# November 2, 2026 City Council Meeting Packet

# CITY OF MALDEN

REGULAR CITY COUNCIL SESSION
CITY HALL- 607 N DOUGLASS ST, MALDEN MO 63863
Phone: 573-276-4502 Fax: 573-276-4109
Email: Kayla@maldenmo.com
October 19, 2026 – 6:00 p.m.

UNAPPROVED

Mayor Denton Kooyman Called the meeting to order at 6:00 p.m.

| ROLL CALL | PRESENT | ABSENT |
|---|---|---|
| COUNCIL MEMBER COOPER | X | |
| COUNCIL MEMBER SANTIE | X | |
| COUNCIL MEMBER WHITE | X | |
| COUNCIL MEMBER JENKINS | X | |
| COUNCIL MEMBER GRANT | | X |
| COUNCIL MEMBER DIERKS | X | |
| COUNCIL MEMBER BECKETT | X | |
| VACANT | | |

**Members Present: 6**

1. **Invocation**
   Pastor Randy Moore led the invocation
2. **Open Forum**
   **None**
3. **Approval of Minutes**
   **MOTION:** By Council Member Jenkins to approve the Regular Session City Council Meeting Minutes of October 5, 2026
   **SECOND:** By Council Member Santie

**Motion Passed: 6/0**

## 4. FINANCIALS

The following September 2026 balances were reported:

- Cash and General Fund: $1,389,360.70
- COVID Federal Funding: $0.00
- Cemetery Fund: $184,633.68
- Park and Local Tax Fund: $51,483.65
- Park and Frisco Park Splashpad: $43,381.19
- Malden Department of Economic Development Fund: $44,350.32
- Street Capital Project Fund: $17,918.27
- Solid Waste Management Fund: $4,403.00
- Capital Improvement Fund: $555,599.22
- Total Cash and Cash Equivalents: $2,355,570.16
- Total City Debt: $1,152,156.06

## 5. POLE ATTACHMENT AGREEMENT — BOYCOM CABLEVISION, INC.

The City Attorney explained that BoyCom Cablevision, Inc. requested permission to attach telecommunications equipment to the City's electric poles. The City is required by law to allow qualifying attachments, while an agreement and standardized fee may be required. The proposed agreement was described as consistent with existing agreements for other providers. The fee was discussed as $9 per pole per quarter. The attachments are for telecommunications equipment and do not use or connect to the City's electric service.

**MOTION:** By Council Member Dierks to approve the pole attachment agreement with BoyCom Cablevision, Inc.
**SECOND:** By Council Member Beckett

**Motion Passed: 6/0**

## 6. HEALTH INSURANCE AND EARLY RETIREMENT

The City Attorney requested that the health insurance and early retirement items be tabled until the next meeting. Proposed language had been sent to the union representative, but a response arrived shortly before the meeting, leaving insufficient time for full review and distribution in advance. The City Attorney stated the language was being finalized and both items should be placed on the next meeting's agenda. No formal motion or vote to table was clearly captured.

## 7. CITY CLERK'S REPORT

The City Clerk reported that preparations for tax season were underway. Tax bills were expected the following week, after which they would be printed and mailed. She also stated that interviews for the Deputy Clerk position took place over the last week.

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## 8. CITY ADMINISTRATOR'S REPORT

The City Administrator reported that the water project continued to progress. New water lines were being installed as part of the well chlorination project: work at Well 6 was reported complete, work at Well 5 was nearly complete, and crews were moving to Well 4. Concrete pads and equipment installation will follow the line work. The City was awaiting equipment quotes for a gas-chlorination system, and staff will need training to operate it.

Water samples had reportedly been returning acceptable results as of the most recent update. The new system is expected to improve efficiency and stability by providing additional contact/detention time. The City was also pursuing an analyzer that could alert staff if an abnormal chlorine event occurred. The cause of a prior chlorine incident had not been definitively identified during the discussion.

Regarding uncollected trash, code enforcement had contacted one resident and planned to follow up. In response to questions about nuisance properties, staff stated four properties were under review, with notice and publication timelines to be confirmed. One property owner had contacted the City and indicated an intent to address the issue.

## 9. COUNCIL MEMBER REPORTS AND DISCUSSION

Council Member Beckett asked for The City to consider increasing fees for the installation of underground systems because current fees were viewed as too low relative to the City's costs. The matter was acknowledged for follow-up.

Mr. Beckett also brought up the airbase baseball fields and thanked those who completed cleanup work. Discussion followed about whether the police officers who cleaned the fields should be compensated because the cleanup had not been completed by City staff. No action was taken.

Shop with a Cop: Council members noted that $1,114 had been raised for Shop with a Cop and discussed the number of children it would impact.

Council Member Cooper raised concerns about buried concrete on properties inside city limits. The council discussed whether the City should avoid burying concrete in the future. The City Administrator agreed to speak with the appropriate staff regarding the issue. No formal action was taken.

Council Member Santie requested a list of the dangerous properties in Ward 3. City Administrator Mitchell clarified that only one notice had been sent so far in the current process and that the four properties under review were not believed to be in Ward 3.

