

GOVERNING BODY WORKSHOP MINUTES
Roeland Park City Hall
4600 W 51st Street, Roeland Park, KS 66205
Tuesday, February 6, 2023, 6:00 P.M.

<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">○ Tom Madigan, Council Member○ Michael Poppa, Council Member○ Kate Raglow, Council Member○ Michael Rebne, Council Member	<ul style="list-style-type: none">○ Keith Moody, City Administrator○ Erin Winn, Asst. Admin.○ Kelley Nielsen, City Clerk○ John Morris, Police Chief○ Donnie Scharff, Public Works Director
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Admin

Raglow
Dickens

Finance

Rebne
Hill

Safety

Open
Madigan

Public Works

Brauer
Faidley

(Governing Body Workshop Called to Order at 7:13 p.m.)

ROLL CALL

CMBR Hill called the meeting to order. All Governing Body members were present with CMBRS Brauer and Rebne appearing virtually.

I. MINUTES

1. Governing Body Workshop Meeting Minutes January 17, 2023

The minutes were approved as submitted.

II. DISCUSSION ITEMS

1. Racial Equity Committee Lens Follow Up

Ms. Winn said after discussion last December, the overarching objective is to create a framework to analyze municipal decision through a lens of racial equity. She added that working with Haile Simms and the Racial Equity Committee has been her favorite part of the job and has been very rewarding. She said the City is lucky to have them.

At that December Workshop discussion they were to create a set of questions to determine equity impacts on items over \$15,000. The Council asked what that would look like, the impact it would make, and approximately how many purchases it would affect in a year. In her review, most of the decisions over that \$15,000 amount are related to a budget objective or a part of the capital plan, which requires months of planning. Inserting a racial equity analysis at point of purchase does not meet the goal of infusing those considerations into City operations.

The Racial Equity Committee proposed adding the question, "What are the racial equity impacts to the development," to the budget objective development form. Follow-up questions to this will allow for a deeper discussion. Additionally, the Racial Equity Committee could look at the proposed objectives and offer their opinion and perspective on those implications. They would like to ask the question without regard to dollar amounts.

Mayor Poppa agreed with the proposal to put the question on the agenda form so they can discuss the racial equity implications.

CMBR Faidley said she likes that proposal and that it is putting it in the right place of the process. She agreed that discussing it later in the game was too late to ask those questions. She also added that Ms. Winn will be missed.

CMBR Faidley said she would like to see this start to change things the way they look at things. She has looked at the questions on the form and noted that not all the question apply to a particular project. She would support moving this forward to add the racial equity lens questions and to be able to have a quarterly or biannual analysis.

Ms. Winn said she initially there were two components, the equity impact analysis and also to get an idea of how to bring folks in the community together to rate the municipal actions. The committee tabled the second one. They felt it was a good action to get the first one implemented and then they could later revisit the second part.

Mayor Poppa said this is fantastic. When the Racial Equity Committee was initially formed this was the intent to use this lens to help the Governing Body. He said he is pleased they are at that point and able to put things together to make it happen. He supports what is the recommended first step from the Racial Equity Committee.

Ms. Winn said will move forward with putting the question on the budget objective form and adding it to the agenda item. From there it will prompt the discussion from the Governing Body.

CMBR Rebne thanked Ms. Winn for helping them to move forward and her work with the Racial Equity Committee as well. He likes the idea of moving forward, but also the idea of having in the background the quarterly assessment because reflection time is important as well. He is curious on the racial equity impact questions as a majority of projects don't refer to race at all. He asked from the perspective of Ms. Winn and the Racial Equity Committee, what was the thought process around the questions.

Ms. Winn said that race is referred to in some of the questions. The Committee would be open to suggestions if there are more explicit questions they want to be asking. The initial question grounds the conversation and then allows for a dive further into analysis.

CMBR Madigan said he agreed with putting something on the agenda, but has yet to discuss the questions already on the form that include the Community for All Ages and the Strategic Plan.

CMBR Faidley concurred that they do not do a good job with that.

CMBR Madigan said they need to be more active in asking about that.

CMBR Hill said she was hearing unanimous support to add the question to their budget items. She said the Racial Equity Committee did not need to look at every item, but only those they approve.

