

**CITY OF ROELAND PARK, KANSAS
CITY COUNCIL MEETING MINUTES
ROELAND PARK CITY HALL
4600 WEST 51ST STREET, ROELAND PARK, KS 66205
October 16, 2023, 6:00 P.M.**

- Michael Poppa, Mayor
- Trisha Brauer, Council Member
- Benjamin Dickens, Council Member
- Jan Faidley, Council Member
- Jennifer Hill, Council Member

- Miel Castagna-Herrera, Council Member
- Tom Madigan, Council Member
- Michael Rebne, Council Member
- Kate Raglow, Council Member

- Keith Moody, City Administrator
- Jennifer Jones-Lacy, Asst. City Admin.
- Kelley Nielsen, City Clerk
- John Morris, Police Chief
- Donnie Scharff, Public Works Director

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. CMBR Brauer was absent. All other Governing Body members were present. Staff present were City Administrator Moody, City Attorney Walker, Assistant City Administrator/Finance Director Jones-Lacy, Public Works Director Scharff, Police Chief Morris, and City Clerk Nielsen.

Mayor Poppa called for a moment of silence to recognize the innocent victims in Gaza in light of the tragedy happening right now.

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 #1030**
- B. City Council Meeting Minutes October 2, 2023**

MOTION: CMBR MADIGAN MOVED AND CMBR RAGLOW SECONDED TO APPROVE THE CONSENT AGENDA AS PRESENTED. (MOTION CARRIED 7-0.)

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

There was no Business from the Floor.

IV. Mayor's Report

A Bullying Prevention Month Proclamation

Mayor Poppa said the theme for Anti-Bully Week 2023 is "Make a Noise about Bullying." Bullying is any unwanted, aggressive behavior or intimidation and is becoming increasingly prevalent and damaging to children. Mayor Poppa said it important to keep this conversation in the forefront and for everyone to do what they can to stop bullying. Mayor Poppa thanked City Clerk Nielsen for bringing this to the Governing Body and they all signed on to the proclamation. Mayor Poppa read the Proclamation into the record:

Because I believe I can be part of the solution to end bullying and cyber-bullying, I pledge to:

- *Remember kindness;*
- *Empower others to call out unwanted aggressive behavior;*
- *Support people who have been affected by bullying or cyberbullying;*
- *Participate in dialogue that is inclusive of others;*
- *Educate my friends and family about the harmful effects of bullying;*
- *Communicate honestly without attacking or belittling others; and*
- *Treat others with respect.*

V. Reports of City Liaisons and Committees

A. Parks Committee

The report from the Parks Committee is included in the agenda packet. CMBR Raglow added that next month, she, CMBR Madigan and the rest of the Parks Committee will meet with Lamp Rynearson to talk about next steps for Nall Park as that is their next project. She also added that they are making progress on the wildflower meadow.

Mayor Poppa then requested that the Council move their November 6th meeting to the 8th to allow candidates an opportunity to reach out to residents.

CMBR Faidley said she might be late for the meeting on the 8th.

CMBR Hill suggested if the agenda is not time sensitive, they could hold the meeting on the 13th.

After information Council discussion, it was agreed to move the meeting to November 8th.

City Clerk Nielsen said she would let Fire Chief Chick know of the meeting change who is scheduled to make a presentation to the Governing Body.

VI. Unfinished Business

No Unfinished Business was discussed.

VII. Ordinances and Resolutions

No ordinances or resolutions were presented.

VIII. New Business

A. Committee Reappointments

- MOTION:** CMBR RAGLOW MOVED AND CMBR HILL SECONDED TO APPROVE THE COMMITTEE REAPPOINTMENTS OF:
- LYNDIA LEONARD AND MAREK GLINIECKI TO THE ARTS COMMITTEE
 - JEFFREY STOCKS AND BRANDON GILLETTE TO THE BOARD OF ZONING APPEALS
 - JAIMIE DAIS, LINDA THORNBURGH, LINDA HEINEN, AND MALLORIE HULBURT TO THE PARKS AND TREES COMMITTEE
 - MICHAEL CALOVICH TO THE AQUATIC ADVISORY COMMITTEE (MOTION CARRIED 7-0.)

B. Approve Public Defender Service Agreements

The change in the agreement reflects an increase from \$150 per docket to \$375 and \$300 per trial.

Ms. Jones-Lacy said a pay increase has not been done in many, many years and the new pay structure will cover the time spent on cases and not only time in court, which makes it more equitable in comparison with other cities.

