



The City of Lee's Summit
Final Agenda
Finance and Budget Committee

Monday, March 12, 2018

5:30 PM

City Council Chambers

City Hall

220 SE Green Street

Lee's Summit, MO 64063

CALL TO ORDER

ROLL CALL

APPROVAL OF AGENDA

PUBLIC COMMENTS

BUSINESS

[2018-1946](#) F&BC Minutes 3-5-18

[2018-1956](#) Presentation of Human Resources at the City of Lee's Summit - An Overview of Employee Pay and Benefits

Presenter: Presenter: Jackie McCormick Heanue, Interim Director of Human Resources

ROUNDTABLE

ADJOURNMENT

For your convenience, City Council agendas, as well as videos of City Council and Council Committee meetings, may be viewed on the City's Internet site at "www.cityofls.net".



The City of Lee's Summit

220 SE Green Street
Lee's Summit, MO 64063

Packet Information

File #: 2018-1946, **Version:** 1



The City of Lee's Summit
Action Letter
Finance and Budget Committee

Monday, March 5, 2018
5:30 PM
City Council Chambers
City Hall
220 SE Green Street
Lee's Summit, MO 64063

1. CALL TO ORDER
2. ROLL CALL

Councilmember DeMoro was not present as an alternate was not needed.

Present: 3 - Chairperson Rob Binney
Vice Chair Phyllis Edson
Councilmember Craig Faith

Absent: 2 - Councilmember Dave Mosby
Alternate Fred DeMoro

3. APPROVAL OF AGENDA

Motion by Councilmember Faith, seconded by Vice Chair Edson this agenda was approved by unanimous vote.

Aye: 3 - Chairperson Binney
Vice Chair Edson
Councilmember Faith

Absent: 2 - Councilmember Mosby
Alternate DeMoro

4. PUBLIC COMMENTS
5. BUSINESS

- A. [2018-1908](#) Minutes from Finance & Budget Committee for February 5, 2018. (F&BC 3-5-18)

Motion by Vice Chair Edson, seconded by Councilmember Faith, the Minutes were approved by unanimous vote.

Aye: 3 - Chairperson Binney
Vice Chair Edson
Councilmember Faith

Absent: 2 - Councilmember Mosby
Alternate DeMoro

Finance and Budget Committee

Action Letter

March 5, 2018

- B. [2018-1892](#) Investment Report for the Quarter Ending December 31, 2017 (F&BC 3-5-18)

Recommendation: Recommendation: None

Presenter: Presenter: Sherri Staub, Cash Management Officer

Sherri Staub gave the Investment Report Presentation to the committee. No action needed.

- C. [TMP-0842](#) AN ORDINANCE AUTHORIZING THE EXECUTION OF THE FIRST AMENDMENT TO A REAL PROPERTY AND ANTENNA SUPPORT STRUCTURE SITE LEASE BY AND BETWEEN THE CITY OF LEE'S SUMMIT AND T-MOBILE CENTRAL, LLC EXTENDING THE LEASE TERM, INCREASING THE ANNUAL RENTAL PAYMENT, AND ESTABLISHING VARIOUS NEW PROVISIONS. (F&BC 3-5-18)

Recommendation: Recommendation: Staff recommends approval of the ordinance.

Presenter: Presenter: Bette Wordelman, Deputy Finance Director

Motion by Councilmember Faith, seconded by Vice Chair Edson, the Ordinance was recommended for approval to the City Council - Regular Session due back on 3/15/2018. The vote was unanimous.

Aye: 3 - Chairperson Binney
Vice Chair Edson
Councilmember Faith

Absent: 2 - Councilmember Mosby
Alternate DeMoro

- D. [2018-1928](#) Preview of IT Steering Committee Project Recommendations (F&BC 3-5-18)

Recommendation: Recommendation: None

Presenter: Presenter: Stephen L. Marsh

This was a presentation only. No action required.

