypoint HR for the Job Analysis & Compensation Study, seconded by Alderman Plachte.

Motion carried 5-Aye, 1-No (Alderman Carrigan)

Resolution No. 2025-16 ~ "Board of Aldermen Meeting Rules & Procedures"

Mayor Barner read the proposed Resolution No. 2025-16 adopting meeting rules and procedures for the Board of Aldermen meetings.

Discussion: Alderman Carrigan inquired about the process for members of the community to request the addition of items to the agenda. Mayor Barner stated there is not a process. Alderman Whitsitt responded by clarifying that the Board of Aldermen holds meetings that are open to the public, rather than meetings where the public convenes with the Board. He also expressed his approval of the recent amendments made to the Rules and Procedures.

Motion was made by Alderwoman Ehlert, to approve Resolution No. 2025-16 Board of Aldermen Meeting Rules & Procedures as written, seconded by Alderman Whitsitt. Motion carried 6-0.

Next Regular Scheduled Meeting:

Monday, August 11, 2025, at **6:00 p.m.** Regular Session.

Adjourn

There being no further business to come before the Board of Aldermen, a motion was made by Alderwoman Ehlert, seconded by Alderwoman Polson, to adjourn the meeting at 8:33 p.m. Motion carried 6-0.

Approved:

August 11, 2025

CITY OF ODESSA

Bryan D. Barner

Bryan D. Barner, Mayor

ATTEST

Karen Findora
Karen Findora, City Clerk