



**AGENDA  
CITY OF HARRISONVILLE  
BOARD OF ALDERMEN  
REGULAR MEETING  
CITY HALL  
JULY 20, 2015  
6:00 PM**

- 1. Call to Order & Pledge of Allegiance**
- 2. Roll Call**
  - A. Roll Call**
- 3. Ceremonial Matters**
- 4. Public Participation**
- 5. Approval of Minutes**
  - A. Board of Aldermen - Regular Meeting - Jul 6, 2015 7:00 PM**
- 6. Agenda Items**
  - A. Special Event Permit: Harrisonville Public School Foundation 5K Walk/Run event scheduled for September 19, 2015 from 8 am to 9 am.**
  - B. Special Event Permit: Life Issues Walk Event Permit**
  - C. Special Event Permit: ‘Community-Wide Trunk or Treat’**
  - D. Special Event Permit: HHS Class of 1965 Tailgate Party Event Permit**
  - E. Council Bill 055: A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO ENTER INTO AN AGREEMENT BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND CASS R-IX SCHOOL DISTRICT RELATING TO POLICE SERVICES FOR SCHOOL RESOURCE OFFICERS FOR THE HIGH SCHOOL AND MIDDLE SCHOOL FOR THE 2015-2016 SCHOOL YEAR**
  - F. S. Commercial Street, 2015 Annual Asphalt Overlay Program**
  - G. Council Bill 056: A Resolution Authorizing the City Administrator of the City of Harrisonville to Enter into a Contract with Integrated Electronics to Upgrade the Harrisonville Community Center A/V System at a Cost Not to Exceed \$26,509.50**

- H. Council Bill 057: A RESOLUTION TO ACCEPT AMENDMENTS TO THE PAY COMPENSATION STRUCTURE FOR FISCAL YEAR 2016**
  - I. Council Bill 058: A Resolution Authorizing the City Administrator of the City of Harrisonville to Retain the Legal Firm of Zerger & Mauer for Certain Special Litigation Matters, as Needed**
  - J. Council Bill 059: AN ORDINANCE AMENDING ORDINANCE 3251 OF THE CITY OF HARRISONVILLE, MISSOURI**
  - K. Council Bill 060: AN ORDINANCE TO AUTHORIZE THE CITY ADMINISTRATOR TO EXECUTE A MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION STATE BLOCK GRANT AGREEMENT BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND THE MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION FOR GRANT FUNDING FOR THE AIRPORT PAVEMENT MAINTENCE PROJECT FOR THE LAWRENCE SMITH MEMORIAL AIRPORT IN AN AMOUNT OF \$66,975.**
  - L. Review & Preliminary Approval of 2016 Objectives**
- 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 16<sup>th</sup> day of July 2015**

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**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**  
**REGULAR MEETING**  
**COMMUNITY CENTER**  
**JULY 6, 2015**  
**7:00 PM**

1. **Call to Order & Pledge of Allegiance**
2. **Roll Call**

Attendee Name	Title	Status	Arrived
Judy Bowman	Board Member	Present	
Clint Long	Board Member	Present	
Josh Stafford	Board Member	Present	
David Dickerson	Board Member	Present	
Ivan Stull	Board Member	Present	
Marcia Milner	Board Member	Present	
Morris Coburn	Board Member	Present	
Stacey Dahlman	Board Member	Present	
Brian Hasek	Mayor	Present	

*Also Present:*

3. **Ceremonial Matters**

None

4. **Public Participation**

John Foster, 2619 Duncan Circle, spoke in favor of the Love's CID petition and commended the city for starting the historic overlay district process. He said, as a former builder, he feels there are many empty houses in Harrisonville that should be condemned and torn down.

Jack Cotton, address needed, asked if the tornado warning sirens are tested on a regular basis. Chief Hofer said they are and reminded the audience that the sirens are an outdoor warning only. Mr. Cotton spoke in favor of the Love's CID. He also said he had never received information

promised by City Attorney Mauer on handicapped parking and requested that the information be provided.

Jim Proctor, 800 W. Mechanic, thanked all city departments for the work they do, but said prospective residents notice lots that are overgrown with weeds and said he thinks the city should provide more oversight. He also commented that the citizen satisfaction survey, which was sent out last fall, needs more work and does not give residents a chance to fully express their opinions.

## 5. Approval of Minutes

### A. Board of Aldermen - Regular Meeting - Jun 1, 2015 7:00 PM

<b>RESULT:</b>	<b>ACCEPTED [UNANIMOUS]</b>
<b>MOVER:</b>	Morris Coburn, Board Member
<b>SECONDER:</b>	David Dickerson, Board Member
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner, Coburn, Dahlman

### B. Board of Aldermen - Regular Meeting - Jun 15, 2015 7:00 PM

<b>RESULT:</b>	<b>ACCEPTED [UNANIMOUS]</b>
<b>MOVER:</b>	Morris Coburn, Board Member
<b>SECONDER:</b>	David Dickerson, Board Member
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner, Coburn, Dahlman

## 6. Agenda Items

### A. Temporary Approval for Pawn Shop Location

*Community Development Director Rick DeLuca told members of the board that the new owner of Gold, Guns and Pawn is being forced to move his business because the current location has been sold. He would like to relocate to 1602 N. Commercial and then get the proper clearances and permits since the location currently is not zoned for such a business. He was asking for a 90 day temporary approval. Alderman Dahlman commented that she had received calls from two nearby businesses who were not in favor of the relocation.*

<b>RESULT:</b>	<b>APPROVED [6 TO 1]</b>
<b>MOVER:</b>	David Dickerson, Board Member
<b>SECONDER:</b>	Clint Long, Board Member
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner
<b>NAYS:</b>	Stacey Dahlman
<b>RECUSED:</b>	Morris Coburn

### B. Public Hearing for Special Use Permit for Beck Event Space

*Mayor Hasek opened the public hearing at 7:44 p.m. Community Development Director DeLuca gave an overview of business Freeland and Beck plan to establish and presented Letters of Support from*

There were no other commenters.

Mayor Hasek close dthe public hearing at 7:50 p.m.

**C. AN ORDINANCE OF THE CITY OF HARRISONVILLE, MISSOURI, GRANTING A SPECIAL USE PERMIT FOR THE PURPOSE OF ESTABLISHING AN EVENT SPACE LOCATED AT 210 S. INDEPENDENCE IN HARRISONVILLE, CASS COUNTY, MISSOURI.**

Marcia Milner moved Council Bill 052 be moved to its second reading. Morris Coburn seconded. Motion passed unanimously.

Following its adoption, Council Bill 052 became Ordinance 3317.

