

CITY COUNCIL MEETING OF JUNE 25, 2018

A meeting of the Warrensburg City Council was held on June 11, 2018, at 7:00 p.m., at the Municipal Center, 200 S. Holden, with Mayor Danielle Johnston presiding. Roll was called as follows: Present were: Jacobs, Lund, Watts, Allen, Johnston. Absent: none.

The adoption of the agenda was considered. Watts moved to adopt the agenda. Yes: Jacobs, Lund, Watts, Allen, Johnston. No: none.

Minutes of the June 11, 2018, meeting were considered. Allen moved to approve the minutes of the June 11, 2018, City Council meeting. Yes: Jacobs, Lund, Watts, Allen. Abstained: Johnston. No: none.

Under Presentations was a Presentation of a Lifesaving Award to Police Officer Ronnie Catts and Police Officer Eric Walker. Mayor Johnston said because of the contributions of these officers and several medical officials, Lance Wilkinson's life was saved. Mayor Johnston said Wilkinson was working out at CrossFit Believe when he collapsed. Wilkinson's fellow cross fit athletes, United States Air Force Pilots Lt. Colonel Jeremiah Parvin, Major Chad Carlton, Retired Marine Kelly Murphy and Aric Wasson took charge. She said these men directed someone to call 911, make room for the ambulance, and someone to calm Wilkinson's wife. Parvin and Carlton took turns performing rescue breaths while Murphy performed chest compressions. Mayor Johnston said Officer Catts and Walker were dispatched to the call and upon arrival they connected an Automatic Electronic Defibrillator to Wilkinson and continued CPR until the ambulance arrived. Mayor Johnston said the medical staff and the action of these officers and the others involved contributed to saving Mr. Wilkinson's life. On behalf of the City of Warrensburg, Mayor Johnston presented Lifesaving Awards to Catts and Walker, and Mayor Johnston said individuals like these make Warrensburg an amazing place.

Human Resources Director Greg McCullough said City staff has been working with the Austin Peters Group for the past four months. He said the President, Rebecca Crowder, is here tonight to make a presentation concerning the findings. Crowder thanked all who helped prepare the study, and said they are at the end of the process. She thanked the Human Resources Director, City Manager, Finance Director, Department Directors, and the Employee Wage and Benefit Committee who helped with this project. Crowder said this was a team effort and she also thanked everyone for inviting her to come and speak this evening.

Crowder briefly described her educational background and the experience of the employees of the Austin Peters Group. Crowder said she has experience working in City Government which has been helpful with this project. She said in addition to the experience, she said Austin Peters Group has a 99 per cent implementation rate.

Crowder described the process which included looking at all job descriptions, and Crowder said the employees were involved in that process. She said there was a very strong response and many employee were involved. Crowder said they met with the employee committee and that was reviewed by the executive team.

Crowder explained the process for the selection of other cities for job comparisons. She described the similarities and differences between the communities selected. Crowder said the responses and findings were adjusted up or down in comparison to Warrensburg. She said with the cities used in the comparison, they found six communities paid more and four paid less. Crowder said it is important to be in the middle of the market or higher to be competitive.

Crowder said the cost of the study would be \$390,000 in base wages. She said after talking with the Finance Director, she learned with additional expenses, such as overtime, the total would be around \$500,000.

City Manager Harold Stewart said the City is trying to offer competitive wages and the Austin Peters Group has compared the City's salaries with other communities. He said department heads are now included in the pay study. Stewart said another improvement is the pay will be based on performance. He said he hopes eventually the City can move to the 60 percentile for employees. Stewart said he would like to recommend the City implement this plan for the next fiscal year.

Council member Watts said he is concerned about employee performance reports, and Stewart said the City must maintain consistency. Stewart said the same evaluation form will be used, but different questions will be asked and different skill sets used. Stewart said it will also depend on each department and Stewart agreed with Council member Watts that favoritism should be avoided. Stewart said there will be training for fairness and consistency.

Matthew Lue, Finance Director, said each year the City receives requests for funding from the various boards, commissions, and contract agencies. If approved, the requests will be added to the budget for the next fiscal year. Lue said several of the agency representatives are not present tonight, but those attending can make a five-minute presentation. The requests this fiscal year are as follows: **Big Brothers Big Sisters, \$5,600**, same as last year; **Chamber of Commerce, \$5,000**, same as last year; **Diversity and Inclusion Commission, \$1,500**, new request to purchase educational materials; **Johnson County Economic Development, \$75,000**, same as last year; **Oats-Old Drum Transportation, \$15,000**, same as last year; **Pioneer Trails Regional Planning Commission, \$5,000**, same as last year; **Warrensburg Tree Board, \$2,040** (after grant request); **Warrensburg Arts Commission**, no additional funds requested this fiscal year; **Warrensburg Depot Renovation Corporation, \$5,500**, same as last year; **Warrensburg Historic Preservation, \$4,876**, a slight increase from last year to encourage more individuals to the downtown area; **Main Street, \$41,000**, same as last year; and **Whiteman Area Leadership Council, \$3,000**, same as last year.

