



**CITY COUNCIL
CITY OF PRAIRIE VILLAGE
OCTOBER 3, 2022**

The City Council of Prairie Village, Kansas, met in regular session on Monday, October 3, at 6:00 p.m. Mayor Mikkelson presided.

ROLL CALL

Roll was called by the City Clerk with the following Councilmembers in attendance: Chad Herring, Cole Robinson, Inga Selders, Ron Nelson, Lauren Wolf, Bonnie Limbird, Dave Robinson, Piper Reimer, Greg Shelton, Courtney McFadden, Ian Graves and Terrence Gallagher. Staff present: Byron Roberson, Chief of Police; Keith Bredehoeft, Director of Public Works; Melissa Prenger, Public Works; City Attorney David Waters, attorney with Spencer Fane LLP; Wes Jordan, City Administrator; Nickie Lee, Deputy City Administrator; Tim Schwartzkopf, Assistant City Administrator; Meghan Buom, Assistant City Administrator; Jason Hannaman, Finance Director; Adam Geffert, City Clerk.

PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA

Mr. Graves made a motion to amend the agenda for October 3, 2022, moving Old Business immediately after Presentations. Mr. Nelson seconded the motion, which passed 11-1, with Mr. Gallagher in opposition.

INTRODUCTION OF STUDENTS AND SCOUTS

There were no students or scouts present at the meeting.

PRESENTATIONS

- The Mayor read a proclamation recognizing October 10, 2022 as Gun Safety Awareness Day in the City of Prairie Village.
- Erin Brown and Kathleen Cussen from Dolce Bakery in the Village Shops shared information about the business and its recently opened event space.
- Andrew Meyer and Vlad Polishchuk of Stand with Ukraine KC gave an update on the country's war with Russia and ways to provide aid to Ukrainian citizens.
- Ms. Reimer introduced Teen Council members for the 2022-23 school year:



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- David Allegri, Shawnee Mission East
- Ainsley Pyle, Shawnee Mission East
- Abigail Swanson, Shawnee Mission East (not present)
- Sneha Thomas, Shawnee Mission East
- Ava Van Alstyne, St. Teresa's Academy

OLD BUSINESS

Mr. Graves said that based on resident feedback and additional research, an amendment removing multi-unit housing from the Ad Hoc Housing Committee's recommendations for neighborhoods zoned R-1 was appropriate. He recommended the following changes:

1. Amend the City's zoning regulations to allow quality, attainable housing, especially missing middle housing by-right in more zoning districts in the following ways:
 - Promote and remove impediments to accessory dwelling units in R-1A and R-1B districts
 - Consider ~~other~~ "neighborhood-scale" housing options in R-1A and R-1B ~~in the form of ,such as:~~
 - Small-lot detached, ~~single-family~~ houses
 - Council ~~directs~~ ~~recommends~~ the Planning Commission to exclude multi-family units traditionally associated with other residential zoning districts including but not limited to duplexes, 3- and 4-plexes, row houses, and apartments from consideration in R-1A and R-1B zones.
 - ~~Courtyard patterns~~
 - ~~Multi-unit houses~~

Mr. Graves moved to adopt the amended recommendations and to re-send them to the Planning Commission for consideration. Ms. Limbird seconded the motion.

Ms. Reimer stated that she agreed with the intent of the amendment but was concerned about the process of changing recommendations that came from a committee. Mr. Dave Robinson added that it was important to maintain due process rights for residents. Mrs. McFadden noted that it should be clarified that the amendment was being made by the Council rather than the Ad Hoc Housing Committee.

Mr. Graves revised his motion to the following: adopt the amended Council recommendations based on the Ad Hoc Housing Committee's recommendations and re-send them to the Planning Commission for consideration. Ms. Limbird seconded the motion.

After further discussion, a roll call vote was taken with the following votes cast: "aye": Herring, C. Robinson, Selders, Nelson, Wolf, Limbird, D. Robinson, Reimer, Shelton, McFadden, Graves, Gallagher. The motion passed unanimously.



