



**AGENDA
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
REGULAR MEETING
CITY HALL
JULY 21, 2014
7:00 PM**

- 1. Call to Order & Pledge of Allegiance**
- 2. Roll Call**
 - A. Roll Call**
- 3. Ceremonial Matters**
- 4. Public Participation**
 - A. Public Participation**
- 5. Approval of Minutes**
 - A. Board of Aldermen - Special Meeting - Jul 7, 2014 6:00 PM**
 - B. Board of Aldermen - Regular Meeting - Jul 7, 2014 7:00 PM**
- 6. Agenda Items**

- A. Equipment Replacement Schedule & CIP for 2015**
 - B. Council Bill 040: AN ORDINANCE TO AMEND SECTION 300.030, SELLING MERCHANDISE, DISTRIBUTING LITERATURE, SOLICITING MONEY ON PORTION OF STREETS TRAVELED BY VEHICULAR TRAFFIC**
 - C. Council Bill 042: A RESOLUTION AMENDING SECTION VII, F OF THE CITY OF HARRISONVILLE PERSONNEL POLICIES MANUAL**
 - D. Council Bill 043: A RESOLUTION TO ACCEPT AMENDMENTS TO THE PAY COMPENSATION STRUCTURE FOR FISCAL YEAR 2015**
 - E. Council Bill 044: A RESOLUTION TO SHOW SUPPORT OF THE CITY OF HARRISONVILLE, MISSOURI, FOR GOVERNOR NIXON'S VETO OF BILLS SB 584, SB 693, SB 662, SB 612, SB 829, SB 727 AND HB 1455 WHICH WOULD HAVE SIGNIFICANTLY DIMINISHED VOTER-APPROVED MUNICIPAL SALES TAX REVENUES, FORCING CUTS TO ESSENTIAL LOCAL SERVICES FOR THE RESIDENTS OF HARRISONVILLE.**
 - F. Council Bill 045: A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND KC WEB TO PROVIDE SPACE ON CERTAIN CITY RADIO TOWERS AND THE ROOF OF THE HARRISONVILLE COMMUNITY CENTER IN EXCHANGE FOR INTERNET PROVIDER SERVICE**
 - G. Reschedule Board of Aldermen September 15, 2014 Meeting**
- 7. Aldermen and Committee Reports**
 - 8. Report from the City Administrator**
 - 9. Report from the Mayor**
 - 10. Questions from the Media**
 - 11. Adjourn to Executive Session**
 - 12. Adjourn From Regular Session**

Posted on City Hall Bulletin Board this 17th day of July

Kim Hubbard, City Clerk

The Board of Aldermen meeting is an open meeting but is not a meeting of the public. There is a place on the agenda for comments of citizens under PUBLIC PARTICIPATION. Our rule is that

comments by any individual or group shall not exceed (4) minutes. The Board of Aldermen request that concerns be initially addressed at the appropriate action level before coming to the Board of Alderman



DRAFT
MINUTES
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
SPECIAL MEETING
CITY HALL
JULY 7, 2014
6:00 PM

1. Call to Order

The meeting was called to order at 6:00 PM by Mayor Kevin Wood

2. Roll Call

Present: Aldermen Ivan Stull, David Dickerson, Doug Meyer, Morris Coburn, Marcia Milner (6:06) and Mayor Kevin Wood,

Absent: Aldermen Bill Mollenhour, Stacey Dahlman, and Bret Reece

Others present: City Administrator Keith Moody, Finance Director Mike Tholen, Public Works Director Jerry Gibbs, Parks and Recreation Director Chris Deal, Street Superintendent Rodney Jacobs, Community Development Director Rick DeLuca, Electric Department Director Keith Thomas, Assistant Public Works Director Eric Patterson, Public Information Officer Sheryl Stanley, Police Chief John Hofer, and City Clerk Kim Hubbard

3. Agenda Items

A. 2015 FIVE YEAR CIP

Mr. Patterson reviewed the proposed 2015 Capital Improvement Program (CIP) starting with the Electric Fund first. Mr. Patterson reported on the following:

Electric Department- *would like to continue setting aside money for the substation and the anticipated cost for electric relocation for Phase 2 of the 291 TDD of \$400,000.*

Noted-*the Electric, CWSS, and Community Center Funds are separate funds and are not supported by the General Fund*

CWSS-*reported that large expenditures are anticipated for the next couple of years,*

Community Center *-the usual \$20,000 that is budgeted for equipment replacement will go toward parking lot resurfacing for 2015. Mr. Moody discussed operating expenses and the issue of their decreasing reserves due to unexpected costs such as pool leaks, air conditioner issues and roof leaks. There was discussion of how much a 1/2 cent sales tax would generate a year and that the Park Board is looking at options available to generate more revenue. Mr. Moody stated he would like this to be a topic of the Strategic Planning Process. It was also confirmed that when the Community Center debt was refinanced that it saved about \$70,000 a year.*

General fund-Mr. Moody stated that staff needed direction on what to fund and when to fund it. Mr. Moody noted that the Board would need to consider what is in the equipment replacement schedule and what is in the CIP. There was discussion of the purchasing of new police vehicles. Alderman Dickerson stated he felt that the cars could be utilized past 83,000 miles and the equipment replacement schedule should be cut as far as possible to be able to fund the CIP. Mayor Wood stated he thought the department heads and Mr. Moody should evaluate what is really needed. Chief Hofer reported there have been six (6) transmissions replaced over the last year.

B. Equipment Replacement Schedule for 2015

Mr. Moody Keith reported that the Equipment Replacement Schedule is a guide to keep track of equipment, reviewed how he arrived at the numbers that are reported, gave a summary of the five (5) police vehicles listed to be replaced and the take home program that is currently in place. Mr. Moody asked if the City should continue to have the take home program use new cars or limit the new cars purchased and use the older cars for the take home program.

Mr. Moody reported that if the equipment replacement schedule is funded at what the proposed budget amount of approximately \$247,000 which would leave approximately \$200,000 to spend on capital projects.

4. Adjourn From Special Session

Alderman Meyer moved to adjourn the meeting. Alderman Dickerson seconded the motion and it was approved. The meeting adjourned at 6:53pm.

Kevin Wood, Mayor & Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jul 7, 2014 6:00 PM (Approval of Minutes)



DRAFT
MINUTES
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
REGULAR MEETING
CITY HALL
JULY 7, 2014
7:00 PM

1. Call to Order & Pledge of Allegiance

Mayor Wood called the meeting to order at 7:00 PM.

2. Roll Call

Attendee Name	Title	Status	Arrived
Bill Mollenhour	Board Member	Present	
Bret Reece	Board Member	Present	
David Dickerson	Board Member	Present	
Doug Meyer	Board Member	Present	
Ivan Stull	Board Member	Present	
Marcia Milner	Board Member	Present	
Morris Coburn	Board Member	Present	
Stacey Dahlman	Board Member	Absent	
Kevin Wood	Mayor	Present	

Others Present: City Administrator Keith Moody, City Attorney Steve Mauer, Finance Director Mike Tholen, Public Works Director Jerry Gibbs, Assistant Public Works Director Eric Patterson, Electric Department Director Keith Thomas, Public Information Officer Sheryl Stanley, Street Superintendent Rodney Jacobs, Community Development Director Rick DeLuca, Police Chief John Hofer, and City Clerk Kim Hubbard.

3. Ceremonial Matters

A. A service award to honor Keith Thomas, Electric Utility, for 20 years of loyal service

Mayor Wood and Mr. Moody presented Director Keith Thomas with a certificate for his 20 years of service.

4. Public Participation

A. Public Participation

None.

5. Approval of Minutes

A. Board of Aldermen - Regular Meeting - Jun 16, 2014 7:00 PM

Minutes were approved.

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	Bret Reece, Board Member
SECONDER:	Bill Mollenhour, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

6. Agenda Items

A. Audit Presentation

Director Tholen reviewed introduced Maleah Yunt from Dana Cole Company who reviewed a short summary of the financial audit that was conducted for 2013.

There were no questions and Director Tholen extended his appreciation to those who participated and assisted in the audit process. Director Tholen stated that the draft audit was attached and a final bound report will be delivered once the CPA review is complete.

B. Draft of 2013 Audit

C. Approve the Mission, Goals and Values of the City of Harrisonville and the Mayor and Board of Aldermen

Mr. Moody reported the Mission, Goals and Values Statement was reviewed at the Board Retreat in June and there were no changes. Mr. Moody asked for the Board to approve once again as this will provide guidance for Department Directors for 2015. There were no questions

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Doug Meyer, Board Member
SECONDER:	Marcia Milner, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

D. Approval of the 2014-15 School Resource Officer (SRO) Contract

Police Chief Hofer reviewed the annual Resource Officer Contract. Chief Hofer reported the contract as been presented and approved by the school board and that the only change was an increase in hourly rates.

The contract was approved.

Minutes Acceptance: Minutes of Jul 7, 2014 7:00 PM (Approval of Minutes)

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Morris Coburn, Board Member
SECONDER:	David Dickerson, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

E. A RESOLUTION SUPPORTING A PROPOSED DEVELOPMENT TO BE CALLED BURRIS RIDGE TOWNHOMES BY FOUR CORNERS DEVELOPMENT TO BE LOCATED NEAR THE INTERSECTION OF STATE ROUTE 7 & BURRIS DRIVE IN HARRISONVILLE, MISSOURI

City Attorney Mauer read Council Bill 033 by title only. Director DeLuca reported that at the last meeting the Board had approved to support the applicant with their submission to the MHDC. Director DeLuca stated that a resolution is also needed for this submission. Alderman Milner asked if the buildings were going to be duplexes or apartments and Director DeLuca stated they would be similar to what is on Jesi. It was asked if these homes were going to be for individuals over 62 or 55, and Director DeLuca stated he was not sure. Director DeLuca stated that the dwellings will have garages so there will not be a lot of parking on the street.

It was brought to staff's attention that on Council Bill 033, section 2, the number 42 needed to be 44.

Alderman Reece moved to amend section 2 of Council Bill 033 to change the number 42 to 44. Alderman Dickerson seconded the motion and it was approved by a voice vote.

Council Bill 033 became Resolution 025

RESULT:	ADOPTED AS AMENDED [6 TO 1]
MOVER:	David Dickerson, Board Member
SECONDER:	Doug Meyer, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Coburn
NAYS:	Marcia Milner
ABSENT:	Stacey Dahlman

F. A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE AN AGREEMENT WITH VERMEER MANUFACTURING FOR THE PURCHASE OF A VERMEER BC1500 BRUSH CHIPPER FOR THE ELECTRIC DEPARTMENT IN AN AMOUNT NOT TO EXCEED \$50,097.32

City Attorney Mauer read Council Bill 034 by title only. Director Thomas reviewed the replacement of the brush chipper, noted the current chipper is twelve (12) years old and is used extensively by the tree crew. Mr. Thomas reported that the only bid received was from Vermeer and that it was staff's recommendation for approval.

There was discussion of only one bid being received.

Council Bill 034 became Resolution 026.

RESULT: ADOPTED [UNANIMOUS]
MOVER: David Dickerson, Board Member
SECONDER: Morris Coburn, Board Member
AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT: Stacey Dahlman

G. A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO EXECUTE A MUTUAL AID AGREEMENT FOR EMERGENCY ASSISTANCE BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND MEMBER AGENCIES OF THE AMERICAN PUBLIC POWER ASSOCIATION

City Attorney Mauer read Council Bill 035 by title only. Director Thomas reported the attached agreement is similar to the MPUA Mutual Aid Agreement that was approved recently and reviewed the benefits of having the agreement in place. Mr. Thomas stated this is also a requirement for the RP3 program.

Council Bill 035 became Resolution 027.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Morris Coburn, Board Member
SECONDER: David Dickerson, Board Member
AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT: Stacey Dahlman

H. A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO AN AGREEMENT WITH PAVEMENT MANAGEMENT FOR MICRO-SURFACING IN AN AMOUNT NOT TO EXCEED \$31,000

City Attorney Mauer read Council Bill 036 by title only. Mr. Patterson reviewed the agreement and the one bid that was received. Mr. Patterson explained there are not many companies that do the micro-paving and he noted he was also asking for amendment approval to the dollar amount decreasing the initial amount requested of \$34,870.50 to \$31,500. Mr. Patterson explained he would like for the savings to be added to the asphalt program contract which was next on the agenda. It was also mentioned that this item had been reviewed by the Public Works Committee with their recommendation for approval.

Alderman Coburn made the motion to amend the amount for the Micro-Pave Program from \$34,870.50 to \$31,500. Alderman Dickerson seconded the motion and it was approved by a voice vote.

Council Bill 036 became Resolution 028.

Minutes Acceptance: Minutes of Jul 7, 2014 7:00 PM (Approval of Minutes)

RESULT:	ADOPTED AS AMENDED [UNANIMOUS]
MOVER:	David Dickerson, Board Member
SECONDER:	Bret Reece, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

I. A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO AN AGREEMENT WITH HANRAHAN ASPHALT PAVING FOR ASPHALT OVERLAY SERVICES AND ADDITIONAL CONSTRUCTION IN AN AMOUNT NOT TO EXCEED \$234,689.50

City Attorney Mauer read Council Bill 037 by title only. Mr. Patterson reviewed the agreement and the bids received. Mr. Patterson reported he was also asking for an amendment of the dollar amount increasing it from \$209,689.50 to \$234,689 and noted the extra money requested would be used for improvements on Meadowlark. Mr. Patterson stated the Public Works Committee has recommended this for approval.

Alderman Coburn made the motion to amend the amount for the Asphalt Program from \$209,689.50 to \$234,689. Alderman Dickerson seconded the motion and it was approved by a voice vote.

Council Bill 037 became Resolution 029.

RESULT:	ADOPTED AS AMENDED [UNANIMOUS]
MOVER:	Doug Meyer, Board Member
SECONDER:	Ivan Stull, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

J. A RESOLUTION TO INDUCE SAPP BROS., INC. TO UNDERTAKE AND IMPLEMENT A REDEVELOPMENT PROJECT (EAST SIDE OF SITE) TO REMOVE BLIGHT AND TO IMMEDIATELY REMOVE HEALTH AND SAFETY HAZARDS WITHIN THE PROPERTY AND TO UNDERTAKE A DEVELOPMENT PROJECT (WEST SIDE OF SITE) - GENERALLY LOCATED AT THE SOUTHWEST CORNER OF THE INTERSECTION OF I-49 AND 275TH STREET, SAID PROJECT WILL PROMOTE THE GENERAL HEALTH, SAFETY AND WELFARE OF THE CITIZENS OF HARRISONVILLE, CASS COUNTY, MISSOURI.

City Attorney Mauer read Council Bill 038 by title only. Director DeLuca reviewed the resolution and stated that a representative of Sapp Brothers was present. Director DeLuca reported that there was significant amounts of infrastructure that needed to be done and the majority of it was sanitary sewer.

City Attorney Mauer explained that section 2 of the resolution expresses the City's intent to consider different funding options such as a CID or TDD and that the City recognizes the blight in the area which in turn gives the Sapp's developers the okay to start the clean up. Attorney Mauer also pointed out that section 3 of the resolution states that the City is not obligated to consider or implement tax abatement and that we are not committed to paying them any money.

Council Bill 038 became Resolution 030.

Minutes Acceptance: Minutes of Jul 7, 2014 7:00 PM (Approval of Minutes)

RESULT:	ADOPTED [5 TO 2]
MOVER:	Ivan Stull, Board Member
SECONDER:	Marcia Milner, Board Member
AYES:	Mollenhour, Reece, Meyer, Stull, Milner
NAYS:	David Dickerson, Morris Coburn
ABSENT:	Stacey Dahlman

K. AN ORDINANCE TO ACCEPT THE FINAL PLAT OF COFFEY'S ADDITION, A SUBDIVISION OF LAND IN THE CITY OF HARRISONVILLE, CASS COUNTY, MISSOURI.

City Attorney Mauer read Council Bill 039 by title only. Director DeLuca reviewed the final plat and noted that the Board had recently approved a development agreement which would allow construction of the building concurrently with the platting process.

Alderman Milner made the motion to suspend the rules and move Council Bill 039 to it's second reading. Alderman Mollenhour seconded the motion and it was approved by the following roll call vote:

Ayes: Aldermen Stull, Coburn, Reece, Dickerson, Meyer, Milner and Mollenhour

Nays: None

Absent: Alderman Dahlman

Abstain: None

City Attorney Mauer read Council Bill 039 by title only for a second time.

Council Bill 039 became Ordinance 3273.

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn
ABSENT:	Stacey Dahlman

L. AN ORDINANCE TO AMEND SECTION 300.030, SELLING MERCHANDISE, DISTRIBUTING LITERATURE, SOLICITING MONEY ON PORTION OF STREETS TRAVELED BY VEHICULAR TRAFFIC

City Attorney Mauer read Council Bill 040 by title only. Police Chief Hofer reviewed staff's recommendation to amend ROW Solicitation Ordinance by not allowing this type solicitation due to safety concerns. Chief Hofer reported this had been to the Public Safety Committee with their recommendation for approval.

Ed Hale, 12904 E Blue Ridge Blvd., Kansas City, MO, asked the Board to reconsider the amendment. Mr. Hale explained his involvement in fundraising for the March of Dimes along with many other charities for the last ten (10) years. Mr. Hale asked the Board to reconsider or allow time for him to circulate a petition through Harrisonville showing support of having this type of fundraising. Mr. Hale spoke of the hometown feel of Harrisonville and the willingness of those who live her to help.

Second reading of Council Bill 040 will take place at the July 21, 2014 Board meeting.

Minutes Acceptance: Minutes of Jul 7, 2014 7:00 PM (Approval of Minutes)

RESULT: FIRST READING

Next: 7/21/2014 7:00 PM

M. AN ORDINANCE AMENDING CHAPTER 210, ANIMAL REGULATIONS, AND ENACTING A NEW SECTION 210.265, KEEPING OF CHICKENS, OF THE CODE OF ORDINANCES OF THE CITY OF HARRISONVILLE, MISSOURI

City Attorney read Council Bill 041 by title only. Police Chief Hofer reported that the keeping of chickens in an urban setting had been before the Board in 2012, failed and was recently requested to be reviewed again by Alderman Reece. The proposed amendment would establish an entire section for chicken keeping only and requests would be handled administratively with the need for Board approval. Chief Hofer stated this had been before the Public Safety Committee with their recommendation for approval.

Alderman Reece made the motion to suspend the rules and move Council Bill 041 to it's second reading. Alderman Milner seconded the motion and it was approved by following roll call vote:

Ayes: Aldermen Meyer, Dickerson, Mollenhour, Reece, Milner, Stull and Coburn

Nays: None

Absent: Alderman Dahlman

Abstain: None

City Attorney Mauer read Council Bill 041 for a second time by title only.

Council Bill 041 became Ordinance 3274

RESULT: ADOPTED [UNANIMOUS]

AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn

ABSENT: Stacey Dahlman

7. Aldermen and Committee Reports

Alderman Milner commented how she enjoyed the events at the park during the 4th of July, how impressed she was the next morning with the clean up and that she has been enjoying walking on the trails.

Alderman Coburn also noted his enjoyment at the park during the 4th of July. Alderman Coburn reported that he had attended the Historical Preservation Committee meeting, he was impressed with the intern and thought it sounded like improvements were going to be happening on the square.

Alderman Meyers complimented the Parks Department on the 4th of July event and to the Electric Department for their work from the storms.

Alderman Dickerson stated he thought improvements on the square would start moving forward.

Alderman Reece stated he missed the 4th of July events as he attended a family reunion.

Alderman Stull echoed the compliments of the other aldermen regarding the events at the park during the 4th of July.

8. Report from the City Administrator

Mr. Moody shared that Obie Carl hopes to see more aldermen come and enjoy the Farmer's Market on Saturday. Mr. Moody also noted there are a number of capital improvement projects coming to a close and the asphalt program will start soon.

9. Report from the Mayor

Mayor Wood stated he attends the Farmer's Market as often as he can and that there are restaurants that take turns cooking on Saturday during this event.

10. Questions from the Media

None.

11. Adjourn to Executive Session

Alderman Meyer moved to adjourn to executive session for the purpose of section 610.021 (3), Personnel Actions. Alderman Stull seconded the motion, and it was approved by the following roll call vote:

Ayes: Aldermen Meyer, Coburn, Milner, Dickerson, Reece, Stull, and Mollenhour

Nays: None

Absent: Aldermen Dahlman,

Abstain: None

Adjourned to executive session at 7:58 p.m.

Reconvened to regular session at 8:02 p.m.

City Clerk Hubbard reported that during executive session the following motion and vote took place:

Alderman Dickerson made the motion to extend City Clerk Hubbard's time to move into city limits of Harrisonville for three (3) years. Alderman Milner seconded the motion and it was approved by the unanimously by a voice vote.

12. Adjourn From Regular Session

Alderman Coburn moved to adjourn the meeting. Alderman Milner seconded and it was approved by voice vote.

The meeting adjourned at 8:03 PM.

Kevin Wood, Mayor & Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jul 7, 2014 7:00 PM (Approval of Minutes)



STAFF REPORT

TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: July 16, 2014
SUBJECT: 2015 Equipment Replacement Schedule & Five Year CIP

Type of Item: *Budget*

Background: Staff has reviewed the CIP (Capital Improvement Program) and ERS (Equipment Replacement Schedule) with the Board previously. We estimate the General Fund will have a total of \$450,000 available for 2015 to invest in capital. \$250,000 of that amount is estimated from the 2015 operating surplus and \$200,000 from the 2013 operating surplus.

Review: If three patrol vehicles are purchased in 2015 along with the other items listed in the ERS the cost of equipment replacement for the General Fund will be around \$185,000. This leaves \$265,000 of un-committed General Fund reserves available for CIP projects that are funded by the General Fund. The projects highlighted in yellow on the CIP are those that would be funded with these funds.

Recommendation: Staff recommends funding the \$185,000 in equipment replacement and allocating \$250,000 toward street resurfacing and curb/sidewalk replacement.

A. Action Item (ID # 1493)

Equipment Replacement Schedule & CIP for 2015

Attachments:

2015 CIP- 7-7-14 (PDF)

2015 Harrisonville Equipment Replacement Schedule (PDF)

5 YEAR CIP
2014-2018

6.A.a

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	TOTALS
Electric	Allocation for New Substation *	\$442,700	\$442,700	\$442,700	\$442,700	\$442,700	\$1,770,800
Electric	Electric Relocation for Phase 2- 291 TDD	\$400,000					\$400,000
* The new substation is on the horizon for construction in 2020. Increased or decreased electrical demand could move the required construction date. Estimated construction cost in 2020 is \$5,202,000; the annual allocation is distributed over a 10 year period.							