- E. [TMP-0839](#) AN ORDINANCE APPROVING THE SOLE SOURCE ANNUAL MAINTENANCE CONTRACT BY AND BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND PARAGON TACTICAL COMPANY FOR MAINTENANCE SERVICES AND SOFTWARE LICENSING FOR THE POLICE FIRING RANGE FOR A PERIOD OF FIVE YEARS IN THE AMOUNT OF \$69,200.00 AND AUTHORIZING THE CITY MANAGER TO ENTER INTO THE SAME BY AND ON BEHALF OF THE CITY. (F&BC 3-5-18)

Recommendation: Recommendation: [Enter Recommendation Here]

Presenter: Presenter: Major Curt Mansell

Motion by Vice Chair Edson, seconded by Councilmember Faith, this Ordinance was recommended for approval to the City Council - Regular Session due back on 3/15/2018. The vote was unanimous.

Finance and Budget Committee

Action Letter

March 5, 2018

Aye: 3 - Chairperson Binney
Vice Chair Edson
Councilmember Faith

Absent: 2 - Councilmember Mosby
Alternate DeMoro

- F.** [TMP-0811](#) AN ORDINANCE AUTHORIZING THE EXECUTION OF AN AGREEMENT FOR LAW ENFORCEMENT SERVICES FOR THE JACKSON COUNTY DRUG TASK FORCE BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND THE CITIES OF BLUE SPRINGS, BUCKNER, GRAIN VALLEY, GRANDVIEW, GREENWOOD, INDEPENDENCE, LAKE LOTAWANA, LAKE TAPAWINGO, LONE JACK, OAK GROVE, RAYTOWN, AND SUGAR CREEK, ALL OF THE STATE OF MISSOURI; MISSOURI HIGHWAY PATROL; AND JACKSON COUNTY, MISSOURI, INCLUDING THE JACKSON COUNTY SHERIFF'S OFFICE. (F&BC 3-5-18)

Recommendation: Recommendation: Staff recommends approval.

Presenter: Presenter: Police Department

Motion by Vice Chair Edson, seconded by Councilmember Faith this Ordinance was recommended for approval to the City Council - Regular Session due back on 3/15/2018. The vote was unanimous.

Aye: 3 - Chairperson Binney
Vice Chair Edson
Councilmember Faith

Absent: 2 - Councilmember Mosby
Alternate DeMoro

- G.** [TMP-0843](#) AN ORDINANCE REPEALING PREVIOUS ORDINANCES RELATED TO THE SCHEDULE OF FEES AND CHARGES FOR THE CITY OF LEE'S SUMMIT AND ESTABLISHING THE CITY OF LEE'S SUMMIT SCHEDULE OF FEES AND CHARGES. (F&BC 3-5-18)

Recommendation: Recommendation: Staff recommends approval

Presenter: Presenter: Jack Feldman, Management Analyst

Motion by Councilmember Faith, seconded by Chairman Binney, this Ordinance was recommended for approval to the City Council - Regular Session due back on 3/15/2018. The vote was two Ayes, one Nay.

Aye: 2 - Chairperson Binney
Councilmember Faith

Nay: 1 - Vice Chair Edson

Absent: 2 - Councilmember Mosby
Alternate DeMoro

Finance and Budget Committee

Action Letter

March 5, 2018

- H. [2018-1893](#) PRESENTATION OF THE JANUARY GENERAL FUND FINANCIAL DASHBOARD (F&BC 3-5-18)

Recommendation: Recommendation: N/A

Presenter: Presenter: Jack Feldman, Management Analyst

This was a presentation only.

- I. [2018-1927](#) PRESENTATION OF THE FY2019 REVENUE FORECAST (F&BC 3-5-18)

Recommendation: Recommendation: N/A

Presenter: Presenter: Jack Feldman, Management Analyst

This was a presentation only.

ROUNDTABLE

Next Meeting: Monday, April 2, 2018 5:30 p.m.

There will be a F&BC meeting on 3-12-18.

ADJOURNMENT

Meeting was adjourned.

For your convenience, City Council agendas, as well as videos of City Council and Council Committee meetings, may be viewed on the City's Internet site at "www.cityofls.net".