Council Member Santie also brought up alleys and visible nuisances: In response to a question about debris and abandoned items on properties adjoining alleys, City Attorney Chidister explained that the City may issue an abatement notice when a dangerous or nuisance condition is readily visible from a public right-of-way, including a public or platted alley. The City may not look over fences or inspect areas not visible from the right-of-way.

Council Member White discussed recent restaurant closures, possible reasons for the closures, and ways to attract replacement businesses. Mayor Kooyman explained that the City has incentives available, including possible tax or utility incentives tied to job creation.

UNAPPROVED

## 10. MAYOR'S REPORT

The Park Board's Halloween Parade was announced for Saturday, October 31, 2026. Lineup is scheduled for 5:00 p.m. and the parade begins at 6:00 p.m. The public was invited to attend. The Mayor also asked residents to use caution during Halloween activities.

The Mayor stated that a request to appoint Valerie Hinkle to the Ward 1 vacancy would be placed on the agenda for the next meeting for Council consideration and approval.

## 11. ADJOURNMENT

**MOTION:** By Council Member Santie to Adjourn

**SECOND:** By Council Member Beckett

**Motion Passed: 6/0**

The meeting was adjourned at 6:40 p.m.

ATTEST:

Kayla VonRuden- City Clerk

Denton Kooyman- Mayor

UNAPPROVED

**RESOLUTION NUMBER 3287**

A RESOLUTION AUTHORIZING THE REQUEST FOR RELEASE OF CERTAIN SURPLUS PROPERTY LAND FROM THE RESTRICTIONS AND RESERVATIONS THROUGH THE FEDERAL AVIATION ADMINISTRATION AND THE EXECUTION OF RELATED PAPERWORK

WHEREAS, the United States Government by its Quit Claim Deed dated September 22, 1948, did release and transfer unto the City of Malden, Missouri, subject to certain reservations and restrictions, all of its right, title and interest in and to certain lands known as the Malden Army Airfield, together with all appurtenances and improvements thereon, said property now known as the Malden Regional Airport, located in the County of Dunklin and the State of Missouri, and

WHEREAS, the City of Malden wishes to request the unconditional release of said restrictions and reservations from a certain 1.64 acres described as:

ALL THAT PART OF THE NORTHWEST QUARTER OF SECTION 33, TOWNSHIP 23 NORTH, RANGE 10 EAST OF THE FIFTH PRINCIPAL MERIDIAN, DUNKLIN COUNTY, STATE OF MISSOURI, DESCRIBED AS FOLLOWS: FROM A PIPE MARKING THE NORTHEAST CORNER OF THE NORTHWEST QUARTER OF SECTION 33 THENCE MEASURE S57°43'W 439.7 FEET TO THE INTERSECTION OF THE WEST RIGHT OF WAY LINE OF DOOLITTLE PARKWAY WITH THE SOUTH RIGHT OF WAY LINE OF VANDENBURG AVENUE, FOR THE POINT OF BEGINNING; THENCE S67°49'W339.8 FEET ALONG SAID SOUTH RIGHT OF WAY LINE TO A REBAR; THENCE S44°26'E 454.2 FEET TO A REBAR ON SAID WESTRIGHT OF WAY LINE OF DOOLITTLE PARWAYL THENCE N00°25'W 452.6 FEET ALONG SAID WEST RIGHT OF WAY LINE TO THE POINT OF BEGINNING, CONTAINING 1.64 ACRES. SUBJECT TO EASEMENTS AND RIGHTS OF WAY, FURTHER SUBJECT TO A 10' DRAINAGE AND UTILITY EASEMENTOFF THE NORTH AND EAST SIDES THEREOF. TOGETHER WITH A 50' INGRESS/EGRESS & UTILITY EASEMENT DESCRIBED AS A STRIP OF LAND 50 FEET IN WIDTH LYING WEST OF AND ADJOINING THE SOUTHWEST BOUNDARY OF THE ABOVE-DESCRIBED TRACT EXTENDING FROM VANDENBURG AVENUE ON THE NORTH TO RICKENBACKER & DOOLITTLE AVENUES ON THE SOUTH.

Said 1.64 acres tract to be utilized by Pulliam Surveying, LLC, a Missouri Limited Liability Company for the purpose of development, with the sale price agreed upon being $11,800 to be paid to the City of Malden Regional Airport and used for the herein stated

purposes, and,

WHEREAS, the conveyance of said land will be contingent upon the United States Government, acting by and through the Administrator of the Federal Aviation Administration, by the Airports Division of said Federal Aviation Administration, Kansas City, Missouri area office, agreeing to the release of said restrictions and reservations and executing a Deed of Release.

NOW THEREFORE, be it resolved by the City Council of the City of Malden this 2nd day of November, 2026, that the City of Malden does hereby accept said Deed of Release when finalized, together with the conditions imposed by said Deed of Release, and,

Be it further resolved that the Mayor and City Clerk of the City of Malden be, and they are hereby authorized to execute on behalf of the City, a Deed for said 1.64 acres tract described in said Deed of Release. Said Deed to include any and all restrictions imposed by the Federal Aviation Administration to ensure that whoever the land is initially and subsequently conveyed to, including the Airport Owner, they and their successors and assigns protect the rights and interests of the public in the Malden Regional Airport and prevent any use of subject property that would constitute an airport hazard.