CMBR Faidley asked when this would become effective. Ms. Jones-Lacy said it will become effective immediately, noting that about two years ago they began to put these agreements in writing when they had previously been verbal. She said that one public defender was going to leave, and so this was a catalyst for the change and they have been able to retain the defender with this agreement.

Ms. Jones-Lacy added that while this is within the City Administrator's authority, they would like the Council to approve it as it is a written agreement.

- MOTION:** CMBR HILL MOVED AND CMBR FAIDLEY SECONDED TO APPROVE THE PUBLIC DEFENDER SERVICE AGREEMENTS WITH VANESSA MAXWELL-LOPEZ AND ADAM PEER. (MOTION CARRIED 7-0.)

C. Public Fireworks Display Request from Bishop Miego

Police Chief Morris brought a request from Bishop Miego to add an additional night for fireworks for Senior Night.

CMBR Faidley said this will be on a Tuesday and the others approved were for a Friday night and asked if there could be a push on social media.

Staff will put this on social media and Police Chief Morris will also reach out to the school for them to put it out. He added that the display only lasts a matter of seconds.

CMBR Madigan said that PIO Garcia had put out a social blast today about it.

MOTION: CMBR MADIGAN MOVED AND CMBR CASTAGNA-HERRERA SECONDED TO THE ADDITIONAL DATE OF SENIOR NIGHT TUESDAY, OCTOBER 17 AT APPROXIMATELY 6:20 P.M. FOR A FIREWORKS DISPLAY. (MOTION CARRIED 6-1 WITH CMBR HILL VOTING NO.)

D. Amendments to Employee Handbook - Adding Compensation Policy Section, Adding Holidays, Adding City Match to 457

Mayor Poppa said they have had an opportunity to review the recommended changes and that the Council is being asked to approve the amendments to the Employee Handbook which have come about as a result of the salary study with McGrath. It would be adding the City's Compensation Policy, two holidays (Christmas Eve and a floating holiday), adjusts the vacation policy to allow employees to use time as they accrue it, and adding a 457 matching retirement plan for KPERS.

CMBR Faidley noted a typo on page 28, Paragraph 11 regarding Christmas Eve day stating "observe" needs a "D" added. She also asked what the budget implications are of implementing a 457 with an up to 3 percent match. City Administrator Moody said they won't know the actual, but they do know the potential and that was calculated when they were working on the 2024 budget, so there is already a 3 percent allowance in the budget and will not have a negative impact. He said that if everyone who is eligible puts in the 3 percent to maximize it, it has been budgeted for. He added that that does not happen from his experience.

CMBR Madigan said he was taken aback by the two extra holidays, as he is a fan of keeping City Hall open. He would be in favor of more personal days and asked what the staff wants.

City Administrator Moody said they found that the vacation time accrual process is more generous than average, and there is additional flexibility already there. The recommendation from McGrath was to include additional holidays and incorporate a personal day. He said that staff does ask to close on Christmas Eve because they are slow.

There was informal discussion between the Governing Body and City Administrator Moody regarding personal days and holidays.

CMBR Raglow asked if Christmas Eve is slow. City Clerk Nielsen said several staff members knew this was on the agenda and were very excited about the possibility of having off Christmas Eve.

CMBR Faidley said this goes to the work-life balance they try to provide for their employees as it is important to attract and retain quality people. They need to provide service to the public and no one wants a grumpy employee on Christmas Eve.

MOTION: CMBR RAGLOW MOVED AND CMBR DICKENS SECONDED TO APPROVE THE AMENDMENTS TO THE EMPLOYEE HANDBOOK. (MOTION CARRIED 7-0.)

E. Police Department Personnel Change Scenario

Mayor Poppa said this item goes towards addressing the current openings and the results of the pay survey. Police Chief Morris said he supports the scenarios and worked with staff and the members of the Governing Body to draft them.

Police Chief Morris said they are in a retention crisis mode. The proposal detailed in the packet is a great idea and does not affect the budget. Mayor Poppa thanked City Administrator Moody and Police Chief Morris for coming up with and supporting this idea. Police Chief Morris said they did something similar to this seven years ago.

Mayor Poppa also noted the police chief succession scenario in light of Police Chief Morris retiring in January 2025. The plan assumes they will be hiring an assistant chief to step into the chief role in lieu of filling a vacant position.

City Administrator Moody said they will also review the 2024 budget as they begin work on 2025. It will reflect on the updated positions that will be conveyed in an appropriate line item.

Mayor Poppa said this item is only to approve the retention plan and succession plan and not approval to hire a recruiting firm.

