BOARD OF ALDERMEN
TENTATIVE SPECIAL MEETING AGENDA
Wednesday, November 18, 2026
6:00 P.M.
Community Building
601 W Main Street
Odessa, MO 64076

The meeting can be viewed live on YouTube, by subscribing to @OdessaMO

Anyone wishing to address the Mayor and Board during the meeting must fill out a Speaker's Appearance Form and submit it to the City Clerk before the Board meeting begins. Forms are available online or at the entrance of the Community Building. Speakers are subject to the Board of Aldermen Rules of Procedure.

CALL TO ORDER	Mayor Bruce Whitsitt
PLEDGE OF ALLEGIANCE	Mayor Bruce Whitsitt
ROLL CALL	City Clerk Karen Findora
PUBLIC COMMENTS	
NEW BUSINESS	
Adjourn to Closed Session	Pursuant to RSMO 610.021 (3), Personnel
ROLL CALL	
NEW BUSINESS	
Discussion *Compensation Findings*	Discuss Compensation Study Results, Employee Wages, Benefits, and Handbook Policy *Shawna Camp, City Administrator*
Motion for Approval *Spending Authority for Salaries*	Motion to approve increased budget authority to raise employee salaries. *Shawna Camp, City Administrator*
Resolution 2026-37 *Salary Compensation Schedule*	Proposed Resolution approving a new City of Odessa, Missouri Salary Compensation Schedule provided by Paypoint HR. *Shawna Camp, City Administrator*
Next Scheduled Meeting	*December 14, 2026, at* 6:00 p.m. – *Regular Meeting*

For more information, please visit the City of Odessa website.

ELECTED OFFICIALS

	Mayor Bruce Whitsitt	bruce.whitsitt@cityofodessamo.com	(816) 565-6610
Ward 1	Alderwoman Mickey Starr	mickey.starr@cityofodessamo.com	(816) 260-8448
Ward 1	Alderwoman Karla Polson	karla.polson@cityofodessamo.com	(816) 739-2224
Ward 2	Alderwoman Amy Finch	a.finch@cityofodessamo.com	(785) 418-6256
Ward 2	Alderman Mike Plachte	mike.plachte@cityofodessamo.com	(816) 263-9997
Ward 3	Alderman Forest Palmer	forest.palmer@cityofodessamo.com	(816) 815-0710
Ward 3	Alderwoman Rachel Wrenn	rachel.wrenn@cityofodessamo.com	(816) 392-6897

AMERICANS WITH DISABILITIES ACT

The City of Odessa is committed to ensuring compliance with the Americans with Disabilities Act. Individuals who require an ADA accommodation to attend a meeting are encouraged to make those arrangements with the City Clerk at (816) 230-5577 ext. 6 or by email at karen.findora@cityofodessamo.com at least 72 hours in advance of the meeting to communicate their needs.

Posted November 16, 2026
City Hall & City Website
Emailed to The Odessan
Karen Findora, City Clerk
PO Box 128 · 228 S Second · Odessa, MO 64076 Email | Phone: (816) 230-5577 ext. 6 | www.cityofodessamo.com

Employee Handbook: Proposed Changes

1 Employee benefits and leave

TOPIC	CURRENT / EXISTING	PROPOSED CHANGE
Parental / family care	No comparable standalone paid leave benefit identified.	Introduce up to four weeks of paid parental and family care leave for qualifying events, subject to eligibility and coordination rules.
Volunteer leave	Formal policy added to the handbook.	Introduce up to eight paid hours annually for approved community service.
Vacation	Vacation accrual and use governed by existing service-based rules.	Credit annual vacation January 1, prorate new hires, allow up to 40 hours carryover, and require five consecutive business days of vacation annually.
Sick leave	Existing 80 hours annually; 480-hour carryover cap; $1 per excess hour; qualifying 8:1 sick-to-vacation conversion at separation.	Retain these core provisions, clarify eligible uses and administration, and introduce a voluntary sick leave donation bank (up to 80 hours received in a rolling 12 months) for critical need.
Bereavement / jury duty	Policy currently exists.	Revise bereavement administration and remove the jury-duty reimbursement provision.

Management and workplace standards

2 Supervision, performance, and pay

TOPIC	CURRENT / EXISTING	PROPOSED CHANGE
Performance reviews	Existing evaluation practices and forms; handbook guidance less detailed.	Specify April 1–March 31 annual evaluation cycle, job-related criteria, documentation, and supervisor/employee review.
Performance improvement	Existing discipline and performance expectations.	More explicit performance improvement process and documentation expectations.
Merit compensation	No adopted handbook-wide merit increase program.	Clarify that evaluations may inform future merit decisions; this draft does not establish automatic raises or a funded merit program.
Timekeeping / overtime	Existing FLSA and overtime requirements.	Clarify employee/supervisor responsibilities, accurate time records, and prohibition on off-the-clock work.
Flexible scheduling	Existing workweek and scheduling rules.	Clarify supervisor-approved adjustments within the same workweek; not an informal bank of compensatory flex time.
Emergency closures	Existing operational and attendance provisions.	Clarify closure authority, compensation treatment, and expectations for essential employees.

