



**The City of Lee's Summit**  
**Action Letter**  
**City Council - Regular Session**

Thursday, January 11, 2018

5:45 PM

City Council Chambers

City Hall

220 SE Green Street

Lee's Summit, MO 64063

(816) 969-1000

**REGULAR SESSION NO. 53**

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INVOCATION  
PLEDGE OF ALLEGIANCE  
CALL TO ORDER  
ROLL CALL

Note: Councilmember Carlyle was absent at Roll Call but arrived at 6:03 p.m.

**Present:** 8 - Mayor Randy Rhoads  
Councilmember Trish Carlyle  
Councilmember Phyllis Edson  
Councilmember Craig Faith  
Councilmember Diane Forte  
Councilmember Dave Mosby  
Councilmember Diane Seif  
Councilmember Fred DeMoro

**Absent:** 1 - Councilmember Rob Binney

APPROVAL OF AGENDA

**ACTION:** A motion was made by Councilmember Edson, seconded by Councilmember DeMoro, to approved the Published Agenda: The motion carried by the following vote:

Aye -  
Councilmember Edson  
Councilmember DeMoro  
Councilmember Mosby  
Councilmember Faith  
Councilmember Seif  
Councilmember Forte

Absent -

Councilmember Binney  
Councilmember Carlyle

**1. PUBLIC COMMENTS:**

Mr. Rick Inglima, representative of the Fraternal Order of Police (FOP), spoke regarding the compensation philosophy and the 5 year model and budget projections of the City.

**2. COUNCIL COMMENTS:**

There were no Council Comments.

**3. PRESENTATIONS:**

- A. [2017-1755](#) Presentation from the Lee's Summit Human Relations Commission (HRC)

This Presentation was received and filed.

- B. [2017-1715](#) Presentation of the Compensation and Benefit Study.  
(Note: This item was CONTINUED from December 7, 2017 per Council's request.)

This Presentation was received and filed.

- C. [2017-1762](#) Review of Financial Condition and Funding for Compensation Enhancements

This Presentation was received and filed.

**4. RESOLUTIONS:**

- A. [RES. NO. 17-17](#) A RESOLUTION ADOPTING THE CITY OF LEE'S SUMMIT, MISSOURI'S COMPENSATION PHILOSOPHY.  
(Note: This item was CONTINUED from December 7, 2017 per Council's request.)

**ACTION:** A motion was made by Councilmember Mosby, seconded by Councilmember DeMoro, that this Resolution be amended as follows:

**Compensation Philosophy**  
Adopted: \_\_\_\_\_

**Purpose Statement**  
It is vital for Lee's Summit to competitively acquire, retain, and motivate capable, performance-driven employees who seek continuous improvement, foster technological self-sufficiency, and promote fiscal responsibility and accountability now and in the future.

**Objectives**  
To that end, the Lee's Summit classification, compensation, and total rewards system should:  
Allow employees to play a meaningful role in total compensation administration;  
Establish a consistent, objective framework that recognizes job qualifications and the

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numerous ways positions contribute to the City's mission, vision, and goals;  
Provide total compensation offerings that are maintained at market level or above, competitive, while mindful of the City's need for responsible budgeting and sustainable revenue sources to fund the services provided to residents;  
Afford flexibility in the definition of total rewards to reflect changing financial conditions and support the evolving needs of the workforce;  
Promote the positive work culture and safe working environment valued by employees;  
and  
Incentivize individuals who exceed identified performance objectives.

**Intent**

To accomplish the objectives, the City will endeavor to achieve the following:

Solicit employee input to assist in evaluating all elements of compensation to include benefits during future compensation studies to ensure competitiveness, relevancy, and effectiveness of the total reward system.

Maintain a position classification system that recognizes the position's impact to the organization, qualifications, required skills and abilities, and other compensable factors.

Maintain a classification system where the approved pay plan of pay ranges is maintained at a market levels or above as determined by future compensation studies initiated by the City.

Maintain a merit based system for core employees and a step system for represented groups where all future compensation adjustments reflect the employee's performance to include their contribution to a positive work culture and safe working environment.

Make personnel and human resources decisions on merit; and remain subject to annual appropriation and periodic review.

**Responsibilities**

Our employees are the most important resource to achieve our mission:

Our mission is to create positive community relationships and a progressive organization delivering valued programs and services.

It is our shared responsibility to maintain a culture which supports those who have chosen public service for the City of Lee's Summit in a fiscally responsible manner that ensures sustainable quality services.