CMBR Faidley how unusual it is for a police department not to have a detective position. Police Chief Morris said that lot of times smaller agencies do not have one. Because they are a small agency, they do what they can in-house, and if they need anything specific, they have the Johnson County Sheriff's Office that will assist them.

CMBR Madigan said he is in favor of the pay grade increase. With three to four people down, they need to do something to catch up. He also added that he would like for them to look to fill positions from within before looking to the outside. He prefers that to overpaying an outside agency telling them who to hire. He reiterated they need to raise their wages to be competitive.

Mayor Poppa said everyone is hurting for officers. Police Chief Morris said the increase is a huge morale boost, and with approval they can continue to recruit and hire two officers immediately or are teetering on the edge.

Mayor Poppa agreed with hiring within if the talent is there.

Police Chief Morris said he will be close by after he retires and be available to help since he is not totally leaving the law enforcement arena.

City Administrator Moody anticipated this adjustment to take effect November 1st, but would be nice to have clarification from the Governing Body.

Police Chief Morris thanked the Governing Body and said this is truly a win for the department, and thanked City Administrator Moody for working with them on this.

Mayor Poppa said it is a win for all of them.

MOTION: CMBR HILL MOVED AND CMBR DICKENS SECONDED TO APPROVE THE RETENTION PLAN AND SUCCESSION PLAN FOR THE ROELAND PARK POLICE DEPARTMENT BEGINNING NOVEMBER 1, 2023. (MOTION CARRIED 7-0.)

IX. Reports of City Officials

A. 3rd Quarter Police Report

Police Chief Morris gave his Animal Control report from the contract they have with the City of Mission. He said they have been fortunate in Roeland Park with no real issues, and there have been no complaints from the police department. He said they were pleased with the animal control contract.

Chief Morris went over the crime statistics and noted there were 197 reported incidents, but fortunately no homicides, rapes, or robberies. He also gave the breakdown of arrests made, citations written, and warnings issued. Included in his report were the locations of incidents with Chief noting that they have kept busy at the Boulevard Apartments. Theft continues to be the biggest offense in the City.

Chief Morris also shared the Co-Responder Program report. They contract these services with several other cities, and they have not been as busy in Roeland Park compared to other agencies.

CMBR Faidley asked if the officers have access to the co-responders 24/7. Police Chief Morris said they do have a crisis line, and can utilize email and phone calls.

CMBR Faidley also asked about the theft reduction. Police Chief Morris said they are employing DDACTS, which is the Data-Drive Approaches to Crime and Traffic Safety. It involves a more visible presence in an area and includes the officers getting out and doing foot patrols and more visible vehicles in the area.

CMBR Rebne realizes the department is understaffed and working hard, but the racial breakdown of incidents continue to be a concern. He mentioned an incident of four kids of color on Clark who had the police called on them. He noted that two officers had them on the sidewalk and that the officers handled the situation professionally. Parents were called and the children were picked up. He said the Police Department should be an outward leader and that an education of residents could consider are they truly being harmed and the actual need to call the police.

Police Chief Morris said he did not know who the caller was, but the children were ringing doorbells and running away. There was also an alleged observation they were pulling door handles. Three of the children listed in the Boulevard Apartments and one lived in KCK and were not directly linked to the area. He added that if they receive a call they have to go.

CMBR Hill said she saw someone lying on the Aldi stairs and did not know if someone had fallen or was sleeping there. She called the department, and they told her it is not illegal to sleep. She said that speaks to the ethics of their police department and that they are not just out to get people.

Police Chief Morris said he was aware of this, and the person had been asked to leave a vacant building earlier.

B. 3rd Quarter Objective Progress Report

City Administrator Moody said they continue working on historical objectives and they cleared some that were delayed. There has not been a lot in 2023, but they have made progress on all of them. He said they will not complete all of the new objectives, but should complete the backlog by year's end.

CMBR Faidley asked if they could celebrate that. City Administrator Moody said they can incorporate that into their December celebration.

CMBR Faidley also asked for an update on the zoning code update noting there will be public involvement in this. Ms. Jones-Lacy said that will be held on November 13th.

CMBR Faidley also asked about the equity questions and their implementation plan for agenda items. She doesn't believe that every objective or agenda item needs to be answered to those questions, but she doesn't feel they are even making an attempt.

Mayor Poppa said they don't always have to answer them ahead of time, but they can be answered on the dais.

CMBR Hill said that verbally answering them is a part of the process. Mayor Poppa said they can always be brought up during discussion.

CMBR Castagna-Herrera mentioned that discussion at the DEI committee meeting limited the information they were able to submit. Ms. Jones-Lacy said there are limited fields on their Novus agenda software, but they could have a form for additional information.