Be it further resolved that the funds obtained from the sale of said shall be placed in a special airport account and all funds are to be used within five years for eligible items of airport development set forth in the National Plan of Integrated Airport Systems (NPIAS) and/or other items agreed to by FAA.

Passed and approved by the City Council of Malden, Missouri, on this 2nd day of November, 2026.

By _____
Denton Kooyman

_____
City Clerk Kayla VonRuden

REQUEST FOR DEED OF RELEASE FROM RESTRICTIONS

WHEREAS, the United States Government, by its Quit Claim Deed dated September 22, 1948 and recorded in the public records of Dunklin County, Missouri, Deed Book No. 146, Pages 578-594, transferred to the City of Malden certain real property known as the Malden Army Air Field consisting of the following:

> The West one half (W1/2) of the West one half (W1/2) of Section Twenty-seven (27), and the West one half (W1/2) of the West one half (W1/2) of Section Thirty-four (34) and all of Sections Twenty-eight (28), Twenty-nine (29), Thirty-two (32), and Thirty-three (33); all in Township Twenty-three (23) North, Range Ten (10) East of the Fifth Principal Meridian, in Dunklin County, Missouri, and

WHEREAS, the United States Government did by its Deed of Release dated September 9, 1960, release from the National Emergency Use Provision as referred to in said Quit Claim Deed all of the property transferred to the City of Malden by said Quit Claim Deed, and

WHEREAS, the City of Malden now desires to obtain an unconditional release on a certain 1.64 acres tract located on and being a part of the land transferred to the City of Malden by said Quit Claim Deed dated September 22, 1948. Said 1.64 acres tract being described as follows:

ALL THAT PART OF THE NORTHWEST QUARTER OF SECTION 33, TOWNSHIP 23 NORTH, RANGE 10 EAST OF THE FIFTH PRINCIPAL MERIDIAN, DUNKLIN COUNTY, STATE OF MISSOURI, DESCRIBED AS FOLLOWS: FROM A PIPE MARKING THE NORTHEAST CORNER OF THE NORTHWEST QUARTER OF SECTION 33 THENCE MEASURE S57°43'W 439.7 FEET TO THE INTERSECTION OF THE WEST RIGHT OF WAY LINE OF DOOLITTLE PARKWAY WITH THE SOUTH RIGHT OF WAY LINE OF VANDENBURG AVENUE, FOR THE POINT OF BEGINNING; THENCE S67°49'W339.8 FEET ALONG SAID SOUTH RIGHT OF WAY LINE TO A REBAR; THENCE S44°26'E 454.2 FEET TO A REBAR ON SAID WESTRIGHT OF WAY LINE OF DOOLITTLE PARWAYL THENCE N00°25'W 452.6 FEET ALONG SAID WEST RIGHT OF WAY LINE TO THE POINT OF BEGINNING, CONTAINING 1.64 ACRES. SUBJECT TO EASEMENTS AND RIGHTS OF WAY, FURTHER SUBJECT TO A 10' DRAINAGE AND UTILITY EASEMENTOFF THE NORTH AND EAST SIDES THEREOF. TOGETHER WITH A 50' INGRESS/EGRESS & UTILITY EASEMENT DESCRIBED AS A STRIP OF LAND 50 FEET IN WIDTH LYING WEST OF AND ADJOINING THE SOUTHWEST BOUNDARY OF THE ABOVE-DESCRIBED TRACT EXTENDING FROM VANDENBURG AVENUE ON THE NORTH TO RICKENBACKER & DOOLITTLE AVENUES ON THE SOUTH.



P8

NOW THEREFORE, the City of Malden hereby requests that said 1.64 acres tract be released from all restrictions, reservations and conditions recited in said Quit Claim Deed, excepting and excluding the Government's right to any uranium, thorium or materials determined pursuant to the Atomic Energy Act of 1946, to be essential to the production of fissionable materials and the below listed provisions:

1. That the City of Malden Regional Airport reserves and excepts to itself, its successors and assigns, for the use and benefit of the public, a right of flight for the passage of aircraft in the airspace above the surface of the real property hereinafter described, together with the right to cause in such airspace such noise as may be inherent in the operations of aircraft, now known or hereafter used, for navigation of or flight in the said airspace, for use of said airspace for landing on, or taking off from or operating on the Malden Regional Airport.

2. That the City of Malden Regional Airport expressly agrees for itself, its Grantees, its successors and assigns, to restrict the height of structures, objects of natural growth and other obstructions on the hereinafter described real property to such a height so as to comply with Federal Aviation Regulation (FAR) Part 77. FAA Form 7460 "Notice of Proposed Construction or Alteration" is to be submitted to the FAA and an unobjectionable determination received prior to commencement of any construction. Construction and height determinations are not automatic or granted herein and failure to submit the required Form 7460 would make the Grantee subject to fines. Said Form 7460 is subject to change by the FAA and it is the responsibility of the Grantee to obtain a current Form 7460 to submit prior to construction. The City of Malden/City of Malden Regional Airport herein agrees to pursue all legal remedies possible to assist the Grantee in acquiring construction permitting needed for the Grantee's use of the land.