Attachment: 2015 CIP- 7-7-14 (1493 : 2015 Equipment Replacement Schedule & Five Year CIP)

5 YEAR CIP
2015-2019

6.A.a

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	TOTALS
Water	Water Tower Annual Appropriation	\$100,000					\$6,138,000
water/sewer	4" Asphalt Parking lot Distribution	\$45,000					
Water	Water Treatment Plant Upgrades - Engineering	\$235,000					
Water	Water Treatment Plant Upgrades - Construction*	\$5,083,000					
Water	Lake Harrisonville Watershed Protection	\$50,000					
Water	Wateline Replacement for Phase 2 - 291 TDD	\$400,000					
Water	Annual undersized watermain replacement	\$100,000					
Sewer	Sanitary Sewer Capital Improvement Project	\$80,000					
Water	Old Water/Electric Bldg (Park)	\$10,000					
Sewer	Foundation Drain Removal Program	\$35,000					
Water	Water Tower Annual Appropriation		\$100,000				\$7,227,000
Water	Water Treatment Plant Upgrades - Construction*		\$3,417,000				
Water	Lake Harrisonville Watershed Protection		\$50,000				
Water	Annual undersized watermain replacement		\$100,000				
Water	New Waterline under I-49		\$350,000				
Water	Beckerdite Addition Phases 2 & 3 Waterline Improvements		\$710,000				
Sewer	UV Treatment at WWTP		\$1,000,000				
Sewer	Sewer for SW I-49 & 7 HWY		\$1,500,000				
Water	Water Tower Annual Appropriation			\$100,000			\$365,000
Water	Annual undersized watermain replacement			\$100,000			
Water	Lake Harrisonville Watershed Protection			\$50,000			
Sewer	Sanitary Sewer Capital Improvement Project			\$80,000			
Sewer	Foundation Drain Removal Program			\$35,000			
Water	Water Tower Annual Appropriation				\$100,000		\$365,000
Water	Annual undersized watermain replacement				\$100,000		
Water	Lake Harrisonville Watershed Protection				\$50,000		
Sewer	Sanitary Sewer Capital Improvement Project				\$80,000		
Sewer	Foundation Drain Removal Program				\$35,000		
Water	Water Tower Annual Appropriation					\$100,000	\$365,000
Water	Annual undersized watermain replacement					\$100,000	
Water	Lake Harrisonville Watershed Protection					\$50,000	
Sewer	Sanitary Sewer Capital Improvement Project					\$80,000	
Sewer	Foundation Drain Removal Program					\$35,000	
* this anticipates the citizens voter approval							

Attachment: 2015 CIP- 7-7-14 (1493 : 2015 Equipment Replacement Schedule & Five Year CIP)

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	TOTALS	TOTAL CITY
Street	Asphalt Program (\$150,000)	\$0					\$3,065,000	\$16,500
	Sidewalk & Curb Program (\$90,000)	\$0						
	Mechanic Street (MoDOT Highway 7) Phase 1 (3)	\$2,900,000						
	Washington Street Mill & Overlay (\$144,300)	\$0						
	Commercial Street Restriping (\$12,000)	\$0						
	West Wall Street Design (\$142,000)	\$0						
Engineering	Misc. Stormwater (\$20,000)	\$0						
	Underdrainage Program (\$15,000)	\$0						
	James Street Storm Drainage Improvements - Design (\$60,000)	\$0						
Comm Dev.	City Hall Interior Improvements(\$500,000)	\$0						
	Rail Spur repair(\$50,000)	\$0						
Parks	Trail Development (From the Parkland Dedication Acct.) (1)	\$0						
Airport	Airport Capital Program (2)	\$165,000						
Street	Asphalt Program(\$150,000)		\$0				\$195,000	\$16,500
	Sidewalk & Curb Program (\$90,000)		\$0					
	Annual Striping Program(\$12,000)		\$0					
	South Commercial Mill & Overlay(\$200,000)		\$0					
Engineering	Misc. Stormwater (\$20,000)		\$0					
	Underdrainage Program (\$15,000)		\$0					
	Beckerdite Storm Drainage Improvements(\$350,000)		\$0					
Parks	Trail Development (From the Parkland Dedication Acct.) (1)		\$30,000					
Airport	Airport Capital Program (2)		\$165,000					

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	TOTALS	TOTAL CITY
Street	Asphalt Program(\$150,000)			\$0			\$165,000	\$16,500
	Commercial Street Restriping (\$12,000)			\$0				
	Sidewalk & Curb Program(\$90,000)			\$0				
	Washington Street Mill & Overlay(\$144,300)			\$0				
	Jefferson Parkway Design (\$400,000)			\$0				
Engineering	Misc. Stormwater (\$20,000)			\$0				
	Underdrainage Program (\$15,000)			\$0				
	City Park Dam Stabilization (\$20,000)			\$0				
	West Pearl Street Stormwater(\$133,000)			\$0				
	James Street Storm Drainage Improvements - Construction (\$230,000)			\$0				
	Airport	Airport Capital Program (2)			\$165,000			
Street	Asphalt Program(\$150,000)				\$0		\$165,000	\$16,500
	North Commercial Overlay (Plaza to Wall)(\$200,000)				\$0			
	Annual Striping Program(\$12,000)				\$0			
	West Wall Street Design(\$142,000)				\$0			
	Engineering	Amy at Matt Channel Improvements(\$172,000)				\$0		
	James Street Stormwater Design(\$60,000)				\$0			
Police Dept.	Phase 2 (Locker Rooms & Conf. Room)				\$0			
Airport	Airport Capital Program (2)				\$165,000			
Street	Asphalt Program(\$150,000)					\$0	\$165,000	\$16,500
	Sidewalk & Curb Program (\$90,000)					\$0		
	Annual Striping Program(\$12,000)					\$0		
Engineering	Misc. Stormwater (\$20,000)					\$0		
	Underdrainage Program (\$15,000)					\$0		
Airport	Airport Capital Program (2)					\$165,000		
(1) The monies not spent in the 2014 budget year (we will not be going after the grant as originally planned, because the cost to build was too high) will go to the 2015 & 2016 CIP for Trail Development (2) MoDOT FAA Aviation Grant 90-10; the annual Airport Capital Program shall be as provided for in the Master Plan. Tentative assuming we can use additional land as a match. (3) MoDOT STP and District Funds (4) MoDOT Enhancement Funds 80-20 (5) MoDOT STP Fund 80-20 Small Urban Annual (6) \$150,000 from our portion of the 2013 Jefferson Pkwy funds, that was put back into general fund during 2013 mid-year adjustments(the rest from CWSS and Electric)								

5 YEAR CIP
2014-2018

6.A.a

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	TOTALS
Community Center	Fitness Equipment Replacement						\$0
Community Center	Parking Lot Resurface	\$25,000					\$25,000
Community Center	AC Unit Replacement						\$0
Community Center	Annual Allocation for Roof Replacement						

Attachment: 2015 CIP- 7-7-14 (1493 : 2015 Equipment Replacement Schedule & Five Year CIP)

Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 59	
Last Updated: 6/13/2014 2015																									
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replacement Year	Estimated Residual Value	Annual Depreciation Cost for this Dept.	2014	2015	2016	2017	2018	2019							

Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 60			
Last Updated:		6/13/2014 2015																									
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replace-ment Year	Estimated Residual Value	Annual Depreciatio n Cost for this Dept.	2014	2015	2016	2017	2018	2019									
													\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	1996 FORD	F250		PICKUP 4WD (Emergency Management Vehicle Surplus in 2014)	1FTHF26HOTE79013	1.00	\$19,243	\$ 19,243	20	2016	\$ 2,886	\$ 818	\$ -	\$ -	\$ 19,243	\$ -	\$ -	\$ -									
	1997	Tiri-Pod		Below Grade Extrication Rigging		1.00	\$ 4,500	\$ 4,500	25	2022	\$ 900	\$ 144	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	1997 Smeal			15 KW Generator - Engine 24		1.00	\$ 8,500	\$ 8,500	20	2017	\$ 1,700	\$ 340	\$ -	\$ -	\$ -	\$ 8,500	\$ -	\$ -									
	1997 SPARTAN			Pumper (Refurbish in 2025 vs. replacement)	4SCT109DVCO23596	1.00	\$214,605	\$ 214,605	25	2022	\$ 32,191	\$ 7,297	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	1999 Multivision			Multi-gas detector (5 @ \$3,000 ea.)		1.00	15,000	\$ 15,000	16	2015	\$ 3,000	\$ 750	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -									
	1999 Auto-Vent			Portable ventilator: Auto-Vent		1.00	2,500	\$ 2,500	15	2014	\$ 375	\$ 142	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -									
	2000 Physio	AED		Automatic External Defibrillator		1.00	3,500	\$ 3,500	15	2015	\$ 700	\$ 187	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -									
	2000 Physio	AED		Automatic External Defibrillator		1.00	3,500	\$ 3,500	15	2015	\$ 700	\$ 187	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -									
	2000 Physio	AED		Automatic External Defibrillator		1.00	3,500	\$ 3,500	15	2015	\$ 700	\$ 187	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -									
	2000 Rescue Alive			Rescue Alive, water rescue devise		1.00	2,500	\$ 2,500	25	2025	\$ 500	\$ 80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2000 Angus	4		4" Supply Line - 100 ft. Sections		1.00	\$ 6,300	\$ 6,300	15	2015	\$ 1,260	\$ 336	\$ -	\$ 6,300	\$ -	\$ -	\$ -	\$ -									
	2000			Turn Out Gear Washing Machine		1.00	\$ 7,500	\$ 7,500	20	2020	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2000 GMC			Rescue Unit (consolidate with pumper in 2017)	1GDJ7H1C2YJ503716	1.00	\$ 48,000	\$ 48,000	17	2017	\$ 9,600	\$ 2,259	\$ -	\$ -	\$ -	\$ 48,000	\$ -	\$ -									
	2000 Decibel	DB-224		(2 @ \$2,285 each) Antenna and Hardline (Fire Dept.)	N/A	1.00	4,570	\$ 4,570	35	2035	\$ 20	\$ 130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2001 Taylor-	6000 psi		Air cascade storage		1.00	4,405	\$ 4,405	25	2026	\$ 881	\$ 141	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2001 Eagle	Cadet		Eagle, mod. cadet guard, breathing air fill station		1.00	2,900	\$ 2,900	20	2021	\$ 580	\$ 116	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2001 Onan	DGDB-4485123		Onan 100 Kw generator to power Fire & EMS Bldgs		1.00	35,000	\$ 35,000	25	2026	\$ 7,000	\$ 1,120	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2001 Scott	SKED		Escape Air Packs		1.00	7,500	\$ 7,500	20	2021	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2002 Angus	4		4" Supply Line - 100 ft. Sections		1.00	\$ 6,300	\$ 6,300	15	2017	\$ 1,260	\$ 336	\$ -	\$ -	\$ -	\$ 6,300	\$ -	\$ -									
	2004 Craftsman	GT 5000		25hp Lawn Tractor		1.00	\$ 5,200	\$ 5,200	20	2024	\$ 1,040	\$ 208	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2004 Physio			Physio control battery support systems / station (2 @ \$2,000)		1.00	4,000	\$ 4,000	20	2024	\$ 600	\$ 170	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2004 Auto-Vent			Portable ventilators: Auto-Vent (2 @ \$3,750 ea.)		1.00	7,500	\$ 7,500	15	2019	\$ 1,125	\$ 425	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,500									
				Medic 3: Med Tech Type III AMBULANCE, Diesel, 4x2, 168" box length (Complete Refurbish in 2012, new engine and transmission in 2011)																							
	2004 GMC	C4500		Medic 1: Med Tech Type III AMBULANCE, Diesel, 4x2, 168" box length (Complete Refurbish in 2012, new engine/transmission 2012, new engine and transmission in 2010)	1GDE4V1244F516139	1.00	169,921	\$ 169,921	12	2016	\$ 8,496	\$ 13,452	\$ -	\$ -	\$ 169,921	\$ -	\$ -	\$ -									
	2004 GMC	C4500			1GDE4V1274F516362	1.00	182,834	\$ 182,834	12	2016	\$ 9,142	\$ 14,474	\$ -	\$ -	\$ 182,834	\$ -	\$ -	\$ -									
	2005 Bauer	Unicus II		Bauer breathing air compressor		1.00	19,600	\$ 19,600	25	2030	\$ 3,920	\$ 627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2005 Scott	TIC		Thermal Image Camera		1.00	\$ 9,000	\$ 9,000	15	2020	\$ 1,800	\$ 480	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2005 Angus	4		4" Supply Line - 100 ft. Sections		1.00	\$ 6,300	\$ 6,300	15	2020	\$ 1,260	\$ 336	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2005 SMEAL			Ladder Truck (Refurbish in 2030 vs. replacement)	4S7AX2F975CO48522	1.00	\$687,000	\$ 687,000	25	2030	\$ 34,350	\$ 26,106	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2006 Chevrolet	SILVERADO 1500		Truck 4X4 V8 Extended Cab (has 23k miles as of 7/12)	1GCEK19V26Z281744	1.00	\$18,172	\$ 18,172	25	2031	\$ 3,634	\$ 582	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
				Medic 2: AEV Traumahawk Type III Ambulance, Diesel, 4x2, 168" box length (Complete Overhaul or Remount Body in 2017)																							
	2009 Chevrolet	C4500			1GBE4V1929F405330	1.00	164,843	\$ 164,843	8	2017	\$ 8,242	\$ 19,575	\$ -	\$ -	\$ -	\$ 164,843	\$ -	\$ -									
	2009 HP	HP ML350 G6		File Server- Windows 2008, Dual processor Xeon 2.53ghz, 8gb	Serial# USE941N93A	1.00	6,411	\$ 6,411	5	2014	\$ -	\$ 1,282	\$ 6,411	\$ -	\$ -	\$ -	\$ -	\$ -									
	2010 Proflex	X 35A		Ambulance Patient Cots (3 @ \$4,000 each)		1.00	\$ 12,000	\$ 12,000	8	2018	\$ 600	\$ 1,425	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -									
	2010 Chevrolet	C3500		1 Ton Gas 4X4 Dually, Brush Fire Vehicle	IGC6KZBG0AF147761	1.00	\$ 22,698	\$ 22,698	15	2025	\$ 4,540	\$ 1,211	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2010 Danko	Brushwacker Defenc		300 Gallon Skid Unit water tank and pump for brush fires		1.00	\$ 8,000	\$ 8,000	15	2025	\$ 1,600	\$ 427	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2010 Smeal			Pumper Truck Diesel (Refurbish in 2035 vs. replacement)	4S7AV2C979C071320	1.00	\$438,262	\$ 438,262	25	2035	\$ 21,913	\$ 16,654	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2011 Ford	Explorer		Chiefs Vehicle- Red, 4WD, 6 cyl, 4 door	1FMHK8B81BGA43508	1.00	\$ 23,820	\$ 23,820	10	2021	\$ 3,573	\$ 2,025	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2011 Physio			Medtronic Physio Control Life Pack 12 Cardiac Monitor /Defibrillator (3)		1.00	\$70,500	\$ 70,500	7	2018	\$ 14,100	\$ 8,057	\$ -	\$ -	\$ -	\$ -	\$ 70,500	\$ -									
	2014 Motorola	APX 6000		Radio Eqpt: Portable Handheld Radio (15 each)		15.00	4,800	\$ 72,000	7	2021	\$ 3,600	\$ 2,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2014 Motorola	APX 6500		Dash Mount Digital Trunked Mobile Radio Systems (6 each)		6.00	4,800	\$ 28,800	7	2021	\$ 1,440	\$ 3,909	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2014 Motorola	APX 6500		Remote Mount Digital Trunked Mobile Radio System (3 each)		3.00	5,000	\$ 15,000	7	2021	\$ 750	\$ 2,036	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
				Dual Head Mount for Fire Engines- Digital Trunked Mobile																							
	2014 Motorola	APX 6500		Radio Systems (3 each)		3.00	5,700	\$ 17,100	7	2021	\$ 855	\$ 2,321	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
Subtotal						68.00	\$ 2,557,845				\$ 220,454	\$ 139,826															
Parks & Rec	1992 John Deere	855		4x4 tractor w/ mid mount finish mowing deck 72'	LVO855C120768	1.00	\$ 11,062	\$ 11,062	24	2016	\$ 2,766	\$ 346	\$ -	\$ -	\$ 11,062	\$ -	\$ -	\$ -									
	1998 GMC	2500		Pickup 4WD Gas (Purchased from Streets in 2013)	1GTGK24R1WZ543598	1.00	\$5,000	\$ 5,000	7	2020	\$ 1,000	\$ 571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2000 Chevrolet	c-3500		1 Ton with Dump Bed	1GCBJC34J3YF480872	1.00	\$ 21,000	\$ 21,000	18	2018	\$ 4,200	\$ 933	\$ -	\$ -	\$ -	\$ -	\$ 21,000	\$ -									
	2000 Ford	EXPLORER		4 Door SUV 4X4 (Purchased from CH in 2012 with 79K miles)	1FMZU71E8YUB64305	1.00	\$ 3,500	\$ 3,500	5	2017	\$ 1,050	\$ 490	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -									
	2002 Chevy	1500		4 Wheel Drive 1/2 ton (Replace with Electric Truck in 2015)	1GCEK14V422331416	1.00	\$ 18,652	\$ 18,652	13	2015	\$ 3,730	\$ 1,148	\$ -	\$ 18,652	\$ -	\$ -	\$ -	\$ -									
	2002 DODGE	Ram 2500		4X4 Diesel Pickup (From Electric Dept in 2011)	3B7KF26672M290638	1.00	\$5,000	\$ 5,000	9	2020	\$ 1,000	\$ 444	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
				7' X 18' Tandem axle (14K lbs GVW) Flatbed trailer with ramps																							
	2002 Star			(purchased used 12/11)	13YFS18252C087300	0.50	\$2,500	\$ 1,250	20	2031	\$ 250	\$ 56	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2002 Vermeer	BC1400		Brush Chipper Diesel 122 HP (from Electric Dept in 2014)	1VR41614721000187	1.00	\$ 5,000	\$ 5,000	18	2032	\$ 500	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
				Mini-excavator, 11K lbs, 48 hp, 11.75' Dig depth, 12.6' Dump height, 18" Bucket, manual exchange, purchased with 3,550 hrs as of 2/9/11 (price includes shipping and repairs)																							
	2002 Robert	227		Tree on 2/9/11 (price includes shipping and repairs)	GN122212425	1.00	\$ 21,025	\$ 21,025	10	2031	\$ 10,512	\$ 1,051	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
Attachment: 2015 Harrisonville Equipment Replacement Schedule (1493 : 2015 Equipment Replacement Schedule & Five Year CIP)																											

Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 61	
Last Updated:		6/13/2014 2015																							
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replace-ment Year	Estimated Residual Value	Annual Depreciatio n Cost for this Dept.	2014	2015	2016	2017	2018	2019							
	2008	Kubota	7040	67 hp PTO Tractor	15969	1.00	\$ 38,000	\$ 38,000	20	2028	\$ 7,600	\$ 1,520	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2008	Woods	3168	14FT Brush Hog Mower	Serial # 1023213	1.00	\$ 9,297	\$9,297	15	2023	\$ 1,859	\$ 496	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2008	Rhino Servis	#07790019	3 point boom mower	Serial #1416V2007	1.00	\$ 18,918	\$18,918	15	2023	\$ 3,784	\$ 1,009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2009	Kubota	F3680	Front deck main finishing mower 72" (to Airport?)		1.00	\$ 18,875	\$ 18,875	6	2015	\$ 4,719	\$ 2,359	\$ -	\$ 18,875	\$ -	\$ -	\$ -	\$ -							
	2010	Kubota		Zero turn radius, 6' deck finish mower, diesel engine		1.00	\$ 15,900	\$ 15,900	9	2019	\$ 3,180	\$ 1,413	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,900							
	2010	HP	ML110	Web Server- Single processor 4 gb Ram	USE952N6AS	1.00	\$ 1,779	\$ 1,779	6	2016	\$ -	\$ 297	\$ -	\$ -	\$ 1,779	\$ -	\$ -	\$ -							
	2010	HP	ML350	File & Data Base Server- Dual processor 6 gb Ram	USE952N6R2	1.00	\$ 3,678	\$ 3,678	6	2016	\$ -	\$ 613	\$ -	\$ -	\$ 3,678	\$ -	\$ -	\$ -							
	2011	Kubota		Tractor with 72" pull behind finish mower		1.00	\$ 17,120	\$ 17,120	10	2021	\$ 4,280	\$ 1,284	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Subtotal						17.50	\$ 220,556	\$ 220,556			\$ 51,530	\$ 14,721													
Police	1986	Decibel	DB-224	Base Station Antenna/Hardline (Water Tower)	N/A	1.00	\$ 2,285	\$ 2,285	35	2021	\$ 50	\$ 64	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Animal Control	1990	Motorola	Quantar	Base Station (Fire / Mutual Aid) (Police Dept.) (Not Being Replaced w/ new.)	155.070	1.00	\$ 22,000	\$ 22,000	30	2020			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1992	Intoxilyzer	5000	Breath Testing Equipment (State will Pay for Replacement)	66002825.000	1.00	\$ 5,000	\$ 5,000	20	2012	\$ -	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1995	Motorola	M1225	UHF Repeater (EMS) (Water Tower) (do not replace)	453.125	1.00	\$ 5,000	\$ 5,000	30	2025			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				Mobile Radio (Used to Set off Outdoor Warning Sirens, not being replaced)																					
	1996	Motorola	MCS 2000 -2		155.070	1.00	\$ 2,475	\$ 2,475	30	2026			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1997	DODGE	Ram 2500	Truck Extended Cab 4WD (FROM Fire in 2010)	3B7KF23ZXVG774627	1.00	\$4,000	\$ 4,000	10	2020	\$ 2,000	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1999	Watkins	N/A	Dispatch Furniture (Modular Control Center Furn)	N/A	1.00	\$ 20,000	\$ 20,000	17	2016	\$ -	\$ 1,176	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -							
	2000	Motorola	MTR 2000	Repeater w/voter (PD Ch. 1) (Police Dept.) (do not replace)	155.070	1.00	\$ 25,000	\$ 25,000	30	2030			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2000	Intoxilyzer	5000	Breath Testing Equipment (Missouri Safety Center purchase)	66005167.000	1.00	\$ 5,000	\$ 5,000	20	2020	\$ 250	\$ 238	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2002	Dodge	2,500	3/4 Ton Van (Animal Control)	2B7JB21Y42K122991	1.00	\$14,688	\$ 14,688	15	2017	\$ 734	\$ 930	\$ -	\$ -	\$ -	\$ -	\$ 14,688	\$ -							
	2003	Motorola	MTR 2000	Base Station (Local Govt.) (Police Dept.) (do not replace)	155.880	1.00	\$ 18,000	\$ 18,000	30	2033			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				Satellite Radio Receiver & antenna (PD 1) (Airport) (do not replaced)																					
	2003	Motorola	Astro-tac	Satellite Radio Receiver/antenna (PD 1) (Police Range) (do not replace)	153.92	1.00	\$ 12,000	\$ 12,000	30	2033			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2003	Motorola	Astro-tac		153.92	1.00	\$ 12,000	\$ 12,000	30	2033			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2004	Chevrolet	Impala	4 Door Sedan - Grey - Administration (Consolidate in 2016?)	2G1WF52KX49416307	1.00	\$17,775	\$ 17,775	12	2016	\$ 1,778	\$ 1,333	\$ -	\$ -	\$ 17,775	\$ -	\$ -	\$ -							
				4 Door Sedan - Black - Patrol (moved to Admin in 2014, Consolidate in 2016?)																					
	2006	FORD	Crown Victoria	Truck 2WD (Chassis \$15,850; Animal Box \$12,875)	2FAHP71W76X166686	1.00	\$20,237	\$ 20,237	10	2016	\$ 3,036	\$ 1,720	\$ -	\$ -	\$ 20,237	\$ -	\$ -	\$ -							
	2006	Chevrolet	C2500		1GBHC24U46E237772	1.00	\$28,725	\$ 28,725	10	2016	\$ 4,309	\$ 2,442	\$ -	\$ -	\$ 28,725	\$ -	\$ -	\$ -							
	2007	Marantz	PMD670	Body Mic	N/A	1.00	\$ 5,250	\$ 5,250	15	2022	\$ 100	\$ 343	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2007	Remington	870P	17 Duty Weapons (shotguns)	Varied	1.00	\$ 17,595	\$ 17,595	15	2022	\$ 3,400	\$ 946	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2007	Stalker	Lidar	Handheld Radar	N/A	1.00	\$ 3,125	\$ 3,125	10	2017	\$ 100	\$ 303	\$ -	\$ -	\$ -	\$ 3,125	\$ -	\$ -							
	2007	Motorola	Astro-tac	Satellite Radio Receiver & antenna (PD 1) (Justice Center) (do not replace)	153.92	1.00	\$ 12,000	\$ 12,000	30	2037	\$ 600	\$ 380	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2008	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #282	FB016990	1.00	\$ 5,985	\$ 5,985	10	2018	\$ 100	\$ 589	\$ -	\$ -	\$ -	\$ -	\$ 5,985	\$ -							
	2008	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #253	FB018314	1.00	\$ 5,985	\$ 5,985	10	2018	\$ 100	\$ 589	\$ -	\$ -	\$ -	\$ -	\$ 5,985	\$ -							
	2008	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #267	FB018313	1.00	\$ 5,985	\$ 5,985	10	2018	\$ 100	\$ 589	\$ -	\$ -	\$ -	\$ -	\$ 5,985	\$ -							
	2008	FORD	Crown Victoria	4 Door Sedan - Black - Patrol (Consolidate in 2015?)	2FAHP71V78X143130	1.00	\$22,359	\$ 22,359	7	2015	\$ 3,354	\$ 2,715	\$ -	\$ 22,359	\$ -	\$ -	\$ -	\$ -							
	2008	FORD	Crown Victoria	4 Door Sedan - Black - Patrol	2FAHP71V08X143132	1.00	\$22,359	\$ 22,359	7	2015	\$ 3,354	\$ 2,715	\$ -	\$ 22,359	\$ -	\$ -	\$ -	\$ -							
	2008	FORD	Crown Victoria	4 Door Sedan - Black - Patrol (Consolidate in 2015?)	2FAHP71V98X143131	1.00	\$22,359	\$ 22,359	7	2015	\$ 3,354	\$ 2,715	\$ -	\$ 22,359	\$ -	\$ -	\$ -	\$ -							
	2008	FORD	Crown Victoria	4 Door Sedan - Black - Patrol	2FAHP71V98X173021	1.00	\$23,183	\$ 23,183	9	2017	\$ 3,477	\$ 2,190	\$ -	\$ -	\$ -	\$ 23,183	\$ -	\$ -							
	2008	FORD	Crown Victoria	4 Door Sedan - Black - Patrol (Consolidate in 2015?)	2FAHP71VO8X173022	1.00	\$23,183	\$ 23,183	7	2015	\$ 3,477	\$ 2,815	\$ -	\$ 23,183	\$ -	\$ -	\$ -	\$ -							
	2009	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #201	FB010346	1.00	\$ 5,890	\$ 5,890	10	2019	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890							
	2009	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #203	FB022116	1.00	\$ 5,890	\$ 5,890	10	2019	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890							
	2009	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #205	FB022299	1.00	\$ 5,890	\$ 5,890	10	2019	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890							
	2009	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #281	FB021508	1.00	\$ 5,890	\$ 5,890	10	2019	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890							
	2009	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #272	FB021509	1.00	\$ 5,890	\$ 5,890	10	2019	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890							
	2009	FORD	Crown Victoria	4 Door Sedan - Black - SRO	2FAHP71V39X140160	1.00	\$23,815	\$ 23,815	8	2017	\$ 3,572	\$ 2,530	\$ -	\$ -	\$ -	\$ 23,815	\$ -	\$ -							
	2009	FORD	Crown Victoria	4 Door Sedan - Black - Patrol	2FAHP71V39X140161	1.00	\$23,815	\$ 23,815	7	2016	\$ 3,572	\$ 2,892	\$ -	\$ -	\$ 23,815	\$ -	\$ -	\$ -							
	2009	FORD	Crown Victoria	4 Door Sedan - Black - SRO	2FAHP71V39X140159	1.00	\$23,815	\$ 23,815	9	2018	\$ 3,572	\$ 2,249	\$ -	\$ -	\$ -	\$ -	\$ 23,815	\$ -							
	2009	FORD	Crown Victoria	4 Door Sedan - Black - Patrol	2FAHP71V39X140158	1.00	\$23,815	\$ 23,815	6	2015	\$ 3,572	\$ 3,374	\$ -	\$ 23,815	\$ -	\$ -	\$ -	\$ -							
	2009	John Deere	EZTRAK Z465	Zero Turn Radius Front Mount 62" Wide Deck Gas Mower	MOX465T061411	1.00	\$ 5,964	\$ 5,964	15	2024	\$ 1,500	\$ 298	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010	Cannon	IRC5035	Color Copier, Scanner, Fax	GNW01165	1.00	\$ 7,879	\$ 7,879	7	2017	\$ 250	\$ 1,090	\$ -	\$ -	\$ -	\$ 7,879	\$ -	\$ -							
	2010	Ford	Fusion	4 Door Sedan- Black- 4 cyl- Administration	3FAHP0HA6BR202801	1.00	\$ 15,498	\$ 15,498	10	2020	\$ 3,100	\$ 1,240	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010	Ford	Fusion	4 Door Sedan- Black- 4 cyl- Administration	3FAHP0HA6BR202802	1.00	\$ 15,498	\$ 15,498	10	2020	\$ 3,100	\$ 1,240	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010	Ford	Crown Victoria	4 Door Sedan- Black- 8 cyl- Patrol	2FABP7BVXAX143732	1.00	\$ 23,555	\$ 23,555	8	2018	\$ 3,533	\$ 2,503	\$ -	\$ -	\$ -	\$ -	\$ 23,555	\$ -							
	2011	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #202	FB312211	1.00	\$ 5,890	\$ 5,890	10	2021	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2011	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #204	FB312212	1.00	\$ 5,890	\$ 5,890	10	2021	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2011	Sig-Sauer	229R	21 Duty Weapons (handguns)	Varied	1.00	\$ 12,810	\$ 12,810	15	2026	\$ 5,765	\$ 470	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2011	Hewlett Packard	ML350	G6 HPD Server dual processor Xeon 16gb	120NCLG	1.00	\$ 6,679	\$ 6,679	4	2015	\$ -	\$ 1,670	\$ -	\$ -	\$ 6,679	\$ -	\$ -	\$ -							
				Power Systems 155 KW Emergency Generator, Diesel with																					
	2011	Kholer	150REOZJE	Fuel Tank (Serves PD and City Hall)	3021251	0.50	\$ 46,830	\$ 23,415	35	2046	\$ 2,342	\$ 636	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				Video Server and Workstation (12 Core Xenon Processor for																					

