

Call To Order:

The regular meeting of the Lansing City Council was called to order by Mayor McNeill at 7:00 p.m.

Roll Call:

Mayor McNeill called the roll and indicated which Councilmembers were in attendance.

Councilmembers Present:

Ward 1: Gene Kirby

Ward 2: Don Studnicka and Marcus Majure

Ward 3: Kerry Brungardt

Ward 4: Ron Dixon and Gregg Buehler

Councilmembers Absent: Jesse Garvey and Dave Trinkle

OLD BUSINESS:

Approval of Minutes: Councilmember Brungardt moved to approve the Regular Meeting Minutes of September 2, 2021, as presented. Councilmember Studnicka seconded the motion. The motion was approved with Councilmember Buehler abstaining.

Audience Participation: Mayor McNeill called for audience participation on an item not on the agenda and there was none.

Presentations:

COUNCIL CONSIDERATION OF AGENDA ITEMS:

Public Safety Pay Study – Final Report: Mayor McNeill asked is she on.

- Finance Director Beth Sanford stated we're not sure where she is. She might be having trouble getting on. You've seen her presentation and hopefully she'll be able to get on and kind of go through that. In the meantime, we can go through what we had put together. Her presentation is just kind of a summary of the full report which you got. Ours is the same thing. We kind of pulled out the key points that we had heard at the last meeting where we discussed this. Just to address some of those questions you had. So, the first thing just of an overview of it. She emphasized that the starting salaries were within the average market range based on the cities we used for comparison. There was one position below the market mid-point and then all the other salaries although they were within the market, she talked about a competitive salary. There is a high demand for police officers, public safety officers and in order to stay competitive we might want to look at moving just a little bit above that range. What she proposed would put us fourth out of sixteen in the local area. Whereas we were, I think we are at eleventh currently. That would bump us up into fourth place. We are a little bit more competitive than we would be at our current rate. Some of the new hire incentives, we just wanted to touch on incentives because I know incentives was a big thing. These are the new hire incentives that are available when we hire someone brand new. When they graduate from KLETC, they get a 2% increase. If they've got an associates degree, they get credit, 2% increase for that. Bachelor's degree a 4%, an increase for a masters, if they are bilingual a 2% increase. We also offer tuition reimbursement and that is anywhere from \$1200-2400. It depends on the type of degree and its anything from an associate degree to a master's degree. It must be relevant to the position. We don't want somebody coming up with a marine biology for a public safety officer. That's not going to benefit the city in any way. It's not going to benefit them in their position. It has to be something, you know criminal justice, public relations, something along those lines.
 - Councilmember Brungardt stated question. It says \$1200-2400. Is that per degree or per year.
 - Finance Director Beth Sanford responded per year, I'm sorry. That's per year.
 - Councilmember Brungardt replied that is what I thought but just wanted to make sure.
 - Finance Director Beth Sanford stated yes. They must be employed for six months before we allow them to take advantage of that.

They are also required to remain employed for up to a year afterward or they have to pay it back.

- City Administrator Tim Vandall stated we made someone pay that back just a couple of years ago too.
 - Finance Director Beth Sanford replied we did, yes.
 - Councilmember Buehler asked this is not new. This is what we currently give and are continuing to give.
 - Finance Director Beth Sanford responded this is currently what we're doing. This is what we currently have in place. We also have C-Post. If they are already certified in C-Post for years of service, we'll give 2.5% up to five years. So, if you have one year of C-Post certification with a year of service, then you're going to get an additional 2.5% when we hire you, if you've got two years it's going to be 5%, three years 7.5%. This is currently in place for new hires.
 - Councilmember Buehler asked and C-Post is.
 - Finance Director Beth Sanford replied I think that is KLETC, the same thing.
 - Councilmember Buehler stated so if you come in as a new employee, but you are already certified.
- Finance Director Beth Sanford replied yes. So, moving onto the incentives for existing employees. These are also incentives we currently have in place. Again, we have the bilingual incentive. We do have a couple of officers that are bilingual, so they had that 2% increase. There is a \$40 per paycheck stipend for a field training officer. We are actually above Leavenworth County, and, in her study, she also said we were a little bit above that range that she recommended. I think we are sitting pretty well there. Tuition reimbursement again, that is available to everybody. Anybody is welcome to take advantage of that. If they go ahead and earn their master's degree, there is a 2% increase and that is for all employees as well. Then we touched on compression. On our current pay scale, I pulled this from her report, but overall employees have moved through the pay range and there are a few employees, possibly due to performance, who are not within the range. It doesn't match their years of service. You know they are a little bit below that because of performance. It's part of how they move through the range. If they haven't gotten good performance evaluations, then that has moved them a little bit down below where they technically should be through years of service. So, on her recommended pay scale it places employees at the minimum of the pay scale first and then it adjusts for years of service. If you've had somebody who has had two years of service, I have to look at my sheet again. I did this and I get confused and I have to write it out next to each one. So, if they have two years of service, we're going to put them at the minimum of the range and then they are going to get the 3% merit and they are going to get 1.5% for