City Clerk Nielsen said if there is a discussion on how to add questions and responses, they can email her and she can put those into the agenda.

CMBR Hill asked if they could have the questions on cards before them at the meeting so they can see them and think about them to keep them forefront in their minds. She said this is a different thought pattern process than what they're used to.

CMBR Rebne this was talked about by the racial equity, and he feels better thinking about it beforehand than talking on the spot. It gives him a chance for reflection and able to write a written response before having conversation. He said the goal of the conversation should be the same way they talk about the budget, parks, trees, etc.

Mayor Poppa said when adding things to the agenda, they need to think through all the questions and their relevance to equity, have the conversations, and then deciding what they will do about it.

City Administrator Moody said trying to incorporate answers to the questions from all nine Governing Body members into the agenda can be a little "clunky". He said they have their own ability to put notes in their own Novus portal for their own use.

CMBR Faidley said she likes to have a consolidation of ideas when putting the agenda together.

CMBR Rebne would like to see them come up with a way to keep the data of the conversations they have.

CMBR Castagna-Herrera said the DEI Committee has been talking about this and this is a good time for anyone who cares about it to go to the meeting and put their opinion in.

CMBR Madigan agreed getting a card with the questions would be a great aid for them to look at. Mayor Poppa said it is already on the agenda item, but is a good idea to be able to see them. He also suggested the Council fill out those questions before they put something on an agenda for Council discussion.

C. 3rd Quarter Strategic Plan Progress Report

City Administrator Moody said not a lot has changed since the second quarter. They are continuing to work on items in progress noting that some will be finished by the fourth quarter. This represents 167 projects undertaken with a value of \$27.6.

There was discussion about the church property being for sale, not knowing the intent of the property owner, and issues with property maintenance and building security.

D. 3rd Quarter Public Works Report

Public Works Director Scharff's report compared staff hours with last year noting that a majority of their time is spent on parks and green space. He also reviewed the status of projects worked on this year. Street sweeping was completed in the past week and the leaf pickup program will start on the east side of the City this year. Mr. Scharff also reviewed upcoming projects including a CARS-funded project and a sidewalk extension.

E. Update on Community Assistance Programs Year to Date

Wade Holtkamp has been overseeing the grant programs offered to the City's residence. The 12 programs include homeowner maintenance assistance, financial relief and support, and a variety of others such as Contain the Rain, property check rebate, and the major and minor home programs. \$212,500 was budgeted for grants in 2023. Habitat for Humanity has been a great partner, and the Neighbors Helping Neighbors is also a successful program. The City partners with Johnson County for two home programs as well as addressing property codes issues and concerns for health, welfare, and accessibility. There is also a compost program and an energy audit.

Mayor Poppa asked if there is an income qualifier for the energy audit and Mr. Holtkamp said there was not. In fact, the inspector for the energy audit program is interested in doing some marketing for more participants.

Mayor Poppa asked if there were any redundancies in their programs and Ms. Jones-Lacy said there are currently some redundancies. Johnson County provides for the major and minor home assistance program while Habitat is grant-funded and is not permanent. She said that Neighbors Helping Neighbors only addresses exterior items and other programs address items inside such as heating and plumbing.

CMBR Faidley had a conversation with someone from the Boulevard who was very thankful for rent assistance. She said it is important to know that these programs are making a difference. She asked if there was a difference between applications that have been qualified and projects that are approved. Mr. Holtkamp said they have held back on some, especially those that are tree related as the contractors were slammed with work in light of the storm and prices were very high. Those have

started to come down and there is more availability, so they will begin that funding soon. He said their goal is that everyone who is qualified will have an approved project.

CMBR Madigan asked to address Mr. Holtkamp's title change.

City Administrator Moody said that Wade Holtkamp has been appointed as the City's Building Inspector and they are currently looking for someone to fill his spot in Neighborhood Services. Mr. Moody said that Wade made a great presentation and is indicative of how he approaches all projects that they challenge him with. A great characteristic of his is that he takes the challenges they present him, and they appreciate everything he contributes to the City.

Ms. Jones-Lacy said they have had a lot of applicants for code enforcement. She said that Wade is highly effective, especially with customer service, and they are looking forward to someone joining their team that is as good as him.

(applause)

Adjourn:

MOTION: CMBR MADIGAN MOVED AND CMBR REBNE SECONDED TO ADJOURN. (MOTION CARRIED 7-0.)

(Roeland Park City Council Meeting Adjourned at 7:40 p.m.)


Kelley Nielsen, City Clerk
Michael Poppa, Mayor