3. That the City of Malden Regional Airport expressly agrees for itself, its successors and assigns, to prevent any use of the hereinafter described real property which would interfere with landing or taking off of aircraft at the Malden Regional Airport or interfere with air navigation and/or communication facilities serving the Malden Regional Airport, or otherwise constitute an airport hazard.

4. Ensure that the City of Malden Regional Airport and their successors and assigns shall not permit/afford access from the subject property onto the Malden Regional Airport property for aeronautical purposes.

5. Ensure that if the property is used or converted to a commercial use, an amount equal to the fair market value will be deposited into an identifiable interest bearing account prior to conversion of the property to the commercial use. The proceeds should remain in this account until utilized in accordance with FAA Order 5190.6B, Chapter 22.

In support of this request, the City of Malden hereby represents that said 1.64 acres tract

is not necessary to the efficient operation of said airport, that it will in no way affect or change the purpose for which said airport property was transferred to the City of Malden. Any revenues from the sale of said 1.64 acres tract will be used by the City of Malden for improvement and operation of the Malden Regional Airport.

Respectfully submitted this 2nd day of November, 2026

CITY OF MALDEN

ATTEST: Denton Kooyman

City Clerk Kayla VonRuden

**SUBJECT: OPT-OUT PROVISIONS FOR GROUP MEDICAL INSURANCE**

**PURPOSE:** To establish procedures for employees to opt-out of the employee medical program.

**STATEMENT OF POLICY:**

Any elected official or full-time employee may, at his or her option, elect to "opt out" of the employee medical program provided by the City. Any elected official or employee who elects to opt out shall receive a monthly stipend equal to twenty-five percent (25%) of the 2027 medical program premium amount in lieu of insurance coverage. Such stipend shall be taxed as regular compensation and shall be paid at the time of the employee's regular monthly compensation. The amount of the stipend shall increase in subsequent calendar years in an amount proportionate to the increase in premium cost paid by the City, however, no yearly increase shall exceed ten percent (10%) from the previous year.[1] The stipend amount shall be communicated to employees at the time of employment and prior to the open enrollment period. To be eligible for such stipend, an elected official or employee electing to opt out must complete an opt-out form either:

1. At the time of employment;
2. During the open enrollment period set by the City's medical program provider; or
3. At any other time authorized by the medical program provider.

Dependents of elected officials or employees opting out of the City's employee medical program shall not be eligible for coverage through the City's employee medical program

Elected officials and employees who elect to opt out of the City's employee medical program shall be eligible to enroll (or re-enroll) during the succeeding open enrollment period or at

[1] As an example for clarification, an 11% insurance premium in 2028 would result in a 10% stipend increase. Should premiums rise 6% in 2029, the stipend would increase by 6% over the 2028 stipend amount.

such times or under such circumstances as authorized by the employee medical program provider.

Any employee who:

a. Through a combination of age and years of service has an eligible retirement date within the next eighteen (18) months; and
b. Has a minimum 20 years of service;
c. Whose average rate of salary for the immediate three years previous has exceeded $45,000; and
d. Within 90 days of requested early retirement date, applies in writing to his / her supervisor and designates an early retirement date prior to his or her eligible retirement date.

OR:

a. Has a minimum 25 years of service with the City of Malden; and
b. Whose combination of age and years of service totals at least seventy-five (75); and
c. Whose average rate of salary for the immediate three years previous has exceeded $45,000; and
d. Through a combination of age and years of service has an eligible early retirement date (up to the maximum early retirement date as defined by Missouri LAGERS); and
e. Within 90 days of requested early retirement date, applies in writing to his her supervisor and designates an early retirement date prior to his or her eligible retirement date.

Shall be designated an "Early Retired Employee" and shall cease to be employed by the City upon their early retirement date. At their option an "Early Retired Employee" shall be eligible to remain on the City's group health insurance plan at the employee's expense (not to exceed eighteen (18) months) until the date the employee would have otherwise been eligible to retire.

Any "Early Retired Employee" electing to remain on the City's group health insurance plan shall receive, from the City, payment of a monthly sum equivalent to the monthly premium paid by the City on behalf of the employee during his or her last full month of employment prior to his or her early retirement date. Said payments shall cease upon the eligible retirement of the employee notwithstanding early retirement.

It is further agreed that these, as well as any and all other, benefit plans in existence before the execution of this Agreement, shall not have their benefit levels reduced or altered in any way to be less of a benefit, and shall remain in place for the life of this Agreement, at the same level as they existed prior to the execution of this

**Agreement. In the event of a discrepancy between any benefit described in this Agreement and any Plan description, the terms of the benefit plan shall govern.**

MIRMA
Missouri's Municipal Trust
Newsletter
OCTOBER, 2026

Learn the Easy W... 1
3rd Quarter 94...
MIRMA A...
Re...

# Learn the Easy Way



*By: Kelly Beets*

Does your city permit employees to take city-owned vehicles home? Many cities allow certain employees to take home city-owned vehicles so they can respond quickly to emergencies, after-hours calls, or other essential duties or as an added benefit to employment. While this practice can support public service, it can also raise questions from residents about appropriate use, accountability, safety, and liability.