Packet Information

File #: 2018-1956, **Version:** 2

Presentation of Human Resources at the City of Lee's Summit - An Overview of Employee Pay and Benefits

Issue/Request:

Staff has prepared an overview of the features of total compensation at the City of Lee's Summit for each employee group.

Key Issues:

[Enter text here]

Background:

[Enter text here]

Presenter: Jackie McCormick Heanue, Interim Director of Human Resources

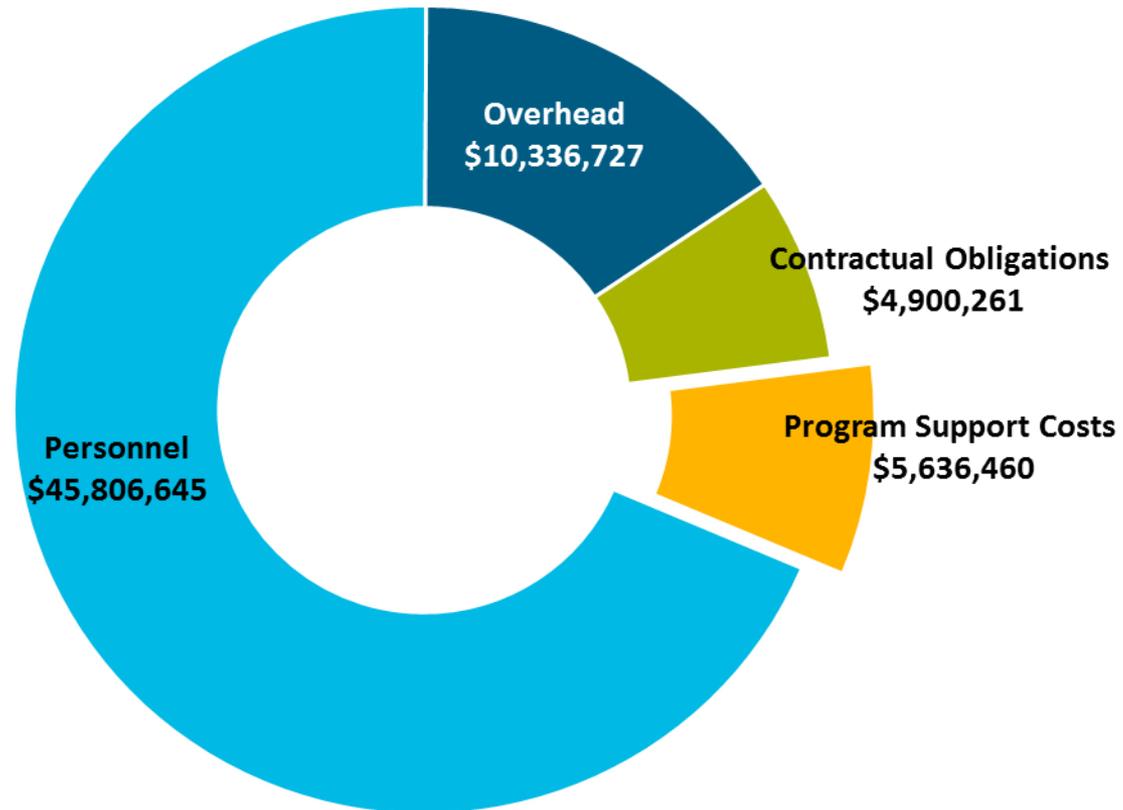
Recommendation: N/A

Human Resources for the City of Lee's Summit

Overview of Employee
Pay and Benefits

FY18 General Fund Operating Expenditures

Original Adopted Budget



Benefits Offered

- Health Insurance
- Dental Insurance
- Vision Insurance
- Short Term Disability
- Long Term Disability
- Fully Funded Retirement
- Optional 403(b) Investment Opportunity
- Vacation and Sick Leave
- Life Insurance (Annual Salary)
- Tuition Reimbursement
- Training