<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner, Coburn, Dahlman

**D. A RESOLUTION OF THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI TO AUTHORIZE THE CITY ADMINISTRATOR TO MAKE PAYMENT OF \$510,000 TO THE MISSOURI DIRECTOR OF REVENUE AS STIPULATED IN THE COST SHARE SUPPLEMENTAL AGREEMENT FOR MISSOURI DEPARTMENT OF TRANSPORTATION PROJECT J4P2257.**

Director of Public Works Jerry Gibbs reviewed the terms of our agreement with MoDot concerning the work to be done on Mechanic Street and told them it is now time to make the payment of \$510,000, which is our portion of the total cost. He also pointed out the costs, the responsibility for overruns, and calendar dates for starting and completing the project.

Following its approval, Council Bill 051 became Resolution 032.

<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	Morris Coburn, Board Member
<b>SECONDER:</b>	Stacey Dahlman, Board Member
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner, Coburn, Dahlman

**E. Public Hearing for Love's CID Petition**

Mayor Hasek opened the public hearing for the Love's CID petition at 7:7 p.m. Mr. Moody summarized elements of the petition, a copy of which was included in the agenda packet.

John Foster, 2619 Duncan Circle, spoke in favor of approving the Love's CID petition and said he admires Love's for all the details of the proposed project.

Vanessa Zaroor Hargrove, spoke in favor of approving the CID petition, because Love's will help the city build infrastructure in the new area and it will show we are business-friendly.

Minutes Acceptance: Minutes of Jul 6, 2015 7:00 PM (Approval of Minutes)

Sam Warner, 19701 E. 267th, spoke in favor of petition, saying there is no liability to the city.

Kevin Anderson, spoke in favor of the petition, saying this is a huge opportunity for Harrisonville.

Virgil Butler, 606 N. King Terrace, spoke in opposition to the CID, saying it violates the Hancock Amendment.

Jay Schick, 705 W. Wall, spoke in favor of the CID, saying it opens the door for expansion.

Cindy Warner, 19701 E. 267th, spoke in favor of the CID and asked for a show of hands by those in the audience who were also in favor.

Jay Schick and Vanessa Zaroor Hargrove both returned to the microphone to add additional comments in support of the CID.

Rick Sheffield with Love's said their project will help the city complete its master plan; that it is in keeping with the company's philosophy to give back, and there is no misrepresentation in their petition. He characterized it as a win-win scenario.

Aldermen Long and Dickerson expressed reservations about the CID. Alderman Coburn posed questions to the Love's attorney. Alderman Stull pointed out that Love's had donated to the recovery efforts in Moore, Oklahoma after a tornado struck the town several years ago.

Mayor Hasek closed the public hearing at 8:30 p.m.

#### **F. Ordinance for Love's CID Petition**

Council Bill was read by title only for the first time by City Attorney Mauer. Mayor Hasek said he thought it was best to wait until the July 20 meeting for the 2nd reading.

Alderman Milner said she thought the board should take the bill to its second reading and moved to do so. Judy Bowman seconded, and the motion carried 5-3, with Aldermen Coburn, Dickerson and Long voting "No" and all others voting "Aye."

Following its passage, Council Bill 053 became Ordinance 3318.

<b>RESULT:</b>	<b>ADOPTED [5 TO 3]</b>
<b>AYES:</b>	Bowman, Stafford, Stull, Milner, Dahlman
<b>NAYS:</b>	Clint Long, David Dickerson, Morris Coburn

#### **G. Public Hearing for Love's Drainage Easement Vacation**

Mayor Hasek opened the Public Hearing for Love's drainage easement vacation at 9:01 p.m. Community Development Director Rick DeLuca explained the request. There were no other speakers.

Mayor Hasek closed the public hearing at 9:02 p.m.

#### **H. AN ORDINANCE VACATING A DRAINAGE EASEMENT LYING NORTH OF SOUTH COMMERCIAL STREET AND BROOKHART IN HARRISONVILLE, CASS COUNTY, MISSOURI.**

City Attorney Mauer read Council Bill 54 for the first time by title only. There being no discussion, Ivan Stull moved and Stacey Dahlman seconded his motion to move the bill to a second reading. The motion passed, 7-1, with Alderman Coburn voting "No" and all others voting "Aye."

*Following its second reading and passage, Council Bill 54 became Ordinance 3319.*

<b>RESULT:</b>	<b>ADOPTED [7 TO 1]</b>
<b>AYES:</b>	Bowman, Long, Stafford, Dickerson, Stull, Milner, Dahlman
<b>NAYS:</b>	Morris Coburn

## 7. Aldermen and Committee Reports

Alderman Stafford offered kudos to the staff on their hard work, particularly regarding storm clean up.

Alderman Stull had no comments.

Alderman Long had no comments.

Alderman Dickerson encouraged everyone to stay safe during stormy weather.

Alderman Milner praised the fireworks display on July 4.

Alderman Coburn also praised the fireworks show.

Alderman Dahlman praised the fireworks show and thanked the businesses who helped sponsor it.

Alderman Bowman also praised the fireworks, the storm clean up efforts, said the VIPS had recently held an Ident-A-Kid event at Wal Mart; and reminded everyone that the next Town Hall meeting would be held at the United Methodist Church on August 1.

## 8. Report from the City Administrator

City Administrator Moody clarified earlier statements about severe weather warnings, saying that the city requires visual confirmation of a tornado threatening the city before it sounds the storm sirens.

## 9. Report from the Mayor

Mayor Hasek thanked the audience and the Love's representatives for attending the meeting. He added his appreciation for the fireworks display on Saturday night.

## 10. Questions from the Media

There were no questions from the media.

## 11. Adjourn to Executive Session

Alderman Stull moved the board go into executive session to discuss legal actions and personnel issues. Alderman Milner seconded his motion, which passed unanimously. The meeting adjourned to Executive Session at 9:13 p.m.

**12. Adjourn From Regular Session**

The regular session reconvened at 9:48 p.m. Alderman Milner moved the meeting be adjourned and Alderman Long seconded the motion. Meeting adjourned at 9:48 p.m.

\_\_\_\_\_  
Brian Hasek, Mayor & Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

\_\_\_\_\_  
Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jul 6, 2015 7:00 PM (Approval of Minutes)



City of  
**Harrisonville**<sup>est. 1836</sup>  
STAFF REPORT

**TO:** Board of Aldermen  
**FROM:** John Hofer, Director  
**DATE:** July 9, 2015  
**SUBJECT:** Harrisonville Public School Foundation 5K Walk/Run event

**Type of Item:** *Approval*

**Background:** The applicant, Jill Filer, Executive Director of the Harrisonville Public School Foundation has requested a parade/event permit to host a 5K walk/run in Harrisonville. This event has been hosted annually since 2008 by the applicant with no noted complaints or concerns. The requested event is scheduled as a fundraiser for the Harrisonville Public School Foundation and the Christina Collins Memorial Scholarship. The only assistance requested of city staff is traffic control. A marked patrol unit, from on duty personnel, will lead the runners during this event. The applicant has secured volunteers to monitor and block intersections as needed for the event. Registration will begin at Harrisonville High School at 7:00 am with walk/run to start at approximately 8:00 am. The race is estimated to be completed in about an hour. The proposed route is as follows: south from the high school on Price Street west on Elm Street, north on North Halsey, west on Ash Street, north on Sunny Swim Drive to Sandy Links Lane, Sandy Link Lane to the Golf Course. The participants will follow the same route, in reverse order, back to the High School. There is no cost for the requested City services and the required insurance coverage will be submitted to the City by the applicant should this permit be approved.