Mayor Poppa said there might be a reason for the Racial Equity Committee to look at an item that they did not approve because they may have a reason for it to move forward.

City Administrator Moody said they do not take too many objectives off and the committee would more than likely see all of them.

Mayor Poppa said it is incumbent that they read those items at the bottom of the agenda and consider them.

City Administrator Moody said it is an easy process incorporating the question into the objectives form and into the staff report. He said this is a journey. They will learn from this and likely make changes and refine the process as they move forward.

CMBR Rebne wanted to clarify that it is both the responsibility of the Governing Body and the Racial Equity Committee to ask the questions. Eventually the assessment will be a form of accountability of whether they have been asking the questions. He felt that maybe it was the responsibility of the Mayor and/or the Council President to make sure they are asking those questions.

CMBR Hill said it is the responsibility of each of them to be accountable to their residents.

CMBR Faidley said they can hold each other accountable. She added that some of the old objectives might benefit from this process too. She said they could withhold support of an objective until it is part of process as they need to get serious about it and not pass a budget objective until information is available. She used as an example the historical signage where impacted people were not included.

Mayor Poppa said the Historical Committee will be working with the Racial Equity Committee on the signs and they hope to pull in all the parties that could be affected.

2. Discuss Temporary Referral and Retention Bonus Policy

City Administrator Moody said the Admin Committee was asked to deal with the 24-month turnover and a lingering vacancy. They felt it warrants further consideration from the Governing Body. If there is support, staff would propose the Governing Body provide direction and the item would be returned to them for adoption.

CMBR Madigan said they tried this at the Aquatics Center last year and it worked wonderfully. A lot of employees made use of this, and it also makes them feel invested in the process. He said he does not see a need for it to be temporary.

CMBR Faidley asked if there was only a clawback for the new hire if they do not stay and that it would not affect the referring staff member. City Administrator Moody said a referring staff member or a new recruit is not subject to any type of clawback or payback. In this policy, the bonuses are based upon six-month increments and are not paid up front.

CMBR Faidley said that in the document they received it addresses a clawback or repayment. City Administrator Moody said he must have missed that and would remove it.

CMBR Raglow said that was in the initial discussions of the Admin Committee but it was removed and not intended to have a clawback provision.

CMBR Faidley asked if they are losing employees because of other cities. City Administrator Moody said he was appreciative of the information MARC has gathered stating that most of the cities indicated they do not have retention and referral bonuses.

Following the discussion, there was Governing Body support for temporary referral and retention bonuses with possible future discussions for making it permanent.

3. Discuss Hiring a Firm to Complete a Wage and Benefits Survey

City Administrator Moody said he has attached information from MARC on area statistics. He said it is very common to conduct every few years. Roeland Park completed a wage survey in 2018, which was implemented in 2019 and 2020. There was a lot of change in the compensation and benefits. He said it is incumbent upon them to take a holistic approach in reviewing their compensation structure to ensure they are remaining competitive.

Mayor Poppe stated he is a proponent of hiring skilled professionals to do the survey. They owe it to their staff to make sure that they are on track with their salaries and to the staff that is here to make sure they are hiring and retaining the right people. He would like to see in the benefits portion to include a remote work policy and find out what other cities are doing.

City Administrator Moody said they can make the scope be whatever they would like. He feels it would be good to have the Admin Committee involved along with the department heads as there is a lot of information to digest. He would make a formal presentation to the Council following the process.

CMBR Madigan said they had a police officer leave and is returning because the culture where she went wasn't acceptable. As a small city, they do have their unique problems and it is deeper than salary and benefits. Studies have shown it is lack of opportunities to advance, feeling disrespected, lack of flexibility, culture, and being able to work remotely.

There was Governing Body support to move forward with the wage and benefits survey.

4. 2022-23 Leaf Collection Program Report

Public Works Director Scharff reported that they have completed another successful season. He noted staff hours were down compared to last season. Also, City-wide participation remains consistent at about 34 percent. The total cost to operate the program this year was \$84,000 and reflects higher costs for fuel, maintenance, and disposal.

CMBR Faidley asked if there is only one company that takes the leaves. Public Works Director Scharff said there is only one close and it works best for them. CMBR Faidley said she would like to see if they can negotiate a better price.