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Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 62	
Last Updated:		6/13/2014 2015																							
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replace-ment Year	Estimated Residual Value	Annual Depreciatio n Cost for this Dept.	2014	2015	2016	2017	2018	2019							
													\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	NICE	Call Focus III	Logging Recorder (Audio Recording Equipment Plus 4 years of Maint Coverage)	#47034201	1.00	\$ 37,920	\$ 37,920	5	2018	\$ 1,896	\$ 7,205	\$ -	\$ -	\$ -	\$ -	\$ 37,920	\$ -							
	2013	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #277	FB021229	1.00	\$ 5,890	\$ 5,890	10	2023	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #286	FBE301270	1.00	\$ 5,890	\$ 5,890	10	2023	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Mobile Vision	Flash Back II	In Car Video Camera (Patrol) Car #259	FB048185	1.00	\$ 5,890	\$ 5,890	10	2023	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Mobile Vision	Flash Back III	In Car Video Camera (Patrol) Car #283	FB022299	1.00	\$ 5,890	\$ 5,890	10	2023	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Mobile Vision	Flash Back III	In Car Video Camera (Patrol) Car #263	FB014285	1.00	\$ 5,890	\$ 5,890	10	2023	\$ 100	\$ 579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Ford	Explorer	4 Door SUV 4WD - Black - Administration	1FM5K8AR0DGA93963	1.00	\$26,359	\$ 26,359	10	2023	\$ 3,954	\$ 2,241	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Ford	Taurus	4 Door Sedan AWD 6 cyl- Black - Patrol	1FAHP2M82DG144887	1.00	\$23,951	\$ 23,951	7	2020	\$ 3,593	\$ 2,908	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
16 Semi Automatic Rifles (5,56 NATO) with OE Tech Sight Systems and Slings						Varied	1.00	\$ 24,561	\$ 24,561	15	2028	\$ 9,824	\$ 982	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	IDVille	Id-Maker	2 Sided ID Maker with Ethernet (Police Department)	10022Z	1.00	\$ 2,942	\$ 2,942	20	2033	\$ -	\$ 147	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	NITV	CVSA 3	Computer Voice Stress Analysis Equipment	4FGGPD1	1.00	\$ 3,300	\$ 3,300	20	2033	\$ 1,200	\$ 105	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014	Motorola	APX 6000	Digital Trunked Portable Radios (37 each)		37.0	\$ 4,800	\$ 177,600	8	2022	\$ 8,880	\$ 21,090	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014	Motorola	APX 6500	Remote Mount Digital Trunked Mobile Radio (20 each)		20.0	\$ 5,000	\$ 100,000	10	2024	\$ 5,000	\$ 9,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014	Motorola	APX 6500	Dash Mount Digital Trunked Mobile Radio (2 each)		2.00	\$ 4,800	\$ 9,600	10	2024	\$ 480	\$ 912	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014	Velmont	S-22	100' Monopole Tower at PD	N/A	1.00	\$155,000	\$ 155,000	75	2089	\$ 7,750	\$ 1,963	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
911 PSAP Equipment (Telephone trunk cabinets X3) (MARC purchase)							1.00	\$ 98,710	\$ 98,710	4	2018	\$ 4,936	\$ 23,444	\$ -	\$ -	\$ -	\$ -	\$ 98,710	\$ -						
	2015	Ford	Explorer	AWD 4 Door SUV for Patrol		1.00	\$26,381	\$ 26,381	7	2022	\$ 3,957	\$ 3,203	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2015	Ford	Explorer	AWD 4 Door SUV for Patrol		1.00	\$26,381	\$ 26,381	7	2022	\$ 3,957	\$ 3,203	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2015	Ford	Taurus	AWD 4 Door Sedan for Patrol		1.00	\$24,709	\$ 24,709	7	2022	\$ 3,706	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Subtotal				Police Vehicles to Be Kept for a minimum of 100K miles		122.50	\$ 1,412,924				\$ 127,883	\$ 135,227													
Sewer	1972	Ford	3000	8741 Tractor (Water Plant) Gas 35 HP	C624859	1.00	5,965	\$ 5,965	45	2017	\$ 3,500	\$ 55	\$ -	\$ -	\$ -	\$ 5,965	\$ -	\$ -							
	1983	National	200	8744 Boom	15865	1.00	21,000	\$ 21,000	35	2018	\$ 1,000	\$ 571	\$ -	\$ -	\$ -	\$ -	\$ 21,000	\$ -							
	1989	VMI		9244 HS Dredge	9244	1.00	47,897	\$ 47,897	30	2019	\$ 2,000	\$ 1,530	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 47,897							
	1998	VOLVO		TRUCK W/PUMP and tank	4HJCCPF4XN865982	1.00	100,470	\$ 100,470	30	2028	\$ 10,000	\$ 3,016	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	International	4700	Truck WITH SEWER JETTER	1HTSCAAP41H351436	1.00	91,765	\$ 91,765	20	2021	\$ 10,000	\$ 4,088	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2002	John Deere	5520	Tractor/Cab, Diesel, 70 HP	LV552OT255058	1.00	28,000	\$ 28,000	25	2027	\$ 7,000	\$ 840	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2005	John Deere	Gator	Side by Side Utility Vehicle, 4X4, Gas Engine, Dump Bed (Purc	MOHP4GX034290	1.00	\$6,000	\$ 6,000	10	2024	\$ 1,200	\$ 480	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010	John Deere	310 J	4 Wheel Drive Extending Boom Backhoe	TO310JXAA0181998	0.50	75,648	\$ 37,824	15	2025	\$ 13,238	\$ 2,080	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010	Ford	F150	4WD Regular Cab Gas	1FTMF1EW2AKE34896	1.00	\$ 19,462	19,462	15	2025	\$ 3,892	\$ 1,038	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Skid Steer Loader w/front bucket, Diesel, high flow hydraulics, 61hp						A3L945971	0.50	28,589	\$ 14,295	15	2027	\$ 4,288	\$ 810	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	Ford	F150	4wd, V8-gas, Regular Cab, tool boxes, bed liner	1FTPF1EF6DKE57437	1.00	\$23,190	\$ 23,190	15	2028	\$ 3,479	\$ 1,314	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013	Country Clipp	Charger	Zero Turn 60" Deck, Gas	25560KAJ-SR1030	1.00	7,554	\$ 7,554	14	2027	\$ 500	\$ 504	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Subtotal						11.00	\$ 403,422				\$ 60,098	\$ 16,326													
Streets	1975	Caterpillar	120G	Motor Grader diesel	87V1655	1.00	\$58,750	\$ 58,750	41	2016	\$ 24,675	\$ 831	\$ -	\$ -	\$ 58,750	\$ -	\$ -	\$ -							
	1991	Rosco	SPRH-H	5222 SPRH-H Hydrostatic Chip Spreader Diesel	31863	1.00	\$65,942	\$ 65,942	27	2018	\$ 13,188	\$ 1,954	\$ -	\$ -	\$ -	\$ -	\$ 65,942	\$ -							
	1992	Ford	F 700	2 ton cab & chassis Diesel	1FDXK74P3NVA33962	1.00	\$27,175	\$ 27,175	25	2017	\$ 10,870	\$ 652	\$ -	\$ -	\$ -	\$ 27,175	\$ -	\$ -							
	1993	Graco	GM5000ser E93A	Line Lazar Striper double gun Gas	A1081	1.00	\$4,475	\$ 4,475	22	2015	\$ 1,343	\$ 142	\$ -	\$ 4,475	\$ -	\$ -	\$ -	\$ -							
	1995	Leroi	Q185DJ-E	Portable Air Compressor Diesel	3323X270	1.00	\$9,420	\$ 9,420	25	2020	\$ 3,297	\$ 245	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1996	Case	3220	Tractor with Case disc mower MDX71 Diesel	17346636	1.00	\$12,500	\$ 12,500	25	2021	\$ 4,375	\$ 325	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1996	Brush Bandit	250XP	Brush Chipper Diesel	IF3040	1.00	\$18,050	\$ 18,050	24	2020	\$ 3,610	\$ 602	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1996	Crafco	E Z Pour 100 D	Crack Sealer Diesel	1C9EK0918S1418324	1.00	\$21,999	\$ 21,999	20	2016	\$ 2,200	\$ 990	\$ -	\$ -	\$ 21,999	\$ -	\$ -	\$ -							
Skid Steer Loader w/front bucket, Diesel (From WS 2012 with 1388 Hrs, \$28K original cost)						509645804	1.00	\$9,000	\$ 9,000	10	2022	\$ 4,500	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Backhoe-Loader w/extend a boom 4WD Diesel (From WS 2010- \$70,000 original price- replace with used unit)						TO310EX836771	1.00	\$25,000	\$ 25,000	10	2020	\$ 11,250	\$ 1,375	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2000	John Deere	6410	Tractor with Almo Boom Mower Diesel	LO6410X167593	1.00	\$66,551	\$ 66,551	25	2025	\$ 16,638	\$ 1,997	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2000	GMC	7500	2 ton w Warren dump body 10 ft. Diesel	1GDM7H1C6YJ526655	1.00	\$44,141	\$ 44,141	18	2018	\$ 19,863	\$ 1,349	\$ -	\$ -	\$ -	\$ -	\$ 44,141	\$ -							
	2001	John Deere	5220	Diesel Tractor/Rotary Mower MX6 (50% Used to Blade Alleys,	LV5220S122138	1.00	\$13,999	\$ 13,999	25	2026	\$ 5,600	\$ 336	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Target	Pro 35	Concrete Saw 24 in cut deutz Diesel	355302	1.00	\$9,850	\$ 9,850	13	2014	\$ 3,448	\$ 493	\$ 9,850	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Ingersoll Rand	DD-34HF	Vibratory Roller 42 HP Kubota Diesel	171019	1.00	\$29,293	\$ 29,293	20	2021	\$ 14,647	\$ 732	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Warren	E/AC2420-10	Salt Spreader 10 ft.	3364	1.00	\$7,419	\$ 7,419	15	2016	\$ 742	\$ 445	\$ -	\$ -	\$ 7,419	\$ -	\$ -	\$ -							
	2001	Viking	Cives R1036	Snow Plow 10 Ft.	CR00054	1.00	\$5,572	\$ 5,572	15	2016	\$ 836	\$ 316	\$ -	\$ -	\$ 5,572	\$ -	\$ -	\$ -							
	2002	Etnyre	Centennial	2000 gal Oil Distributor Mounted on Truck	S3377	1.00	\$58,875	\$ 58,875	20	2022	\$ 17,663	\$ 2,061	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2002	Blue Diamond		Trailer	1B9CE202221155691	1.00	\$6,425	\$ 6,425	20	2022	\$ 2,891	\$ 177	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
7' X 18' Tandem axle (14K lbs GVW) Flatbed trailer with ramps (purchased used 12/11)						13YFS18252C087300	0.25	\$2,500	\$ 625	20	2031	\$ 125	\$ 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2003	Henderson	10X36X1S	Snow Plow 10'	RSP02116	1.00	\$5,472	\$ 5,472	14	2017	\$ 821	\$ 332	\$ -	\$ -	\$ -	\$ 5,472	\$ -	\$ -							
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Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 63	
Last Updated: 6/13/2014 2015																									
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replacement Year	Estimated Residual Value	Annual Depreciation Cost for this Dept.	2014	2015	2016	2017	2018	2019							
	2004	Henke	36R10IS	Snow Plow 10'	8163	1.00	\$6,761	\$ 6,761	14	2018	\$ 1,014	\$ 410	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2004	International	4300	Dump Truck 2 ton Diesel	1HTMMAAR14H613845	1.00	\$52,532	\$ 52,532	14	2018	\$ 23,639	\$ 2,064	\$ -	\$ -	\$ -	\$ -	\$ 6,761	\$ -	\$ -						
	2005	Case	MDX71 I	Disc Mower	HCA0032024	1.00	\$6,250	\$ 6,250	15	2020	\$ 1,563	\$ 313	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2005	Ford	F 250	4WD 3/4 Ton Diesel	1FTSF21P65ED07780	1.00	\$23,126	\$ 23,126	12	2017	\$ 4,625	\$ 1,542	\$ -	\$ -	\$ -	\$ 23,126	\$ -	\$ -	\$ -						
	2005	International	4300	DUMP TRUCK 2 ton Diesel	1HTMMAAR75H102545	1.00	\$56,320	\$ 56,320	14	2019	\$ 25,344	\$ 2,213	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56,320						
	2006	Boss		V Snow Plow 9'	91781	1.00	\$5,206	\$ 5,206	12	2018	\$ 1,562	\$ 304	\$ -	\$ -	\$ -	\$ -	\$ 5,206	\$ -	\$ -						
	2006	Chevrolet	K 350	SILVERADO 1Ton 4WD Diesel	1GBJK34D46E266019	1.00	\$35,557	\$ 35,557	12	2018	\$ 12,445	\$ 1,926	\$ -	\$ -	\$ -	\$ -	\$ 35,557	\$ -	\$ -						
			Whirlwind-	Dual Steer Sweeper, w/ vacuum boom on Freightliner M2 chassis (purchased used in 2011 with 39.5K Mil, 8,813 Hrs)	1FVACXCS36HW40204	1.00	\$58,000	\$ 58,000	20	2026	\$ 5,800	\$ 2,610	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2006	Elgin	MV1235D																						
	2007	Warren	E/AC2420-10	Salt Spreader 10'	SZC16896	1.00	\$7,892	\$ 7,892	14	2021	\$ 1,184	\$ 479	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2008	Boss		V Snow Plow 9'	103035	1.00	\$5,335	\$ 5,335	12	2020	\$ 1,601	\$ 311	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2008	Ford	F 250	Pickup 4WD Gas	1FTNF21518EB07700	1.00	\$19,344	\$ 19,344	12	2020	\$ 3,869	\$ 1,290	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2008	Ford	F 750	158 BLUE DIAMOND MEDIUM TRUCK Diesel	3FRXF75398V649246	1.00	\$67,913	\$ 67,913	14	2022	\$ 30,561	\$ 2,668	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2011	Elgin	Pelican	Mechanical Street Sweeper Diesel, dual drive, dual broom	NP2319D	1.00	\$170,950	\$ 170,950	15	2026	\$ 17,095	\$ 10,257	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2012	HY-FLO	5182	High Pressure Washer & Steam Cleaner	PL24467	1.00	\$5,510	\$ 5,510	18	2030	\$ 1,102	\$ 245	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2012	Hustler	X-One	Zero Turn Mower, Gas, 29 hp, 60" Deck	12046145	1.00	\$8,128	\$ 8,128	12	2024	\$ 2,032	\$ 508	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	Ford	F350	1 Ton Truck Gas 4WD Dually with 9' Rugby Dump Body	1FDRF3H61DEA86813	1.00	\$39,385	\$ 39,385	12	2025	\$ 13,785	\$ 2,133	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	Hi-Way	Model- P	Stainless Steel Salt Spreader 8' with Prewet System	137715	1.00	\$8,143	\$ 8,143	24	2037	\$ 407	\$ 322	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	Hi-Way	E2525	Stainless Steel Salt Spreader 10' with Prewet System	137716	1.00	\$17,569	\$ 17,569	25	2038	\$ 878	\$ 668	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013	Boss	Super Duty	V Snow Plow 9'	BC094454	1.00	\$4,730	\$ 4,730	12	2025	\$ 1,419	\$ 276	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2014	John Deere		Front End Loader		1.00	\$120,370	\$ 120,370	20	2034	\$ 36,111	\$ 4,213	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Subtotal						42.25	\$ 1,265,550				\$ 368,040	\$ 51,989													
Water	1967	Ford	3000	Lake Harrisonville 35 hp, gas tractor		1.00	5,000	\$ 5,000	50	2017	\$ 1,500	\$ 70	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -						
	1991	Haul Rite		BOAT TRAILER-Lake Harrisonville	14	1.00	\$1,000	\$ 1,000	30	2021	\$ 400	\$ 20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	1994	Ford	F700	Cab & Chassis Gas	1FDPF70JORYAO6326	1.00	\$19,821	\$ 19,821	24	2018	\$ 5,946	\$ 578	\$ -	\$ -	\$ -	\$ -	\$ 19,821	\$ -	\$ -						
	1998	Starlight		Tandem axle trailer	13YFS1821WC069804	1.00	\$2,665	\$ 2,665	30	2028	\$ 1,500	\$ 39	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2001	Dodge	Dakota	2 door, 4 wheel drive - Small Truck (From Engineering in 2012)	1B7GG26X71S67961	1.00	\$ 3,000	\$ 3,000	4	2016	\$ 900	\$ 525	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -						
	2002	International	4700	DUMP TRUCK, Diesel	1HTSCAAP52H507601	1.00	\$68,000	\$ 68,000	20	2022	\$ 10,000	\$ 2,900	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
				7' X 18' Tandem axle (14K lbs GVW) Flatbed trailer with ramps																					
	2002	Star		0 (purchased used 12/11)	13YFS18252C087300	0.25	\$2,500	\$ 625	20	2031	\$ 125	\$ 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2003	Ford	F450	Utility bed, Diesel, 4WD Distribution	1FDXF47P63EC58050	1.00	\$30,239	\$ 30,239	15	2018	\$ 9,000	\$ 1,416	\$ -	\$ -	\$ -	\$ -	\$ 30,239	\$ -	\$ -						
	2005	John Deere	717-A Z-Trac	Mower - 48" Deck (Water Plant)	FH601VB86092	1.00	5,638	\$ 5,638	15	2020	\$ 500	\$ 343	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2006	Motorola		Radio Tower Repeater (Local Gov't) (201 W. Chestnut)		1.00	60,000	\$ 60,000	20	2026	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2006	Chevrolet	P2500	Crew cab, gas, 4WD Distribution	1GCHK23U96F227197	1.00	\$28,500	\$ 28,500	10	2016	\$ 7,000	\$ 2,150	\$ -	\$ -	\$ 28,500	\$ -	\$ -	\$ -	\$ -						
	2007	Motorola	MTR 2000	Repeater, Antenna, Hardline (Public Works) (Water	154.775	1.00	20,000	\$ 20,000	15	2022	\$ 500	\$ 1,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2008	Generac	SD275	Generator - Lake Harrisonville Pump house	2098465	1.00	50,000	\$ 50,000	40	2048	\$ 6,000	\$ 1,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2008	Chevrolet	C2500	Crew cab, gas, 4WD Distribution	1GCHK23K58F224413	1.00	\$25,792	\$ 25,792	10	2018	\$ 7,000	\$ 1,879	\$ -	\$ -	\$ -	\$ -	\$ 25,792	\$ -	\$ -						
	2010	John Deere	310 J	4 Wheel Drive Extending Boom Backhoe	TO310JXAA0181998	0.50	\$ 75,648	\$ 37,824	15	2025	\$ 13,238	\$ 2,080	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2010	Manitowoc	Model # QYO455W	Remanufactured Ice Machine	980862666	1.00	\$ 1,400	\$ 1,400	10	2020	\$ -	\$ 140	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2010	Ford	F250	4WD Regular Cab Gas Utility Bed	1FTBF2B6XBEA79848	1.00	\$ 22,139	\$ 22,139	15	2025	\$ 4,428	\$ 1,181	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2010	Boss	Super Duty	8' Snow Plow	135661	1.00	\$4,867	\$ 4,867	15	2025	\$ 973	\$ 260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2011	Kohler	275REOZJE	Backup Generator for Water Plant, 3 Phase, Diesel, 150wk	GM66100-GA6	1.00	\$94,000	\$ 94,000	50	2061	\$ 4,700	\$ 1,786	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
				Skid Steer Loader w/front bucket, Diesel, high flow hydraulics, 61hp																					
		2012	Bobcat	S185		A3L945971	0.50	\$28,589	\$14,295	15	2027	\$ 4,288	\$ 810	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -					
		2013	Ford	F150	2wd, V8-gas, Regular Cab, tool boxes, light bar, bed liner, runn	1FTNF1CF1DKE57436	1.00	\$21,371	\$ 21,371	12	2025	\$ 2,137	\$ 1,603	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -					
	Subtotal						19.3	\$ 516,175				\$ 80,136	\$ 23,209												
	Totals & Averages						318.0	\$ 7,452,406		17.2	2021.3	\$ 1,174,484	\$ 443,038	28,399	338,664	683,657	630,282	743,134	167,057						
				Blue Highlight is for radio equipment	Light Trucks & Cars	51	997,228		General Fund Equipment			\$ 201,208													
Estimated Inflation of Price					Large Vehicles >1Ton	28	3,576,836		Park Fund Equipment			\$ 14,721		\$ 12,197	\$ 145,452	\$ 293,622	\$ 270,698	\$ 319,167	\$ 71,749						
Estimated Replacement Cost Including Inflation					Heavy Motorized Equip	15	619,292		Water/Sewer Fund Equipment			\$ 39,535		\$ 40,596	\$ 484,115	\$ 977,279	\$ 900,980	\$ 1,062,301	\$ 238,806						
Note:					Snow Plows	8	38,443		EMS/Fire Fund Equipment			\$ 139,826													
Includes vehicles, tools, equipment, computers that provide at least 5 years of service and cost a minimum of \$3,000					Salt Spreaders	5	45,269		Electric Fund Equipment			\$ 47,747													
Computing equipment shall cost a minimum of \$5,000.					Mowing Equipment	22	303,321		Total			\$ 443,038													
Totals						129	5,580,389																		



STAFF REPORT

TO: Board of Aldermen
FROM: John Hofer, Director
DATE: July 3, 2014
SUBJECT: ROW Solicitation Ordinance Amendment

Type of Item: *Amendment*

Issue: Recently the Walmart DC submitted a ROW permit application for a fundraiser to benefit the Children's Miracle Network that was denied by the BOA at the May 19, 2014 meeting. During that meeting there was discussion on removing the ordinance that allows for this type of fundraising within the City of Harrisonville.