The Director of Parks and Recreation Chris Deal has approved the use of park land for portions of the event.

**Recommendation:** With no noted complaints or concerns associated with seven previous events I would recommend approval for this event as long as all state laws, city ordinances, and City requests are complied with.

**A. Action Item (ID # 1944)**

Special Event Permit: Harrisonville Public School Foundation 5K Walk/Run event scheduled for September 19, 2015 from 8 am to 9 am.

Attachments:

HHS Foundation 5K 2015 (PDF)



## Harrisonville Public School Foundation

PO Box 1000  
Harrisonville, MO 64701  
(816) 380-2727

June 16, 2015

Board of Aldermen  
City of Harrisonville  
300 E. Pearl  
Harrisonville, MO 64701

Dear Board of Aldermen,

The Harrisonville Public School Foundation is seeking a parade permit for the purpose of holding a 5K Walk/Run to coincide with Harrisonville High School Homecoming activities. The event would benefit the Harrisonville Public School Foundation and the Christina Collins Memorial Scholarship. The Harrisonville High School Freshmen Mentors will be assisting with the event. This group manages the Christina Collins Memorial Scholarship.

This would be the seventh year for the event which is planned for Saturday, September 19. Registration would begin that morning at 7 a.m. with the race beginning at 8 a.m. We estimate the race to be complete in an hour.

Our plan is to begin the 5K at Harrisonville High School. Parking and assembly area is available in the HHS parking lot. The route would be as follows: south on Price, west on Elm, north on North Halsey, west on Ash, north on Sunny Swim Street (into Harrisonville City Park), west on Sandy Links Lane, turning around at the golf course and following the same route back to HHS. The awards ceremony following the race will be held within the grounds of Harrisonville High School.

As for city services, we would request assistance with traffic control along the route. We will have volunteers who can man the intersections and set up cones that morning beginning at 7 a.m.

We would appreciate your approval of a parade permit for this event. If you have additional questions, please contact me at 380-2727, ext. 1224 or [jill.filer@harrisonvilleschools.org](mailto:jill.filer@harrisonvilleschools.org)

Sincerely,

Jill Filer, Executive Director  
Harrisonville Public School Foundation

### SPECIAL EVENTS APPLICATION

A. FILING PERIOD: An application for an event permit shall be filed not less than seven (7) days prior to the meeting of the Board of Alderman at time applicant desires the issuance of a permit. Applicant must realize that, dependent upon the nature of the event and the scope of services being required of the City, the Board of Alderman may require additional time to review the permit application.

B. CONTENTS: The application for an event permit shall set forth the following information.

- 1. Organization: Harrisonville Public School Foundation
- 2. Name of Applicant: Jill Filer  
 Address: 503 S. Lexington  
 Phone: 816-380-2727 Cell: 816-738-1055  
ext 1224
- 3. Purpose of Event: Raise funds + awareness for foundation
- 4. Proposed date(s) and time(s) of Event: Sept. 19, 8 am
- 5. Location(s) where event will be held: HHS to city park + back  
(see route in attached letter)
- 6. Anticipated crowd size: 100
- 7. City services requested: (Please check all that apply) Provide detailed letter for these requests.  
 Electricity     Police Protection     Traffic Control     Ambulance Standby  
 Cones     Barricades     Street or parking lot clean up
- 8. Any additional information: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

\_\_\_\_\_  
Chief of Police  
\_\_\_\_\_  
City Clerk

Attachment: HHS Foundation 5K 2015 (1944 : Harrisonville Public School Foundation 5K Walk/Run event)



City of  
**Harrisonville**<sup>est. 1836</sup>  
STAFF REPORT

**TO:** Board of Aldermen  
**FROM:** John Hofer, Director  
**DATE:** July 9, 2015  
**SUBJECT:** Life Issues Walk Event Permit

**Type of Item:** *Approval*

**Issue:** Life Issues (a ministry of Heartland Baptist Fellowship) 4.1 mile Walk event scheduled for August 29, 2015 from 7 am to Noon.

**Background:** The applicant, Steve Fleshman, with Heartland Baptist Fellowship Ministry, is requesting approval of an event permit to host a 4.1 mile walk in Harrisonville. This is the third year for this event with no noted complaints or concerns with last two year's events. The requested event is scheduled as a fundraiser for the Life Issues Addiction Recovery Program, a ministry of the Heartland Baptist Fellowship. There is no assistance requested however, we will try to have an on-duty, depending on availability, patrol unit lead the walkers during the event. The applicant has secured volunteers to monitor and block intersections as needed for the event.

The proposed route is as follows: south from the Justice Center on the Clearwater Drive to Anaconda Drive, east on Anaconda Drive to Brickplant Road, south on Brickplant Road to the SW Outer Road, south on the SW Outer Road to the church on 283rd Street.

This application will cover the use of the City of Harrisonville roads and the use of any State or County roads will need to be granted by the respective governing body.

**Recommendation:** With no noted complaints or concerns associated with previous events staff recommends approval for this event as long as all state laws and city ordinances are complied with.

**B. Action Item (ID # 1945)**

Special Event Permit: Life Issues Walk Event Permit

Attachments:

Life Issues Event Permit 15 (PDF)

### SPECIAL EVENTS APPLICATION

A. FILING PERIOD: An application for an event permit shall be filed not less than seven (7) days prior to the meeting of the Board of Alderman at time applicant desires the issuance of a permit. Applicant must realize that, dependent upon the nature of the event and the scope of services being required of the City, the Board of Alderman may require additional time to review the permit application.

B. CONTENTS: The application for an event permit shall set forth the following information.

1. Organization: Life Issues (a ministry of Heartland Baptist Fellowship)

2. Name of Applicant: Steve Fleshman, Founder and Pastor Life Issues

Address: 21203 E. 283rd. St. Harrisonville MO 64701

Phone: (816)380-3033 Cell: (816)896-5621

3. Purpose of Event: Next Step Walk - A fundraiser for the Life Issues Addiction Recovery Program

4. Proposed date(s) and time(s) of Event: Saturday August 29th 7AM until Noon

5. Location(s) where event will be held: It is a 4.1 mile walk from the Cass County Justice Center to Heartland Baptist Fellowship. The route is (from the Justice Center) 255th St, to S Brickplant Rd, to Brookhart Dr, to SW Outer Rd, to 283rd St to Heatland Baptist Fellowship.

