



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

Thursday, February 8, 2018

5:45 PM

City Council Chambers

City Hall

220 SE Green Street

Lee's Summit, MO 64063

(816) 969-1000

REGULAR SESSION NO. 56

INVOCATION

PLEDGE OF ALLEGIANCE

CALL TO ORDER

Mayor Rhoads called Regular Session No. 56 to order at 5:45 p.m.

ROLL CALL

Present: 8 - Councilmember Rob Binney
Councilmember Trish Carlyle
Councilmember Phyllis Edson
Councilmember Craig Faith
Councilmember Diane Forte
Councilmember Dave Mosby
Councilmember Diane Seif
Councilmember Fred DeMoro

APPROVAL OF AGENDA

ACTION: A motion was made by Councilmember Forte, seconded by Councilmember Binney, to approve the published agenda. The motion carried by the following vote:

Aye -

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

ACTION: A motion was made by Councilmember Forte, seconded by Councilmember Binney, that this be approved.[EN_NR] The motion carried by the following vote:

1. PUBLIC COMMENTS:

Mr. Robert Dye stated the primary concern of the City is public safety and city services without breaking the city. He hopes the city can begin to provide comparable rates to its employees soon.

Mr. Tim Arbeiter, Chamber of Commerce President, urged the Council to use restraint to the commitment of resources and folded to next budget cycle to make sure it is sustainable. He does not feel Amendment No. 9 has a clear and defined resource or outcome. He wants the City to continue to keep a healthy reserve balance in case there is a crisis.

Mr. Rick Inglima shared his feelings on the wage increases and the use of \$2.2 million in this fiscal budget year to accomplish the increases for this year only. He blames city staff for providing misinformation to the Council and causing the issue of below market pay for police officers.

Ms. Geraldine Amato spoke again on her feelings on the banks and the fall of the republic and the United States.

Ms. Nicole Walters, President of Police Officers Association, spoke regarding the compensation plan and wage adjustments for employees across the board, she hopes there is a resolution to this issue soon.

Officer Miller from the LSPD, employed since 2013, his wife lost her job and as a single family income has had to apply for food stamps to support his family.

2. COUNCIL COMMENTS:

Councilmember Faith spoke regarding the compensation plan and feels the Council can do something from this point further to make sure things get better instead of getting increasingly worse over time.

3. PRESENTATIONS:

- A. [2018-1829](#) Continued Consideration of Long-Term Sustainable Solutions to Fund Wage Enhancements for City Employees.

This Presentation was received and filed.

4. PROPOSED ORDINANCES - FIRST READING:

- A. [BILL NO.](#) AN ORDINANCE APPROVING AMENDMENT NO. 7 TO THE BUDGET FOR
[17-263](#) 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.

****See sub bill provided by CM Carlyle****

ACTION: A motion was made by Councilmember Binney, seconded by Councilmember Forte, that this Ordinance be advanced to second reading. The motion failed by the following vote:

- Aye:** 3 - Councilmember Binney
Councilmember Carlyle
Councilmember Forte
- Nay:** 5 - Councilmember Edson
Councilmember Faith
Councilmember Mosby
Councilmember Seif
Councilmember DeMoro

ACTION: Councilmember Carlyle made a motion to Amend Bill No. 17-263. She provided Mayor and Council with a copy of the amendments she proposed.

After review and discussion, a motion was made by Councilmember Carlyle, seconded by Councilmember Forte, that this Ordinance be advanced to second reading as amended. The motion failed by the following vote:

- Aye:** 3 - Councilmember Binney
Councilmember Carlyle
Councilmember Forte
- Nay:** 5 - Councilmember Edson
Councilmember Faith
Councilmember Mosby
Councilmember Seif
Councilmember DeMoro

- B. [SUBSTITUTE](#) AN ORDINANCE APPROVING AMENDMENT NO. 9 TO THE BUDGET FOR
[BILL NO.](#) THE FISCAL YEAR ENDING JUNE 30, 2018, AS ADOPTED BY ORDINANCE
[18-20](#) 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.

ACTION: A motion was made by Councilmember Carlyle for second reading of Bill No. 18-20. Motion failed for lack of a second.

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

Councilmember Binney stated the Finance and Budget Committee met on Monday, February 5, 2018, but since there has been no resolution to the compensation and benefit study, he recommends sending this back to that committee for further review.

Councilmember Carlyle reminded everyone there will be a Rules Committee meeting on Monday, February 12, 2018 at 6:00 p.m.

6. COUNCIL ROUNDTABLE:

Councilmember Carlyle stated she was disappointed that the Council once again had done nothing to resolve the compensation solutions. She felt the Council should be able to get something done for all of the employees. She feels that the Core group is being held hostage until all of the groups get everything they would like to have. She does not feel that is fair, the represented groups are represented for a reason and have a very good team of negotiators and the Council is responsible for the Core group and insuring they are taken care of and she is very disappointed by the actions of this council.

Councilmember Faith stated the wages need to be increased for everyone. The Core group does need to be elevated the same but feels the Council will abandon the represented groups if nothing is done at the same time as the Core group. He feels more can be done to take care of both the Represented group and the Core group.

Councilmember Edson stated the whole reason to having this Work Session was to rewrite this bill and wanted to do more about it this evening so it can be moved forward.