3 Modern workplace policies

TOPIC	CURRENT / EXISTING	PROPOSED CHANGE
Employee protections	Existing equal employment, harassment, and related safeguards.	Expand or clarify accommodations, protected reporting, workplace relationships, and other employee protections.
Technology and information	Existing electronic communications provisions.	Add explicit guidance for artificial intelligence and electronic media use.
Training and certification	Existing professional development provisions.	Introduce a repayment framework for certain City-funded training and certification expenses.
Legal / safety updates	Existing leave, conduct, and investigation provisions.	Update VESSA, lactation, military leave, and police discipline procedures.

Policy structure

4 Mutual aid: separate policy

TOPIC	CURRENT / EXISTING	PROPOSED CHANGE
Mutual aid	Mutual aid provisions appear in the prior approved handbook.	Remove mutual aid from the revised handbook and develop a standalone City policy covering authorization, pay, departments covered, and operating procedures. The separate policy is not yet adopted.

RESOLUTION 2026-37

A RESOLUTION OF THE CITY OF ODESSA, MISSOURI, ADOPTING A NEW SALARY COMPENSATION SCHEDULE FOR CITY EMPLOYEES FOLLOWING A COMPENSATION STUDY CONDUCTED BY PAYPONT HR.

WHEREAS, the City of Odessa, Missouri, recognizes the importance of maintaining a fair, competitive, and equitable salary structure for its employees; and

WHEREAS, the City engaged Paypoint HR to conduct a comprehensive salary and compensation study to evaluate the City's existing pay structure, job classifications, salary ranges, and employee compensation in comparison to relevant market data; and

WHEREAS, the purpose of the compensation study was to assist the City in establishing an updated salary structure that supports employee recruitment and retention, promotes internal equity, and provides competitive compensation for positions within the City; and

WHEREAS, Paypoint HR presented its findings and recommendations to the City, including a revised Salary Compensation Schedule reflecting updated pay grades, salary ranges, and classifications; and

WHEREAS, the Board of Aldermen has reviewed and considered the recommended Salary Compensation Schedule and finds that adopting the revised schedule is in the best interest of the City of Odessa and its employees; and

WHEREAS, the Board of Aldermen desires to formally adopt the new Salary Compensation Schedule to establish the City's compensation structure for applicable exempt and non-exempt positions.

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

SECTION 1. That the Board of Aldermen hereby approves and adopts the revised City of Odessa Salary Compensation Schedule, as attached hereto and incorporated herein by reference, reflecting the recommendations resulting from the compensation study conducted by Paypoint HR.

SECTION 2. The newly adopted Salary Schedule shall serve as the official salary structure for applicable City positions. Implementation of individual employee salary adjustments shall be administered in accordance with the approved schedule, applicable City policies, available budget appropriations, and any specific direction provided by the Board of Aldermen.

SECTION 3. Upon the effective date of this Resolution, the previously adopted Salary Compensation Schedule, including the schedule approved by Resolution dated March 25, 2024, shall be superseded and replaced by the newly adopted Salary Compensation Schedule.

APPROVED AND PASSED by the Board of Aldermen and approved by the Mayor of the City of Odessa, Missouri, this 18th day of November, 20264.

(SEAL)

_____
Bruce Whitsitt, Mayor

ATTEST:

_____
Karen Findora, City Clerk

Table 21 – Proposed Salary Schedule

Grade	Min	Mid	Max	Min	Mid	Max
1	$15.00	$18.75	$22.50	$31,200	$39,000	$46,800
2	$16.13	$20.16	$24.19	$33,540	$41,925	$50,310
3	$17.33	$21.67	$26.00	$36,056	$45,069	$54,083
4	$18.63	$23.29	$27.95	$38,760	$48,450	$58,139
5	$20.03	$25.04	$30.05	$41,667	$52,083	$62,500
6	$21.53	$26.92	$32.30	$44,792	$55,990	$67,187
7	$23.15	$28.94	$34.72	$48,151	$60,189	$72,227
8	$24.89	$31.11	$37.33	$51,762	$64,703	$77,643
9	$26.75	$33.44	$40.13	$55,645	$69,556	$83,467
10	$28.76	$35.95	$43.14	$59,818	$74,772	$89,727
11	$30.92	$38.64	$46.37	$64,304	$80,380	$96,456
12	$33.23	$41.54	$49.85	$69,127	$86,409	$103,690
13	$35.73	$44.66	$53.59	$74,312	$92,889	$111,467
14	$38.41	$48.01	$57.61	$79,885	$99,856	$119,827
15	$41.29	$51.61	$61.93	$85,876	$107,345	$128,814
16	$44.38	$55.48	$66.57	$92,317	$115,396	$138,475
17	$47.71	$59.64	$71.57	$99,241	$124,051	$148,861
18	$51.29	$64.11	$76.94	$106,684	$133,355	$160,026
19	$55.14	$68.92	$82.71	$114,685	$143,356	$172,028
20	$59.27	$74.09	$88.91	$123,286	$154,108	$184,930
21	$63.72	$79.65	$95.58	$132,533	$165,666	$198,799
22	$68.50	$85.62	$102.74	$142,473	$178,091	$213,709

Table 22 – Proposed Electric Lineman Apprentice Salary Schedule

Apprentice 1 - $20.03
Apprentice 2 - $22.75
Apprentice 3 - $25.48
Apprentice 4 - $28.20