6. Anticipated crowd size: 100 walkers on the route above, 50 supporters at Heartland Baptist

7. City services requested: (Please check all that apply) Provide detailed letter for these requests.

Electricity     Police Protection     Traffic Control     Ambulance Standby

Cones     Barricades     Street or parking lot clean up

8. Any additional information: This is the 3rd annual Next Step Walk fundraiser for the Life Issues Addiction Recovery program. We appreciate your past support, and look forward to another successful year.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_

\_\_\_\_\_  
Chief of Police

\_\_\_\_\_  
City Clerk

Attachment: Life Issues Event Permit 15 (1945 : Life Issues Walk Event Permit)



**TO:** Board of Aldermen  
**FROM:** John Hofer, Director  
**DATE:** July 9, 2015  
**SUBJECT:** ‘Community-Wide Trunk or Treat’

**Type of Item:** *Approval*

**Issue:** The Harrisonville Rotary Club along with the Harrisonville Parks and Recreation Department have requested permission to block the square to host a Community-Wide Trunk or Treat event. Again this year the City will be a partner with this event. The event is scheduled for Sunday, October 25th from 3:00-5:00 pm with closure of the square at 2:00 pm for set-up.

**Background:** This will be the fifth year for this event and there have been no noted complaints or concerns associated with this event in the past. The applicant anticipates a crowd size of about 1000 people for the event. The applicant is requesting traffic control via barricades which will require the street department to provide this service as the entire square will need to be closed. The cost for City to provide this service is estimated to be about \$200 by Street Superintendent Jacobs.

**Recommendation:** Staff recommends approval for this application. If you have any questions or concerns regarding this event permit application please feel free to contact me at the office.

**C. Action Item (ID # 1947)**

Special Event Permit: ‘Community-Wide Trunk or Treat’

Attachments:

Trunk or Treat App 2015 (PDF)

### SPECIAL EVENTS APPLICATION

A. FILING PERIOD: An application for an event permit shall be filed not less than seven (7) days prior to the meeting of the Board of Alderman at time applicant desires the issuance of a permit. Applicant must realize that, dependent upon the nature of the event and the scope of services being required of the City, the Board of Alderman may require additional time to review the permit application.

B. CONTENTS. The application for an event permit shall set forth the following information.

1. Organization: Harrisonville Rotary Club

2. Name of Applicant: Jill Filer

Address: 601 E. Pearl

Phone: (816) 738-1055 Cell: same

3. Purpose of Event: Community-wide Trunk-or-Treat

4. Proposed date(s) and time(s) of Event: Sunday, Oct. 25,  
3-5 p.m., set up from 2-3 p.m.

5. Location(s) where event will be held: Harrisonville Square

6. Anticipated crowd size: 1,000

7. City services requested: (Please check all that apply) Provide detailed letter for these requests.

- Electricity     Police Protection     Traffic Control     Ambulance Standby
- Cones     Barricades     Street or parking lot clean up

8. Any additional information: This is a joint project with  
the Rotary Club + Harrisonville Parks +  
Rec. This is the 5th year for the  
event

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Chief of Police

\_\_\_\_\_  
City Clerk

Attachment: Trunk or Treat App 2015 (1947 : ?Community-Wide Trunk or Treat?)



City of  
**Harrisonville**<sup>est. 1836</sup>  
STAFF REPORT

**TO:** Board of Aldermen  
**FROM:** John Hofer, Director  
**DATE:** July 9, 2015  
**SUBJECT:** HHS Class of 1965 Tailgate Party Event Permit

**Type of Item:** *Approval*

**Issue:** Class reunion tailgate party on City property.

**Background:** The Harrisonville High School class of 1965 would like to have a tailgate party on the city parking lot behind the library prior to the Homecoming football game on September 18, 2015 from 4:00 pm until 6:30 pm. This event would be in conjunction with the class of 1965's 50 years reunion celebration. They have requested to have a food truck supply their meal and have told me that there would not be alcohol served at the event.

**Recommendation:** Staff's recommends approval for this event as long as all state laws and city ordinances are complied with and that the proper insurance is submitted.

**D. Action Item (ID # 1948)**

Special Event Permit: HHS Class of 1965 Tailgate Party Event Permit

Attachments:

HHS 1965 Tailgate App (PDF)

### SPECIAL EVENTS APPLICATION

A. FILING PERIOD: An application for an event permit shall be filed not less than seven (7) days prior to the meeting of the Board of Alderman at time applicant desires the issuance of a permit. Applicant must realize that, dependent upon the nature of the event and the scope of services being required of the City, the Board of Alderman may require additional time to review the permit application.

B. CONTENTS: The application for an event permit shall set forth the following information.

- 1. Organization: HHS CLASS of 1965
- 2. Name of Applicant: Linda Hale  
Address: 700 Fairlane DR.  
Phone: 884-5924 Cell: 816-807-0050
- 3. Purpose of Event: 50 year Class Reunion  
Tailgate party
- 4. Proposed date(s) and time(s) of Event: 9-18-15  
(prior to homecoming game) 4-6:30 pm.
- 5. Location(s) where event will be held: city parking lot  
East Wall St.  
(behind library)
- 6. Anticipated crowd size: 40-50 ?
- 7. City services requested: (Please check all that apply) Provide detailed letter for these requests.  
 Electricity     Police Protection     Traffic Control     Ambulance Standby  
 Cones     Barricades     Street or parking lot clean up
- 8. Any additional information: Del's Diner Truck  
will be serving sandwiches etc.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

\_\_\_\_\_  
Chief of Police

\_\_\_\_\_  
City Clerk

Attachment: HHS 1965 Tailgate App (1948 : HHS Class of 1965 Tailgate Party Event Permit)

**khubbard**

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**From:** khubbard  
**Sent:** Wednesday, June 17, 2015 9:57 AM  
**To:** 'LINDA HALE'  
**Subject:** RE: using city parking lot on homecoming  
**Attachments:** DOC061715-06172015094626.pdf

Hello Linda: I am in receipt of your special events application and needed to touch base with you regarding insurance. We will need proof of liability insurance in the amount of one million dollars (\$1,000,000). You should check with your insurance company on this type of insurance or if there is an individual that will be participating in the homecoming event they might be able to be a sponsor and provide the insurance. Attached is a copy of the city code, section 397.160 which talks covers the insurance requirement.

Please contact me if you have any questions.

Thank you.

Kim Hubbard  
 City Clerk  
 City of Harrisonville  
 816-380-8916

**From:** LINDA HALE [<mailto:lindaehale@embarqmail.com>]  
**Sent:** Tuesday, May 26, 2015 9:39 AM  
**To:** khubbard  
**Subject:** Re: using city parking lot on homecoming

HHS class of 1965 is having their 50 year class reunion on Homecoming weekend, Friday 9-18-15 and Saturday 9-19-15. We are wanting to have a tailgate party prior to the homecoming game on Friday and would like to use the public parking lot behind the Cass County Library. Del's Diner mobile truck would be serving sandwiches, etc. We have not asked for an RSVP yet but we had 108 graduate so I would guess maybe a third of the classmates plus guest might come. I am asking if this would be acceptable to the City.