PUBLIC PARTICIPATION

The following residents voiced concerns regarding certain proposals recommended by the Ad Hoc Housing Committee.

- Frederick Lintecum, 9309 Linden Reserve Drive
- Jori Nelson, 4802 W. 69th Terrace
- Tricia Uhlmann, 8221 Nall Avenue
- Tom Clough, 8510 Delmar Street
- Gary Showater, 3518 W. 73rd Terrace
- Brenda Satterlee, 8600 Mission Road
- Brooke Morehead, 7921 Fontana Street
- Jan Bleakley, 8621 Delmar Street
- Barb Wheeler, 5204 W. 81st Street
- Anna Gepson, 5313 W. 70th Street
- Jim McGrath, 7178 Buena Vista Street
- Taylor Anthony, 4106 W. 68th Street
- Mary English, 4402 W. 71st Terrace
- Justin Green, 8717 Rosewood Drive
- Lindsey Stewart, 3400 W. 71st Street
- Mark Vianello, 5209 W. 83rd Terrace
- Karen Gibbons, 2904 W. 71st Street
- John Cantrell, 8236 Nall Avenue
- Lori Sharp, 3604 W. 71st Street
- Lucy Dailey, no address given
- John Anderson, 4402 W. 63rd Terrace

The following resident spoke in opposition to the proposed memorandum of understanding with the YMCA to collaborate in studying the market feasibility of building a community civic center:

- Sheila Myers, 4505 W. 82nd Street

The following resident provided questions and information for the Council to consider about the proposed memorandum of understanding with the YMCA:

- Dan Runion, 8417 Reinhardt Street

The following resident spoke in favor of the Ad Hoc Housing Committee's recommendations:

- Jameelah Lang, no address given



CONSENT AGENDA

Mayor Mikkelson asked if there were any items to remove from the consent agenda for discussion:

- Approval of regular City Council meeting minutes - September 19, 2022

Mrs. McFadden made a motion to approve the consent agenda as presented. Ms. Wolf seconded the motion, which passed unanimously.

COMMITTEE REPORTS

- Mr. Shelton said that the Tree Board's fall tree seminar would be held on October 5 at the Meadowbrook clubhouse.
- Ms. Limbird shared that the winning pieces from the Arts Council's State of the Arts event were now on display at Meadowbrook Park. She added that members of the Arts Council attended the Arts Council of Johnson County's symposium for Kansas arts councils and arts centers at the Johnson County Arts and Heritage Center.

MAYOR'S REPORT

- Mayor Mikkelson said that he had attended the following events since the previous Council meeting:
 - A Prairie Village Foundation meeting on September 20
 - The Shawnee Mission Education Foundation breakfast on September 22
 - A Northeast Johnson County Chamber of Commerce ribbon cutting at Body20 in Corinth Quarter on September 22
 - A MARC Board meeting
 - The Prairie Village Police Department's retiree lunch
 - A lunch recognizing the retirement of longtime Public Works employee Dennis Thompson
 - The Prairie Fields Homes Association's annual block party on September 24
- The Mayor reported that he would be attending the following event in the next week:
 - A Library Board meeting to discuss a planned new library in Prairie Village
- The Mayor shared dates for upcoming annual events:
 - The annual Christmas tree lighting ceremony would be held on December 1
 - The gingerbread house event would be held on December 4
- The Mayor said that he was a guest speaker at a UMKC honors class with other area mayors on September 21



- The Mayor noted the passing of Prairie Village resident John Trewolla

STAFF REPORTS

- Chief Roberson stated that a “Faith & Blue” event would be held at the Nall Avenue Church of the Nazarene on October 8.