MONTHLY INSURANCE PREMIUMS EFFECTIVE JANUARY 1, 2018 – December 31, 2018					
Plan	Level of Coverage	Total Premium	City Pays	Employee Pays	Approx.% City pays
Blue Saver with Health Savings Account (HSA)					
	Individual (City contributes \$52.93 to employee's HSA per month)	\$654.38	\$707.31	\$0.00	108%
	Employee Plus Spouse or Child(ren)	\$1,439.88	\$1,245.58	\$194.30	87%
	Family	\$1,671.49	\$1,445.92	\$225.57	87%
Preferred-Care Blue - \$500 deductible					
	Individual	\$707.31	\$707.31	\$0.00	100%
	Employee Plus Spouse or Child(ren)	\$1,556.97	\$1,245.58	\$311.39	80%
	Family	\$1,807.40	\$1,445.92	\$361.48	80%
Preferred-Care Blue Choice - \$0 deductible					
	Individual	\$790.48	\$707.31	\$83.17	90%
	Employee Plus Spouse or Child(ren)	\$1,728.70	\$1,245.58	\$483.12	72%
	Family	\$2,006.69	\$1,445.92	\$560.77	72%
Blue Cross Dental					
	Individual	\$35.17	\$35.17	\$0.00	100%
	Family	\$88.50	\$70.80	\$17.70	83%
VSP Vision					
	Individual	\$6.34	\$6.34	\$0.00	100%
	Family	\$15.05	\$12.04	\$3.01	80%

- Fully paid life insurance for employee (one year annual salary, \$100,000 maximum) and dependents (\$3,000)
- Fully paid short-term and long-term disability insurance which pays 60% of employee's salary
- Fully paid retirement plan - Missouri Local Government Employees' Retirement System
- Paid vacation:
 - 2 weeks per year (1 week at 6 months) ➤ 3 weeks after five years
 - 3.6 weeks after ten years ➤ 4 weeks after fifteen years
 - 4.6 weeks after twenty years ➤ 5 weeks after twenty-five years
- Paid sick leave – 12 days earned per year
- Paid personal leave - 2 days per year
- Paid Holidays:

New Year's Day	Fourth of July	Christmas Day
Martin Luther King's Birthday	Labor Day	Day before or after Christmas
Washington's Birthday	Thanksgiving Day	(As selected by the City)
Memorial Day	Day after Thanksgiving	
- Educational assistance for job related college course work
- Employee assistance plan offering free short-term counseling, legal and financial referrals for employees & dependents
- Supplemental accident, critical illness, and universal life events with long-term care insurance available for employee purchase through payroll deductions
- Deferred Compensation Plans
- Flexible spending accounts for health and dependent care expenses
- Employee fitness center memberships partially reimbursed by the City

The City retains the right to modify its benefits package periodically as necessary. This summary does not represent a contractual agreement.

Employee Projection Assumptions

- No promotions
- 2% pay increase each year
- Use 25% of available sick and vacation leave prior to retirement
- Family health insurance coverage
- No Overtime
- Retirement monthly benefit calculated based upon current LAGERS participation plan L-6, 5 Year Final Average Salary) No lump sum option elected
- No additional benefits utilized or considered (tuition reimbursement, etc.)
- Employer required payments (FICA, Medicare, Worker's Compensation, etc.) not included
- Pay ranges adjust accordingly with inflation

Fire Department – Sworn Employee

- **First Year Employee** (25 years old; married, family coverage)
 - Beginning Rate of Pay: \$14.9816/hour **(\$43,626.54/year)***
 - Employer Paid Benefits: \$22,344.93 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$4,357.16)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$226.85)
 - Life Insurance Contribution (\$130.88)

Total Compensation Package Year One
\$65,971.47

*Includes \$6,000.00 stipend for Paramedic Certification

Fire Department – Sworn Employee

- Same Employee, age 35 (10 Years Service)
 - Rate of Pay: \$17.9044/hour (**\$52,137.61/year**)
 - Employer Paid Benefits*:\$23,479.88 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$5,422.31)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$271.12)
 - Life Insurance Contribution (\$156.41)