Thank you - Linda Hale  
 home phone - 816-884-5924  
 cell phone - 816-807-0050

**From:** "khubbard" <[khubbard@ci.harrisonville.mo.us](mailto:khubbard@ci.harrisonville.mo.us)>  
**To:** [lindaehale@embarqmail.com](mailto:lindaehale@embarqmail.com)  
**Sent:** Friday, May 22, 2015 3:23:01 PM  
**Subject:** using city parking lot on homecoming

Kim Hubbard  
 City Clerk  
 City of Harrisonville  
 816-380-8916

Attachment: HHS 1965 Tailgate App (1948 : HHS Class of 1965 Tailgate Party Event Permit)



City of  
**Harrisonville**<sup>est. 1836</sup>  
STAFF REPORT

**TO:** Board of Aldermen  
**FROM:** John Hofer, Director  
**DATE:** June 22, 2015  
**SUBJECT:** School Resource Officer Contract (2015-2016)

**Type of Item:** *Agreement*

**Issue:** Renewal of the SRO (School Resource Officer) contract between the City of Harrisonville and the Cass R-IX School District for the 2015-2016 school year.

**Background:** The implementation of the Harrisonville SRO program started in October of 1998 when an Officer was assigned to Harrisonville High School. The objective of this program was and still remains the safety and security of our children and provides an excellent opportunity for our department to interact and build positive relationships with many students. In 2004, the SRO program was increased by adding another officer to the Middle School. The prior year contract (2014-2015) stated that the District would pay the City \$29.00 per hour, only while the officers were in school, to assist with this officer's wages and benefits. Currently, Officer Steve Nichols is the SRO assigned to the Middle School while Officer Doug Rose is assigned to the High School.

The SRO contract has been updated and the school district has agreed to reimburse the City at an hourly rate of \$30.00 per hour. This, along with adding the appropriate dates are the only modifications to the contract. This year I had City Attorney, Steven Mauer review the contract since it has been awhile since they have reviewed it. Mr. Mauer's office was ok with the proposed contract. The terms of the agreement shall be for the 2015-2016 school year from August 10, 2015 until the end of the school year, which is scheduled for approximately May 17, 2016.

**Recommendation:** Staff recommends approval of this contract to continue to provide the SRO protection for the Cass R-IX School District for the school year 2015-2016.

Attachments:  
2015-2016 Contract

**Council Bill No. 055**

**Resolution No.**

**A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO ENTER INTO AN AGREEMENT BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND CASS R-IX SCHOOL DISTRICT RELATING TO POLICE SERVICES FOR SCHOOL RESOURCE OFFICERS FOR THE HIGH SCHOOL AND MIDDLE SCHOOL FOR THE 2015-2016 SCHOOL YEAR**

WHEREAS, Cass R-IX School District (“Cass R-IX”) desires the City of Harrisonville to assign two police officers during regular School hours for a minimum of 186 days, beginning Aug. 10, 2015, for Cass R-IX High School and Cass R-IX Middle School to be School Resource Officer(s); and

WHEREAS, the City of Harrisonville agrees to assign two officers to act in this capacity according to the terms in the agreement;

**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 sign the agreement with Cass R-IX School District for the 2015-2016 School Year.

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 20<sup>th</sup> day of July 2015.

---

Brain Hasek, Mayor and Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

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Kim Hubbard, City Clerk

WITNESS my hand and seal this 20<sup>th</sup> day of July 2015.

# CONTRACT FOR POLICE SERVICES

(School Resource Officer: High School and Middle School)

2015-2016 School Year

THIS CONTRACT FOR POLICE SERVICES (“Agreement”), made and entered into as of this \_\_\_\_ day of June, 2015, by and between the City of Harrisonville, Missouri, (the “City”) and the Harrisonville School District.

WHEREAS, the Harrisonville School District has requested the City assign SRO(s) (School Resource Officers/police officer(s)) during regular School hours, for a minimum of 186 days, for the Harrisonville School District, located within Harrisonville city limits; and WHEREAS, the City has SRO(s)/police officer(s) who will be assigned to both the High School and Middle School during regular school hours.

The purpose of this Agreement is for the City to assign a police officer to provide law enforcement services as specified herein: 2 officers for the Harrisonville School District. The police officers will work with school personnel in providing alcohol and other drug education, maintaining a safe campus environment, serving as law enforcement problem-solving resource persons, and providing the appropriate response regarding on-campus or school related criminal activity.

**Term:** The term of this Agreement shall be from August 10, 2015 until the end of the 2015-2016 school year, May 17, 2016, provided the term may be mutually extended by the parties as they deem necessary to satisfy attendance requirements that may have been affected by weather or other factors. During days that schools are not in session, the officers shall perform regular police duties at a duty station as determined by the Chief of Police.

The City and the assigned police officers shall have the status of an independent contractor for purposes of this Agreement. The police officers assigned to Harrisonville School District shall be considered to be employees of the City and shall be subject to its control and supervision, except as such control and supervision is subject to the terms and conditions of this Agreement. The assigned officers will be subject to current procedures in effect for the City and the Harrisonville Police Department, including attendance at all mandated training and testing to maintain state law enforcement officer certification. The City reserves the right to direct and control the actions of any officer covered by this Agreement, including but not limited to directing said officer to leave the school to respond to emergencies, disturbances, or some other duties while school is in session, if necessary, for the good of the City. In such an event, the time spent shall not be considered hours worked under this Agreement.

**Termination:**

This Agreement may be terminated without cause by either party upon 30 days prior written notice and any outstanding sums due City shall be paid and brought current within the 30 day period immediately following such termination.

**Cass R-IX agrees to:**

- a) Provide funding to the City equal to the cost of each SRO's hourly rate, not to exceed \$30.00 per hour, which shall include the SRO's actual wages, benefits and overhead, multiplied by the number of hours the SRO actually dedicates to the School Resource Officer duties. The Harrisonville School District will provide payment to the City within thirty (30) days of its receipt of a detailed invoice showing the dates of service, description of services provided, and charge for those services. This funding structure shall be followed as long as the Agreement remains in force.
- b) Provide the SRO's with access to all school buildings necessary to accomplish the intent of this Agreement.
- c) Provide the SRO an office and such equipment as are necessary at his/her assigned schools. This equipment shall include a telephone and filing space capable of being secured and access to a computer and printer.

**City agrees to:**

- a) Provide SRO(s)/police officers(s) to the Harrisonville School District during normal school hours while the school is in session, which are anticipated to be from 7:00 a.m. to 3:00 p.m., for a minimum of 186 days. The maximum number of hours that a SRO will provide in a calendar month shall be 168 hours, and the minimum shall be 40 hours per week.
- b) The City will endeavor to have police officers available for duty at their assigned school each day that school is in session during the regular school year. The City is not required to furnish substitute officers on days when regular School Resource Officers are absent due to illness or police department requirements.
- c) The City agrees to provide and pay the assigned police officers salaries and employment benefits in accordance with the applicable salary schedules and employment practices of the City, including, but not necessarily limited to: sick leave, annual leave, retirement compensation, life insurance, dental insurance, and medical/hospitalization insurance.