Background: City Ordinance permits ROW solicitation at three specific intersections, Commercial and Hwy 291, Commercial and Wall and Commercial and Locust with Board of Aldermen approval. In the past, we would receive annual solicitation permit requests from the Harrisonville Fire Department (MDA Boot Block Fundraiser), the Harrisonville Rotary (Rotary Day Fundraiser), and the Civil Air Patrol (Civil Air Patrol Fundraiser). In 2007 the Board of Aldermen modified ordinance, 300.030 due to numerous safety concerns with this type of solicitation. City Ordinance mandates the use of safety vests (Ansi certified) for all solicitors and limits the number of solicitors to eight (8) per intersection along with required signage and postings in local newspapers. The most recent approved event was in 2009 by the Civil Air Patrol. Due to numerous safety concerns with this type of fundraising staff would like to have this ordinance removed. A copy of the changes to the current ordinance (300.030) is attached.

I was asked to provide traffic data for the three intersections that allow ROW solicitation under this ordinance. There are approximately 20,000 vehicles that pass through the Commercial and Hwy. 291 intersection daily, approximately 13,000 vehicles that pass through the Commercial and Locust intersection daily and approximately 18,000 vehicles that pass through the Commercial and Mechanic intersection daily. These numbers were estimated using the 2008 and 2012 traffic data collected by MoDot.

Between January 1, 2011 and December 31, 2013 there have been 74 reported accidents at the Commercial and Hwy 291 intersection, 10 at the Commercial and Locust intersection and 30 at the Commercial and Mechanic intersection. Since January 1, 2014 there have been 12 accidents at Hwy 291 and Commercial, two at Commercial and Locust and five at Commercial and Mechanic to date (7/15/14).

Recommendation: Staff is recommending approval for the amendment of this ordinance.

Council Bill No. 040**Ordinance No.****AN ORDINANCE TO AMEND SECTION 300.030, SELLING MERCHANDISE,
DISTRIBUTING LITERATURE, SOLICITING MONEY ON PORTION OF
STREETS TRAVELED BY VEHICULAR TRAFFIC**

WHEREAS the City of Harrisonville Board of Aldermen desires to safeguard the public by prohibiting the practice of solicitation on the rights-of-way of city streets

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE AS FOLLOWS:

Section 1: That Section 300.030 of the Code of Ordinances of the City of Harrisonville shall be amended to read as follows:

“No person shall stand upon that portion of the public streets of the City of Harrisonville on which there is vehicular traffic for the purpose of selling merchandise, distribution of literature or the solicitation of funds.”

Section 2: That this order shall become effective upon its passage and approval.

Vote taken as follows:

Ayes:

Nays:

Abstain:

Absent:

Read one time by title only on July 7, 2014, and the second time by title only on July XX, 2014, and passed and approved by the Board of Aldermen this XX day of July 2014.

Kevin Wood, Mayor & Ex-Officio

Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

APPROVED by the Mayor this XX day of July 2014

Chapter 300. General Provisions

Section 300.030. Selling Merchandise, Distributing Literature, Soliciting Money On Portion of Streets Traveled By Vehicular Traffic.

[CC 1977 §33-9; Ord. No. 2804 §1(33-9), 1-20-2003; Ord. No. 3022 §§1 — 2, 1-21-2008]

A. No person shall stand upon that portion of the public streets of the City of Harrisonville on which there is vehicular traffic for the purpose of selling merchandise, distribution of literature or the solicitation of funds ~~unless a right-of-way solicitation permit has been obtained from the Board of Aldermen.~~

~~B. A person seeking the issuance of a right-of-way solicitation permit shall file an application with the City Clerk on forms provided by the City.~~

~~C. An application for a right-of-way solicitation permit shall be filed not less than seven (7) days prior to the meeting of the Board of Aldermen at the time the applicant requests to be heard. Such meeting shall be at least two (2) weeks prior to the proposed date(s) of the solicitation event.~~

~~D. The Board of Aldermen may issue a permit as provided for hereunder when they find that:~~

~~1. The solicitation will not substantially interrupt the safe and orderly movement of traffic.~~

~~2. The solicitation will not require the diversion of City resources as to prevent the normal provision of City services.~~

~~3. The solicitation event will not reasonably be likely to cause injury, damage property, provoke disorderly conduct or create a disturbance.~~

~~4. The solicitation is not to be held for the sole purpose of advertising any product, goods or event and is not designed to be held purely for private profit.~~

~~5. The solicitation is to be conducted by not-for-profit groups based in Harrisonville.~~

~~6. The solicitation may only be conducted at Highway 291 and Commercial, Commercial and Mechanic and/or Commercial and Locust.~~

~~7. The group/individual applying for the permit has performed no more than four (4) solicitation events within any given calendar year.~~

~~E. As a condition of the issuance of a right-of-way solicitation permit, the applicant shall:~~

~~1. Provide proof of liability insurance of at least one million dollars (\$1,000,000.00) for the event and name the City of Harrisonville as additionally insured prior to the solicitation event.~~

~~2. Establish temporary signage along the applicable roadways announcing the solicitation immediately prior to starting the solicitation event. Said signage shall be placed approximately two hundred (200) feet on each side of the solicitor(s) and all signs shall be removed immediately after the solicitation is completed. Said signage shall be four (4) square feet in size and visible to oncoming traffic.~~

~~3. Advertise the solicitation event in a paper of general circulation in the City a minimum of seven (7) days prior to the event. Said advertisement shall outline the location(s), time(s), purpose and organization conducting the solicitation event.~~

~~4. Only solicit during daylight hours between the months of April and October.~~

~~5. Ensure that all solicitors are seventeen (17) years of age or older.~~

~~6. Limit the number of solicitors to eight (8) per intersection.~~

~~7. Ensure that all solicitors are wearing a safety vest meeting ANSI/ISEA (American National Safety Standard and International Safety Equipment Standard) I07-2004 standards (Class-2).~~



STAFF REPORT

TO: Board of Aldermen
FROM: Kim Hubbard, City Clerk
DATE: June 25, 2014
SUBJECT: Amendment of Personnel Manual Section VII, Paragraph F

Type of Item: *Policy*

Currently the City's personnel policy states "Any employee who is required to drive a City vehicle as part of his employment must have a valid Missouri driver's or CDL license." Staff recommends amending for it to read "Any employee who is required to drive a City vehicle as part of his/her employment must a valid driver's license or Missouri CDL (if required by department)."

Attached is a copy of the current policy for your review.

Council Bill No. 042

Resolution No.

**A RESOLUTION AMENDING SECTION VII, F OF THE CITY OF
HARRISONVILLE PERSONNEL POLICIES MANUAL**

**BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE,
MISSOURI, AS FOLLOWS:**

Section 1. That Section VII, F of the Personnel Policies Manual is hereby amended to read:

F. Any employee who is required to drive a City vehicle as part of his/her employment must have a valid driver's license or Missouri CDL (if required by department).

Section 2. That the amendment for the Personnel Policies Manual supersedes all personnel policies, rules or regulations previously adopted or approved, for Section IV, effective Sept. 1, 2014.

Section 3. That if any provision of the attached is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such provision shall be deemed a separate, distinct and independent provision and such holding shall not affect the validity of the remaining provisions of the Personnel Policies Manual

READ and DULY PASSED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Harrisonville, Missouri, this 21st day of July 2014.

Kevin W. Wood, Mayor and Ex-Officio

Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my hand and seal this 21st day of July 2014

D. Residence of Employees and Applicants

General employees are not required to live within the City limits, but they are encouraged to do so. At the time of appointment, promotion, etc., if all of the factors are equal, City residents may be given favorable preference. The City Administrator, City Clerk, Public Works Director, Fire Chief, Police Chief, EMS Director must live within the corporate City limits of Harrisonville.

Full-time non-exempt emergency services personnel (police, fire & EMS) may reside within a thirty (30) mile radius of Harrisonville City Hall; full-time exempt emergency services personnel except the Chief of Police, Fire Chief or EMS Director are required to live within a 5 mile radius of Harrisonville City Hall. The Chief of Police, Fire Chief and EMS Director are required to reside with the Corporate City Limit of Harrisonville.

*Resolution 007-06, April 3, 2006
Amended Resolution 023-09, 6/1/09*

Remaining Public Safety, Public Works, and Codes personnel are required to reside within a 30 mile radius of City Hall for emergencies. Public Safety, Public Works, and Codes Personnel employed by the City prior to June 1, 2009 shall respond to the City within thirty (30) minutes

*Resolution 03-01, October 1, 2003
Amended Resolution 023-09, 6/1/09*

E. Relatives – Hiring and Continued Employment of Relatives

It shall be the City's policy to not employ individuals in the same department in a supervisor/subordinate relationship who are members of the employee's immediate family. This includes temporary or part-time help. If a supervisor and subordinate marry or in any other way become members of the same immediate family, one of them must obtain employment in another department or sever employment with the City within six (6) months. If the situation still exists at the end of six (6) months, the subordinate shall be terminated from employment in the Department or City. This policy shall not apply to relationships existing prior to January 25, 1993.

F. Valid Driver's License

Any employee who is required to drive a City vehicle as a part of his employment must have a valid Missouri driver's or CDL license. A suspended, expired or revoked license will not be considered to be a valid license. Driving a City vehicle without a license or with a suspended or revoked license, will subject the employee to disciplinary action.



STAFF REPORT

TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: June 20, 2014
SUBJECT: Proposed Payscale for 2015

Type of Item: *Amendment*

Staff report is attached.

Council Bill No. 043**Resolution No.****A RESOLUTION TO ACCEPT AMENDMENTS TO THE PAY
COMPENSATION STRUCTURE FOR FISCAL YEAR 2015**

WHEREAS, the City Administrator has reviewed and compared data from the Mid America Regional Council's most recent Salary and Benefits Survey;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:

Section 1: That the Harrisonville Board of Aldermen accepts the amendments to the Pay & Classification/Pay for Performance Study as presented in the attached document.

Section 2: That this resolution shall become effective January 1, 2015 for the City of Harrisonville.

PASSED AND RESOLVED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Harrisonville, Missouri, this 21st day of July 2014.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my hand and seal this 21st day of July 2014.

LETTER TO THE BOARD OF ALDERMEN Harrisonville, Missouri

FROM: Keith Moody, City Administrator
AGENDA ITEM: Proposed Pay Scale for 2015
DATE: June 30, 2014

Background: Each year at this time the City's Compensation Structure is reviewed and compared to the Mid America Regional Counsel's most recent Salary Survey. As you recall the current Compensation Structure was developed by a professional consulting firm presented to the Board and adopted in October of 2008. This new structure provided significant increase in the minimum and maximum pay for most positions over the prior plan and also increased the spread between the minimum and maximum pay (to 50%). No changes were proposed for 2009 or 2010 and a \$.25/hr increase to the midpoint has been implemented in 2011, 2012, 2013 and 2014.

The MARC survey data related to the positions employed by Harrisonville have been used to compare Harrisonville's pay range to that of the market. This is the second year of a new survey tool being employed by MARC. We do not have control over how recently a participating community updates their information so you will notice that data for some communities is older (dating back to 1/2012). Some of the communities do not have comparable positions to ours and some communities have not entered pay range data for positions. We want to see at least 10 comparable communities in the average. And we want our pay to be 10% plus or minus from the comparable average, if it is outside of this range we consider if a moving the position into a different pay classification with a pay range that is closer to the survey average.

Review: In 2013 the pay range for our two highest job levels (level 13 and 12) were lowered as our pay was higher than comparable communities.

The entities included as comparable to Harrisonville are listed on the attached sheet titled "KC Metro Comparable Communities". These entities are similar in complexity, number of employees or budget size to Harrisonville. Those that have submitted information for positions consistent with Harrisonville are included in the "Advanced Comparison Detailed Report" also attached. This report is in order by Job # assigned by MARC. Within each job, data is listed in descending order on the "Min" point of the pay range for that position for each entity. I look for Harrisonville's Midpoint to be within 10% (+ or -) of the average. If our midpoint is outside of this range consideration is given to moving the position into a higher or lower pay range. A move is not automatic a variety of variables impact this consideration: turnover rates for the position, if there are similar positions in the same pay grade that have pay that is in line with the survey, is the data from the comparable communities current, do we have a small number of comparable communities included in the average, how would other positions in the chain of command be impacted. In the end we may choose no action and monitor the position until next year. I do not recommend moving any positions into a different pay grade this year.

The other pay ranges are in line with the survey and therefore I recommend increasing the mid-point pay by 1% or \$.30/hr. (minimum pay by \$.24/hour and the maximum by \$.36/hr.) to keep pace with inflation. This equates to an average increase of 1% for all of our pay ranges. This is in step with the three year weighted average ECI for Wages Only of 1.14% and the Consumer

Attachment: BA-Pay Scale Amendment for FY 15 (1449 : Proposed Payscale for 2015)

Price Index of 1.74% (refer to Figure #1 attached). I look at how well we compare in the MARC Survey as the leading indicator for making pay scale adjustments and look to the indexes as a guide to what is a reasonable adjustment based upon inflationary impacts. The fact that our pay ranges are competitive with comparable communities is the primary reason for recommending only modest changes. By making modest changes every year our pay structure should remain competitive and major changes should not be needed down the road.

Policy Question: Should the Board of Aldermen adopt the proposed revisions to the City's Compensation Structure to be effective January 1, 2015?

Budget Impact: Adoption of the revisions effective January 1, 2015 prevents any impact on the current year (2014) budget. The impact the new pay scale has on next year's (2015) budget, is that an employee previously at the top of their pay range will now have a higher maximum wage limit which affords them the opportunity to receive a pay increase (currently only two employees are at the top of their pay range). Employees with pay below the new minimum will have their wage increased to the new minimum as of 1/1/15; at this time we expect this will be fewer than 5 employees.

Recommendation: The procedures and standards employed during this review are consistent with the policy set out in Section IV-A of the Personnel Policy. The pay per position changes will sustain Harrisonville as market competitive. I recommend adopting the proposed pay scale changes as presented effective 1/1/15.

Figure #1: Inflation Indexes

Weight Per Year	Employment Cost Index: (ECI) State and Local Government Workers				Consumer Price Index: (CPI-U) Kansas City	
	12 Months Ended	Wages & Benefits	Wages Only	Benefits Only	12 Months Ended	All Items
15%	March '12	1.50%	1.00%	2.30%	Dec. '11	4.35%
35%	March '13	1.90%	1.10%	3.50%	Dec. '12	2.08%
50%	March '14	1.90%	1.20%	3.00%	Dec. '13	0.71%
Three Year Weighted Avg. =		1.84%	1.14%	3.07%		1.74%

Consumer Price Index: All Urban Consumers- (CPI-U), Kansas City, MO Ten Year History

Calendar Year	Semiannual Averages		Annual % Change	Fiscal Year	Budgeted Merit Increases	Actual Merit Increases
	Jan-Jun	Jul-Dec				
2004	179.60	181.80	2.48%	2005		
2005	183.30	187.30	3.03%	2006		
2006	188.60	191.60	2.30%	2007		
2007	193.21	195.75	2.17%	2008		
2008	200.87	201.43	2.90%	2009		
2009	199.15	202.77	0.66%	2010	5.00%	4.20%
2010	204.58	206.17	1.68%	2011	2.50%	2.46%
2011	211.86	215.14	4.35%	2012	2.50%	2.41%
2012	217.39	219.61	2.08%	2013	2.50%	2.38%
2013	222.06	221.17	0.71%	2014	2.50%	
2014						
Average			2.23%		3.00%	2.86%

Figure #2: Pay Scale Adjustment Guide

			Proposed Per Hour Increase	Annual Full-time Increase
Average Beginning Pay	Average Max Pay			
\$50,209.00	\$75,313.00	Minimum	\$0.24	\$499.20
		Midpoint	\$0.30	\$624.00
		Maximum	\$0.36	\$748.80
1.14%	1.14% = Weighted Average ECI (Wages Only)			
<u>1.74%</u>	<u>1.74%</u> = Weighted Average CPI			
\$569.87	\$854.80	Average		
		= ECI (Wages Only)		
\$871.38	\$1,307.06	= CPI		
		\$0.34		
		\$0.52		

Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2015

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 13						
City Administrator	\$90,515	\$113,144	\$135,773	\$43.52	\$54.40	\$65.28
Level 12						
Finance Director/Assistant City Administrator	\$75,315	\$94,144	\$112,973	\$36.21	\$45.26	\$54.31
Level 11						
City Engineer	\$71,159	\$88,949	\$106,739	\$34.21	\$42.76	\$51.32
Director of Electric Utility						
Director of Emergency Services						
Director of Public Works						
Police Chief						
Level 10						
Community Development Director	\$64,595	\$80,744	\$96,893	\$31.06	\$38.82	\$46.58
Director of Parks and Recreation						
Level 9						
Police Lieutenant	\$58,739	\$73,424	\$88,109	\$28.24	\$35.30	\$42.36
System Administrator						
Level 8						
Deputy Fire Chief	\$53,299	\$66,624	\$79,949	\$25.62	\$32.03	\$38.44
Electric Line Supervisor						
Street Superintendent						
Level 7						
Building Official	\$47,659	\$59,574	\$71,489	\$22.91	\$28.64	\$34.37
City Clerk						
EMS Captain (Full Time Hourly Rate Adjusted for 2,756 regular hrs & 164 hrs OT)				\$15.88	\$19.84	\$23.81
Journeyman Lineman						
Police Sergeant (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$21.57	\$26.96	\$32.35
Recreation Superintendent						
Level 6						
Airport Manager	\$42,635	\$53,294	\$63,953	\$20.50	\$25.62	\$30.75
Assistant Public Works Director						
Chief Water Plant Operator						
Chief Wastewater Plant Operator						
Public Information Officer						
Economic Development Manager						
Human Resource Specialist						
Maintenance Supervisor						
Municipal Court Administrator						
Park Supervisor						
Police Officer II/Detective (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$19.29	\$24.11	\$28.94
Street Supervisor						
Tree Trimming Supervisor						
W/S Maintenance Supervisor						
Level 5						
Business Office Mgr	\$38,171	\$47,714	\$57,257	\$18.35	\$22.94	\$27.53
Codes Compliance Officer/Building Inspector I						
Engineering Tech						
Executive Secretary/ Deputy City Clerk						
Firefighting Paramedic (Full Time Hourly Rate Adjusted For 2,756 Regular Hrs & 164 hrs of OT)				\$12.72	\$15.89	\$19.07
GIS Technician/Planner II						
Plant Operator III (A & B License Holders)						
Police Officer I (Full & Part Time Hourly Rate Adjusted for 2210 regular hours vs. 2080)				\$17.27	\$21.59	\$25.91
Recreation/Aquatics/Program/Fitness Supervisor						

Attachment: Proposed Payscale-2015 (1449 : Proposed Payscale for 2015)

Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2015

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 4						
Accounting Clerk II	\$34,203	\$42,754	\$51,305	\$16.44	\$20.55	\$24.67
Accounting Specialist						
Accounts Payable Specialist						
Aquatics Supervisor						
Chief Animal Control Officer						
Codes Compliance Officer						
Firefighting EMT (Full time Rate adjusted for 2,756 regular hrs & 164 hrs OT)				\$11.39	\$14.24	\$17.09
Plant Operator II (C & D License Holders)						
Tree Trimmer						
Level 3						
Accounts Receivable Clerk	\$30,667	\$38,334	\$46,001	\$14.74	\$18.43	\$22.12
Administrative Secretary						
Animal Control Officer I						
Communication Officer (Dispatcher)						
General Maintenance II (Skilled Worker)						
GIS Technician/Planner I						
Meter Reader (Water & Electric)						
Park Maintenance (Equipment Operators-Skilled Worker)						
Plant Operator (No License Held)						
Street Maintenance (Heavy Equipment Operator)						
Systems Administrator- Part Time						
W/S Maintenance (Skilled Worker)						
Level 2						
Accounting Clerk I	\$27,523	\$34,404	\$41,285	\$13.23	\$16.54	\$19.85
Court Clerk						
Customer Service Specialist						
Payroll Clerk						
Police Records Clerk						
Recreation Coordinator						
Level 1						
Animal Shelter Worker	\$24,723	\$30,904	\$37,085	\$11.89	\$14.86	\$17.83
Codes Compliance Officer/Building Inspector I- Part Time						
General Maintenance I (Custodian/Laborer/Semi-Skilled)						
Level .75						
Fitness Instructor- Part Time				\$10.00	\$12.50	\$15.00
Level .5						
Pool Manager				\$9.00	\$11.25	\$13.50
Concessions Stand Manager						
Level .25						
Concession Stand Worker				\$7.60	\$9.50	\$11.40
Fitness Floor/Recreation Attendant						
Life Guard						
Front Desk - Customer Service - Office Support						
Seasonal & Part-time Maintenance Worker						
Swim Instructor						
Averages 2015	\$ 50,708	\$ 63,385	\$ 76,062	\$ 20.07	\$ 25.09	\$ 30.11
Averages 2014	\$ 50,209	\$ 62,761	\$ 75,313	\$ 19.86	\$ 24.82	\$ 29.78
Average Annual Change in Wage	\$ 499	\$ 624	\$ 749			
Average Change in Hourly Rate	\$ 0.24	\$ 0.30	\$ 0.36			
Percent of Change	1.0%	1.0%	1.0%			

Attachment: Proposed Payscale-2015 (1449 : Proposed Payscale for 2015)



Compensation Survey System

In partnership with Technology Net

HARRISONVILLE

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Entity Group - KC Metro Comparable Communities

Rename Group

	Entity	Contact	Phone	Email	Web	Population	FTEs	Budget	Updated	
Job Matches	BELTON, MO					23,244	0.00	\$0.00	05/04/2014	Remove
Job Matches	BLUE SPRINGS, MO	Sue Heiman	816-228-0138	sheiman@bluespringsgov.com		53,014	288.00	\$79,938,462.00	10/03/2013	Remove
Job Matches	EXCELSIOR SPRINGS, MO	Stephanie Baker	816-630-0761	sbaker@ci.excelsior-springs.mo.us	www.cityofesmo.com	12,000	120.00	\$0.00	12/04/2013	Remove
Job Matches	GARDNER, KS	Mary Bush	913-856-0943	mbush@gardnerkansas.gov		20,000	133.00	\$0.00	05/07/2014	Remove
Job Matches	GLADSTONE, MO	Charlene Leslie	816-436-2200	charlenel@gladstone.mo.us	www.gladstone.mo.us	25,784	195.00	\$17,000,000.00	02/10/2014	Remove
Job Matches	GRAIN VALLEY, MO	JAIME REHMSMEYER	816-847-6213	jrehmsmeyer@cityofgrainvalley.org	www.cityofgrainvalley.org	12,800	57.00	\$12,500,000.00	07/29/2013	Remove
Job Matches	GRANDVIEW, MO	Deb Angell	816-316-4800	dangell@ci.grandview.mo.us		24,475	163.00	\$29,412,435.00	05/29/2014	Remove
Job Matches	HARRISONVILLE, MO	Kim Hubbard	816-380-8916	khubbard@ci.harrisonville.mo.us	www.ci.harrisonville.mo.us	10,016	156.00	\$29,854,000.00	01/08/2014	Remove
Job Matches	KEARNEY, MO	James Eldridge	816-628-4142	jeldridge@ci.kearney.mo.us	ci.kearney.mo.us	8,381	31.00	\$2,894,348.00	04/24/2013	Remove
Job Matches	KEARNEY FIRE & RESCUE, MO	Larry Pratt	816-628-4122	lpratt@kearneyfire.org	KearneyFire.org	18,000	24.00	\$2,500,000.00	06/18/2013	Remove
Job Matches	LEAVENWORTH, KS	Lona M. Lanter	913-680-2608	llanter@firstcity.org	www.lvks.org	36,000	280.00	\$42,600,000.00	07/01/2013	Remove
Job Matches	LIBERTY, MO	Amy Brusven	816-439-4441	abrusven@ci.liberty.mo.us		30,000	215.00	\$15,544,240.00	10/22/2013	Remove
Job Matches	MERRIAM, KS	Karen Kline	913-322-5502	karenk@merriam.org		11,174	94.00	\$17,500,681.00	10/25/2013	Remove
Job Matches	MIAMI COUNTY, KS	Holly Ray	913-294-9530	hrray@miamicountyks.org		32,800	200.00	\$34,552,862.00	02/04/2014	Remove
Job Matches	MISSION, KS	Sari Maple	913-676-8354	smapple@missionks.org		10,000	145.00	\$26,500,000.00	10/17/2013	Remove
Job Matches	NORTH KANSAS CITY, MO	Jan Gall	816-274-6000	jjgall@nkc.org		4,200	171.00	\$13,332,404.00	10/14/2013	Remove
Job Matches	PLEASANT HILL, MO	Jodie Wasson	816-540-3135	jodiew@pleasanthill.com	www.pleasanthill.com	8,113	40.00	\$11,875,051.00	01/29/2014	Remove
Job Matches	PRAIRIE VILLAGE, KS	Nicholas Sanders	913-385-4664	nsanders@pvkansas.com	www.pvkansas.com	21,500	145.00	\$15,000,000.00	08/28/2013	Remove
Job Matches	RAYMORE, MO	Shawn Aulgur	816-892-3005	saulgur@raymore.com		19,206	99.00	\$10,357,167.00	02/05/2014	Remove
Job Matches	RAYTOWN, MO	Debbie Duncan	816-737-6006	debbied@raytown.mo.us	www.raytown.mo.us	29,513	181.00	\$29,041,659.00	06/12/2014	Remove
Job Matches	RIVERSIDE, MO	Meredith Hauck	816-741-3993	mhauck@riversidemo.com	www.riversidemo.com	3,000	73.00	\$9,700,000.00	04/29/2013	Remove
Job Matches	SMITHVILLE, MO	Kelli Oldham	816-532-3897	koldham@smithvillemo.org	smithvillemo.org	8,500	40.00	\$3,500,000.00	10/28/2013	Remove
Job Matches	SOUTH METRO FIRE DISTRICT, MO	Mary Lacy	816-331-3008	mlsmfd@yahoo.com	www.southmetrofire.org	25,000	31.00	\$0.00	02/04/2014	Remove

Add to group

The following are all the email addresses listed above.