Increased vehicle mileage increases the city's overall exposure to risk. Each additional mile driven in a city-owned vehicle creates another opportunity for a crash, injury, property damage, or liability claim. According to the National Safety Council, motor-vehicle deaths in the United States increased from 35,398 in 2014 to 42,789 in 2024, an **increase of approximately 20.9%.** While this figure reflects national trends across all motor-vehicle types, it reinforces the importance of limiting unnecessary use, monitoring vehicle activity, and maintaining clear expectations for employees authorized to operate city vehicles.

In Missouri, sovereign immunity generally protects local governments from many lawsuits; however, state law includes an exception for injuries directly resulting from the operation of motor vehicles by public employees acting within the course of employment. That makes written expectations, consistent oversight, and safe driving practices especially important for any take-home vehicle program.

## Why a Clear Policy Matters

Whether your city already permits take-home vehicles or is considering doing so, a written policy helps establish who is eligible, when use is authorized, what conduct is prohibited, and how the city will respond to concerns. Clear guidelines also help employees understand their responsibilities before they are handed the keys.

## Policy Items to Review

A strong take-home vehicle policy should be practical, easy to enforce, and restrictive enough to reduce unnecessary exposure. Consider including the following items when drafting or updating your policy:

- **Limit personal use.** The less personal use allowed, the lower the chance of questions, complaints, or liability tied to non-work activities.
- **Use a written agreement.** A take-home vehicle agreement should define authorized use, commuting, passengers, emergency availability, accident reporting, overnight parking, monitoring, fuel use, and employee responsibility.
- **Prepare for public concerns.** Residents may report unsafe driving, family member transportation, or questionable personal stops. A clear response process helps the city address concerns consistently.
- **Keep the policy flexible.** Use language such as "including but not limited to" when listing prohibited conduct so the policy can apply to a variety of situations.
- **Prohibit unsafe or illegal use.** Employees should never operate a city vehicle while under the influence of alcohol, illegal drugs, or any substance that impairs safe driving.




# Learn the Easy Way- Continued

By: Kelly Beets

- **Address prescription medication concerns.** Employees should notify the city when a legal prescription or medical condition may affect their ability to drive safely. Supervisors should not allow an employee to operate a city vehicle after being informed the employee may be unfit to drive.
- **Enforce the policy consistently.** A policy is only effective if supervisors apply it, document issues, and follow up when rules are not followed.
- **Check licenses and driving records.** Review valid drivers' licenses and motor vehicle records at least annually for every employee authorized to take home a city vehicle.

**Annual Reminder**

As part of MIRMA's annual evaluation, cities are asked whether motor vehicle licenses are checked annually and whether motor vehicle records are reviewed during pre-employment screening. Each item is worth 10 points on the annual evaluation, reinforcing the importance of driver qualification and ongoing review.

**Safety takeaway:** Take-home vehicle programs should support city operations without creating unnecessary risk. Review your policy regularly, communicate expectations clearly, and make sure every authorized driver understands that safe, responsible use protects the employee, the city, and the public.

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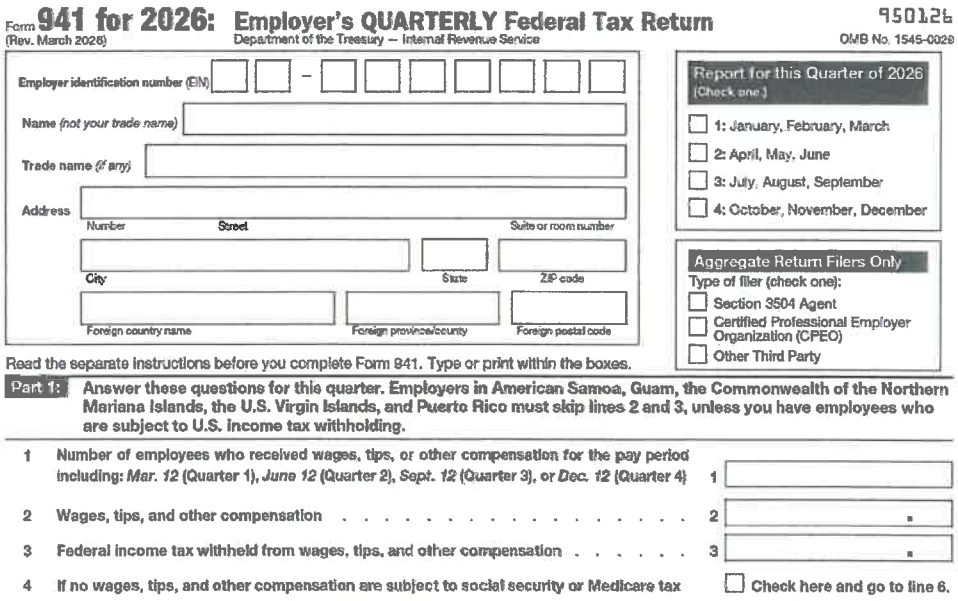


# Reminder – 3rd Quarter Federal 941 is Due to MIRMA!

By: Jenne Auck

Be sure to send MIRMA a copy of the submitted federal quarterly 941, which looks similar to this (top half of first page):

Email a copy to either Jenne or Terri (jauck@mirma.org or tcrane@mirma.org) within 30 days of the IRS filing due date. To make it easy, just forward us a copy right after you file with the IRS!