**Basic Qualifications for a SRO:**

To be an SRO, an officer must first meet all of the following basic qualifications:

- a) Shall be a commissioned law enforcement officer with at least two years of law enforcement experience;
- b) Shall possess a sufficient knowledge of the applicable Federal and State laws, City and County ordinances, and Board of Education policies and regulations;
- c) Shall be capable of conducting in-depth criminal investigations;
- d) Shall possess even temperament and set a good example for students; and
- e) Shall possess communication skills that would enable the officer to function effectively within the school environment.

**SRO responsibilities:**

- a) Protect lives and property for the citizens and public school students of the Harrisonville School District.
- b) Enforce Federal, State, and Local criminal laws and ordinances, and assist school officials with the enforcement of Board of Education Policies and Administrative Regulations regarding student conduct.
- c) Investigate criminal or suspicious activity committed on or adjacent to school property, taking the appropriate steps consistent with federal and state laws.
- d) Inform and alert other emergency personnel about potentially dangerous and/or hazardous situations.
- e) Gather information regarding potential problems such as criminal activity, gang activity and student unrest and attempt to identify particular individuals who may be a disruptive influence to the school and/or students.
- f) Work with the principal or his/her designee to develop crisis procedures and protocols.
- g) Act as a communication liaison with law enforcement agencies: providing basic information concerning students on campuses served by the officer without breaching student confidentiality as outlined in the section entitled, "Access to Education Records."

- h) Provide a program of law and education-related issues to the school community, including parents, on such topics as: tobacco, alcohol, and other drug issues, and in addressing violence diffusion, violence prevention, and other safety issues in the school community.
- i) Provide security for special events or functions, such as sporting events, PTA meetings, etc., at the request of the principal.
- j) Provide informational in-services and be a general resource for the staff on issues related to alcohol, and other drugs, violence prevention, gangs, safety and security.
- k) Present educational programs to students and school staff on topics agreed upon by both parties.
- l) Refer students and/or their families to the appropriate agencies for assistance when a need is determined.
- m) The SRO shall obtain approval from the School's Principal or his/her designee before making contact with a student regarding any investigation.
- n) The SRO shall insure that the Principal or his/her designee is present whenever the SRO speaks with a student in the course of an investigation.
- o) Unless in the officer's opinion circumstances prevent it, the officer will attempt to advise the school principal prior to taking legal action, subject to the officer's duties under the law.
- p) Perform other related duties as assigned by the principal or his/her designee.
- q) The SRO shall not act as a school disciplinarian, nor make recommendations regarding school discipline.

**SRO activities will be restricted to their assigned school grounds except for:**

- a) Follow up home visits when needed as a result of school related student problems.
- b) School related off-campus activities when officer participation is requested by the principal and approved by the supervising Lieutenant or Chief of Police.
- c) Attending juvenile court and/or criminal cases arising from and/or out of his/her employment as a SRO.

**Transporting Students:**

- a) The SRO shall not transport any student in a police vehicle except when:

- b) In response to off-campus, but school related, criminal activity.
- c) In response to emergency police activities.
  - 1. The student is a victim of a crime, under arrest, or some other emergency circumstances exist; or
  - 2. The student is suspended and sent home from school pursuant to school disciplinary action AND the student's parent or guardian has refused or is unable to pick up the student within a reasonable time period AND the student is disruptive/disorderly, causing his/her continued presence on campus to be a threat to the safety and welfare of other students and school personnel, as determined by the SRO or his/her supervisor; or
  - 3. The student is to be transported from home to school at the request of a school official.
- d) If circumstances require that the SRO transport a student, then school officials must provide a school official or employee to accompany the officer in the vehicle.
- e) If the student to be transported off campus is not under arrest, a victim of a crime, or violent or disruptive, the school administration shall provide transportation for the student, and the SRO may accompany the school official in transporting the student.
- f) A student shall not be transported to any location unless it is determined that the student's parent, guardian or custodian is at the destination to which the student is being transported.
- g) The SRO shall notify the school principal before removing a student from campus.

**Investigation of Crimes Committed on School Grounds or at a School Function:**

The SRO shall investigate crimes committed on School Grounds or at a school function in accordance with Board of Education policies, regulations and administrative procedures established by the Harrisonville School District.

**Investigation of Crimes Committed Off Campus:**

- a) Crimes committed at school bus stops or while students are walking to and from school.
  1. Law enforcement officials are responsible for enforcing the law on public streets, including at school bus stops. Therefore, the SRO shall assist school officials and coordinate with the appropriate local law enforcement agency in the investigation of crimes that occur at bus stops and while students are walking to and from school.
- b) Other crimes committed off campus.
  1. The SRO or investigating officer should contact the school principal in advance and inform him/her of the reason(s) to conduct an investigation within the school.
  2. The SRO or investigating officer and the principal shall mutually agree on a convenient time during the school day to conduct the investigation.
  3. The SRO and other law enforcement officials may interview and interrogate students (suspects or witnesses) at school during school hours, provided items 1 and 2 of this section have been adhered to.
  4. Parental consent is not required to interview a witness or victim; however, the SRO or investigating officer shall make a reasonable effort to notify the student's parent(s) or guardian(s) to make them aware of the interview.
  5. The SRO or investigating officer shall notify a suspect's parent(s) or guardian(s) prior to interrogation to offer them the opportunity to be present during the interrogation.
  6. When Law enforcement officials find it necessary to question students during the school day or periods of extra-curricular activities, the school principal or designee will be present and the interview will be conducted in private.

**Controlled Substances:**

- a) School officials shall notify the SRO in all cases involving ALL possessions, sales, or distribution of controlled substances at school or school activities.

- b) Any controlled substances or suspected controlled substances confiscated by school officials shall be turned over to the SRO for proper identification and eventual destruction.
- c) If there is probable cause to believe that a student or any other person has sold or is selling controlled substances at or near a school, the SRO shall be notified, and the SRO should file a juvenile petition or seek a criminal warrant. However, the decision to initiate a juvenile petition or criminal warrant will be the discretion of the SRO and the Cass County Juvenile Officer.

**Access to Education Records:**

- a) School officials shall allow the SRO to inspect and copy any public records maintained by the school including student directory information such as yearbooks. However, law enforcement officials may not inspect and/or copy confidential student education records except in accordance with Board of Education Policies and Regulations.
- b) If some information in a student's cumulative record is needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety.
  - 1. A full explanation as to the need of the information to meet the emergency situation and the extent to which time is of the essence shall be articulated in the SRO's official policy report.
- c) If confidential student record information is needed, but no emergency situation exists, the information may be released only upon the issuance of a search warrant or subpoena to produce the records.