You may cut and paste any or all of these addresses into your email program.

sheiman@bluespringsgov.com; sbaker@ci.excelsior-springs.mo.us;
mbush@gardnerkansas.gov; charlenel@gladstone.mo.us;
jrehmsmeyer@cityofgrainvalley.org; dangell@ci.grandview.mo.us;
khubbard@ci.harrisonville.mo.us; jeldridge@ci.kearney.mo.us;
lpratt@kearneyfire.org; llanter@firstcity.org; abrusven@ci.liberty.mo.us;
karenk@merriam.org; hrray@miamicountyks.org; smapple@missionks.org;

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Attachment: MARC Comparable Communities List- 2014 (1449 : Proposed Payscale for 2015)

Compensation Survey System

Advanced Comparison Detailed Report

06/18/2014

Job # 100 - ASSISTANT CITY MANAGER / ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	ASST CITY ADMIN/FINANCE DIR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$89,300	\$109,392	\$129,484
RAYMORE	ASSISTANT CITY MANAGER		11/2013	2080.0			0	0	1	\$84,486	\$107,720	\$130,953
MERRIAM	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	0	\$78,456	\$99,246	\$120,036
GLADSTONE	ASST CITY MGR/COMM DEV DIR		01/2012	2080.0			0	0	1	\$76,711	\$95,888	\$115,066
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
GRANDVIEW	ASST CITY ADMINISTRATOR	City Administrator	01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
LIBERTY	ASST CITY ADMINISTRATOR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$74,760	\$98,667	\$122,573
PRAIRIE VILLAGE	ASST CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$71,508	\$89,388	\$107,268
BLUE SPRINGS	ASST CITY ADMINISTRATOR		04/2013	2080.0			0	0	2	\$70,717	\$93,165	\$115,614
GRAIN VALLEY	Assistant City Administrator/Director of Community Development	City Administrator	01/2013	2080.0	>	Y	18	4	1	\$69,056	\$85,311	\$101,566
LEAVENWORTH	ASST TO THE CITY MANAGER		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
PLEASANT HILL	ASSISTANT CITY ADMINISTRATOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	6	0	1	\$61,984	\$69,670	\$77,355
NORTH KANSAS CITY	ASST CITY ADMINISTRATOR		01/2013	2080.0			0	0	1	\$55,661	\$69,576	\$83,492
Average										\$73,135	\$91,303	\$109,470
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
Difference										\$1,681	\$2,217	\$2,754
Difference %										2.2%	2.4%	2.5%

Job # 115 - CITY CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
LEAVENWORTH	CITY CLERK		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
MISSION	CITY CLERK		01/2014	2080.0			0	0	1	\$57,563	\$70,515	\$83,467
PRAIRIE VILLAGE	CITY CLERK		01/2012	2080.0			0	0	1	\$53,736	\$67,170	\$80,604
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
KEARNEY	CITY CLERK		04/2014	2080.0			0	0	0	\$45,942	\$53,176	\$60,410
RAYMORE	CITY CLERK		11/2013	2080.0			0	0	1	\$45,169	\$56,462	\$67,754
GLADSTONE	CITY CLERK		01/2012	2080.0			0	0	1	\$42,412	\$54,605	\$66,798
GRANDVIEW	CITY CLERK	Assistant City Administrator	01/2014	2080.0	=	N	0	0	1	\$42,278	\$50,704	\$59,131
	CITY CLERK		01/2013	2080.0			0	0	1	\$41,535	\$50,704	\$59,131

NORTH KANSAS
CITY

GARDNER	CITY CLERK		01/01/14	2080.0		N	0	0	1	\$40,260	\$49,356	\$58,452
RAYTOWN	CITY CLERK		11/2012	2080.0			0	0	1	\$40,140	\$49,164	\$58,188
RIVERSIDE	CITY CLERK		07/2013	2080.0			0	0	1	\$37,000	\$48,150	\$59,300
PLEASANT HILL	CITY CLERK	ASSISTANT CITY ADMINISTRATOR	04/2014	2080.0	>	N	0	0	1	\$35,507	\$39,895	\$44,283
MERRIAM	CITY CLERK		01/2012	2080.0			0	0	1	\$33,804	\$42,762	\$51,720
BLUE SPRINGS	EXEC SEC/CITY CLERK		04/2013	2080.0			0	0	1	\$29,869	\$37,339	\$44,809
GRAIN VALLEY	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

Average**\$44,059 \$54,387 \$64,714**

HARRISONVILLE	CITY CLERK	City Administrator and Mayor	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
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Difference**\$3,101 \$4,563 \$6,026****Difference %****6.6% 7.7% 8.5%****Job # 125 - CITY/COUNTY MANAGER****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$106,500	\$133,122	\$159,744
LEAVENWORTH	CITY MANAGER		01/2013	2080.0			0	0	1	\$104,032	\$130,040	\$156,048
MISSION	CITY ADMINISTRATOR		01/2014	2080.0			0	0	1	\$98,452	\$120,604	\$142,756
GLADSTONE	CITY MANAGER		01/2012	2080.0			0	0	1	\$93,464	\$116,830	\$140,197
HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	1/2014	2080.0	=	Y	0	8	1	\$90,016	\$112,520	\$135,024
GRAIN VALLEY	City Administrator	Mayor & Board of Aldermen	01/2013	2080.0	=	Y	83	6	1	\$87,180	\$106,740	\$126,300
MERRIAM	CITY ADMINISTRATOR		01/2012	2080.0			0	0	1	\$82,188	\$103,968	\$125,748
MIAMI COUNTY	COUNTY ADMINISTRATOR	Board of County Commissioners	01/2014	2080.0	=	Y	17	0	1	\$78,839	\$96,578	\$114,316
PLEASANT HILL	CITY ADMINISTRATOR	MAYOR AND COUNCIL	04/2014	2080.0	=	N	0	0	1	\$77,563	\$87,162	\$96,762
KEARNEY	CITY ADMINISTRATOR		04/2014	2080.0			0	0	1	\$73,320	\$81,916	\$90,513
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0
BLUE SPRINGS	CITY ADMINISTRATOR		04/2013	2080.0			0	0	1	\$0	\$0	\$0
GRANDVIEW	CITY ADMINISTRATOR		01/2014	2080.0	=	N	0	0	1	\$0	\$0	\$0
LIBERTY	CITY ADMINISTRATOR	Mayor/City Council	01/2014	2080.0	=	Y	0	0	1	\$0	\$0	\$0
NORTH KANSAS CITY	CITY ADMINISTRATOR		01/2013	2080.0			0	0	1	\$0	\$0	\$0
RAYTOWN	CITY ADMINISTRATOR		11/2012	2080.0	=	Y	0	0	1	\$0	\$0	\$0
GARDNER	CITY ADMINISTRATOR		01/01/14	2080.0		N	0	0	1	\$0	\$0	\$0
RAYMORE	CITY MANAGER		04/2013	2080.0			0	0	1	\$0	\$0	\$0
RIVERSIDE	CITY ADMINISTRATOR		07/2012	2080.0			0	0	1	\$0	\$0	\$0

Average**\$89,155 \$108,948 \$128,741**

HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	1/2014	2080.0	=	Y	0	8	1	\$90,016	\$112,520	\$135,024
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Difference**\$861 \$3,572 \$6,283****Difference %****1.0% 3.2% 4.7%****Job # 190 - HUMAN RESOURCE ANALYST II**

Range

6.D.e

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	HR SPECIALIST		01/2013	2080.0			0	0	1	\$44,194	\$55,243	\$66,292
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
PRAIRIE VILLAGE	HR SPECIALIST		01/2012	2080.0			0	0	1	\$41,856	\$52,320	\$62,784
PLEASANT HILL	HR/PAYROLL SPECIALIST	ASSISTANT CITY ADMINISTRATOR	04/2014	2080.0	>	N	0	0	1	\$35,507	\$39,895	\$44,283
BLUE SPRINGS	HR ASSISTANT		04/2013	2080.0			0	0	1	\$29,869	\$37,339	\$44,809
LIBERTY	HR COORDINATOR	Human Resources & Loss Control Director	01/2014	2080.0	=	N	0	0	1	\$29,580	\$39,050	\$48,519
MIAMI COUNTY	OFFICE ASSISTANT II - HR Assistant	Human Resources Director	01/2014	2080.0	>	N	0	0	1	\$24,992	\$30,898	\$36,805
GARDNER	NO MATCH											
Average										\$35,448	\$43,916	\$52,385
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
Difference										\$6,688	\$8,754	\$10,819
Difference %										15.9%	16.6%	17.1%

Job # 216 - PUBLIC INFORMATION OFFICER

Range												
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER			01/01/14	2080.0		N	0	0	0	\$64,128	\$78,648	\$93,168
BLUE SPRINGS	COMMUNICATIONS MANAGER		04/2013	2080.0			0	0	1	\$50,091	\$62,617	\$75,143
LIBERTY	COMMUNICATIONS MANAGER	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$45,876	\$60,570	\$75,263
RAYTOWN	PUBLIC INFORMATION OFFICER	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	11/2012	2080.0	=	Y	0	0	1	\$44,898	\$54,898	\$64,899
HARRISONVILLE	Public Information officer	City Clerk	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204
RAYMORE	COMMUNITY OUTREACH COORD		11/2013	2080.0			0	0	1	\$38,020	\$46,575	\$55,130
LEAVENWORTH	PUBLIC INFORMATION OFFICER		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
GRANDVIEW	PUBLIC INFORMATION OFFICER		01/2014	2080.0	=	N	0	0	1	\$37,240	\$44,677	\$52,114
MERRIAM	COMMUNICATIONS COORD		01/2012	2080.0			0	0	1	\$37,188	\$47,040	\$56,892
RIVERSIDE	NO MATCH											
Average										\$44,175	\$55,022	\$65,868
HARRISONVILLE	Public Information officer	City Clerk	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204
Difference										(\$2,039)	(\$2,352)	(\$2,664)
Difference %										-4.8%	-4.5%	-4.2%

Job # 305 - BUILDING INSPECTOR II

Range												
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	BUILDING INSPECTOR		01/01/14	2080.0		N	0	0	2	\$53,892	\$66,000	\$81,000

RAYMORE	BUILDING CODE INSPECTOR II		11/2013	2080.0			0	0	1	\$43,740	\$54,674	\$66,000	6.D.e
MERRIAM	BUILDING INSPECTOR		01/2012	2080.0			0	0	1	\$41,808	\$52,884	\$63,960	
PRAIRIE VILLAGE	BUILDING INSPECTOR		01/2012	2080.0			0	0	1	\$40,476	\$50,598	\$60,720	
KEARNEY	BUILDING INSPECTOR		04/2014	2080.0			0	0	1	\$40,475	\$44,558	\$48,641	
GRANDVIEW	BUILDING INSPECTOR		01/2014	2080.0	=	N	0	0	1	\$39,388	\$47,278	\$55,169	
GRAIN VALLEY	Building Official	City Planner	01/2013	2080.0	=	N	1	0	1	\$38,004	\$46,198	\$54,392	
NORTH KANSAS CITY	COMBINATION BLDG INSPECTOR		01/2013	2080.0			0	0	1	\$37,674	\$47,092	\$56,511	
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		1/2014	2080.0			0	0	0	\$37,672	\$47,090	\$56,508	
RIVERSIDE	BUILDING OFFICIAL		07/2013	2080.0			0	0	1	\$37,500	\$48,750	\$60,000	
LEAVENWORTH	INSPECTOR III		01/2013	2080.0			0	0	1	\$36,916	\$46,145	\$55,374	
MIAMI COUNTY	COMPLIANCE OFFICER II - CODES	Chief Building Inspector	01/2014	2080.0	=	N	0	0	1	\$35,632	\$44,053	\$52,475	
BLUE SPRINGS	BUILDING INSPECTOR		04/2013	2080.0			0	0	2	\$35,490	\$44,363	\$53,235	
LIBERTY	BUILDING INSPECTOR	Chief Building Official	01/2014	2080.0	=	N	0	0	1	\$34,248	\$45,203	\$56,158	
PLEASANT HILL	BUILDING INSPECTOR	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	0	\$0	\$0	\$0	
Average										\$39,494	\$48,929	\$58,363	
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		1/2014	2080.0			0	0	0	\$37,672	\$47,090	\$56,508	
Difference										(\$1,822)	(\$1,839)	(\$1,855)	
Difference %										-4.8%	-3.9%	-3.3%	

Job # 325 - CHIEF BUILDING OFFICIAL

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	BUILDING OFFICIAL		01/2012	2080.0			0	0	1	\$57,936	\$72,420	\$86,904
RAYMORE	BUILDING OFFICIAL		11/2013	2080.0			0	0	1	\$51,603	\$64,504	\$77,405
LEAVENWORTH	CHIEF BUILDING INSPECTOR		01/2013	2080.0			0	0	1	\$50,506	\$63,132	\$75,758
NORTH KANSAS CITY	CODE COMPLIANCE MANAGER		01/2013	2080.0			0	0	1	\$50,487	\$63,108	\$75,730
MIAMI COUNTY	CHIEF BUILDING INSPECTOR	County Administrator	01/2014	2080.0	=	Y	4	4	1	\$48,516	\$59,432	\$70,348
LIBERTY	CHIEF BUILDING OFFICIAL	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
HARRISONVILLE	Building Official	Community Development Director	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
RAYTOWN	BUILDING OFFICIAL	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	11/2012	2080.0	=	Y	0	0	1	\$47,144	\$57,752	\$68,359
BLUE SPRINGS	CODES ADMINISTRATOR		04/2013	2080.0			0	0	1	\$45,966	\$57,455	\$68,943
GRANDVIEW	BUILDING OFFICIAL		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311
PLEASANT HILL	BUILDING OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$45,780	\$51,438	\$57,096
GARDNER	NO MATCH											
Average										\$49,021	\$60,630	\$72,239
HARRISONVILLE	Building Official	Community Development Director	1/2014	2080.0	=	Y	0	0	1	\$47,160	\$58,950	\$70,740
Difference										(\$1,861)	(\$1,680)	(\$1,499)

Difference %

-3.9%

-2.9%

6.D.e

Job # 330 - CODE ENFORCEMENT OFFICER I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
PRAIRIE VILLAGE	CODE ENFORCEMENT OFFICER		01/2012	2080.0			0	0	1	\$37,332	\$46,662	\$55,992
MISSION	NEIGHBORHOOD SVCS OFFCR	Neighborhood Services Coordinator	01/2014	2080.0	=	N	0	0	1	\$37,106	\$45,454	\$53,803
GARDNER	Code Inspector		01/01/14	2080.0	=	N	0	0	1	\$36,840	\$45,186	\$53,532
RAYMORE	CODE ENFORCEMENT OFFICER		11/2013	2080.0			0	0	1	\$36,591	\$44,824	\$53,057
NORTH KANSAS CITY	NEIGHBORHOOD SVCS INSPCTR		01/2012	2080.0			0	0	0	\$35,880	\$44,850	\$53,820
MERRIAM	CODE COMPLIANCE OFFICER		01/2012	2080.0			0	0	2	\$33,804	\$42,762	\$51,720
HARRISONVILLE	CODE COMPLIANCE OFFICER		1/2014	2080.0			0	0	0	\$33,704	\$42,130	\$50,556
GRAIN VALLEY	Codes Enforcement Officer	City Planner	01/2013	2080.0	=	N	1	0	1	\$32,864	\$40,206	\$47,549
GRANDVIEW	NEIGHBORHOOD SVCS OFFICER		01/2014	2080.0	=	N	0	0	3	\$32,848	\$39,414	\$45,979
LIBERTY	CODE ENFORCEMENT OFFICER	Community Development Manager	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488
GLADSTONE	NEIGHBORHOOD SERVCS COORD		01/2012	2080.0			0	0	2	\$30,016	\$40,339	\$50,662
MIAMI COUNTY	COMPLIANCE OFFICER I	Chief Building Inspector	01/2014	2080.0	=	N	0	0	1	\$29,841	\$36,894	\$43,947
RAYTOWN	NBHD SVCS SPECIALIST I	NBHD SVCS SUPERVISOR	11/2012	2080.0	=	N	0	0	3	\$28,711	\$35,170	\$41,630
BLUE SPRINGS	CODES INSPECTOR		04/2013	2080.0			0	0	1	\$27,404	\$34,258	\$41,112
RIVERSIDE	NO MATCH											
Average										\$33,254	\$41,514	\$49,775
HARRISONVILLE	CODE COMPLIANCE OFFICER		1/2014	2080.0			0	0	0	\$33,704	\$42,130	\$50,556
Difference										\$450	\$616	\$781
Difference %										1.3%	1.5%	1.5%

Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2014	2080.0	=	Y	11	0	1	\$80,997	\$99,222	\$117,446
NORTH KANSAS CITY			07/2013	2080.0		N	0	0	1	\$75,000	\$83,500	\$92,000
LIBERTY	Planning & DEVELOPMENT DIR	City Administrator	01/2014	2080.0	=	Y	0	0	0	\$74,760	\$98,667	\$122,573
MERRIAM	COMMUNITY DEVELOPMENT DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	DIR COMMUNITY DEVELOPMENT		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
RAYMORE	DIR OF COMMUNITY DEVELOP		11/2013	2080.0			0	0	1	\$71,856	\$91,616	\$111,376
BLUE SPRINGS	DIR OF COMMUNITY DEVELOP		04/2013	2080.0			0	0	1	\$70,717	\$88,393	\$106,069
GRANDVIEW	director-community development		01/2014	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920
RIVERSIDE			07/2013	2080.0			0	0	1	\$69,200	\$83,074	\$96,920

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	COMMUNITY DEVELOPMENT DIR											
HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
RAYTOWN	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	CITY ADMINISTRATOR	11/2012	2080.0	=	Y	8	4	1	\$64,080	\$78,498	\$92,916
PLEASANT HILL	COMMUNITY DEVELOPMENT DIR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	3	0	1	\$61,984	\$69,670	\$77,355
KEARNEY	COMMUNITY DEVELOPMENT DIR		04/2014	2080.0			0	0	1	\$61,038	\$67,596	\$74,155
MIAMI COUNTY	DIRECTOR OF PLANNING	County Administrator	01/2014	2080.0	<	Y	1	1	0	\$57,006	\$69,833	\$82,659
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

Average**\$69,187 \$84,687 \$100,188**

HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
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Difference**(\$5,091) (\$4,567) (\$4,044)****Difference %****-7.9% -5.7% -4.2%****Job # 455 - CITY/COUNTY ENGINEER****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MERRIAM	CITY ENGR/ASST COMM DEV DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
HARRISONVILLE	CITY ENGINEER	Public Works Director	1/2014	2080.0	=	Y	0	0	0	\$70,660	\$88,325	\$105,990
RIVERSIDE	CAPITAL PROJECTS ENGINEER		07/2013	2080.0			0	0	1	\$69,200	\$90,000	\$110,800
LEAVENWORTH	DEP PUBLIC WORKS DIRECTOR		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
GRANDVIEW	CITY ENGINEER		01/2014	2080.0	=	N	0	0	1	\$64,598	\$77,502	\$90,405
GARDNER	CITY ENGINEER		01/01/14	2080.0		N	0	0	1	\$64,128	\$78,648	\$93,168
GLADSTONE	CITY ENGR/ASST PUB WRKS DIR		01/2012	2080.0			0	0	0	\$62,960	\$78,700	\$94,440
GRAIN VALLEY	City Engineer	Assistant City Administrator/Community Development Director	01/2013	2080.0	=	Y	1	0	1	\$59,654	\$72,363	\$85,072
BLUE SPRINGS	CITY ENGINEER		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279
LIBERTY	City Engineer/Assistant Public Works Director	Public Works Director	01/2014	2080.0	=	Y	0	0	1	\$58,560	\$77,301	\$96,042
PRAIRIE VILLAGE	PROJECT MANAGER		01/2012	2080.0			0	0	1	\$57,936	\$72,420	\$86,904

Average**\$64,585 \$80,892 \$97,198**

HARRISONVILLE	CITY ENGINEER	Public Works Director	1/2014	2080.0	=	Y	0	0	0	\$70,660	\$88,325	\$105,990
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Difference**\$6,075 \$7,433 \$8,792****Difference %****8.6% 8.4% 8.3%****Job # 470 - ENGINEER-IN-TRAINING (EIT)****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	SR ENGINEERING TECHNICIAN		11/2013	2080.0			0	0	2	\$40,881	\$51,100	\$61,320
GARDNER	ENGINEERING TECHNICIAN		01/01/14	2080.0		N	0	0	1	\$40,260	\$49,356	\$58,452

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BLUE SPRINGS	ENGINEERING DESIGNER		04/2013	2080.0			0	0	1	\$38,685	\$48,356	\$56,998
LEAVENWORTH			01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
NORTH KANSAS CITY	ENGINEERING/GIS TECHNICIAN		01/2013	2080.0			0	0	1	\$37,674	\$47,092	\$56,511
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	1/2014	2080.0	=	N	0	0	0	\$37,672	\$47,090	\$56,508

Average

\$38,862 \$48,415 \$57,969

HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	1/2014	2080.0	=	N	0	0	0	\$37,672	\$47,090	\$56,508
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Difference

(\$1,190) (\$1,325) (\$1,461)

Difference %

-3.2% -2.8% -2.6%

Job # 495 - GIS SPECIALIST I

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	GIS TECHNICIAN		11/2013	2080.0			0	0	1	\$43,740	\$54,674	\$65,609
LIBERTY	GIS SPECIALIST II	I.S. Director	01/2014	2080.0	=	N	0	0	1	\$41,616	\$54,946	\$68,275
LEAVENWORTH	ENGINEERING TECHNICIAN		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		1/2014	2080.0			0	0	1	\$37,672	\$47,090	\$56,508
MIAMI COUNTY	GIS CARTOGRAPHER	Director of Land Info Mgmt	01/2014	2080.0	=	N	0	0	1	\$35,131	\$43,430	\$51,730
PLEASANT HILL	GIS TECHNICIAN	COMMUNITY DEVELOPMENT DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$33,738	\$37,960	\$42,182
GRAIN VALLEY	GIS/IT Specialist	Assistant City Administrator/Community Development Director	01/2013	2080.0	>	Y	1	0	1	\$32,864	\$40,206	\$47,549
GLADSTONE	NO MATCH											