Form **941 for 2026:** **Employer's QUARTERLY Federal Tax Return** 950126
(Rev. March 2026) Department of the Treasury – Internal Revenue Service OMB No. 1545-0029

Employer identification number (EIN) – 

Name (not your trade name)

Trade name (if any)

Address
Number Street Suite or room number

City State ZIP code

Foreign country name Foreign province/county Foreign postal code

Report for this Quarter of 2026 (Check one.)
- 1: January, February, March
- 2: April, May, June
- 3: July, August, September
- 4: October, November, December

Aggregate Return Filers Only
Type of filer (check one):
- Section 3504 Agent
- Certified Professional Employer Organization (CPEO)
- Other Third Party

Read the separate instructions before you complete Form 941. Type or print within the boxes.

**Part 1:** Answer these questions for this quarter. Employers in American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, the U.S. Virgin Islands, and Puerto Rico must skip lines 2 and 3, unless you have employees who are subject to U.S. income tax withholding.

1 Number of employees who received wages, tips, or other compensation for the pay period including: *Mar. 12* (Quarter 1), *June 12* (Quarter 2), *Sept. 12* (Quarter 3), or *Dec. 12* (Quarter 4) 1

2 Wages, tips, and other compensation . . . . . 2 .

3 Federal income tax withheld from wages, tips, and other compensation . . . . . 3 .

4 If no wages, tips, and other compensation are subject to social security or Medicare tax ☐ Check here and go to line 6.



# MIRMA HEALTH

## Health Program Update

By: Steve Brown

The process that occurs every year is **Open Enrollment for your MIRMA Health medical plan**. At this point we do not expect any significant plan design changes that will affect the current designs going into the 2027 plan year. We will not be able to determine the 2027 member premium rates until early November once our health pool financial results are reviewed by our actuarial firm and the MIRMA Health Board of Directors. Once these decisions are made, as in past years, each member entity will be notified of their 2027 premium rates and we will also determine our open enrollment period. We would expect that unless a member entity makes plan changes, the open enrollment process would be, as in past years, a passive process. This means if enrolled participants are not making plan changes, participants would maintain their existing plan coverage and covered participants and roll that coverage into 2027. If an enrolled employee wants to make a plan or covered dependent change for the 2027 plan year, open enrollment is the time to complete that process. If that is the case, member locations will have the required information to give to their enrolled employees to make these changes.

Reminder that MIRMA Health's third-party administrator (TPA) is Point C, and their logo and customer service phone number has been added to all cards. Nothing specific to an employee's coverage data on the card will change for 2027, and you would continue to use the card for medical and prescription drug services, with prescription drug services still being handled by ProAct.

Please be looking for information on our programs as we move into 2027. And as always, we appreciate your continued support of MIRMA Health.

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## Don't Forget!

## Police Seminar ROUND TWO:

## CONTEMPORARY TACTICAL STRATEGIES & OFFICER SURVIVAL

MIRMA is pleased to provide this year's law enforcement training opportunity concerning officer safety. Over the last eight years we have experienced an unprecedented amount of gun violence directed to the officers within our Association. Last fall's police seminar focused on the reduction of risk and how to operate more safely. The law enforcement personnel in attendance overwhelmingly felt all officers in the Association would benefit from the training. To meet this goal, MIRMA provided a condensed version of that training at eight locations across the state this past spring, and we are repeating these this fall in hopes of bringing the training to all of our officers by the end of the year.

Ideally, we would love to have 100% attendance of the road officers with your police departments. We know that there are many barriers to getting those officers to this training, but the training is foundational to officer safety. I would ask you to consider, even with the barriers of scheduling and finance, what is more important than keeping our employees safe? This training allows officers to consider ways in which to reduce violent crime against their profession.

Please see the Calendar of Events for dates and locations of the upcoming seminars. The registration form is attached to this newsletter or you can use this link.

**Click here to complete the registration online!**



# MODEL PERSONNEL POLICY - ADDENDUMS

*By: Matthew Brodersen*

Earlier this year a member asked for assistance with a recording policy for their city employees and more recently I read about a state statute regarding the use of criminal convictions when reviewing applications for open positions. There is state law prohibiting a person from suffering any legal disqualification or disability solely because they were convicted of a crime. Missouri Statute § 561.016 protects offenders from automatic collateral consequences, and Missouri courts have applied this to the hiring process, stating that employers are generally prohibited from disqualifying a person from employment **solely** on the basis that the person had been convicted of a crime. Hardy v. City of Berkeley, 936 S.W.2d 879, 881 (Mo. Ct. App. 1997).

I asked Lauber Municipal Law to provide model policies on each of these which you can find attached and on the MIRMA website. Upon review I had inquired about including elected officials in the recording policy and Lauber's guidance was that while elected officials should observe the restrictions on recordings while carrying out city business and meetings, the disciplinary actions available for elected officials varies sufficiently enough from regular city employees that they should have a separate policy or make it part of your existing codes of conduct policies for elected officials.




