

**CITY OF ROELAND PARK, KANSAS
CITY COUNCIL MEETING MINUTES
ROELAND PARK CITY HALL
4600 WEST 51st STREET, ROELAND PARK, KS 66205
September 5, 2023, 6:00 P.M.**

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| <ul style="list-style-type: none">• Michael Poppa, Mayor• Trisha Brauer, Council Member• Benjamin Dickens, Council Member• Jan Faidley, Council Member• Jennifer Hill, Council Member | <ul style="list-style-type: none">• Miel Castagna-Herrera, Council Member• Tom Madigan, Council Member• Michael Rebne, Council Member• Kate Raglow, Council Member | <ul style="list-style-type: none">• Keith Moody, City Administrator• Jennifer Jones-Lacy, Asst. City Admin.• Kelley Nielsen, City Clerk• John Morris, Police Chief• Donnie Scharff, Public Works Director |
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Admin
Dickens
Rebne

Finance
Hill
Castagna-Herrera

Safety
Madigan
Brauer

Public Works
Faidley
Raglow

(Roeland Park Council Meeting Called to Order at 6:00 p.m.)

Pledge of Allegiance

Mayor Poppa called the meeting to order and led everyone in the Pledge of Allegiance.

Roll Call

City Clerk Nielsen called the roll. All Governing Body members were present. Staff members present were City Administrator Moody, City Attorney Walker, Assistant City Administrator Jones-Lacy, Public Works Director Scharff, Police Chief Morris, and City Clerk Nielsen.

Mayor Poppa officially welcomed back Ms. Jones-Lacy as the City's Assistant City Administrator and Finance Director.

(Applause)

Modification of Agenda

There were no modifications to the agenda.

I. Public Comments

There were no public comments made.

II. Consent Agenda

- A. Appropriations Ordinance #1027**
- B. City Council Meeting Minutes August 21, 2023**

MOTION: CMBR DICKENS MOVED AND CMBR MADIGAN SECONDED TO APPROVE THE CONSENT AGENDA ITEMS AS PRESENTED. (MOTION CARRIED 8-0.)

III. Business from the Floor - Proclamations/Applications/Presentations

There was no Business from the Floor.

IV. Mayor's Report

Mayor Poppa said it is important to make these proclamations to bring awareness to these causes, and it is not to be seen as virtue signaling as purported by some. They will also include further information on ways to get involved and engaged in the proclamations they will be presenting.

A. Hispanic Heritage Month Proclamation

Mayor Poppa read the Hispanic Heritage Month Proclamation into the record noting this year's theme is "Latinos: Driving Prosperity, Power, and Progress in America."

CMBR Castagna-Herrera said she learned recently that Hispanics spend more money than any one group after Anglo-Americans. She said if they were a country, they would rank 12th economically in the world. The community has seen a large growth and she asked everyone to support Hispanic and Latin-owned business, especially the Latin women-owned businesses who continue to make much less than the rest of the community. She also asked that people check out Latin arts or read a book by a Latin author as there is so much going on in the community which can be celebrated all year.

Further resources:

- **Smithsonian National Museum of the American Latino:** <https://latino.si.edu>
- **El Centro:** <https://www.elcentroinc.com>
- **Hispanic Chamber of Commerce of Greater Kansas City:** <https://hccgkc.com/membership-directory>

B. Diaper Needs Awareness Week Proclamation

Mayor Poppa read the proclamation for Diaper Needs Awareness Week which is September 18th through the 24th this year. He noted there is a great need in the U.S. and in the community, so that families can keep their babies clean and dry. He also noted that many childcare facilities require diapers to be provided and may preclude families from being able to work if they cannot provide those diapers for the care centers.

Further Resource:

- **Happy Bottoms:** <https://happybottoms.org>

V. Reports of City Liaisons and Committees

There were no reports given.

VII. Unfinished Business

No Unfinished Business was discussed.

