



LEE'S SUMMIT PARKS AND RECREATION BOARD MEETING MINUTES – SPECIAL SESSION

CITY OF LEE'S SUMMIT, MISSOURI

DATE:	November 13, 2018	TIME:	5:30 P.M.	PLACE:	Strother Conference Room
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Board Members Present:	Board Members Absent:	Staff Present:	Other Guests:
Tyler Morehead, President	Casey Crawford	Joe Snook	
Mindy Aulenbach, Vice President		Jackie McCormick Heanue	
Lawrence Bivins, Treasurer			
Nancy Kelley			
Nick Walker			
Jim Huser			
Samantha Shepard			
Marly McMillen-Beelman (arrived at 5:46 p.m.)			

AGENDA TOPIC	DISCUSSION (Findings/Conclusions)	RECOMMENDATIONS/ ACTIONS
Presentation: Proposed Compensation Plan for Lee's Summit Parks and Recreation	<p>Mr. Snook presented LSPR's proposed Compensation and Classification Plan for all full time LSPR staff, which was prepared based upon an analysis of current job descriptions, comparator market data, and prior compensation study data. Mr. Snook also presented an implementation scenario, including costs, based upon the City of Lee's Summit's three-step implementation scenario for pay adjustments. Mr. Snook advised there are sufficient funds budgeted for the remainder of FY2019 from a combination of already allocated wage adjustments and savings from anticipated but unrealized medical insurance premium increases. He also advised LSPR staff is working on preparing recommendations for funding moving into future fiscal years.</p> <p>Mr. Snook also presented general information regarding the State of Missouri minimum wage increase which is set to go into effect on January 1, 2018 and some tentative impacts which will affect LSPR's part time staff moving forward.</p> <p>The Board generally discussed the proposed full time compensation plan and made inquiries regarding the comparators used, the placement of positions within ranges, specific position placement, and options for funding the increases in future years.</p> <p>The Board expressed general support for the plan and supported moving forward with discussing the proposed compensation and implementation plans with employees beginning on Wednesday November 14, 2018 as well as bringing the proposal forward for the adoption at the December 5, 2018 Park Board Meeting.</p>	No formal action taken.

MEETING ADJOURNMENT
There being no other business for the Board to consider or discuss, the meeting was adjourned.