NEW BUSINESS

COU2022-69

Ad Hoc Civic Center Committee

1. Consider updated market sustainability research proposal
2. Consider memorandum of understanding with the YMCA to collaborate in studying the market feasibility of building a community civic center

Mr. Graves said that the City had previously entered into a memorandum of understanding (MOU) with the YMCA of Greater Kansas City and the Johnson County Library to conduct a market feasibility study to measure community support of building a new YMCA/community center and library. The study was completed by Wiese Research Group and presented to Council in January 2020. As staff was preparing for the next steps of the project, the COVID pandemic occurred, and Council elected to place the project on hold.

Due to the extended timeframe of the completion of the previous study, Wiese Research Group recommended components of the survey specific to the civic center be completed again to affirm validation of previous community support. The questions specific to the library would no longer be included. To perform the survey, another MOU would be required with the YMCA.

Mark Hulet, Chief Operating Officer of the YMCA of Greater Kansas City, gave a presentation on the proposed MOU, noting that it was comprised of three different phases:

- Phase 1: Market sustainability study
- Phase 2: Community engagement evaluation
- Phase 3: Project design study

He shared information about programs offered by the YMCA, as well as images of recently constructed facilities in other communities to demonstrate how a new facility might look.

Mr. Jordan noted that the Wiese Research Group would again perform the study as it had in 2019. The total sample size for the phone phase of the 2019 study was 400 respondents across the entire market area. He said that Weise felt it could still provide accurate information with a smaller sample size of 300 respondents for this study. In addition, a supplemental sample of those living within the city limits of Prairie Village would be surveyed online, providing an expected total of approximately 600 respondents. The City would invite residents to participate by mailing each household a postcard containing a link to the web-based survey.



Mr. Graves made a motion to approve the proposed memorandum of understanding with the YMCA to collaborate in conducting a second market feasibility study at a cost not to exceed \$30,000. Mr. Nelson seconded the motion.

Mrs. McFadden asked what specifically would be validated by a second survey. Mayor Mikkelson said that he believed a new study was needed to confirm the results of the original study, in which 87% of Prairie Village residents indicated they would possibly use a community center assuming a reasonable cost, and 62% said they would be willing to pay a \$10 monthly tax to fund a center.

Mr. Shelton shared concern about the number of large projects currently underway, such as the potential remodel of City Hall and the Police Department, and whether adding another would be overwhelming for staff.

After further discussion, Mr. Dave Robinson made a motion to commit to send the revised survey and memorandum of understanding to the Ad Hoc Civic Center Committee for consideration. Mrs. McFadden seconded the motion.

Mr. Cole Robinson expressed concern about how the current YMCA facility had been allowed to fall into disrepair for a long period of time and noted that other nearby community centers were consistently losing money.

Ms. Selders made a motion to amend the motion to have a joint work session of the Ad Hoc Civic Center Committee and the City Council to review the revised survey and memorandum of understanding with the YMCA. Ms. Reimer seconded the motion, which failed 10-2, with Ms. Selders and Ms. Reimer in favor.

The motion to commit to send the revised survey and memorandum of understanding to the Ad Hoc Civic Center Committee for consideration passed 11-1, with Ms. Reimer in opposition.

COU2022-68 Consider updates to City Council Policy CP028 - remote participation for public meetings

Mr. Waters reported that the Kansas Attorney General had recently released new guidance regarding virtual public meetings. The guidance required cities to provide a physical place for the public to attend a meeting in-person, even if the meeting was held virtually.

As a result, Mr. Waters recommended revisions to the City's remote meeting policy that specifically added the following language to provisions on predominantly remote meetings: "to the extent required by KOMA and any regulations, temporary or otherwise, issued in accordance with KOMA, the City shall provide an in-person alternative means to access and view the public meeting."



Mr. Waters added that as the policy was currently drafted, the only time a fully remote meeting would be permitted was in a situation in which the Mayor had declared a state of local emergency, or if a committee chairperson in coordination with the City Administrator felt there was an applicable rule or regulation permitting a meeting to be held remotely.