Bill No. 6-7-18 being for an Ordinance Suspending the Provisions of Section 3-14 for Certain Special Events August 24, 2018, Pursuant to Section 3-14(b) of the Code of Ordinances was read for the first time by title. Police Chief Rich Lockhart said Main Street is planning an outdoor summer event on August 24, 2018. He said Main Street would like the City to suspend the open container provisions of this ordinance from 5:00 p.m. through 11:00 p.m. Lockhart said wrist bands will be used and many volunteers will be available. Lund moved said bill be passed to second reading by title. Carried unanimously. Said bill was read a second time. Roll was

called for the adoption or rejection of said bill as follows: Yes: Jacobs, Lund, Watts, Lund, Johnston. No: none. Said bill was declared duly adopted and given Ordinance No. 5437.

Bill No. 6-8-18 being for an Ordinance Amending Ordinance 5365 Concerning the Adopted FY18 Annual Budget for the General Fund was read for the first time by title. Lockhart said \$7,000 was budgeted for the purchase of Taser Electronic Control Devices. He said this expenditure originally had a revenue off-set, but with this plan the fiscal impact will be spread over five years with \$7,000 payable each year. Lockhart said they would like to remove the revenue off-set now. Watts moved said bill be passed to second reading by title. Carried unanimously. Said bill was read a second time. Roll was called for the adoption or rejection of said bill as follows: Yes: Jacobs, Lund, Watts, Allen, Johnston. No: none. Said bill was declared duly adopted and given Ordinance No. 5438.

In Other Business was a Letter of Support from Local 3923. Darryl Smithson, President, and Terry Hill, Vice-President of the Local 3923 Firefighters Union said Union members voted they present a Letter of Support of the proposed 2018 Wage and Benefit Study prepared by the Austin Peters Group. In the letter read by Hill, Union members said this is an equitable market-structured pay study for both the present and future employees of the City of Warrensburg. Hill said the communication through the Austin Peters Group was positive for City employees. Hill and Smithson thanked the City Council and all others involved with this study. Hill and Smithson stated they would like to recommend the implementation of this wage study and suggested it should be reviewed each year.

In Other Business was the Appointment of an Acting City Clerk. City Clerk Cindy Gabel said this position would fill in when she is not available. Gabel said she would like to recommend Carey West as the Acting City Clerk. Allen moved to approve. Yes: Jacobs, Lund, Watts, Allen, Johnston. No: none. Carried unanimously and given Resolution No. 2167.

In the Financial Management Policy Update was a Resolution Updating the Financial Management Policies, Operating Expenditure Policy. Lue said the City's current policy does not account for accumulated surplus funds from year-to-year. He said City staff has had discussions of using 50 per cent of the surplus funds to balance the budget. Lue said if approved, City staff would be able to use around \$450,000. Council member Watts said he would like to thank previous City Council members for placing restrictions on the spending. Stewart said this is allowed by state law. Lund moved to approve the Resolution. Yes: Jacobs, Lund, Watts, Allen, Johnston. No: none. Carried unanimously and given Resolution No. 2168.

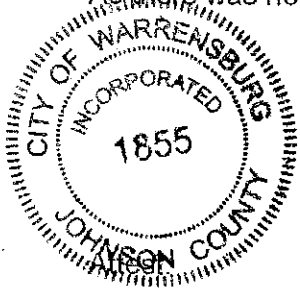
In Mayoral Appointments to Boards and Commissions, Mayor Johnston said she would like to recommend the following appointments: **Diversity and Inclusion Task Force**, Elaine Sepulveda; **Historic Preservation Commission**, Patricia Smith; **Children's Memorial Advisory Board**, Ramona Conant, Katie Downey, Alix McNeel, Linda North; **Parks and Recreation Board**, Cindy Holmberg, Will Wilkins; and **Warrensburg Convention and Visitor's Bureau**, Cliff Gower, Jenny McTighe, and Diane Whitworth. Mayor Johnston said she appreciates the enthusiasm of those wanting to serve on one of the City's Boards and Commissions. Watts moved to approve the appointments. Yes: Jacobs, Lund, Watts, Allen, Johnston. No: none. Carried unanimously.

Council member Allen asked about setting a time to further discuss funding for the boards, commissions, and contract agencies. Lue said there will be additional discussion before the first reading of the fiscal year budget.

In the City Manager's report, Stewart thanked everyone for all the hard work on the wage and benefit study. He said he appreciates the City Council's support of this project. Stewart said he also appreciates the work of the department heads in balancing the budget.

In the Finance Director's report, Lue said he recently sent information concerning the collection of sales tax on internet sales.

As there was no further business, the meeting was adjourned.



Danielle Johnston
Danielle Johnston, Mayor

Cindy Gabel
Cindy Gabel, City Clerk