After discussion, a motion was made by Councilmember Edson to reconsider Bill No. 18-20. Second by Councilmember Faith. The motion carried by the following vote:

Aye:

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

Nay:

Councilmember Binney
Councilmember Forte

A motion was made by Councilmember Carlyle for second reading of Bill No. 18-20. Second by Councilmember Edson.

Councilmember Edson made a motion to amend the proposed Bill No. 18-20. She read the changes she made to the Bill. She went through several changes to the ordinance that were documented by Staff via the overhead during the meeting so that Council and staff would both see the changes that were being proposed as well as amending Exhibits A & B as the proposed changes would change those as well.

Mrs. Jackie McCormick Heanue advised due to the numerous substantive

changes this Bill would need to be presented as a Substitute Bill at the next meeting. She stated her recommendation would be to have Council direct staff to draft this Bill with the provisions that have been put into place.

After lengthy discussion, Councilmember Mosby seconded the motion to amend made by Councilmember Edson.

Councilmember Mosby asked if Staff could provide an updated number using the \$1.6M that had already been approved by the Council for wage increases. Mrs. McCormick Heanue suggested wording in Section 2 of Bill No. 18-20 to include the remainder of the previously allocated FY18 budget for wage adjustments since Section 4 identifies the amounts to be offered.

A motion was made by Councilmember Mosby to include the wording "inclusive of the previously allocated amounts remaining from the FY18 Budget for wage adjustments" in Section 2 of Bill No. 18-20. Second by Councilmember Faith.

Councilmember Mosby asked if they were in violation of the General Fund policy ordinance previously passed by Council. Mrs. McCormick Heanue stated that it would, and suggested Council direct staff to bring back an ordinance that would make those amendments to the General Fund policy to be considered with this ordinance.

Motion carried by the following vote for the amendment to the amendment (Section 2 wording):

Aye:

Councilmember Mosby
Councilmember Faith
Councilmember Edson
Councilmember Seif
Councilmember Binney
Councilmember DeMoro

Nay:

Councilmember Carlyle
Councilmember Forte

Councilmember Edson made a motion to Table Bill No. 18-20 to a date certain of February 15, 2018. Mrs. McCormick Heanue advised there was still a motion on the table for the first amendment made by Councilmember Edson. She stated if they moved to direct staff prepare an ordinances with the proposed changes then it could be brought to back to Council next week. Councilmember Edson withdrew her motion until the amendment was voted on.

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Motion to approve the first amendment carried by the following vote:

Aye:

Councilmember Edson
Councilmember Faith
Councilmember Mosby
Councilmember Seif
Councilmember DeMoro

Nay:

Councilmember Binney
Councilmember Carlyle
Councilmember Forte

Councilmember Edson made a motion to Table Bill No. 18-20 to a date certain of February 15, 2018. Second by Councilmember Faith.

Councilmember Binney would like staff to bring back revenue sources and possibilities. He feels if the City is going to spend money, they need to be able to pay for it. He does not feel \$3M can be instantly cut from the FY18 budget. He would like to see the revenue sources and expenditures and how the city is going to get there.

Motion to table Substitute Bill No. 18-20 to a date certain of February 15, 2018 carried by the following vote:

Aye:

Councilmember Edson
Councilmember Faith
Councilmember Mosby
Councilmember Seif
Councilmember DeMoro

Nay:

Councilmember Binney
Councilmember Carlyle
Councilmember Forte

Councilmember Mosby made a motion to direct staff to draft a "Companion Ordinance" to bring back to the February 15, 2018 Council meeting. Second by Councilmember DeMoro. Motion carried by the following vote:

Aye:

Councilmember Edson
Councilmember Faith
Councilmember Mosby
Councilmember Seif

Councilmember DeMoro

Nay:

Councilmember Binney

Councilmember Carlyle

Councilmember Forte

Councilmember DeMoro stated there was a lot of good discussion tonight and Council took a very important action and they did something to help the employees of the City.

Councilmember Faith agreed with Councilmember Mosby and is hoping the actions taken by the Council will fix the salaries to attract and retain best employees.

Councilmember Carlyle made a motion to direct staff to draft an ordinance to be brought back on February 15, 2018 to put on the ballot for the ½ cent sales tax and the use tax. Second by Councilmember Binney. Motioned carried by the following vote:

Aye:

Councilmember Carlyle

Councilmember Faith

Councilmember Binney

Councilmember Seif

Councilmember Forte

Nay:

Councilmember Edson

Councilmember Mosby

Councilmember DeMoro

Councilmember Binney stated the Kansas City Star had an interesting article on Kansas City being \$1.5 Billion in debt and questioning how they will pay their bills. That equates to \$3,100 per every adult and child in the City. He reminded everyone to remember when using deficit spending, once it is spent it is gone.

Councilmember Binney also stated the Missouri Municipal League (MML) has several webinars coming up. On February 20, Municipal Risk and Claims Realities. March 6, Sunshine Law. March 22, Workplace Bullying. They also have an Elected Officials Conference on June 7th and 8th and it is a worthwhile experience to understand government process a little better.

7. STAFF ROUNDTABLE:

There was no Staff Roundtable.

8. ADJOURNMENT

There being no further business, Mayor Rhoads adjourned Regular Session
No. 56 at 9:40 p.m.

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".