The Council Committee of the Whole reviewed the proposed policy and provided suggestions at its September 19, 2022 meeting. Specifically, Councilmembers supported retaining the option to attend meetings remotely, when necessary, but allowing discretion regarding remote attendance at executive sessions. Mr. Waters incorporated those suggestions into the updated draft policy.

After discussion, Mrs. McFadden made a motion to approve the updates to Council Policy CP028 as presented. Mr. Cole Robinson seconded the motion, which passed unanimously.

Ms. Wolf made a motion for the City Council to move to the Council Committee of the Whole portion of the meeting. The motion was seconded by Mr. Shelton and passed unanimously.

COUNCIL COMMITTEE OF THE WHOLE

COU2022-70

Finance Committee

- 1. Presentation by Victoria McGrath**
- 2. Discuss the 2022 compensation/classification study and consider recommendations of implementation from the Finance Committee**

Mr. Jordan gave a presentation on the compensation and benefit study performed by the McGrath Consulting Group. He noted that Council had previously decided to ask the consultant to develop a plan based on ranges that were above market average, at the 60th percentile. On September 14, 2022, McGrath gave a presentation on its recommendations to the Finance Committee and staff. After consideration and discussion at a second meeting on September 27, the Finance Committee approved the following recommendations to the City Council:

- Set new salary ranges based on 60% of the market average
- Add the following new classifications:
 - *Master Police Officer*
 - *City Engineer (new)*
 - *Assistant to the Public Works Director (new)*
 - *Accountant (new)*
 - *Deputy Court Clerk*
 - *Information Systems Administrator (new)*



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- *Administrative Support Specialist II (new)*
 - *Court Clerk II (new)*
 - *Codes Support Specialist II (new)*
 - *Deputy Police Chief*
- Move employees to the market rate (position point) within 3 to 5 years and continue that system of advancement through the respective ranges with an expectation of reaching “top out” by approximately year 12
- Continue to review and consider changes to improve work/life balance
- Consider alternatives to sick leave payout, such as making it tax-free
- Consult with McGrath on an annual basis to maintain the salary schedule
- Implement placement and adjustments beginning November 1, followed by a 1.5% salary range adjustment in January 2023:
 - Adjust current employees to meet the new range minimum - \$617,000
 - Increase lifeguard pay to \$14.50 per hour
- Make the following adjustments for salary compression - \$600,000
 - Classifications 50-100: \$492,000. Employees would be moved to the same placement percentage - if an employee was at 30% of the previous salary range, they would be moved to 30% of the new salary range
 - Classifications 105-150: \$108,000. Mid to upper-level management would be adjusted differently because a range percentage adjustment was unwarranted. Mid to upper-level management would be adjusted to year 1 in the new range with the exception of the Chief of Police, Public Works Director, and City Administrator who would be moved to year two based on tenure and/or level of responsibility.
- Associated costs - \$347,000
 - Increases to FICA, the police pension plan, KPERS, and Voya as well as incentives requiring adjustment based on new pay categories. The Police Department actuary projected the department’s portion would be approximately \$100,000 per year moving forward.
- 2023 salary range market adjustment - \$133,000 (based on a 1.5% increase)
- Total costs for implementation, adjustments and associated costs: \$1,697,000
- Budgeted funds to account for increases:
 - Total available funds - \$1,100,000
 - ARPA funds - \$500,000
 - 2023 budget - \$600,000
 - Use part of General Fund balance to fund the remaining \$597,000

At 10:38 p.m., Mr. Nelson made the following motion:

I move that the Governing Body recess into Executive Session for 30 minutes for the purpose of discussing salary and compensation matters of certain city employees, under the personnel matters of nonelected personnel justification pursuant to KSA 75-4319(b)(1). Present will be the members of



the Governing Body and the City Attorney. The regular meeting will resume at 11:08 p.m.

The Council Committee of the Whole session resumed at 11:08 p.m.