- Councilmember Majure stated that is what I was thinking too.
 - Finance Director Beth Sanford replied yeah.
 - Councilmember Majure stated to keep that person on.
 - Finance Director Beth Sanford responded yes. And then the other recommendation was the extra pay for the detective position. This is a rotating position, so they only serve in that position for two years but it's on the same pay range as the POII position. Sometimes these guys move into that position, and they don't get a pay bump because they are already POII. They are in that range, and they are where they should be so there first of all, is no incentive for them to do detective which I think is a little bit more work than just the POII has. We might look at moving them onto a different step on that salary range to incentivize that. And this is just some of the other topics that were touched on that you guys had questions on that we feel are better addressed once we complete the salary survey for the city because it is going to effect more than just the police department. And that would be benefits. This was really only a pay study. It was not to look at benefits or any other things. It was just really, hey, public safety officers, are we paying them what we should be or what is competitive with cities around us. Also, nobody likes to call it longevity but that is technically what it is, incentives to keep employees. What can we do to keep employees who start out with us but then leave to go somewhere else. We want something that is going to keep those people here with us. Did I miss anything Sarah. Any other questions. Did that kind of touch on everything that you had questions about.
 - Councilmember Studnicka stated I've got one question for you, maybe its for the Chief. Why is the detective position a rotated position? Why do we have in the pay scale a detective position.
 - Police Chief Steve Wayman replied when I went to a full-time detective, I rotated it every two years because with a smaller department, it allows other officers to move into that position to have more of a Monday through Friday. It gives them a little bit more stability. It also gets them off the road, so they don't burn out officers on

the road. Then they don't have anything to work with. We don't have specialized divisions.

- Councilmember Studnicka stated it gives them the experience in that position too.
- Police Chief Steve Wayman responded yes it gives them that experience. It gives them something to do different than what they've been doing. It's just an opportunity to get different officers in that position. Give them a break off on that.
 - Councilmember Studnicka stated no I understand.
- Police Chief Steve Wayman stated that is why we went with a two-year commitment on it. Just get them in, get it changed out and move them through. Bill Linn is doing it now. He was detective before, put in for it and he's running it for another two years right now. So, they have the opportunity to come back in it. And other officers we just kind of see how they do things on the road. If we think they might make a good detective, we definitely look at them.
 - Councilmember Studnicka replied thanks.
- Councilmember Kirby stated they can't just tell you they want it. They have criteria to look at them.
- Police Chief Steve Wayman responded normally, yeah, when we open the detective position up, they usually have to submit a letter to the captain. The captain oversees the detective position. So, if we get two or three, we look at reports they have submitted and what they done. If they can't write a report, it's real hard to be a detective because we've got to work on that. We try to give them; we try to make sure people are prepared to go into this job and do it. But it's also what they've done in the past and how they've been able to do it. They basically have to apply for the position to get in there.
 - Councilmember Kirby replied yeah that is what I was getting at. They just don't come into you and say in two years I want it. There's more details to it than that.
 - Police Chief Steve Wayman stated they can do it but what they want and what they get might be two different things.
 - Councilmember Majure stated I've got a question for you Chief.
 - Police Chief Steve Wayman replied sure.
 - Councilmember Majure asked and it may not be listed as incentives, but the officers have been on two, three, four years, is there other kinds of training that is offered they will go and do. A day, a week or two weeks and they get certified. Additional kind of training and it may not be salary motivated, it doesn't have to be paid. Are those things considered part of an incentive to come and work for us because you may get selected for this kind of training or that kind of training or whatever.
 - Police Chief Steve Wayman responded part of the way our pay scale is set up right now with POII position, we look for instructor certifications. I don't need five firearms instructors to get them. So, when we start getting them prepared at their year mark, when they are getting ready to jump POII, we start going ok what do we need to be able to come back and instruct the other people. One of things with C-Post, once you complete your academy the following July, every certified police officer in the state of Kansas are mandated to get forty hours of annual training per year to keep their certification. So, I have to send people to classes

and get them trained. I try to look for things that are different they might enjoy to bring back and help teach us. So, we do that.