**Waiver:**

The Harrisonville School District hereby waives any and all claims against City for damages and compensation for any failure to act, delay, mistake, loss, damage, personal injury, death or any other matter occurring as a consequence rendering the services contemplated under this Agreement.

City hereby waives any and all claims against the Harrisonville School District for damages and compensation for any failure to act, delay, mistake, loss, damage, personal injury, death or any other matter occurring as a consequence rendering the services contemplated under this Agreement.

Nothing in this Agreement shall be construed as a waiver of sovereign or governmental immunity by either Harrisonville School District or the City.

**Amendment:**

Any amendments to this Agreement must be in writing and signed by both parties.

**NOTICE:**

All notices to be provided regarding this Agreement shall be in writing and shall be given by personal delivery or by ordinary mail and, if to Harrisonville School District shall be addressed to Superintendent of Schools, 503 South Lexington, Harrisonville, Missouri, 64701, and if to the City shall be addressed to the Chief of Police of Harrisonville, Missouri, at 205 North Lexington, Harrisonville, Missouri, 64701.

This Agreement may be executed in duplicate.

IN WITNESS WHEREOF, the Cass R-IX School District has caused this agreement to be executed by its President of the Board of Education and attested by its Secretary of the Board of Education. The City of Harrisonville has caused this instrument to be executed by its Mayor and attested by its City Clerk being duly authorized by its Board of Alderman by ordinance adopted on \_\_\_\_, June, 2015.

Cass R-IX School District:

City of Harrisonville, Missouri

\_\_\_\_\_

\_\_\_\_\_

(President Board of Education)

(City Administrator)

Attest:

Attest:

\_\_\_\_\_

\_\_\_\_\_

(Secretary Board of Education)

(City Clerk)

Attachment: SRO Contract 2015-16 (PDF) (1924 : School Resource Officer Contract (2015-2016))



City of  
**Harrisonville**<sup>est. 1836</sup>  
STAFF REPORT

**TO: Board of Aldermen**  
**FROM: Rodney Jacobs, Director**  
**DATE: July 15, 2015**  
**SUBJECT: S. Commercial Street, 2015 Annual Asphalt Overlay Program**

**Type of Item:** *Agreement*

**Type of Item:** *Administrative*

**Issue:**

2015 Capital Improvement Asphalt Program: Street Department Recommendation for Asphalt Overlay on Commercial Street starting at Butler Drive proceeding north to Mechanic Street

**Summary Recommendation:**

In evaluating the city streets for 2015 Asphalt Program with a budget of \$150,000, and the funds not being sufficient enough to complete the project from Butler Drive to Plaza Drive, it is recommend that the 2015 Asphalt Program funding be used for a 2 inch taper mill/asphalt overlay on Commercial Street starting at Butler Drive, proceeding north. It is staff's recommendation to complete any part of Commercial Street not resurfaced in 2015 be funded for completion to Plaza Drive in 2016.

**Background:**

The Public Works Committee directed staff to study and make recommendations for asphalt overlay with available funds instead of micro surfacing on Commercial Street beginning at Butler Drive going north. In evaluating Commercial Street asphalt replacement using the 2015 Asphalt Program with a budget of \$150,000 the project would extend from Butler Drive to Washington Street.

An option was put forward to micro surface Commercial Street but a recent condition analyses found a number of areas of the roadway that will have to be patched prior to the micro surfacing process producing an E. Mechanic Street patchwork effect.

**Options:**

The best option using the budgeted Asphalt Program funds of \$150,000 on Commercial Street is:

- To taper mill and apply a 2 inch overlay on South Commercial Street from Butler Drive to Washington Street. Expected life of roadway, 9 years with normal maintenance.
- Micro surface South Commercial Street in addition of a rut fill application from Butler Drive to Mechanic Street. Expected life of roadway 3 years on South Commercial Street without resealing.

This option has been promoted but the current condition of the street makes this unattractive.

**Recommendation:**

Staff recommends resurfacing Commercial Street from Butler Drive toward Mechanic Street using a 2 inch taper mill/ overlay. Any portion of Commercial Street not completed in 2015 should be a priority in the 2016 Asphalt overlay budget. It is requested that new striping needed on Commercial Street be funded by the reallocation of the Street Striping Program. Estimated cost of a 2 inch taper mill/overlay of Commercial Street from Butler Drive to Washington Street is \$148,000. It is requested that new striping needed on Commercial Street be funded by the reallocation of the Street Striping Program.

**F. Discussion Item (ID # 1953)**

S. Commercial Street, 2015 Annual Asphalt Overlay Program



**TO:** Board of Aldermen  
**FROM:** Chris Deal, Parks Director  
**DATE:** June 18, 2015  
**SUBJECT:** Lightning Strike at the Community Center

**Type of Item:** *Approval*

**Council Bill No. 056**

**Resolution No.**

**A Resolution Authorizing the City Administrator of the City of Harrisonville to Enter into a Contract with Integrated Electronics to Upgrade the Harrisonville Community Center A/V System at a Cost Not to Exceed \$26,509.50**

WHEREAS, the City of Harrisonville wishes to upgrade the audio-visual system in the Harrisonville Community Center, and

WHEREAS, Integrated Electronics is capable of making such upgrades at a cost of \$26,509.50.

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 Contract with Integrated Electronics to make upgrades to the Harrisonville Community Center A/V system at a cost not to exceed \$26,509.50.

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 20<sup>th</sup> day of July 2015

---

Brian Hasek, Mayor and Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

---

Kim Hubbard, City Clerk

WITNESS my hand and seal this 20<sup>th</sup> day of July 2015

# MEMO

TO: Board of Alderman  
 CC: Park Board  
 FROM: Chris Deal, Parks & Recreation Director  
 DATE: July 15, 2015  
 RE: Lightning Strike at the Community Center

---

Several weeks ago, there was a lightning strike at the Community Center which resulted in damage to several areas of the Community Center. Those areas are listed below:

- Sauna electrical components (\$685.00) & power control board (\$350.00)
- HVAC computer brain board and other electrical components (Still under repair – total cost undetermined)
- Audio visual and intercom system (See attached cost estimate options)

The expenses related to the lightning strike will be submitted to our insurance company for reimbursement less our \$1,000 deductible.

At this time, the damage to the sauna has been repaired as well as the majority of the damage to the HVAC system. The damage to the audio visual equipment that has greatly impacted our capabilities in the rental rooms has yet to be repaired and is a point of discussion for the Board of Alderman. Attached please find two estimates that outline our options going forward.

- Option 1: “Lightning Damage Replacement” \$12,945.00 – Estimated cost to replace & repair damaged A/V components to restore them to their former capability levels as originally designed
- Option 2: “Full System Upgrade” \$26,509.50 – Estimated cost to upgrade our system to current technological design standards & capabilities

There are many positive reasons to consider upgrading the A/V system in this building to meet current technological demands for our renters & facility members. We have been continually receiving requests to accommodate connectivity for a variety of popular devices used today, including iPads, notebooks, chrome books, etc. for which our current system is not designed.