VII. New Business

A. Appoint Mallorie Hurlbert to the Parks Committee and Roginia Moore to the Diversity, Equity, and Inclusion Committee

MOTION: CMBR RAGLOW MOVED AND CMBR BRAUER SECONDED TO APPROVE THE APPOINTMENTS OF MALLORIE HURLBERT TO THE PARKS COMMITTEE AND ROGINIA MOORE TO THE DIVERSITY, EQUITY, AND INCLUSION COMMITTEE. (MOTION CARRIED 8-0.)

B. Compensation Study Presentation and Pay Scale Adoption

Mayor Poppa, as part of the Admin Committee, said that McGrath conducted the City's compensation study and the Admin Committee is recommending the implementation of the new pay scale retroactively effective to the August 11, 2023, payroll as step 1 of the process. Step 2 would occur in 2024 with a merit increase of up to 4.7 percent. Implementation of the plan is within the 2023 budget and the 2024 proposed budget.

Malayna Halverson from McGrath Human Resources discussed the results of the study. She said they tabled the issue on remote work and will meet with staff and the committee soon to develop that structure. She said there has been a lot of change in the employment market, noting a lot of people retired especially when COVID hit. She said the applicant pool is entering a crisis for the public sector, and that applications are down 56 percent, and is beginning to have an operational impact for those lower paid positions.

In preparing the report, staff and the committee developed a list of responsibilities for positions with the City. They used other metro cities as comparables when looking at compensation, benefits, and job duties.

Ms. Halverson said that 50 percent of the positions in Roeland Park were deemed to be competitive with the market, 15 percent were lower than average, and 35 percent were below average. The focus of the report outlines how much salary ranges need to be adjusted to keep them at 5 percent above market average. A salary structure was created with the pay grade based on percentage versus a dollar amount, 5 percent above market. She also reviewed how to implement the plan with those making less than \$1.25 toward their minimum to be moved to that new range. Ms. Halverson said that about six employees would be affected and equates to a nominal amount. For some of the long-term employees, there are changing ranges and to align up to the midpoint of the market it would be an increase not to exceed \$3.00 per hour.

City Administrator Moody added they budgeted for implementation of the salary changes with placeholders in the 2023 budget and the propose 2024 of a 4 percent merit increase pool. Implementing the plan now provides them with more room in 2024 for a larger pool of merit increases.

CMBR Madigan asked how many would be affected by the merit increase to the midpoint. Ms. Halverson said it was six employees.

CMBR Faidley asked for terminology clarification on their compensation philosophy noting that their greatest asset is their staff who are on the frontlines providing service to the community. She asked how the average market is defined. Ms. Halverson said the average salary ranges should be from comparable cities and the over 5 percent compensation is from that midpoint.

CMBR Castagna-Herrera said she understands they are aiming for 5 percent above the average midpoint in the market. City Administrator Moody said they want to build in a buffer. CMBR Castagna-Herrera asked if they lose people they want to keep, shouldn't they aim higher than the middle. Ms. Halverson said the City needs to maintain metrics on their employee turnover on where their people are going, how long they've been with the City, and any other factors that play into the employee's decision to leave. She said that will help them decide whether the 5 percent above market is enough. She also said that salary is only part of the story when looking for employment, and that Roeland Park needs to market the value of their benefits, which Ms. Halverson said were very good.

City Administrator Moody said they have the flexibility of bringing people in above their minimum, especially with their Police Department. She said that other cities are beginning to adopt that policy and catching up to Roeland Park who has employed that methodology from the beginning.

CMBR Madigan asked what they need to do to maintain this to keep up with the future. Ms. Halverson said they need to have a system of maintenance and monitor the market on a regular basis to be able to maintain their position. They need to watch their comp cities, see how they're adjusting on an annual basis, so they can maintain that 5 percent over market. She said it is important to do this annually, so they do not fall behind in the market.