# Risk Management Grant Awards

*By: Patrick Bonnot*

The Risk Management Grant Committee, which is comprised of Chairman Darren Berry, City Administrator of Vandalia; Dall Hedges, Police Chief of Fulton; and JJ Wiseman, Human Resource Manager of Jackson met September 22 in the MIRMA office. The Committee analyzed 136 grants totaling $752,553. After all caps and program eligibility rules were applied, the Committee approved $257,182. In addition to designating the awards for the year, the Committee made a few important changes to the grant application/matrix for next year and discussed the following items.

- Discussed phasing out the reimbursements on police cameras and tasers. Ultimately the Committee determined it was not time to do so.
- Raised the maximum on body worn cameras to $1,200 each.
- Raised the maximum on tasers to $3,300 and will consider either the Taser 7 or 10.

An updated copy of Appendix D, Risk Management Award Program, will be emailed to all members. The updated version will reflect the new changes to the Risk Grant Program made by this year's Risk Management Grant Committee, as noted above, and will reflect other changes to clarify the rules of the Risk Grant Program, documents needed for reimbursements, and other information about all of the Risk Management Award Programs. MIRMA is working on an option for the membership to apply in the same manner for reimbursements as they now do for the grant itself. The reimbursement process will be a Google link where documents can be attached for proof of purchase.

MIRMA would like to thank the cities that applied for funding this year. Staff have already been busy attending city council meetings across the state presenting the awards. If your local newspaper does not attend city council meetings, please have someone present to take a picture and send to the local media outlet. This public relations effort helps keep the Association known to your council and helps keep your citizens apprised of the efforts you make in not only controlling losses but also in your efforts to bring as much money back to your town as possible.

A list of Risk Grant Program recipients is included as an additional attachment with this newsletter. Thank you to the Committee for their hard work and guidance!



# Claims Corner

*By: Glenn Price*

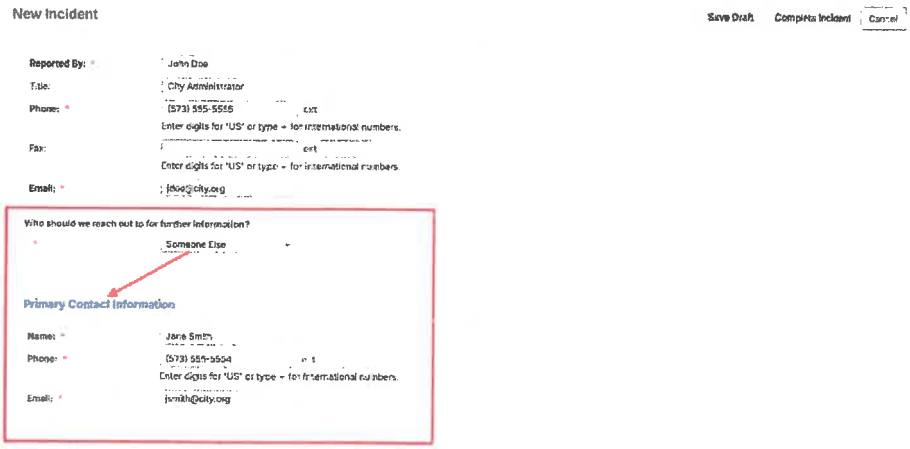
Claims reporting in a timely matter is crucial. I have written on that a number of times, most recently two months ago. But there are other important aspects to claim reporting that can be very important as well. In reviewing the incidents that have been reported to us, the information provided has been confusing at times. It is crucial for the member to provide correct and clear information in the initial claims report. There are two areas of claim reporting that have popped up recently that I would like to address.

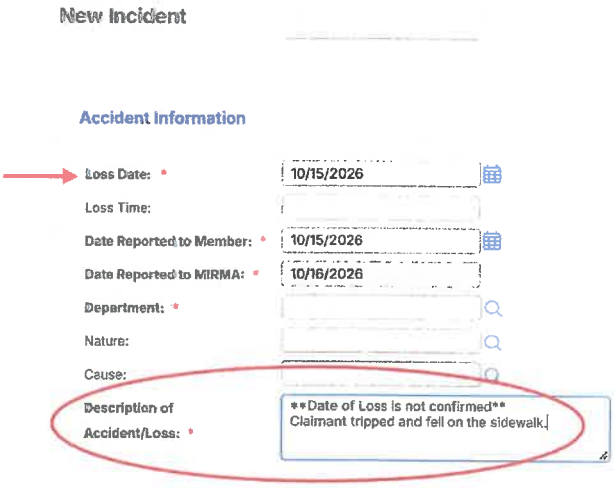
The first section that has had incorrect or confusing information in it is the "Reported By Information" section. Sometimes the claimant's information is input in the boxes provided. This section is for additional contact information for **another person employed by the member**.

For instance, the City Administrator reported the claim but wants us to chat with someone else with the member for information on the claim.

Please do not put the claimant's contact information here. The section to input the claimant information is listed below and titled, "Claimant Information".

This section is strictly for other employees with the member we would need to speak with.