Ms. Wolf made the following motions:

- 1. To adopt the 2022 and 2023 salary ranges and employee classifications that reflects Council's goal of above average market ranges for recruitment and retention**
- 2. To approve position title changes and/or change in responsibilities in conjunction with this study as presented**
- 3. To adopt the recommended compensation system with the goal of moving employees to the market rate (position point) with 3 to 5 years and continue that system of advancement through the respective ranges with an expectation of reaching "top out" by approximately year 12**
- 4. To continue and improve the "total rewards model" as presented**
- 5. To approve the compensation implementation plan with projected annual costs of \$1,697,000 starting November 1, with a 1.5% salary range adjustment beginning January 2023**
- 6. To approve staff's recommendations as specified to fund the compensation adjustments**

Mr. Cole Robinson seconded each motion, all of which passed unanimously.

COU2022-71 Consider traffic calming on Cherokee Drive from 71st Terrace to 71st Street

Mr. Bredehoeft stated that residents along Cherokee Drive were seeking traffic calming measures and had met the requirements of the traffic calming program. The final petition exceeded the required 60% approval of residents to install measures, which would include two speed tables installed between 71st Terrace and 71st Street. Mr. Bredehoeft noted that speed tables had been successful installed in other parts of the City to slow vehicle traffic. He anticipated construction beginning in the fall of 2022, with \$10,000 in funding coming from the traffic calming CIP.

Mrs. McFadden made a motion to approve installation of traffic calming measures on Cherokee Drive between 71st Terrace and 71st Street as presented. Mr. Graves seconded the motion, which passed unanimously.

Discussion of Variety KC donation to Harmon Park inclusive playground

Ms. Prenger gave a presentation on a proposed donation from Variety KC for the planned new playground at Harmon Park. She noted that the project was in the current CIP with a



total budget of \$1,075,000, \$575,000 of which was estimated for the play equipment and play surface. Four vendors submitted playset plans for consideration.

Ms. Prenger said that a selection committee consisting of the Parks and Recreation Committee Chairs, Councilmembers Terrence Gallagher, Lauren Wolf and two staff members, was engaged to review the four submittals. Two playset designs were chosen and put on the City website for public survey. Over 400 participants responded to the survey, the majority of which preferred the playset submitted by All Inclusive Rec.

The City was then approached by Variety KC, a local charitable foundation, to incorporate a donation of \$250,000 - \$275,000 into the play area. The funding would be used in addition to the previously approved \$575,000 for the playset improvements, and would require the following:

1. Naming rights and signage at the playground
2. Installation of fencing around the perimeter of the play area

The design team, based on comments from the tour, proposed a fence of landscaping grasses in combination with seat walls and the three-rail fence style currently used along trails and at Wassmer Park. Unfortunately, this type of barrier would not meet the Variety KC standard of a hardscape fence in place to eliminate the concern of children wandering off. Neither of Variety KC's requirements met the normal standards of practice for the City.

Ms. Limbird asked how much donation money would remain after paying for the cost of the sign and the fence. Ms. Prenger estimated that at least half of the donation would need to be spent on fencing. Several councilmembers stated that they did not like the appearance of the sign. Mr. Gallagher added that the Parks and Recreation Committee was just beginning a park signage and branding project, and the proposed sign would conflict with that effort.

After further discussion, Ms. Limbird made a motion to authorize staff to move forward with the design of the playset without inclusion of the donated funds. Ms. Wolf seconded the motion, which passed 11-1, with Mrs. McFadden in opposition.

Ms. Limbird moved that the City Council end the Council Committee of the Whole portion of the meeting. The motion was seconded by Mr. Graves and passed unanimously.

ANNOUNCEMENTS

Announcements were included in the Council meeting packet.

ADJOURNMENT

Mayor Mikkelson declared the meeting adjourned at 11:40 p.m.



Adam Geffert
City Clerk