Average

\$37,537 \$46,544 \$55,550

HARRISONVILLE	GIS TECHNICIAN II/PLANNER		1/2014	2080.0			0	0	1	\$37,672	\$47,090	\$56,508
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Difference

\$135 \$546 \$958

Difference %

0.4% 1.2% 1.7%

Job # 600 - BUILDING CUSTODIAN

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GRANDVIEW	FACILITY MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	3	\$28,456	\$34,161	\$39,866
GRAIN VALLEY	Building Maintenance Worker	Director of Parks & Recreation	01/2013	2080.0	=	N	1	0	1	\$27,710	\$33,630	\$39,550
LEAVENWORTH	BLDG MAINT CUSTODIAN		01/2013	2080.0			0	0	2	\$26,019	\$32,524	\$39,029
RAYTOWN	BUILDING MAINT WORKER		11/2012	2080.0			0	0	1	\$25,908	\$31,740	\$37,572
MERRIAM	FACILITY MAINT WORKER II		01/2012	2080.0			0	0	3	\$25,680	\$35,790	\$45,900
HARRISONVILLE	CUSTODIAN		1/2014	2080.0			0	0	1	\$24,224	\$30,280	\$36,336
LIBERTY	Custodian	Building Maintenance Technician	01/2014	2080.0	=	N	0	0	0	\$23,172	\$30,584	\$37,997
MIAMI COUNTY	MAINTENANCE WORKER I - Building & Grounds	Supervisor I - Building & Grounds	01/2014	2080.0	=	N	0	0	2	\$22,205	\$27,452	\$32,700
RIVERSIDE	CUSTODIAN		07/2013	2080.0			0	0	1	\$21,700	\$27,452	\$32,700

RAYMORE NO MATCH

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										Average	\$25,008	\$31,768	\$38,528
HARRISONVILLE	CUSTODIAN		1/2014	2080.0		0	0	1		\$24,224	\$30,280	\$36,336	
										Difference	(\$784)	(\$1,488)	(\$2,192)
										Difference %	-3.2%	-4.9%	-6.0%

Job # 719 - ACCOUNTING CLERK I

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GRAIN VALLEY	Accounting Clerk	Finance Director	01/2013	2080.0	=	N	1	0	0	\$31,325	\$37,960	\$44,595
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	1/2014	2080.0	=	N	0	0	2	\$27,024	\$33,780	\$40,536
RAYTOWN	A/P CLERK	SR ACCOUNTING ANALYST	11/2012	2080.0	=	N	0	0	1	\$26,869	\$32,916	\$38,963
Average										\$28,406	\$34,885	\$41,365
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	1/2014	2080.0	=	N	0	0	2	\$27,024	\$33,780	\$40,536
Difference										(\$1,382)	(\$1,105)	(\$829)
Difference %										-5.1%	-3.3%	-2.0%

Job # 720 - ACCOUNTING CLERK II

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
KEARNEY	Finance/Payroll Officer		04/2014	2080.0	=	N	0	0	1	\$38,087	\$44,352	\$50,618
GARDNER	Accounting Clerk		01/01/14	2080.0	=	N	0	0	1	\$36,840	\$45,186	\$53,532
HARRISONVILLE	Accounting Clerk II & Specialists	Finance Director	1/2014	2080.0	=	N	2	0	2	\$33,704	\$42,130	\$50,556
LEAVENWORTH	ACCOUNTING CLERK		01/2013	2080.0			0	0	1	\$33,306	\$41,856	\$50,407
NORTH KANSAS CITY	ACCOUNTING TECHNICIAN		01/2013	2080.0			0	0	1	\$32,544	\$40,680	\$48,816
GRAIN VALLEY	Utility Clerk	Utility Billing Supervisor	01/2013	2080.0	>	N	1	0	1	\$31,325	\$37,960	\$44,595
BLUE SPRINGS	ACCOUNTS PAYABLE TECH		04/2013	2080.0			0	0	1	\$27,404	\$34,258	\$41,112
LIBERTY	FINANCE TECHNICIAN	Utilities Supervisor-Finance	01/2014	2080.0	=	N	0	0	4	\$26,844	\$35,430	\$44,015
MIAMI COUNTY	OFFICE ASSISTANT II - CLERK	Fiscal Services Manager	01/2014	2080.0	=	N	0	0	1	\$24,992	\$30,898	\$36,805
										</		

Job # 725 - ACCOUNTING TECHNICIAN

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max

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GRAIN VALLEY	Utility Billing Supervisor	Finance Director	01/2013	2080.0	>	Y	3	2	1	\$32,864	\$40,206	\$44,000
LIBERTY	Utility SUPERVISOR-FINANCE	Assistant Finance Director	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488
GARDNER	ACCOUNTING SPECIALIST		01/01/14	2080.0		N	0	0	1	\$31,596	\$38,748	\$45,900
RAYMORE	ACCOUNTING TECHNICIAN		11/2013	2080.0			0	0	1	\$30,873	\$37,818	\$44,764
HARRISONVILLE	Accounts Receivable Clerks-EMS		1/2014	2080.0	=	N	0	0	2	\$30,168	\$37,710	\$45,252
BLUE SPRINGS	ACCOUNT TECHNICIAN		04/2013	2080.0			0	0	3	\$29,869	\$37,339	\$44,809
RIVERSIDE	ACCOUNTING ASSISTANT		07/2013	2080.0			0	0	1	\$28,600	\$37,150	\$45,700

Average

\$30,941 \$38,861 \$46,780

HARRISONVILLE	Accounts Receivable Clerks-EMS		1/2014	2080.0	=	N	0	0	2	\$30,168	\$37,710	\$45,252
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Difference

(\$773) (\$1,151) (\$1,528)

Difference %

-2.6% -3.1% -3.4%

Job # 780 - FINANCE DIRECTOR

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	FINANCE DIRECTOR		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401
PRAIRIE VILLAGE	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$79,104	\$98,880	\$118,656
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
LIBERTY	FINANCE DIRECTOR	City Administrator	01/2014	2080.0	=	Y	0	0	0	\$74,760	\$98,667	\$122,573
MERRIAM	FINANCE DIRECTOR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	FINANCE DIRECTOR		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
RAYMORE	DIRECTOR OF FINANCE		11/2013	2080.0			0	0	1	\$73,049	\$93,137	\$113,225
GLADSTONE	DIRECTOR OF FINANCE		01/2012	2080.0			0	0	1	\$69,496	\$86,870	\$104,245
GRANDVIEW	DIRECTOR OF FINANCE		01/2014	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920
RIVERSIDE	FINANCE DIRECTOR		07/2013	2080.0	=	N	0	0	1	\$69,200	\$90,000	\$110,800
RAYTOWN	DIRECTOR OF FINANCE	CITY ADMINISTRATOR	11/2012	2080.0	=	N	10	2	1	\$67,764	\$83,004	\$98,244
GRAIN VALLEY	Director of Finance	City Administrator	01/2013	2080.0	=	Y	5	4	1	\$62,088	\$75,920	\$89,752
BLUE SPRINGS	DIRECTOR OF FINANCE		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279
NORTH KANSAS CITY	FINANCE MANAGER		01/2013	2080.0			0	0	1	\$58,444	\$73,056	\$87,667
PLEASANT HILL	NO MATCH											

Average

\$70,457 \$88,307 \$106,157

HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$74,816	\$93,520	\$112,224
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Difference

\$4,359 \$5,213 \$6,067

Difference %

5.8% 5.6% 5.4%

Job # 800 - UTILITY METER READER

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	METER READER		01/01/14	2080.0		N	0	0	4	\$31,596	\$38,748	\$45,900
HARRISONVILLE	METER READER - ELEC/WATER		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
RAYMORE	METER READER		11/2013	2080.0			0	0	1	\$28,013	\$34,216	\$40,610

LIBERTY	METER SERVICE TECHNICIAN	Utilities Supervisor- Finance	01/2014	2080.0	=	N	0	0	1	\$25,548	\$33,732	\$4	6.D.e
Average										\$28,831	\$36,127	\$43,422	
HARRISONVILLE	METER READER - ELEC/WATER		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252	
Difference										\$1,337	\$1,583	\$1,830	
Difference %										4.4%	4.2%	4.0%	

Job # 850 - NETWORK ADMINISTRATOR

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MERRIAM	NETWORK & COMM ADMIN		01/2012	2080.0			0	0	1	\$71,268	\$79,254	\$87,240
RAYMORE	MGR OF INFORMATION SYSTEMS		11/2013	2080.0			0	0	1	\$60,181	\$75,226	\$90,271
BLUE SPRINGS	NETWORK MANAGER		04/2013	2080.0			0	0	1	\$59,524	\$74,401	\$89,279
GARDNER			01/01/14	2080.0		N	0	0	0	\$59,280	\$72,750	\$86,220
NORTH KANSAS CITY	IT MANAGER		01/2013	2080.0			0	0	2	\$58,444	\$73,056	\$87,667
HARRISONVILLE	SYSTEMS ADMINISTRATOR		1/2014	2080.0			0	0	1	\$58,240	\$72,800	\$87,360
LEAVENWORTH	MGR OF INFORMATION SYSTEMS		01/2013	2080.0			0	0	1	\$56,582	\$70,727	\$84,872
GLADSTONE	IT MANAGER		01/2012	2080.0			0	0	1	\$46,815	\$58,518	\$70,222
RAYTOWN	SR INFO SYS COORDINATOR	CITY ADMINISTRATOR	11/2012	2080.0	=	Y	0	0	1	\$43,680	\$53,514	\$63,348
Average										\$57,113	\$70,027	\$82,942
HARRISONVILLE	SYSTEMS ADMINISTRATOR		1/2014	2080.0			0	0	1	\$58,240	\$72,800	\$87,360
Difference										\$1,127	\$2,773	\$4,418
Difference %										1.9%	3.8%	5.1%

Job # 1030 - COURT ADMINISTRATOR

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MISSION	COURT ADMINISTRATOR	Asst City Administrator/Dir of Finance	01/2014	2080.0	=	Y	3	0	1	\$47,357	\$58,012	\$68,668
GRANDVIEW	MUNICIPAL COURT ADMINISTRATOR		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311
PRAIRIE VILLAGE	COURT ADMINISTRATOR		01/2012	2080.0			0	0	1	\$45,408	\$56,760	\$68,112
RAYMORE	MUNICIPAL COURT ADMINSTR		11/2013	2080.0			0	0	0	\$44,432	\$48,875	\$53,318
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
LIBERTY	COURT ADMINISTRATOR	Assistant to the City Administrator	01/2014	2080.0	=	N	0	0	1	\$39,648	\$52,327	\$65,007
BLUE SPRINGS	MUNICIPAL COURT ADMINSTR		04/2013	2080.0			0	0	1	\$38,685	\$48,356	\$58,027
RIVERSIDE	MUNICIPAL COURT CLERK		07/2013	2080.0			0	0	1	\$37,500	\$48,750	\$60,000
GARDNER			01/01/14	2080.0		N	0	0	1	\$36,840	\$45,186	\$53,532
PLEASANT HILL	COURT ADMINISTRATOR		04/2014	2080.0	=	N	0	0	1	\$35,507	\$3	

ASSISTANT CITY
ADMINISTRATOR

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LEAVENWORTH	SR MUNICIPAL COURT CLERK		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407
RAYTOWN	CHIEF COURT CLERK	MUNICIPAL JUDGE	11/2012	2080.0	=	N	0	0	1	\$32,436	\$39,738	\$47,040
GRAIN VALLEY	Court Administrator	City Administrator	01/2013	2080.0	=	Y	1	0	1	\$31,325	\$37,960	\$44,595
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0
Average										\$39,295	\$48,128	\$56,962
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
Difference										\$2,841	\$4,542	\$6,242
Difference %										6.7%	8.6%	9.9%

Job # 1235 - PARK MAINTENANCE WORKER II

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYTOWN	MAINTENANCE WORKER III	SUPERINTENDENT OF PARKS	11/2012	2080.0	=	N	0	0	1	\$31,608	\$40,616	\$49,625
GARDNER	MAINTENANCE WORKER		01/01/14	2080.0		N	0	0	5	\$31,596	\$38,748	\$45,900
LEAVENWORTH	PARK TECH		01/2013	2080.0			0	0	6	\$30,442	\$41,289	\$52,136
HARRISONVILLE	PARK MAINTENANCE		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
BLUE SPRINGS	MAINTENANCE WORKER		04/2013	2080.0			0	0	3	\$29,869	\$37,339	\$44,809
LIBERTY	PARKS MAINTENANCE WORKER II	Parks & Open Space Manager	01/2014	2080.0	=	N	0	0	3	\$29,580	\$39,050	\$48,519
RAYMORE	PARK MAINTAINANCE WRKR I & II		11/2013	2080.0			0	0	6	\$29,442	\$36,067	\$42,692
GRANDVIEW	PARK MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	3	\$28,456	\$34,161	\$39,866
KEARNEY	PARKS MAINTENANCE TECH		01/2014	2080.0			0	0	0	\$28,112	\$32,897	\$37,682
GRAIN VALLEY	Park Maintenance Worker	Park Maintenance Superintendent	01/2013	2080.0	=	N	1	0	0	\$27,706	\$33,624	\$39,541
PLEASANT HILL	NO MATCH											
GLADSTONE	NO MATCH											
NORTH KANSAS CITY	PARK ATTENDANT		01/2012	2080.0			0	0	2	\$0	\$0	\$0
Average										\$29,698	\$37,150	\$44,602
HARRISONVILLE	PARK MAINTENANCE		1/2014	2080.0			0	0	2	\$30,168	\$37,710	\$45,252
Difference										\$470	\$560	\$650
Difference %										1.6%	1.5%	1.4%

Job # 1245 - PARK SUPERINTENDENT

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	PARKS SUPERINTENDENT		01/2013	2080.0			0	0	1	\$56,582	\$70,727	\$84,872
RAYMORE	SUPERINTENDENT, PARKS OPER		11/2013	2080.0			0	0	1	\$54,463	\$68,078	\$81,693
GARDNER	MAINTENANCE SUPRVSR/PARKS		01/01/14	2080.0		N	0	0	1	\$53,892	\$66,114	\$78,336
LIBERTY	PARKS AND OPEN SPACE MGR	Parks & Recreation Director	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
MERRIAM			01/2012	2080.0			0	0	1	\$47,436	\$58,000	\$70,000

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	PUB WRKS SUPERINTENDENT											
GRANDVIEW	PARK SERVICES MANAGER		01/2014	2080.0	=	N	0	0	1	\$45,953	\$55,132	\$64,311
RAYTOWN	SUPERINTENDENT OF PARKS	DIRECTOR OF PARKS & RECREATION	11/2012	2080.0	=	Y	3	3	1	\$42,180	\$54,198	\$66,216
BLUE SPRINGS	PARKS MAINTENANCE SUPT		04/2013	2080.0			0	0	1	\$42,168	\$52,707	\$63,246
HARRISONVILLE	PARK SUPERVISOR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
GRAIN VALLEY	Park Maintenance Superintendent	Director of Parks & Recreation	01/2013	2080.0	=	N	6	5	1	\$38,004	\$46,198	\$54,392
Average										\$47,099	\$58,941	\$70,784
HARRISONVILLE	PARK SUPERVISOR		1/2014	2080.0			0	0	1	\$42,136	\$52,670	\$63,204
Difference										(\$4,963)	(\$6,271)	(\$7,580)
Difference %										-11.8%	-11.9%	-12.0%

Job # 1250 - PARKS & RECREATION DIRECTOR

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MISSION	PARKS & RECREATION DIR	Asst City Administrator/Dir of Finance	01/2014	2080.0	=	Y	0	0	1	\$80,997	\$99,222	\$117,446
MERRIAM	PARKS & RECREATION DIR		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	PARKS AND REC DIRECTOR		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
RAYMORE	PARKS & RECREATION DIR		11/2013	2080.0			0	0	1	\$73,049	\$93,137	\$113,225
BLUE SPRINGS	DIRECTOR OF PARKS AND REC		04/2013	2080.0			0	0	1	\$70,717	\$88,393	\$106,069
GLADSTONE	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$69,496	\$86,870	\$104,245
GRANDVIEW	DIRECTOR OF PARKS AND RECREATION		01/2014	2080.0	=	N	0	0	1	\$69,229	\$83,074	\$96,920
LEAVENWORTH	PARKS & RECREATION DIR		01/2013	2080.0			0	0	1	\$68,506	\$85,632	\$102,758
LIBERTY	PARKS & RECREATION DIR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$67,800	\$89,487	\$111,174
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
GRAIN VALLEY	Director of Parks & Recreation	City Administrator	01/2013	2080.0	=	Y	25	3	1	\$62,088	\$75,920	\$89,752
PLEASANT HILL	PARKS & FACILITIES DIRECTOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	6	0	1	\$61,984	\$69,670	\$77,355
RAYTOWN	DIRECTOR OF PARKS AND REC	PARKS BOARD OF DIRECTORS	11/2012	2080.0	=	Y	7	3	1	\$61,692	\$79,302	\$96,912
KEARNEY	PARKS DIRECTOR		04/2014	2080.0			0	0	1	\$49,033	\$56,754	\$64,475
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0
NORTH KANSAS CITY	DIRECTOR OF PARKS AND REC		01/2012	2080.0			0	0	1	\$0	\$0	\$0
Average										\$67,667	\$83,787	\$99,906
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$64,096	\$80,120	\$96,144
Difference										(\$3,571)	(\$3,667)	(\$3,762)
Difference %										-5.6%	-4.6%	-3.9%

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

Job # 1251 - RECREATION MANAGER/DIRECTOR

6.D.e

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MERRIAM	ASSISTANT PARKS & REC DIR		01/2012	2080.0			0	0	1	\$55,188	\$69,816	\$84,444
GARDNER	Recreation Superintendent		01/01/14	2080.0	=	N	0	0	1	\$53,892	\$66,114	\$78,336
MISSION	ADMIN SUPV		01/2014	2080.0	=	Y	0	0	1	\$49,725	\$60,913	\$72,101
LIBERTY	Sports Complex Manager	Parks & Recreation Director	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	1/2014	2080.0	=	Y	0	0	1	\$46,744	\$58,430	\$70,116
BLUE SPRINGS	RECREATION SUPERINTENDENT		04/2013	2080.0			0	0	1	\$42,168	\$52,707	\$63,246
Average										\$49,316	\$61,931	\$74,547
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	1/2014	2080.0	=	Y	0	0	1	\$46,744	\$58,430	\$70,116
Difference										(\$2,572)	(\$3,501)	(\$4,431)
Difference %										-5.5%	-6.0%	-6.3%

Job # 1275 - RECREATION SUPERVISOR

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
LEAVENWORTH	RECREATION PROG SUPERVISOR		01/2013	2080.0			0	0	2	\$44,194	\$55,243	\$66,292
RAYMORE	RECREATION TECH SPECIALIST		11/2013	2080.0			0	0	1	\$40,881	\$51,100	\$61,320
GLADSTONE	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1	\$40,368	\$52,615	\$64,862
GARDNER	RECREATION SUPERVISOR		01/01/14	2080.0	=	N	0	0	2	\$40,260	\$49,356	\$58,452
NORTH KANSAS CITY	RECREATION SUPERVISOR		01/2013	2080.0			0	0	1	\$39,558	\$49,447	\$59,336
MISSION	Recreation Program Coordinator	Director of Parks and Recreation	01/2014	2080.0	=	N	0	0	2	\$38,961	\$47,728	\$56,494
KEARNEY	PARKS AND REC COORDINATOR	PARK DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$38,887	\$43,546	\$48,206
MERRIAM	RECREATION SUPERVISOR		01/2012	2080.0			0	0	1	\$38,652	\$48,894	\$59,136
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		1/2014	2080.0	=	Y	0	0	1	\$37,672	\$47,090	\$56,508
RIVERSIDE	RECREATION SUPERVISOR		07/2013	2080.0			0	0	1	\$37,000	\$48,150	\$59,300
LIBERTY	SR RECREATION COORDINATOR	Division Managers	01/2014	2080.0	=	Y	0	0	3	\$35,964	\$47,469	\$58,975
PLEASANT HILL	PARK PROGRAMMER	PARKS & FACILITIES DIRECTOR	04/2014	2080.0	=	N	0	0	1	\$33,738	\$37,960	\$42,182
GRAIN VALLEY	Recreation Supervisor	Director of Parks & Recreation	01/2013	2080.0	=	Y	12	11	1	\$32,864	\$40,206	\$47,549
RAYTOWN	SUPV OF SPORTS/SERVICES		11/2012	2080.0	=	Y	0	0	1	\$32,616	\$41,910	\$51,204
BLUE SPRINGS	RECREATION SUPERVISOR		04/2013	2080.0			0	0	2	\$32,560	\$40,697	\$48,834
Average										\$37,612	\$46,761	\$55,910
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		1/2014	2080.0	=	Y	0	0	1	\$37,672	\$47,090	\$56,508

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

Difference**\$60****\$329****6.D.e****Difference %****0.2%****0.7%****1.1%****Job # 1510 - ANIMAL CONTROL OFFICER II****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	ANIMAL CONTROL OFFICER		11/2013	2080.0	=	N	0	0	2	\$35,161	\$43,072	\$50,984
PLEASANT HILL	ANIMAL CNTRL/CODE ENFRMNT		04/2014	2080.0	=	N	0	0	1	\$32,718	\$36,764	\$40,810
GARDNER	ANIMAL CONTROL OFFICER		01/01/14	2080.0		N	0	0	1	\$31,596	\$38,748	\$45,900
MERRIAM	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$31,044	\$39,276	\$47,508
LEAVENWORTH	ANIMAL CONTROL OFFICER		01/2013	2080.0			0	0	3	\$30,852	\$38,568	\$46,284
HARRISONVILLE	ANIMAL CONTROL OFFICER		1/2014	2080.0			0	0	1	\$30,168	\$37,710	\$45,252
PRAIRIE VILLAGE	COMMUNITY SERVICE OFFICER		01/2012	2080.0			0	0	2	\$30,144	\$37,674	\$45,204
LIBERTY	ANIMAL CONTROL OFFICER	Police Lieutenant	01/2014	2080.0	=	N	0	0	2	\$29,580	\$39,050	\$48,519
NORTH KANSAS CITY	ANIMAL CONTROL OFFICER		01/2013	2080.0			0	0	1	\$29,518	\$36,898	\$44,278
RIVERSIDE	ANIMAL CONTROL OFFICER		07/2013	2080.0			0	0	1	\$28,600	\$37,150	\$45,700
GRAIN VALLEY	Animal Control Officer	Assistant Chief of Police	01/2013	2080.0	=	N	1	0	1	\$27,706	\$33,624	\$39,541
BLUE SPRINGS	ANIMAL CONTROL OFFICER		04/2013	2080.0			0	0	3	\$27,404	\$34,258	\$41,112
GLADSTONE	ANIMAL CONTROL OFFICER		01/2012	2080.0			0	0	2	\$27,193	\$36,597	\$46,001
Average										\$30,130	\$37,645	\$45,161
HARRISONVILLE	ANIMAL CONTROL OFFICER		1/2014	2080.0			0	0	1	\$30,168	\$37,710	\$45,252
Difference										\$38	\$65	\$91
Difference %										0.1%	0.2%	0.2%

Job # 1615 - DETECTIVE**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MISSION	DETECTIVE	Sergeant	01/2014	2080.0	=	N	0	0	3	\$47,357	\$58,012	\$68,668
RAYMORE	POLICE DETECTIVE		11/2013	2080.0			0	0	2	\$42,310	\$52,888	\$63,465
HARRISONVILLE	POLICE OFFICER II/DETECTIVE		1/2014	2210.0	=	N	0	0	2	\$42,136	\$52,670	\$63,204
MERRIAM	MASTER POLICE OFFICER		01/2012	2080.0			0	0	8	\$41,808	\$52,254	\$62,700
LEAVENWORTH	POLICE DETECTIVE		01/2013	2080.0			0	0	5	\$41,510	\$51,887	\$62,264
NORTH KANSAS CITY	POLICE OFFICER		01/2013	2080.0			0	0	3	\$40,407	\$50,509	\$60,611
RAYTOWN	DETECTIVE		11/2012	2080.0	=	N	0	0	9	\$39,876	\$46,188	\$52,500
GRAIN VALLEY	Detective	Assistant Chief of Police	01/2013	2080.0	=	N	1	0	2	\$38,004	\$46,198	\$54,392
LIBERTY	POLICE OFFICER/DETECTIVE	Police Lieutenant	01/2014	2080.0	=	N	0	0	3	\$35,964	\$47,469	\$58,975
MIAMI COUNTY	DETECTIVE	Detective Sergeant	01/2014	2080.0	=	N	0	0	4	\$32,157	\$39,749	\$47,341
RIVERSIDE	DETECTIVE		07/2013	2080.0			0	0	2	\$31,500	\$40,950	\$50,400
KEARNEY	NO MATCH											