CMBR Madigan said it was noted that they have less debris in their leaf pickup and could maybe use that to their advantage negotiating a better price. Public Works Director Scharff said that since the sweeper picks up back of curb there is less trash in the mix.

5. Discuss Regional Resource Sharing Resolution

Police Chief Morris said they are part of the County Emergency Operation Plan (CEOP) through Johnson County. Law enforcement, Fire Departments, and medical personnel fall under this agreement. The resolution is asking for clarification where they share resources in case of a disaster. This is a voluntary offering and is an opportunity to share resources the City has as well as receive those they do not have. An example would be if the Chiefs win the Super Bowl, they would send officers to Kansas City, Missouri.

CMBR Faidley asked if this agreement requires a federal, state or local disaster emergency declaration. Police Chief Morris said it is county-wide and does not believe it requires a federal declaration.

CMBR Rebne asked if they would be notified as a City or the Governing Body anytime the Roeland Park Police Department executes the agreement or collaborates with another agency. Police Chief Morris said they would be. He said it is not required to respond every time, but they would receive a request and make a determination of available equipment as long as it does not jeopardize Roeland Park first. Roeland Park takes priority of its resources and if available, they agree to be on the equipment list.

There was an agreement to review the resolution at the next Council meeting.

6. Discuss Limitations on 2024 Objectives

CMBR Madigan said that last fall former Mayor Kelly agreed to remove a goal that went to \$80,000 as it wasn't appropriate at the time. He said with the fiscal climate, they cannot continue with high ticket items. He would like to band together as Councilmembers and come up with a goal that benefits the City, and not at least nine different goals. He said that is a lot of goals to get done.

Mayor Poppe said he agreed to a certain degree. He said that budget objectives are getting out of hand and too costly. He noted last year's budget objectives, but that they have been able to get great things done for the City. He would not want to curtail or limit the forward progress they have made for their residents. He suggested that maybe less people submitting objectives might be an option. Currently they have staff, Councilmembers, and committees all making submissions.

CMBR Hill asked City Administrator Moody to provide them with an approximate overall budget so when approved, they have to stay under an amount as a whole. City Administrator Moody noted that is difficult to answer regarding objectives as they have many different sources of funding. He said if an objective is not an ongoing operational expense it usually ends up in the General Fund. He said the economy for the City is continually growing as well as the resources. He noted that the past objectives have not been wildly expensive. They have been good stewards and make good investments to their infrastructure that will last a long time. He said they have good policies and are innovative in their approach of objectives. He said the Council has been very focused and does not see a problem that needs to be fixed.

CMBR Hill said she does not want to see a limit, but would like to see more how much they are spending.

CMBR Rebne would like to see some limit or rough guidelines that could have some justification for an objective. He would like the rules to be clearer.

CMBR Raglow said she might like to see multiple Councilmembers sign onto an objective instead of only an individual.

CMBR Hill suggested that a big ticket item might have someone else sign onto it.

CMBR Faidley would still like to see one budget objective per Councilmember. City Administrator Moody said that could be up for discussion as it has never been formally established.

There was agreement that the expectation would be one objective person and that multiple people could join together on an objective.

7. Executive Session

MOTION: CMBR FAIDLEY MOVED AND CMBR DICKENS SECONDED TO RECESS INTO EXECUTIVE SESSION UNDER THE ATTORNEY-CLIENT PRIVILEGE EXCEPTION TO THE OPEN MEETINGS ACT IN ORDER TO DISCUSS PERSONNEL MATTERS WITH THE OPEN MEETING TO RESUME IN THE COUNCIL CHAMBERS IN FIFTEEN MINUTES. (MOTION CARRIED 7-0)

MOTION: CMBR HILL MOVED AND CMBR DICKENS SECONDED TO RECESS INTO EXECUTIVE SESSION UNDER THE ATTORNEY-CLIENT PRIVILEGE EXCEPTION TO THE OPEN MEETINGS ACT IN ORDER TO DISCUSS PERSONNEL MATTERS WITH THE OPEN MEETING TO RESUME IN THE COUNCIL CHAMBERS IN TEN MINUTES. (MOTION CARRIED 7-0)

III. NON-ACTION ITEMS:

No items were presented.

IV. ADJOURN

CMBR Hill adjourned the meeting.

(Roeland Park Governing Body Workshop Adjourned at 8:40 p.m.)