Ms. Halverson said the Total Rewards model is a new way human resources is looking at compensation. It's the entire employee experience - wages, traditional benefits, the well-being of an employee, keeping them active and engaged, while helping to develop the talent as part of the City's succession planning. She said that their health insurance ranks well among their comparables and is a good recruitment tool. She said the City also has a strong Health Savings Account, and an Employee Recognition initiative. She said they could improve on the observance of holidays and should look deeper into the retirement plan due to the City's proximity to Missouri.

CMBR Faidley mentioned that there is a national crisis in law enforcement recruitment. Ms. Halverson agreed that everyone is experiencing this challenge and again suggested monitoring their comparable cities to make any adjustments. She said some applicants may want a smaller community where it feels safer. Some may want to leave the smaller community for a bigger organization for more opportunities. She said it is important for Roeland Park to decide what they can market and focus on, whether that be state of the art equipment, community-based policing, or how well the department is supported. Ms. Halverson said it is not always about the dollar amount.

MOTION: CMBR DICKENS MOVED AND CMBR MADIGAN SECONDED TO APPROVE IMPLEMENTATION OF THE NEW PAY SCALE ACCORDING TO THE 3-CRITERIA APPROACH DEVELOPED BY MCGRATH TO BE EFFECTIVE RETROACTIVE TO THE 8/11/23 PAYROLL AS STEP 1. THE 2ND STEP OF IMPLEMENTATION TO OCCUR WITH THE 2024 MERIT INCREASE PROCESS EMPLOYING A 4.7% MERIT INCREASE POOL. (MOTION CARRIED 8-0.)

C. Approve Interlocal Agreement with Westwood for 2025 CARS Mission Road Project

CMBR Faidley asked about the timeline changes. Public Works Director Scharff said that Westwood asked Roeland Park to push the project back so they could finish their 47th Street project.

CMBR Faidley asked if they will include the pedestrian crossings at St. Agnes and the elementary school as part of their Complete Streets initiative. Public Works Director Scharff said they would do that.

MOTION: CMBR HILL MOVED AND CMBR REBNE SECONDED TO APPROVE THE INTERLOCAL AGREEMENT WITH WESTWOOD FOR THE 2028 CARS MISSION ROAD PROJECT. (MOTION CARRIED 8-0.)

VIII. Ordinances and Resolutions

A. Ordinance 1048 - STO

MOTION: CMBR MADIGAN MOVED AND CMBR HILL SECONDED TO APPROVE ORDINANCE 1048 - 2023 STO (STANDARD TRAFFIC ORDINANCE) BOOKS PUBLISHED BY THE LEAGUE OF KANSAS MUNICIPALITIES. (MOTION CARRIED 8-0.)

B. Ordinance 1049 - UPOC

MOTION: CMBR BRAUER MOVED AND CMBR RAGLOW SECONDED TO APPROVE ORDINANCE 1049 - 2023 UPOC (UNIFORM PUBLIC OFFENSE CODE) BOOKS PUBLISHED BY THE LEAGUE OF KANSAS MUNICIPALITIES. (MOTION CARRIED 8-0.)

IX. Reports of City Officials

City Administrator Moody said that significant progress is being made at the Public Works facility as well as the Community Center. He also said the hardscape is complete on Canterbury.

CMBR Faidley asked if there would be grand openings for the Community Center and the new Public Works facility. City Administrator Moody said that JCPRD wants to coordinate a grand opening event at the Community Center, which will likely be at the first of the year. He also said they will do a ribbon cutting for the Public Works facility, but wants to get the moved in and settled first.

CMBR Hill said the Pool Pawty dog swim will be on September 6th.

Adjourn:

MOTION: CMBR HILL MOVED AND CMBR MADIGAN SECONDED TO ADJOURN. (MOTION CARRIED 8-0.)

(Roeland Park City Council Meeting Adjourned at 7:15 p.m.)

Kelley Nielsen, City Clerk

Michael Poppa, Mayor