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		Average								\$39,366	\$48,979	\$58,593
HARRISONVILLE	POLICE OFFICER II/DETECTIVE	1/2014	2210.0	=	N	0	0	2		\$42,136	\$52,670	\$63,204
Difference										\$2,770	\$3,691	\$4,611
Difference %										6.6%	7.0%	7.3%

Job # 1650 - DISPATCHER I

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	COMMUNICATIONS OFFICER		11/2013	2080.0			0	0	8	\$35,161	\$43,072	\$50,984
PRAIRIE VILLAGE	DISPATCHER		01/2012	2080.0			0	0	6	\$34,164	\$43,212	\$52,260
LEAVENWORTH	TELECOMMUNICATIONS SPEC		01/2013	2080.0			0	0	11	\$33,604	\$37,420	\$41,235
NORTH KANSAS CITY	COMMUNICATIONS OFFICER		01/2013	2080.0			0	0	8	\$32,544	\$40,680	\$48,816
RAYTOWN	COMMUNICATION TECHNICIAN		11/2012	2080.0	=	N	0	0	7	\$31,152	\$38,154	\$45,156
LIBERTY	COMMUNICATIONS OFFICER	Communications Supervisor	01/2014	2080.0	=	N	0	0	9	\$31,068	\$41,009	\$50,951
GRANDVIEW	PUBLIC SAFETY TELECOMMUNICATOR		01/2014	2080.0	=	N	0	0	8	\$30,651	\$37,029	\$43,407
HARRISONVILLE	COMMUNICATIONS OFFICER		1/2014	2080.0			0	0	4	\$30,168	\$37,710	\$45,252
PLEASANT HILL	DISPATCHER	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	5	\$29,994	\$33,748	\$37,502
BLUE SPRINGS	DISPATCHER		04/2013	2080.0			0	0	11	\$29,869	\$37,339	\$44,809
RIVERSIDE	DISPATCHER		07/2013	2080.0			0	0	6	\$28,600	\$37,150	\$45,700
GLADSTONE	COMMUNICATIONS OFFICER		01/2012	2080.0			0	0	7	\$28,569	\$38,395	\$48,221
MIAMI COUNTY	DISPATCHER	Communications Supervisor	01/2014	2080.0	=	N	0	0	5	\$26,146	\$32,324	\$38,501
		Average								\$30,899	\$38,249	\$45,600
HARRISONVILLE	COMMUNICATIONS OFFICER		1/2014	2080.0			0	0	4	\$30,168	\$37,710	\$45,252
Difference										(\$731)	(\$539)	(\$348)
Difference %										-2.4%	-1.4%	-0.8%

Job # 1667 - EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
NORTH KANSAS CITY	FIREFIGHTER/PARAMEDIC		10/2012	2608.0			0	0	13	\$42,275	\$52,844	\$63,413
MIAMI COUNTY	Paramedics	Battalion Chief	01/2014	2912.0	=	N	0	0	10	\$40,488	\$50,072	\$59,655
LIBERTY	FIREFIGHTER/PARAMEDIC	Fire Captain	01/2014	2080.0	=	N	0	0	23	\$37,752	\$49,838	\$61,924
HARRISONVILLE	Firefighting Paramedic	Captain	1/2014	2920.0	=	N	0	0	9	\$37,672	\$47,090	\$56,508
KEARNEY FIRE & RESCUE	FIREFIGHTER/PARAMEDIC		01/2013	2912.0			0	0	9	\$36,851	\$45,537	\$54,223
GLADSTONE	FIREFIGHTER/PARAMEDIC		01/2012	2080.0			0	0	22	\$36,571	\$47,661	\$58,751
RAYTOWN	PARAMEDIC		11/2012	2912.0	=	N	0	0	7	\$35,136	\$43,224	\$51,312
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/PARAMEDIC		01/2012	2912.0	=	N	0	0	14	\$35,100	\$43,338	\$51,576

Average										\$37,731	\$47,450	\$57,170
HARRISONVILLE	Firefighting Paramedic	Captain	1/2014	2920.0	=	N	0	0	9	\$37,672	\$47,090	\$56,508
Difference										(\$59)	(\$360)	(\$662)
Difference %										-0.2%	-0.8%	-1.2%

Job # 1675 - FIRE CAPTAIN

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
NORTH KANSAS CITY	FIRE CAPTAIN/EMT		10/2012	2608.0			0	0	9	\$54,693	\$65,632	\$76,571
MERRIAM	SHIFT FIRE CAPTAIN		01/2012	2080.0			0	0	3	\$52,116	\$65,928	\$79,740
LEAVENWORTH	FIRE CAPTAIN		01/2013	2080.0			0	0	9	\$51,498	\$64,373	\$77,248
GRANDVIEW	FIRE CAPTAIN/EMT		01/2014	2920.0	=	N	0	0	5	\$48,697	\$58,481	\$68,265
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	1/2014	2920.0	=	N	0	0	3	\$47,160	\$58,950	\$70,740
GLADSTONE	FIRE CAPTAIN		01/2012	2080.0			0	0	7	\$46,815	\$58,518	\$70,222
RIVERSIDE	FIRE CAPTAIN		07/2013	2080.0	=	N	0	0	3	\$46,700	\$60,750	\$74,800
LIBERTY	FIRE CAPTAIN	Fire Division Chief	01/2014	2600.0	=	N	0	0	9	\$45,876	\$60,570	\$75,263
KEARNEY FIRE & RESCUE	CAPTAIN		01/2013	2912.0			0	0	3	\$45,377	\$54,608	\$63,840
SOUTH METRO FIRE DISTRICT	FIRE/EMS CAPTAIN		01/2012	2912.0	=	N	0	0	10	\$37,260	\$46,002	\$54,744
Average										\$47,619	\$59,381	\$71,143
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	1/2014	2920.0	=	N	0	0	3	\$47,160	\$58,950	\$70,740
Difference										(\$459)	(\$431)	(\$403)
Difference %										-1.0%	-0.7%	-0.6%

Job # 1680 - FIRE CHIEF

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
MERRIAM	FIRE CHIEF		01/2012	2080.0			0	0	1	\$78,456	\$99,246	\$120,036
GRANDVIEW	FIRE CHIEF		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
LIBERTY	FIRE CHIEF	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$74,760	\$98,667	\$122,573
LEAVENWORTH	FIRE CHIEF		01/2013	2080.0			0	0	1	\$74,446	\$93,058	\$111,670
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
KEARNEY FIRE & RESCUE	FIRE CHIEF		01/2013	2080.0			0	0	1	\$67,416	\$93,504	\$119,592
RIVERSIDE	FIRE CHIEF		07/2013	2080.0			0	0	1	\$62,100	\$80,650	\$99,200
SOUTH METRO FIRE DISTRICT	DEPARTMENT CHIEF/DISTRICT MANAGER		01/2012	2912.0	=	N	0	0	1	\$59,400	\$72,900	\$86,400
NORTH KANSAS CITY	FIRE CHIEF		03/2013	2080.0			0	0	1	\$0	\$0	\$0
Average										\$70,254	\$89,514	\$108,774
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
Difference										\$406	(\$1,189)	(\$2,784)

Difference %

0.6%

-1.3%

6.D.e

Job # 1695 - FIRE FIGHTER II/EMT INTERMEDIATE

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
NORTH KANSAS CITY	FIREFIGHTER/EMT		10/2012	2608.0			0	0	10	\$36,761	\$45,952	\$55,142
LIBERTY	FIREFIGHTER/EMT	Fire Captain	01/2014	2600.0	=	N	0	0	9	\$35,964	\$47,469	\$58,975
GLADSTONE				2080.0			0	0	4	\$34,809	\$45,364	\$55,920
GRANDVIEW	FIREFIGHTER/EMT		01/2014	2920.0	=	N	0	0	6	\$34,430	\$41,295	\$48,160
MERRIAM	FIREFIGHTER I		01/2012	2080.0			0	0	5	\$33,804	\$42,258	\$50,712
HARRISONVILLE	FIREFIGHTING EMT	Captain	1/2014	2920.0	=	N	0	0	9	\$33,704	\$42,130	\$50,556
KEARNEY FIRE & RESCUE	FIREFIGHTER/EMT		01/2013	2912.0			0	0	9	\$32,208	\$40,585	\$48,962
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/EMT		01/2012	2912.0	=	N	0	0	16	\$30,240	\$37,338	\$44,436
RIVERSIDE	NO MATCH											
Average										\$33,990	\$42,799	\$51,608
HARRISONVILLE	FIREFIGHTING EMT	Captain	1/2014	2920.0	=	N	0	0	9	\$33,704	\$42,130	\$50,556
Difference										(\$286)	(\$669)	(\$1,052)
Difference %										-0.8%	-1.6%	-2.1%

Job # 1740 - POLICE CHIEF / COUNTY SHERIFF

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	POLICE CHIEF		01/2014	2080.0			0	0	1	\$89,300	\$109,392	\$129,484
PRAIRIE VILLAGE	POLICE CHIEF		01/2012	2080.0			0	0	1	\$82,656	\$103,320	\$123,984
LEAVENWORTH	POLICE CHIEF		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401
LIBERTY	POLICE CHIEF	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$78,480	\$103,596	\$128,711
MERRIAM	POLICE CHIEF		01/2012	2080.0			0	0	1	\$78,456	\$99,246	\$120,036
RAYMORE	POLICE CHIEF		11/2013	2080.0			0	0	1	\$77,481	\$98,788	\$120,096
BLUE SPRINGS	POLICE CHIEF		04/2013	2080.0			0	0	1	\$77,080	\$96,347	\$115,614
GLADSTONE				2080.0			0	0	1	\$76,711	\$95,888	\$115,066
GRANDVIEW	POLICE CHIEF		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
GARDNER	POLICE CHIEF		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
HARRISONVILLE	POLICE CHIEF		1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
GRAIN VALLEY	Chief of Police	City Administrator	01/2013	2080.0	=	Y	27	2	1	\$62,088	\$75,920	\$89,752
PLEASANT HILL	POLICE CHIEF	CITY ADMINISTRATOR	04/2014	2080.0	=	N	20	0	1	\$61,984	\$69,670	\$77,355
KEARNEY	POLICE CHIEF		04/2014	2080.0			0	0	1	\$61,369	\$67,928	\$74,486
RIVERSIDE	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0
NORTH KANSAS CITY	POLICE CHIEF		03/2013	2080.0			0	0	1	\$0	\$0	\$0
RAYTOWN	POLICE CHIEF (ELECTED)		04/2013	2080.0	=	N	0	0	1	\$0	\$0	\$0
Average										\$74,662	\$92,102	\$109,542
HARRISONVILLE	POLICE CHIEF		1/2014	2080.0	=	Y	0	0	1	\$70,660	\$88,325	\$105,990
Difference										(\$4,002)	(\$3,777)	(\$3,552)
Difference %										-5.7%		

Attachment: MARC Wage Comparison 2014 (1449 : Proposed PayScale for 2015)

Job # 1745 - POLICE / SHERIFF LIEUTENANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
RAYTOWN	CAPTAIN		11/2012	2080.0	=	Y	0	0	4	\$72,276	\$79,062	\$85,848
MISSION	POLICE LIEUTENANT		01/2014	2080.0			0	0	3	\$60,441	\$74,040	\$87,640
HARRISONVILLE	LIEUTENANT		1/2014	2080.0	=	Y	0	0	2	\$58,240	\$72,800	\$87,360
MERRIAM	POLICE LIEUTENANT		01/2012	2080.0			0	0	2	\$58,152	\$73,566	\$88,980
LEAVENWORTH	POLICE LIEUTENANT		01/2013	2080.0			0	0	3	\$56,582	\$70,727	\$84,872
LIBERTY	POLICE LIEUTENANT	Police Captain	01/2014	2080.0	=	Y	0	0	2	\$55,776	\$73,624	\$91,471
BLUE SPRINGS	POLICE LIEUTENANT		04/2013	2080.0			0	0	2	\$54,606	\$68,258	\$81,909
RAYMORE	POLICE LIEUTENANT		11/2013	2080.0			0	0	2	\$54,463	\$68,078	\$81,693
PLEASANT HILL	POLICE LIEUTENANT	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	1	\$49,442	\$55,546	\$61,651
MIAMI COUNTY	UNDERSHERIFF	Sheriff (Elected)	01/2014	2080.0	=	Y	48	13	1	\$48,516	\$59,432	\$70,348
KEARNEY	POLICE LIEUTENANT		04/2014	2080.0			0	0	2	\$42,693	\$47,262	\$51,831
Average										\$55,562	\$67,491	\$79,419
HARRISONVILLE	LIEUTENANT		1/2014	2080.0	=	Y	0	0	2	\$58,240	\$72,800	\$87,360
Difference										\$2,678	\$5,309	\$7,941
Difference %										4.6%	7.3%	9.1%

Job # 1749 - POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
MISSION	POLICE OFFICER		01/2014	2080.0			0	0	13	\$42,954	\$52,620	\$62,285
NORTH KANSAS CITY	POLICE OFFICER	POLICE SERGEANT	01/2013	2080.0	=	N	0	0	23	\$40,407	\$50,509	\$60,611
GARDNER	POLICE OFFICER		01/01/14	2080.0		N	0	0	23	\$40,260	\$49,356	\$58,452
PRAIRIE VILLAGE	POLICE OFFICER		01/2012	2080.0			0	0	33	\$38,868	\$49,800	\$60,732
BLUE SPRINGS	POLICE OFFICER		04/2013	2080.0			0	0	72	\$38,685	\$50,965	\$63,246
MERRIAM	POLICE OFFICER		01/2012	2080.0			0	0	11	\$38,652	\$48,894	\$59,136
RAYMORE	POLICE OFFICER I		11/2013	2080.0			0	0	18	\$38,020	\$49,670	\$61,320
HARRISONVILLE	POLICE OFFICER		1/2014	2210.0	=	N	0	0	16	\$37,672	\$47,090	\$56,508
GRANDVIEW	POLICE OFFICER		01/2014	2080.0	=	N	0	0	42	\$37,240	\$44,677	\$52,114
GLADSTONE	Police Officer	Police Corporal	01/2014	2080.0	=	N	0	0	31	\$36,571	\$47,666	\$58,760
LIBERTY	POLICE OFFICER	Police Sergeant	01/2014	2080.0	=	N	0	0	25	\$35,964	\$47,469	\$58,975
LEAVENWORTH	POLICE OFFICER		01/2013	2080.0			0	0	41	\$35,335	\$44,169	\$53,003
RAYTOWN	POLICE OFFICER		11/2012	2080.0	=	N	0	0	23	\$34,620	\$42,588	\$50,556
KEARNEY	PATROLMAN		04//2014	2080.0			0	0	9	\$34,226	\$38,498	\$42,771
GRAIN VALLEY	Police Officer (Including SRO & Reserve)	Sergeant	01/2013	2080.0	=	N	0	0	13	\$32,864	\$40,206	\$47,549
PLEASANT HILL	POLICE OFFICER (LEVELS I, II)	PATROL SERGEANT	04/2014	2080.0	=	N	0	0	9	\$32,718	\$37,450	\$42,182
MIAMI COUNTY	DEPUTY	Sergeant	01/2014	2080.0	=	N	0	0	13	\$32,608	\$40,315	\$48,022
RIVERSIDE	POLICE OFFICER		07/2013	2080.0			0	0	11	\$31,500	\$40,950	\$50,400
Average										\$36,620	\$45,716	\$54,812
HARRISONVILLE	POLICE OFFICER		1/2014	2210.0	=	N	0	0	16	\$37,672	\$47,090	\$56,508
Difference										\$1,052	\$1,374	\$1,696

Difference %

2.8%

2.9%

6.D.e

Job # 1765 - POLICE / SHERIFF SERGEANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
PRAIRIE VILLAGE	POLICE SERGEANT		01/2012	2080.0			0	0	6	\$61,716	\$72,006	\$82,296
NORTH KANSAS CITY	POLICE SERGEANT		01/2013	2080.0			0	0	6	\$59,293	\$68,187	\$77,081
GLADSTONE	POLICE SERGEANT		01/2012	2080.0			0	0	5	\$57,039	\$71,298	\$85,558
GARDNER	Police Sergeant		01/01/14	2080.0	=	N	0	0	4	\$53,852	\$66,094	\$78,336
MISSION	POLICE SERGEANT		01/2014	2080.0			0	0	7	\$52,212	\$63,959	\$75,706
BLUE SPRINGS	POLICE SERGEANT		04/2013	2080.0			0	0	11	\$50,091	\$62,617	\$75,143
GRANDVIEW	POLICE SERGEANT		01/2014	2080.0	=	N	0	0	9	\$49,677	\$59,609	\$69,541
RAYTOWN	SERGEANT		11/2012	2080.0	=	Y	0	0	8	\$49,296	\$56,004	\$62,712
RAYMORE	POLICE SERGEANT		11/2013	2080.0			0	0	5	\$48,744	\$60,930	\$73,115
LEAVENWORTH	POLICE SERGEANT		01/2013	2080.0			0	0	10	\$47,878	\$59,847	\$71,816
MERRIAM	POLICE SERGEANT		01/2012	2080.0			0	0	4	\$47,436	\$60,012	\$72,588
HARRISONVILLE	SERGEANT		1/2014	2210.0	=	N	0	0	4	\$46,744	\$58,430	\$70,116
RIVERSIDE	POLICE SERGEANT		07/2013	2080.0			0	0	5	\$46,700	\$60,750	\$74,800
LIBERTY	POLICE SERGEANT	Police Lieutenant	01/2014	2080.0	=	N	0	0	6	\$45,876	\$60,570	\$75,263
PLEASANT HILL	PATROL SERGEANT	POLICE CAPTAIN	04/2014	2080.0	=	N	0	0	3	\$42,224	\$47,642	\$53,061
GRAIN VALLEY	Sergeant	Assistant Chief of Police	01/2013	2080.0	=	N	4	3	4	\$41,163	\$50,014	\$58,864
MIAMI COUNTY	SHERIFF'S SERGEANT	Undersheriff	01/2014	2080.0	=	N	19	19	6	\$38,936	\$48,139	\$57,341
KEARNEY	POLICE SERGEANT		04/2014	2080.0			0	0	2	\$38,887	\$43,546	\$48,206
Average										\$48,765	\$59,425	\$70,086
HARRISONVILLE	SERGEANT		1/2014	2210.0	=	N	0	0	4	\$46,744	\$58,430	\$70,116
Difference										(\$2,021)	(\$995)	\$30
Difference %										-4.3%	-1.7%	0.0%

Job # 1925 - HEAVY EQUIPMENT OPERATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
LEAVENWORTH	EQUIPMENT OPERATOR II		01/2013	2080.0			0	0	3	\$34,758	\$43,447	\$52,136
RAYMORE	PW MAINT WORKER II		11/2013	2080.0			0	0	0	\$32,302	\$39,570	\$46,838
MISSION	LABORER/EQUIP OPERATOR I	Superintendent of Public Works	01/2014	2080.0	=	N	0	0	3	\$32,053	\$39,266	\$46,478
NORTH KANSAS CITY	MAINTENANCE WORKER-WPC		01/2013	2080.0			0	0	3	\$30,994	\$39,905	\$48,816
GRANDVIEW	EQUIPMENT OPERATOR		01/2014	2080.0	=	N	0	0	4	\$30,651	\$37,029	\$43,407
RAYTOWN	CREW LEADER		11/2012	2080.0	=	N	0	0	5	\$30,576	\$37,500	\$44,424
HARRISONVILLE	STREET MAINTENANCE		1/2014	2080.0			0	0	6	\$30,168	\$37,710	\$45,252
BLUE SPRINGS	MAINTENANCE WORKER		04/2013	2080.0			0	0	21	\$29,869	\$37,339	\$44,809
MIAMI COUNTY	EQUIPMENT OPERATOR II & III - Roads/Asphalt	Supervisor II - Roads/Asphalt	01/2014	2080.0	=	N	0	0	20	\$25,741	\$33,582	\$41,424
Average										\$30,790	\$38,372	\$45,954
HARRISONVILLE	STREET MAINTENANCE		1/2014	2080.0			0	0	6	\$30,168	\$37,710	\$45,252
Difference										(\$622)	(\$662)	(\$702)
Difference %										-2.1%		

Attachment: MARC Wage Comparison 2014 (1449 : Proposed Pay scale for 2015)

Job # 1971 - LABORER (PUBLIC WORKS)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
GRANDVIEW	PUBLIC WORKS MAINTENANCE WORKER		01/2014	2080.0	=	N	0	0	8	\$28,456	\$34,161	\$39,866
KEARNEY	STREET LABORER		04/2014	2080.0			0	0	1	\$28,112	\$32,897	\$37,682
RAYTOWN	MAINTENANCE WORKER		11/2012	2080.0	=	N	0	0	9	\$26,868	\$32,916	\$38,964
LIBERTY	Maintenance Worker I-- Public Works	Operations Manager- Public Works	01/2014	2080.0	=	N	0	0	5	\$26,844	\$35,430	\$44,015
PRAIRIE VILLAGE	LABORER		01/2012	2080.0			0	0	1	\$24,384	\$29,400	\$34,416
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	1/2014	2080.0	=	N	0	0	2	\$24,224	\$30,280	\$36,336
LEAVENWORTH	LABORER		01/2013	2080.0			0	0	1	\$23,877	\$29,846	\$35,815
GLADSTONE	PUBLIC WORKS MAINT WORKER		01/2012	2080.0			0	0	13	\$23,499	\$31,483	\$39,467
MIAMI COUNTY	MAINTENANCE WORKER I & II- Bridge Trades	Bridge Foreman	01/2014	2080.0	=	N	0	0	2	\$22,205	\$27,452	\$32,700
RIVERSIDE	Maintenance Worker I	Crew Chief	07/2013	2080.0	=	N	0	0	3	\$21,700	\$28,250	\$34,800
PLEASANT HILL	NO MATCH											
GRAIN VALLEY	Seasonal Park Maintenance Worker	Park Maintenance Superintendent	08/2013	2080.0	=	N	1	0	0	\$0	\$0	\$0
Average										\$25,017	\$31,211	\$37,406
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	1/2014	2080.0	=	N	0	0	2	\$24,224	\$30,280	\$36,336
Difference										(\$793)	(\$931)	(\$1,070)
Difference %										-3.3%	-3.1%	-2.9%

Job # 1994 - MAINTENANCE FIELD SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range		
										Min	Mid	Max
PRAIRIE VILLAGE	CREW LEADER		01/2012	2080.0			0	0	4	\$43,188	\$52,074	\$60,960
HARRISONVILLE	STREET/WS SUPERVISORS		1/2014	2080.0			0	0	2	\$42,136	\$52,670	\$63,204
GRAIN VALLEY	Public Works Maintenance Superintendent	Public Works Operations Manager	01/2013	2080.0	>	N	9	8	1	\$38,004	\$46,198	\$54,392
LEAVENWORTH	SW FOREMAN/PARK FOREMAN		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
MERRIAM	FOREMAN		01/2012	2080.0			0	0	2	\$37,188	\$47,040	\$56,892
GARDNER	BUILDING MAINT SUPERVISOR		01/01/14	2080.0		N	0	0	2	\$36,840	\$45,186	\$53,532
RAYMORE	CREW LEADER PW		11/2013	2080.0			0	0	3	\$36,591	\$44,824	\$53,057
BLUE SPRINGS	ASST PARKS MAINT SUPERVISOR		04/2013	2080.0			0	0	1	\$35,490	\$44,363	\$53,235
MIAMI COUNTY	Supervisor II - Road & Bridge	Highway Supervisor	01/2014	2080.0	=	N	19	19	2	\$34,594	\$42,770	\$50,947
LIBERTY	Crew Chief-Parks/Utilities	Division Managers	01/2014	2080.0	=	N	0	0	5	\$32,616	\$43,052	\$53,488
KEARNEY	NO MATCH											
Average										\$37,465	\$46,568	\$55,671
HARRISONVILLE			1/2014	2080.0			0	0	2	\$42,136	\$52,670	\$63,204

STREET/WS
SUPERVISORS

6.D.e

Difference**\$4,671 \$6,102 \$7,533****Difference %****11.1% 11.6% 11.9%****Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
HARRISONVILLE	Assistant Public Works Director	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204
MIAMI COUNTY	Assistant Director of Transportation/Highway Supervisor	Director of Transportation	01/2014	2080.0	=	Y	33	5	1	\$39,830	\$48,791	\$57,753