**The motion carried by the following vote:**

**Aye:** 5 - Councilmember Edson  
Councilmember Faith  
Councilmember Mosby  
Councilmember Seif  
Councilmember DeMoro

**Absent:** 1 - Councilmember Binney

**Abstain:** 2 - Councilmember Carlyle  
Councilmember Forte

**ACTION:** A motion was made by Councilmember Mosby, seconded by Councilmember DeMoro, that Resolution No. 17-17 be adopted as amended. The motion carried by the following vote:

**Aye:** 5 - Councilmember Edson  
Councilmember Faith  
Councilmember Mosby  
Councilmember Seif  
Councilmember DeMoro

**Absent:** 1 - Councilmember Binney

**Abstain:** 2 - Councilmember Carlyle  
Councilmember Forte

**5. PROPOSED ORDINANCES - FIRST READING:**

- A. [BILL NO. 17-264](#) AN ORDINANCE AMENDING THE CITY OF LEE'S SUMMIT CODE OF ORDINANCES SECTION 2-308 TO INCORPORATE PROVISIONS RELATED TO COMPENSATION PHILOSOPHY AND COMPENSATION STUDY AND AUTHORIZING THE CITY MANAGER TO TAKE SUCH ACTION AS IS NECESSARY TO ACHIEVE THE SAME.  
(Note: This item was CONTINUED from December 7, 2017 per Council's request.)

**ACTION:** Councilmember Forte moved for second reading of Bill No. 17-264. Motion failed for lack of second.

- B. [BILL NO. 17-263](#) AN ORDINANCE APPROVING AMENDMENT NO. 7 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE NO. 8162, BY REVISING THE AUTHORIZED EXPENDITURES FOR THE CITY OF LEE'S SUMMIT, MISSOURI, AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN FOR IMPLEMENTATION OF THE COMPENSATION AND BENEFIT STUDY.  
(Note: This item was CONTINUED from December 7, 2017 per Council's request.)

ACTION: Bill failed for lack of motion for second reading.

This Ordinance was denied.

**6. COMMITTEE REPORTS (Committee chairs report on matters held in Committee):**

There were no Committee Reports.

**7. COUNCIL ROUNDTABLE:**

Councilmember Faith stated the Martin Luther King event held at John Knox Pavilion by the Human Relations Committee is a great event and he hopes everyone comes out to enjoy it.

Councilmember Mosby asked what Council and staff can do to resolve the apprehension to adopt ordinances for the Compensation and Benefits plan to move forward.

Mr. Steve Arbo, City Manager, stated staff has given the Council all the information it has from the study provided and he is not sure that anything else can be done by staff. It is up to the Council to find a resolution for this and staff would support the Council in their endeavors.

Councilmember Mosby asked if the Council could consider an ordinance to use the Reserve Balance to reach the \$4.9M needed to reach the minimum market

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pay structure.

Councilmember Faith asked how we could reach that goal and solve the problem of compression as well and how could Council redirect money to wage pools to meet the demands of the market.

Mr. Arbo stated the Council could direct staff to prepare an ordinance to do so, and to look at a way to find a sustainable level of funding for the \$5M additional needed for each budget year.

After lengthy discussion, Councilmember Faith made a motion to direct staff to prepare an ordinance to use the Reserve Fund to fully implement the minimum market pay structure, solving for compression as it relates to the position employees are currently in. Second by Councilmember DeMoro.

Councilmember Mosby amended the motion by Councilmember Faith to implement the minimum market pay structure to 100% for core general employees solving for compression and to propose additional similar amounts for collective bargaining groups. Second by Councilmember DeMoro. Motion carried by the following vote:

Aye:

Councilmember Mosby  
Councilmember DeMoro  
Councilmember Faith  
Councilmember Edson  
Councilmember Carlyle  
Councilmember Forte  
Councilmember Seif

Absent:

Councilmember Binney

Councilmember Faith moved to approve his original motion as amended. Second by Councilmember DeMoro. Motion carried by the following vote:

Aye:

Councilmember Mosby  
Councilmember DeMoro  
Councilmember Faith  
Councilmember Edson  
Councilmember Carlyle  
Councilmember Forte  
Councilmember Seif

Absent:

Councilmember Binney

Councilmember Faith stated he was glad this was moving forward.

8. **STAFF ROUNDTABLE:**

There was no Staff Roundtable.

9. **ADJOURNMENT**

There being no further business, Mayor Rhoads adjourned Regular Session No. 53 at 9:15 p.m.

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