Another section that has incorrect or confusing information is the "Date of Loss" box. The "Date of Loss" should reflect when the incident occurred, not when the incident is reported to the member. If it's a trip and fall on the city's sidewalk that occurred two days prior, the date of loss should reflect that the fall occurred two days prior to the claim being reported to the member (or being input into Origami).

You might ask, "But what if we are really unsure as to what the date of the loss is?" Sometimes that happens and that's okay. We ask that you alert us in the "Accident Description" box which is located a few boxes below the "Date of Loss" box.

While reporting claims timely is an important aspect of claims reporting, so is providing clear and correct information. If you have any questions on how to input claim information into Origami, please feel free to email me or call me at the office!!





LOSS CONTROL

# TIP OF THE MONTH

## MIRMA Comes to You!

*By: Patrick Bonnot*

MIRMA recently had the opportunity to spend time with employees from the **City of Cameron** for training focused on two topics that can have a big impact on municipal workplaces: **workplace harassment and driving safety**.

During the harassment training, we talked about what inappropriate workplace conduct can look like, when employees should speak up, and the importance of reporting concerns early. We also worked through real-world situations that municipal employees may encounter — from interactions with coworkers and supervisors to residents, vendors, and contractors. We even discussed how text messages, group chats and social media can become workplace issues. For supervisors, we focused on what to do when a concern is brought to their attention and the importance of responding promptly and watching for retaliation.

We also spent time talking about driving safety, including the importance of wearing a seat belt every trip, every time. Employees put their knowledge to the test with a short safety quiz covering seat belt use, Missouri crash statistics and how following workplace safety policies can make a difference both on and off the road.

A big **thank you to the City of Cameron** for inviting us and for making employee safety and a respectful workplace a priority. We always enjoy getting out and spending time with our members!

If your community could benefit from training like this - or has another safety or risk management topic you'd like to address - **MIRMA is here to help.** Reach out to us to talk about training opportunities for your employees. If we don't have the answer, we'll find it.

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MIRMA Reader$ Reward$

Below are the two questions for this month's Reader$ Reward$ quiz. **Those answering both questions correctly will be entered into a drawing for one of two $100 Amazon gift cards. The quiz due date is November 1 at noon. To complete the quiz, please use this link:**

https://forms.gle/R5M84jNEPhChjSdb9

1. True or False:

Missouri's sovereign immunity laws protect municipalities from claims arising from the use of a motor vehicle.

2. MIRMA Health's third-party administrator is:

a. Point A
b. Point B
c. Point C
d. Point D

**Congratulations to the quiz winners from the September Newsletter: Rodney Bollinger, City of Jackson and Jennifer Schmidt, City of Tipton who will receive $100 Amazon gift cards!**

Please give the quiz a try and help us increase readership and participation!
All answers are right here in the newsletter!

# CALENDAR OF EVENTS

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|---|---|
| **October 26, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **Government Center,** 120 City Hall Drive, Eureka |
| **October 27, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **Jackson Civic Center,** 381 East Deerwood, Jackson |
| **October 28, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **Fox Service Center,** 849 Jeffco Blvd., Arnold |
| **November 2, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **FEMA Building,** 720 Peabody Ave., Cabool |
| **November 3, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **Tipton Community Center,** 141 Wade Blvd., Tipton |
| **November 6, 2026:** | *MIRMA Board of Directors Meeting:* Held at **MPUA Office,** 2200 Maguire Blvd., Columbia, 10:00 AM |
| **November 9, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **The Stage,** 11417 NE Highway 69, Cameron |
| **November 10, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at **Thiebaud Auditorium,** 105 East 11th , Lamar |
| **November 12, 2026:** | *MIRMA Police Seminar – Contemporary Tactical Strategies & Officer Survival:* Held at Clarence City Hall, 200 East Beech (N. Broad & Beech), Clarence |
| **January 29, 2027:** | *MIRMA Board of Directors Meeting:* Held at **MPUA Office,** 2200 Maguire Blvd., Columbia, 10:00 AM |
| **May 7, 2027:** | *MIRMA Board of Directors Meeting:* Held at **MPUA Office,** 2200 Maguire Blvd., Columbia, 10:00 AM |
| **July 21-23, 2027:** | *MIRMA Annual Meeting*: Held at the **Margaritaville Lake Resort,** Lake of the Ozarks |




**Just a reminder, the MIRMA office will be closed on Wednesday November 11th, 2026 in observance of Veterans Day. Thank you to all the veterans for your service and sacrifice!**

# MPUA Conference

*By: Matthew Brodersen*

October 7th and 8th was the last stop on the 2026 MIRMA marketing tour. Jeff, Kelly, and Charles set up the MIRMA booth at the MPUA Conference in Branson. They handed out 40 Carhart hoodies to our members and took over 30 members to dinner on Wednesday evening. While we never seem to get marketing leads at this conference, it's a great opportunity to connect with our members that we don't typically get to see at any of the other conferences we attend. Kelly and Charles were also carried to a first place win by Beverly and Carl Hicks of Willow Springs at the conference golf outing.

Thanks to all who participated and if you know of a good prospective member, please let us know.