Total Compensation Package Year Ten
\$75,617.49

*Assuming 2018 Costs and Ratios

Fire Department – Sworn Employee

Final Payout and Pension Benefit

- Same Employee, age 55 (public safety retirement)
 - Rate of Pay (30 years at 2% per year): \$26.6050
(\$77,473.76/year)
 - Sick Leave Payout (75% of maximum accrual)
1,620 hours* @ \$26.6050: **\$20,113.38**
 - Vacation Payout (75% of maximum accrual) 234
hours @ \$26.6050: **\$6,225.57**
 - LAGERS Monthly Benefit: **\$3,724.80/month**

*Conversion Calculation Applied



Police Department – Sworn Employee

- First Year Employee (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$18.5718/hour (**\$38,629.42/year**)
 - Employer Paid Benefits: \$23,316.29 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$5,369.49)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$200.87)
 - Life Insurance Contribution (\$115.89)

Total Compensation Package Year One

\$61,945.71

Police Department – Sworn Employee

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$22.1950/hour (**\$46,165.64/year**)
 - Employer Paid Benefits*:\$24,425.62 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$6,417.02)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$240.06)
 - Life Insurance Contribution (\$138.50)

Total Compensation Package Year Ten
\$70,591.26

*Assuming 2018 Costs and Ratios

Police Department – Sworn Employee

- Same Employee, age 55 (public safety retirement)
 - Rate of Pay (30 years at 2% per year): \$32.9806/hour
(\$68,599.65/year)
 - Sick Leave Payout (75% of maximum accrual) 540 hours @ \$32.9806: **\$17,809.52**
 - Vacation Payout (75% of maximum accrual) 180 hours @ \$32.9806: **\$5,936.51**
 - LAGERS Monthly Benefit: **\$3,298.20/month**

Core General – Field Building Inspector

- **First Year Employee** (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$17.3796/hour (**\$36,149.57/year**)
 - Employer Paid Benefits: \$21,758.32 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$3,831.85)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$187.98)
 - Life Insurance Contribution (\$108.45)

Total Compensation Package Year One

\$57,907.89

Core General – Field Building Inspector

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$20.7702/hour (**\$43,202.08/year**)
 - Employer Paid Benefits*:\$22,563.71 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$4,579.42)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$224.65)
 - Life Insurance Contribution (\$129.60)

Total Compensation Package Year Ten
\$65,765.79

*Assuming 2018 Costs and Ratios

Core General – Field Building Inspector

- Same Employee, age 60 (core general retirement)
 - Rate of Pay (30 years at 2% per year): \$30.8635/hour
(\$64,196.02/year)
 - Sick Leave Payout (75% of maximum accrual) 540 hours
@ \$30.8635: **\$16,666,29**
 - Vacation Payout (75% of maximum accrual) 180 hours
@ \$30.8635: **\$5,555,43**
 - LAGERS Monthly Benefit: **\$3,600.80/month**

Core General – Staff Engineer

- **First Year Employee** (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$22.4850/hour (**\$46,768.80/year**)
 - Employer Paid Benefits: \$22,970.84 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$4,957.29)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$243.20)
 - Life Insurance Contribution (\$140.31)

Total Compensation Package Year One

\$69,739.64

Core General – Staff Engineer

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$26.8717/hour (**\$55,893.07/year**)
 - Employer Paid Benefits*:\$24,013.03 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$5,924.67)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$290.64)
 - Life Insurance Contribution (\$167.68)

Total Compensation Package Year Ten
\$79,906.10

*Assuming 2018 Costs and Ratios

Core General – Staff Engineer

- Same Employee, age 60 (core general retirement)
 - Rate of Pay (30 years at 2% per year):
\$39.9299/hour (**\$83,054.16/year**)
 - Sick Leave Payout (75% of maximum accrual) 540 hours @ \$39.9299: **\$21,562.15**
 - Vacation Payout (75% of maximum accrual) 180 hours @ \$39.9299: **\$7,187.38**
 - LAGERS Monthly Benefit: **\$4,658.50/month**