Average**\$40,983 \$50,731 \$60,478**

HARRISONVILLE	Assistant Public Works Director	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$42,136	\$52,670	\$63,204
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Difference**\$1,153 \$1,939 \$2,726****Difference %****2.7% 3.7% 4.3%****Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	PUBLIC WORKS DIRECTOR		01/2012	2080.0			0	0	1	\$83,712	\$104,640	\$125,568
MISSION	PUBLIC WORKS DIRECTOR		01/2014	2080.0			0	0	0	\$80,997	\$99,222	\$117,446
LEAVENWORTH	PUBLIC WORKS DIR/CITY ENG		01/2013	2080.0			0	0	1	\$80,267	\$100,334	\$120,401
RAYMORE	DIRECTOR OF PW ENGINEERING		11/2013	2080.0			0	0	1	\$78,767	\$100,428	\$122,089
LIBERTY	PUBLIC WORKS DIRECTOR	City Administrator	01/2014	2080.0	=	Y	0	0	1	\$78,480	\$103,596	\$128,711
BLUE SPRINGS	DIRECTOR OF PUBLIC WORKS		04/2013	2080.0			0	0	1	\$77,080	\$96,347	\$115,614
GLADSTONE	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$76,711	\$95,888	\$115,066
GRANDVIEW	DIRECTOR OF PUBLIC WORKS		01/2014	2080.0	=	N	0	0	1	\$74,792	\$89,760	\$104,727
MERRIAM	DIRECTOR OF PUBLIC WORKS		01/2012	2080.0			0	0	1	\$74,712	\$94,518	\$114,324
GARDNER	PUBLIC WORKS DIRECTOR		01/01/14	2080.0		N	0	0	1	\$73,944	\$90,918	\$107,892
HARRISONVILLE	Public Works Director	City Administrator	1/2014	2080.0	=	N	0	0	1	\$70,660	\$88,325	\$105,990
RIVERSIDE	DIRECTOR OF PUBLIC WORKS		07/2013	2080.0			0	0	1	\$69,200	\$90,000	\$110,800
RAYTOWN	DIRECTOR OF PUBLIC WORKS	CITY ADMINISTRATOR	11/2012	2080.0	=	N	28	4	1	\$67,368	\$82,530	\$97,692
PLEASANT HILL	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	04/2014	2080.0	=	N	5	0	5	\$61,984	\$69,670	\$77,355
MIAMI COUNTY	DIR OF TRANSP/SOLID WASTE	County Administrator	01/2014	2080.0	=	Y	57	13	1	\$57,006	\$69,832	\$82,659
NORTH KANSAS CITY	DIRECTOR OF PUBLIC WORKS		01/2013	2080.0			0	0	1	\$0	\$0	\$0

Average**\$73,712 \$91,734 \$109,756****Packet Pg. 60**

HARRISONVILLE	Public Works Director	City Administrator	1/2014	2080.0	=	N	0	0	1	\$70,660	\$88,325	\$100,000	6.D.e
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Difference

(\$3,052) (\$3,409) (\$3,766)

Difference %

-4.3% -3.9% -3.6%

Job # 2090 - STREET SUPERINTENDENT**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
RAYMORE	ASST DIR PW OPERATIONS		11/2013	2080.0			0	0	1	\$60,181	\$75,226	\$90,271
GARDNER	OPERATIONS MANAGER		01/01/14	2080.0		N	0	0	1	\$59,280	\$72,750	\$86,220
BLUE SPRINGS	OPERATIONS MGR PW		04/2013	2080.0			0	0	1	\$54,606	\$68,258	\$81,909
KEARNEY	STREET SUPERINTENDENT		04/2014	2080.0			0	0	1	\$54,316	\$61,620	\$68,924
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576
MISSION	PUBLIC WORKS SUPT		04/2014	2080.0			0	0	1	\$52,212	\$63,959	\$75,706
LIBERTY	Operations Manager-Public Works	Public Works Director	01/2014	2080.0	=	Y	0	0	1	\$48,180	\$63,608	\$79,037
RAYTOWN	PUB WORKS SUPERINTENDENT		11/2012	2080.0	=	Y	22	3	1	\$44,892	\$54,996	\$65,100
GRAIN VALLEY	Public Works Operations Manager	Assistant City Administrator/Community Development Director	01/2013	2080.0	>	Y	11	10	1	\$41,163	\$50,014	\$58,864
LEAVENWORTH	OPERATIONS SUPERINTENDENT		01/2013	2080.0			0	0	1	\$37,998	\$47,498	\$56,998
PLEASANT HILL	NO MATCH											
RIVERSIDE	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

Average

\$50,521 \$62,341 \$74,161

HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	1/2014	2080.0	=	Y	0	0	1	\$52,384	\$65,480	\$78,576
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Difference

\$1,863 \$3,139 \$4,415

Difference %

3.6% 4.8% 5.6%

Job # 2110 - UTILITY MAINTENANCE WORKER II**Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	Maint Worker - Line			2080.0	=	N	0	0	0	\$31,596	\$38,748	\$45,900
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	1/2014	2080.0	=	N	0	0	4	\$30,168	\$37,710	\$45,252
LIBERTY	Maintenance Worker II-Utilities	Operations Manager-Utilities	01/2014	2080.0	=	N	0	0	2	\$29,580	\$39,050	\$48,519
PLEASANT HILL	MAINTENANCE WORKER II	DIRECTOR OF PUBLIC WORKS	04/2014	2080.0	=	N	0	0	4	\$28,974	\$32,552	\$36,130
GRAIN VALLEY	Public Works Maintenance Worker	Public Works Maintenance Superintendent	01/2013	2080.0	=	N	7	0	7	\$27,706	\$33,624	\$39,541

Average

\$29,605 \$36,337 \$43,068

HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	1/2014	2080.0	=	N	0	0	4	\$30,168	\$37,710	\$45,252
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Difference

\$563 \$ \$

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Difference %

1.9%

3.6%

6.D.e

Job # 2125 - WASTEWATER TREATMENT PLANT OPERATOR I

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
GARDNER	WW TRTMNT PLANT OPERATOR		01/01/14	2080.0		N	0	0	3	\$36,840	\$45,186	\$53,532
KEARNEY	CHIEF WASTEWATER OPERATOR		04/2014	2080.0			0	0	1	\$31,879	\$37,176	\$42,474
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
LEAVENWORTH	WPC OPERATOR I		01/2013	2080.0			0	0	4	\$23,877	\$29,846	\$35,815
Average										\$30,691	\$37,480	\$44,268
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
Difference										(\$523)	\$230	\$984
Difference %										-1.7%	0.6%	2.2%

Job # 2175 - WATER TREATMENT PLANT OPERATOR I

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
KEARNEY	WW TRTMNT PLANT OPRTR B		01/2014	2080.0			0	0	1	\$31,879	\$37,176	\$42,474
NORTH KANSAS CITY	WATER PLANT OPERATOR		01/2013	2080.0			0	0	4	\$30,994	\$39,905	\$48,816
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
Average										\$31,014	\$38,264	\$45,514
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$30,168	\$37,710	\$45,252
Difference										(\$846)	(\$554)	(\$262)
Difference %										-2.8%	-1.5%	-0.6%

Job # 2185 - WATER TREATMENT PLANT OPERATOR III

										Range		
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$33,704	\$42,130	\$50,556
LIBERTY	Plant Operator	Utility Services Director	01/2014	2080.0	=	N	0	0	4	\$29,580	\$39,050	\$48,519
Average										\$31,642	\$40,590	\$49,538
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	0	\$33,704	\$42,130	\$50,556
Difference										\$2,062	\$1,540	\$1,018
Difference %										6.1%	3.7%	2.0%

Job # 2190 - WATER TREATMENT PLANT OPERATOR IV

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Range

6.D.e

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
NORTH KANSAS CITY	CHIEF WATER PLANT OPERATOR		01/2013	2080.0			0	0	1	\$43,612	\$54,515	\$65,418
KEARNEY	CHIEF WATER OPERATOR		04/2014	2080.0			0	0	2	\$39,012	\$44,462	\$49,913
HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	3	\$37,672	\$47,090	\$56,508
GARDNER	WATER TRTMNT PLANT OPRTR		01/01/14	2080.0		N	0	0	2	\$36,840	\$45,186	\$53,532
LIBERTY	Chief Plant Operator	Utilities Services Manager	01/2014	2080.0	=	N	0	0	1	\$32,616	\$43,052	\$53,488
GLADSTONE	WATER PLANT OPERATOR		01/2012	2080.0			0	0	4	\$27,193	\$36,597	\$46,001
Average										\$36,158	\$45,150	\$54,143
HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	1/2014	2080.0	=	N	0	0	3	\$37,672	\$47,090	\$56,508
Difference										\$1,514	\$1,940	\$2,365
Difference %										4.0%	4.1%	4.2%

Job # 2300 - ADMINISTRATIVE SECRETARY

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
PRAIRIE VILLAGE	OFFICE MANAGER		01/2012	2080.0			0	0	1	\$40,404	\$50,562	\$60,720
GARDNER			01/01/14	2080.0		N	0	0	1	\$40,260	\$49,356	\$58,452
LEAVENWORTH	CITY MANAGER SECRETARY		01/2013	2080.0			0	0	1	\$33,605	\$42,006	\$50,407
GRAIN VALLEY	Assistant to the Director of Community Development	Assistant City Administrator/Community Development Director	01/2013	2080.0	<	N	1	0	1	\$32,864	\$40,206	\$47,549
SOUTH METRO FIRE DISTRICT	BUSINESS MANAGER		01/2012	2080.0	=	N	0	0	1	\$32,400	\$43,200	\$54,000
MIAMI COUNTY	OFFICE SPECIALIST	County Clerk	01/2013	2080.0	>	N	0	0	1	\$30,736	\$38,001	\$45,266
GRANDVIEW	ADMINISTRATIVE ASSISTANT		01/2014	2080.0	=	N	0	0	2	\$30,651	\$37,029	\$43,407
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	1/2014	2080.0	=	N	0	0	3	\$30,168	\$37,710	\$45,252
RIVERSIDE	ADMINISTRATIVE COORD		07/2013	2080.0			0	0	2	\$28,600	\$37,150	\$45,700
BLUE SPRINGS	ADMINISTRATIVE SECRETARY		04/2013	2080.0			0	0	7	\$27,404	\$34,258	\$41,112
GLADSTONE	EXECUTIVE ASSISTANT		01/2012	2080.0			0	0	1	\$24,635	\$33,334	\$42,034
Average										\$31,975	\$40,256	\$48,536
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	1/2014	2080.0	=	N	0	0	3	\$30,168	\$37,710	\$45,252
Difference										(\$1,807)	(\$2,546)	(\$3,284)
Difference %										-6.0%	-6.8%	-7.3%

Job # 2310 - ADMINISTRATIVE / EXECUTIVE ASSISTANT

Range

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Max
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PRAIRIE VILLAGE	MANAGEMENT ASSISTANT		01/2012	2080.0				0	0	1	\$53,652	\$67,062	\$80,000
GRAIN VALLEY	Police Department Operations Manager	Chief of Police	01/2013	2080.0	>	Y		5	4	1	\$41,163	\$50,014	\$58,864
HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	1/2014	2080.0	=	N		0	0	1	\$37,672	\$47,090	\$56,508
LEAVENWORTH	ADMINISTRATIVE ASSISTANT		01/2013	2080.0				0	0	1	\$35,974	\$44,968	\$53,962
MIAMI COUNTY	Accounting Specialist - Administration	County Administrator	01/2014	2080.0	=	N		0	0	1	\$35,632	\$44,054	\$52,475
RAYMORE	ADMINISTRATIVE ASSISTANT		11/2013	2080.0	=	N		0	0	5	\$35,161	\$43,072	\$50,984
RAYTOWN	SR ADMINISTRATIVE ASSISTANT		11/2012	2080.0	=	N		0	0	2	\$33,072	\$40,506	\$47,940
MISSION	Office Assistant	Director of Community Development	01/2014	2080.0	=	N		0	0	1	\$32,053	\$39,266	\$46,478
GARDNER	Administrative Assistant		01/01/14	2080.0	=	N		0	0	4	\$31,596	\$38,748	\$45,900
RIVERSIDE	Executive Assistant	City Administrator	10/2013	2080.0	=	N		0	0	1	\$31,500	\$40,950	\$50,400
NORTH KANSAS CITY	ADMINISTRATIVE ASSISTANT		01/2013	2080.0				0	0	4	\$30,994	\$38,743	\$46,492
MERRIAM	ADMINISTRATIVE ASSISTANT		01/2012	2080.0				0	0	4	\$30,000	\$37,950	\$45,900
GLADSTONE	ADMINISTRATIVE ASSISTANT		01/2012	2080.0				0	0	4	\$28,569	\$38,395	\$48,221
KEARNEY FIRE & RESCUE	ADMINISTRATIVE ASSISTANT		01/2013	2080.0				0	0	1	\$28,158	\$39,369	\$50,580
PLEASANT HILL	NO MATCH												

Average**\$34,657 \$43,585 \$52,513**

HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	1/2014	2080.0	=	N		0	0	1	\$37,672	\$47,090	\$56,508
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Difference**\$3,015 \$3,505 \$3,995****Difference %****8.0% 7.4% 7.1%****Job # 2330 - RECEPTIONIST / SECRETARY****Range**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	1/2014	2080.0	=	N	0	0	3	\$27,024	\$33,780	\$40,536
LEAVENWORTH	OFFICE CLERK/RECEPTIONIST		01/2013	2080.0			0	0	1	\$26,864	\$33,580	\$40,296
RAYMORE	OFFICE ASSISTANT		11/2013	2080.0			0	0	2	\$26,583	\$32,564	\$38,546
RAYTOWN	RECEPTN/CUSTOMER SVC REP	CITY CLERK	11/2012	2080.0	=	N	0	0	1	\$24,600	\$30,132	\$35,664
GRANDVIEW	RECEPTIONIST	Administrative Assistant	01/2014	2080.0	=	N	0	0	1	\$24,062	\$28,885	\$33,708
LIBERTY	RECEPTIONIST		01/2014	2080.0			0	0	0	\$23,172	\$30,584	\$37,997
PRAIRIE VILLAGE	RECEPTIONIST		01/2012	2080.0			0	0	1	\$23,028	\$28,788	\$34,548
RIVERSIDE	RECEPTIONIST		07/2013	2080.0			0	0	2	\$21,700	\$28,250	\$34,800
GRAIN VALLEY	NO MATCH											
SMITHVILLE			11/2013	2080.0		N	0	0	0	\$0	\$0	\$0

Average**\$24,629 \$30,820 \$37,012**

HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	1/2014	2080.0	=	N		0	0	3	\$27,024	\$33,780	\$40,536
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Difference**\$2,395 \$2,960 \$3,524****Difference %****8.9% 8.8% 8.7%****Packet Pg. 64**



STAFF REPORT

TO: Board of Aldermen
FROM: Sheryl Stanley, Deputy City Clerk
DATE: July 10, 2014
SUBJECT: Support for Gov. Nixon's Vetoes

Type of Item: *Approval*

As you may be aware, Gov. Jay Nixon recently vetoed a number of bills that were introduced and passed in the final hours of the Missouri Legislature and that would have seriously impacted the sales tax revenues received by all Missouri cities.

In Harrisonville alone, these cuts would have eliminated \$493,000 annually and Cass County would have lost more than \$2.2 million.

Although Nixon vetoed these bills, they could come back before the special session which begins in September and his veto overridden. Mayor Wood and I are sending a letter to the members of all city boards and commissions, to our eblast listserv and to the newspaper, apprising people of the very real and drastic consequences of such a loss of revenue and asking them to contact Senator Emery and Representative Pfautsch to urge them to support the governor's veto.

We are also asking you to go on record as supporting the governor's veto by approving the attached resolution. We believe if the State wishes to provide tax relief to citizens, then they should cut their own tax revenue streams, not those collected by the cities and used to provide vital, needed services to residents.

Council Bill No. 044**Resolution No.**

**A RESOLUTION TO SHOW SUPPORT OF THE CITY OF HARRISONVILLE,
MISSOURI, FOR GOVERNOR NIXON'S VETO OF BILLS SB 584, SB 693, SB
662, SB 612, SB 829, SB 727 AND HB 1455 WHICH WOULD HAVE
SIGNIFICANTLY DIMINISHED VOTER-APPROVED MUNICIPAL SALES
TAX REVENUES, FORCING CUTS TO ESSENTIAL LOCAL SERVICES FOR
THE RESIDENTS OF HARRISONVILLE.**

WHEREAS, it has been calculated that the Missouri Legislature sales tax give-aways, had they not been vetoed, would have cost the City of Harrisonville \$492,742 in tax revenue annually. These local sales taxes were voted on and approved by the citizens of Harrisonville to fund specific local services. These exemptions would have diminished the amount of revenue going to essential services that citizens expect and demand, such as police and fire protection, ambulance service, parks and recreation, streets/sidewalks/storm-water facilities, economic development, building/code enforcement, court, administration, finance, legislative services, animal control, emergency dispatch services and more.

WHEREAS, some of the revenue lost would have jeopardized our commitments to pay loans for the community center, leaving our community in a position where default on these obligations would be likely in addition to increases in user fees for this facility.

WHEREAS, Harrisonville CAN NOT afford to lose any sales tax funds and continue to provide the services our citizens currently expect. As mentioned, these sales tax dollars fund every service provided by the City except water/sewer/refuse and electric. If the legislature over-rides the governor's veto and the City of Harrisonville loses this money, service cuts will have to be made. An example of the impact of the loss of revenue in Harrisonville would be equivalent to roughly 8 police officers or 8 firemen or elimination of all parks staff, or elimination of the animal control services, or elimination of the emergency dispatch services, or cutting our street department budget in half. The City would have to raise property taxes by 61% to regain this lost revenue.

WHEREAS, if the State desires tax relief for Missourians, then the state should provide that relief from state taxes - not from local funding dedicated to essential local services. Aside from Harrisonville's estimated losses, Cass County would lose \$2,272,867 annually.

NOW THEREFORE, BE IT RESOLVED, BY THE BOARD OF ALDERMAN OF THE CITY OF HARRISONVILLE, MISSOURI AS FOLLOWS:

We thank Governor Nixon for taking this needed step to protect the citizens of Harrisonville and encourage all residents to please contact State Representative Donna Pfautsch and State Senator Ed Emery and ask them to support their local constituents, rather than the special interests or partisan political maneuvers, by upholding the Governor's veto.

PASSED AND RESOLVED by the Board of Aldermen and APPROVED by the Mayor of the City of Harrisonville, Missouri this 21st day of July 2014.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my Hand and Seal this 21st day of July 2014



STAFF REPORT

TO: Board of Aldermen
FROM: Jeremy Smith, Systems Administrator
DATE: July 17, 2014
SUBJECT: KcWeb Inc. Memorandum of Understanding

Type of Item: *Agreement*

Background:

City facilities continue to suffer from poor service from both internet providers that are available within the City. We originally approached KCWeb for an internet quote after learning of the service they provided to various county entities. We were then approached by KC Web looking for tower space at the Emergency Services building so that they could serve another of their clients business' who struggles with similar internet issues. Upon meeting and discussing these issues, KC Web offered an exchange for services agreement in which they would provide a larger bandwidth internet connection to our primary location at the new PD as well as wireless connectivity to our other facilities at a reduced rate in exchange for tower space and access to the roof of the Community Center for them to provide additional coverage area to their customers. Discussions with KC Web indicated they were looking for a long term partnership with the City that could significantly bolster our current infrastructure which is overburdened and create direct connectivity between facilities. The wireless connectivity between buildings will directly benefit existing services with an immediate impact on the current infrastructure. IT staff would recommend entering into an internet agreement with KC Web.

Council Bill No. 045

Resolution No.

**A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO
EXECUTE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY
OF HARRISONVILLE, MISSOURI, AND KC WEB TO PROVIDE SPACE ON
CERTAIN CITY RADIO TOWERS AND THE ROOF OF THE
HARRISONVILLE COMMUNITY CENTER IN EXCHANGE FOR INTERNET
PROVIDER SERVICE**

WHEREAS, the City of Harrisonville has a need for internet service and bandwidth, and

WHEREAS, KC Web has agreed to provide such service in exchange for space on certain city-owned radio towers and the roof of the Harrisonville Community Center

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI AS FOLLOWS:

Section 1: That the City Administrator of the City of Harrisonville is hereby authorized and directed to enter into a Memorandum of Understanding with KC Web, to provide such an exchange of services, and

Section 2: That this resolution shall become effective immediately upon its passage and approval.

PASSED AND RESOLVED by the Board of Aldermen and APPROVED by the Mayor of the City of Harrisonville, Missouri this 21st day of July 2014.

Kevin W. Wood, Mayor & Ex Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

APPROVED by the Mayor this 21st day of July, 2014.

Memorandum of Understanding

This Memorandum of Understanding is between KC Web, Inc., "KC Web," and The City of Harrisonville, Missouri, "the City" (hereinafter together referred to as "the Parties"). It is the understanding of the Parties that:

1. KC Web will provide 30Mbps bandwidth and up to 10 static IP Addresses to the City at the main location at _____, Harrisonville, Missouri. The City will pay a one-time installation fee of \$300.00 which includes the backhaul and transmission radio, cabling and labor, with a recurring service charge of \$400.00 per month for bandwidth. The City is responsible for all internal networking hardware, software and programming for the main building installation location.
2. KC Web will install point-to-point radio links between the City's remote buildings for \$150.00 per radio installation with no monthly recurring charge for the remote locations. If any of these radios fail, KC Web will be responsible for the replacement of the radio(s) and the City is responsible for the cost of replacement at \$150.00 per radio. The City is responsible for all internal networking hardware, software and programming for each of the remote locations.
3. The City allows KC Web the exclusive right to install, operate and maintain radio equipment for the purpose of transmitting internet bandwidth on the tower located at the Harrisonville Fire Department located at _____, Harrisonville, Missouri, with no charge to KC Web so long as KC Web provides service to the City. In case of emergency repairs, KC Web will be allowed 24/7/365 access to its equipment on the Fire Station tower and the use and access of electrical power/outlet(s) used for powering KC Web's equipment.
4. The City allows KC Web the exclusive right to install, operate and maintain radio equipment for the purpose of transmitting internet bandwidth on the rooftop of the Community Center located at _____, Harrisonville, Missouri, with no charge to KC Web so long as KC Web provides service to the City. In case of emergency repairs, KC Web will be allowed 24/7/365 access to its equipment on the Community Center rooftop and the use and access of electrical power/outlet(s) used for powering KC Web's equipment by either an access code or key to the building or access to on-call maintenance personnel who is able to grant access.
5. If the bandwidth agreement between KC Web and the City is cancelled and KC Web no longer provides bandwidth to the City, it is agreed by the parties that the City will allow KC Web to enter into a lease agreement with the City for the use of the Fire Station tower for \$100 per month and/or the rooftop of the Community Center for \$100 per month, if KC Web still requires either or both of those locations for bandwidth transmission purposes.

6. The Parties also agree that there may be other City operated locations that may be necessary and/or desirable to use as locations for KC Web to add bandwidth transmission equipment. Any such location(s) will be addressed in written form and proposed to the City for consideration and, if agreed upon, will be added as an addendum to this agreement.

7. KC Web will provide, on an annual basis, to the City a Certificate of Insurance with a minimum of \$1,000,000 liability naming the City as additional insured for the main installation location, the Fire Station tower and the Community Center (and any other agreed upon City location(s)), with any special wording the City requires.

IN WITNESS WHEREOF, the Parties have duly executed this Memorandum of Understanding as of the date written below, by:

CITY OF HARRISONVILLE, MO

By: _____

Name:

Title:

Before me, the undersigned authority, on this day personally appeared _____, known to me to be the individual, who stated upon his/her oath that he/she was authorized by corporate resolution to sign the document for the purposes and consideration therein expressed, and in the capacity therein stated, given under my hand and seal of office, this _____ day of _____, 2014.

SEAL:

Notary Public

KC WEB, INC.

By: Todd Hanifl

Title: Managing Partner

Before me, the undersigned authority, on this day personally appeared Todd Hanifl known to me to be the individual, who stated upon his oath that he was authorized by corporate resolution to sign the document for the purposes and consideration therein expressed, and in the capacity therein stated, given under my hand and seal of office, this _____ day of _____, 2014.

SEAL:

Notary Public



STAFF REPORT

TO: Board of Aldermen
FROM: Kim Hubbard, City Clerk
DATE: July 16, 2014
SUBJECT: Reschedule Board of Aldermen September 15, 2014 Meeting

Type of Item: *Approval*

The Missouri Municipal Fall Conference is scheduled for Sunday, September 14th through Wednesday, September 17th. Normally there is good attendance from the Aldermen which would affect the quorum for the regularly scheduled meeting on the 15th of September. I am looking for approval to reschedule the September 15th meeting to Monday, September 22, 2014.

G. Action Item (ID # 1494)

Reschedule Board of Aldermen September 15, 2014 Meeting