- Councilmember Majure stated there's requirements already.
 - Police Chief Steve Wayman replied yeah there is already requirements in place for them just to maintain their certification through the state.
- Mayor McNeill asked any other questions. Thanks Chief.

Councilmember Buehler moved to accept the final report and finalize the public safety pay study. Councilmember Kirby seconded the motion. The motion was unanimously approved.

Modification of Towne Center Declaration of Easements, Covenants and Restrictions:

Councilmember Buehler moved to approve the modified Towne Center Declaration of Easements, Covenants and Restrictions as presented. Councilmember Kirby seconded the motion.

- Councilmember Studnicka asked are we doing this just for the eye center and that restriction stays in place for the other parts of Towne Center or are we removing it for the whole parcel.
 - Community & Economic Development Director Matthew Schmitz responded this declaration of restrictions piece applies to lots 2,3 and 4 which is the FEC lot, Mr. Dobski's lots and that is the only area it applies to. So, it would only apply to those but what I would say is because we own the ground, its not necessarily needed to have this restriction in there. If we didn't own the ground, then we would use this as a tool to make sure what we wanted would develop.
 - Councilmember Studnicka stated I understand why it's in there.
 - Community & Economic Development Director Matthew Schmitz replied sure. Does that answer your question?
 - Councilmember Studnicka replied that answers my question. Thank you.
 - Councilmember Majure stated that was my question 2,3,4. Where was the exact location. You answered it, thanks.
 - Community & Economic Development Director Matthew Schmitz replied ok.
 - Mayor McNeill asked any other discussion, nope?

The motion was unanimously approved.

Executive Session – Economic Development: Councilmember Buehler moved to recess into executive session to review economic development activities pursuant to the discussion of confidential data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorships exception K.S.A. 75-4319(B)(4) for 30 minutes, beginning at 7:21 PM and returning to the Council Chambers at 7:51 PM. Councilmember Brungardt seconded the motion. The motion was unanimously approved.

Councilmember Kirby moved to return to Open Session at 7:51 PM. Councilmember Buehler seconded the motion. The motion was unanimously approved.

REPORTS:

Department Heads: Department Heads had nothing to report.

City Attorney: City Attorney Greg Robinson had nothing to report.

City Administrator: City Administrator Tim Vandall stated feedback in regard to the volunteer dinner was not to hold one.

- Mayor McNeill stated that was the decision and instead we would go to their homes and give them a gift. He'd be glad to help with that.

The school district reached out for a joint meeting like we have done in the past and asked the Council if they would be interested in doing another one.

- Councilmember Brungardt asked if they could come to us instead.
 - o City Administrator Tim Vandall said he would reach out to them about that.

He had previously spoke to a couple of Councilmembers about the Wastewater Treatment parking lot getting bad, almost a trip hazard. Wastewater Utility Director Tony Zell is going to start looking into options to repair it starting in 2022 in two phases. Anything that we do will require bids so the Council will be aware of it as it comes up.

Governing Body: Councilmember Kirby spoke of a young officer who was still in training that was shot and killed the other day. Let's keep him and his family and all first responders in our thoughts and prayers. It can happen anywhere, anytime.

Councilmember Majure thanked all the city administration team along with all the first responders.

Councilmember Buehler stated he appreciates them coming in to talk and if our guidance is clear then we are good. He also added a fun fact, on this day in 1887, the first game of softball was played in Chicago, IL.

Councilmember Dixon thanked the representative from McGrath for the presentation and Beth for stepping in.

Councilmember Brungardt thanked Beth stating she did well.

Councilmember Studnicka thanked Beth for her hard work. He gave the library and Terri a shout out for all the wonderful things they are doing there.

ADJOURNMENT:

Councilmember Studnicka moved to adjourn. Councilmember Brungardt seconded the motion. The motion was unanimously approved. The meeting was adjourned at 7:56 p.m.

ATTEST:

Mayor, Anthony R. McNeill

City Clerk, Sarah Bodensteiner, CMC