With the building being 10 years old at this time the A/V system will need to be upgraded at some time in the near future. The damage from the lightning strike presents an opportunity to offset some of the costs to make these upgrades as approx. \$13,000.00 would be covered by the lightning strike insurance claim.

The Park Board recommends the upgrade of the system with the expense estimate of \$26,509.50. The approximate cost of \$13,565.00 would need to be included in the midyear adjustment funds for the Community Center. The funds would come from the Community Center Fund balance at the end of the year. The current fund balance for the Community Center is \$164,565 prior to this expense. Staff will answer questions at the Board of Alderman meeting.

Date: 5/20/15

Quot 6.G.b

Client: **Harrisonville Community Center**  
 2400 S. Jefferson Parkway  
 Harrisonville, Mo. 64701

Contact: **Jeremy Smith**

Office: \_\_\_\_\_

Fax: \_\_\_\_\_

Mobile: **(816) 223-7410**

e-mail: **jsmith@harrisonville.com**

**Lightning Damage Replacement**

Your Integrated Electronics Sales Rep Is:  
 Keith A

660 N. Lindenwood Dr.  
 Olathe Ks., 66062  
 (913) 663-3366 Office  
 (913) 663-2266 Fax



Notes: This quote will be valid for 60 days from date listed.

Item	Manufacturer	Model Number	Description	Qty.	Each	Tot.
<b>Conference Room Lightning Damage</b>						
We found the following items to be defective upon inspection. A full system test was not possible due to the items that were damaged. Further damage may be found as we replace known defective items. Please note that due to the age of the system, some components will need to be different from the original components.						
1	Crestron	Pad-8A	8 x 8 Audio Switcher	1	Not Available	Not Availa
2	Crown	CP-660	Power Amplifier 6 Outputs x 60 Watts	1	Not Available	Not Availa
*	Crestron	SWAMP-24x8	Audio Switcher With 8 Amplified Outputs (Replaces Items 1& 2)	1	\$6,200.00	\$6,200
3	Crestron	C2N-MMS	4 x 2 RGBHV Video Matrix	1	\$1,500.00	\$1,500
4	Kramer	VS-88V	8 x 8 Composite Video Switcher	1	\$1,200.00	\$1,200
<b>Total On Components For The Conference Room</b>						<b>\$8,900.00</b>

**Estimated Labor**

We will offer the following detailed time estimate for the tasks to be performed at your house. We will bill for the actual amount.

1	Estimated Labor	1 Man, 2 Hours	Perform Initial Diagnosis Of Lightning Damage	2	\$105.00	\$210
2	Estimated Labor	1 Man, 2 Hours	Install Loaner Gear To Get System Semi-Functional	2	\$79.00	\$158
3	Estimated Labor	2 Men, 14 Hours	Pull Old Components Out, Install New Components	28	\$79.00	\$2,212
4	Estimated Labor	1 Man, 12 Hours	Program New Components Into The System	12	\$105.00	\$1,260
5	Estimated Labor	1 Man, 1 Hours	Give Detailed System Instruction Lesson	1	\$105.00	\$105
<b>Total On Estimated Labor For Your Project</b>				<b>45 Man Hours</b>		<b>\$3,945.00</b>

**Estimated Wire & Materials**

We will offer the following detailed wire and materials estimate for the tasks to be performed at your house. We will bill for the actual amount.

1	Estimated Parts	Misc.	Misc. Interconnect Cables & Connectors	1	\$100.00	\$100
<b>Total Estimated Wire &amp; Materials</b>						<b>\$100.00</b>

**Please Note:**

The items above are what were found on the initial diagnosis to be defective. However, a full diagnosis could not be done due to the items that were damaged. As we replace items, more defects may become apparent.

We have recommended replacement as opposed to repair. Due to the nature of lightning damage further and ongoing defects are highly likely to occur.

We found many items to be working well. However, due to lightning damage we cannot warrant that the units will continue to work in a satisfactory manner.

Totals	Integrated Electronics Terms
Conference Room Components	\$8,900.00
Components Total	See Contract Page
Labor Total	\$3,945.00
Wire & Materials Total	\$100.00
Sales Tax	Tax Exempt
<b>Grand System Total For Units, Labor, Wire And Sales Tax</b>	<b>\$12,945.00</b>

Date: 5/20/15

Quote 6.G.c

Client: **Harrisonville Community Center**  
**2400 S. Jefferson Parkway**  
**Harrisonville, Mo. 64701**

Contact: **Jeremy Smith**

Office: \_\_\_\_\_

Fax: \_\_\_\_\_

Mobile: **(816) 223-7410**

e-mail: **Jsmith@Harrisonville.com**

## Full System Upgrade

Your Integrated Electronics Sales Rep Is:  
Keith A

660 N. Lindenwood Dr.  
 Olathe Ks., 66062  
 (913) 663-3366 Office  
 (913) 663-2266 Fax



Notes: This quote will be valid for 60 days from date listed.

Item	Manufacturer	Model Number	Description	Qty.	Each	Total
<b>Conference Room Upgrade</b>						
This system upgrade will replace the the current components in the rack area. The new system will support HDMI video switching for the Conference Room A, B and Multi-Purpose Room. We will replace the three wall mounted touch panels and replace the current VGA video input jacks with a combination jack that can handle HDMI, Composite Video and Component Video as well as audio. There will be input jacks in Conference A & B. We will install an output jack in the Multi-Purpose Room that will allow you to connect a TV on a cart to that area. We will install one Blu Ray Player in the rack and provide a second unit that can be plugged into either room A or B or plugged directly into the TV on the cart.						
We will install and program three new 5" wall mounted touch panels for control of the whole system. There will be one panel in each room. We will re-use your current rack microphones, surge units, battery back up, projectors and screens. The rest of the gear will be all new.						
1	Crestron	DMP5-3-300	Control Processor, Audio & Video Matrix, Mic Mixer	1	\$7,999.00	\$7,999.00
2	Crestron	C2N-Amp-6x100	6 x 100 Power Amplifier	1	\$2,399.00	\$2,399.00
3	Crestron	DM-TX-200-C-2G-W-T	Multi-Media Input Jack (Conference A & B)	2	\$1,200.00	\$2,400.00
4	Crestron	DM-RMC-4K-100-C	HDMI Video Break Out Box (Conference A & B)	2	\$799.00	\$1,598.00
5	Crestron	PW-4818DU	Power Over DM Switch	1	\$200.00	\$200.00
6	Crestron	TSW-552-B-S	5" Wall Mounted Touch Panels (Conference A, B & Multi-Purpos	3	\$1,100.00	\$3,300.00
7	Snap AV	B-500-EXT-230-RS	HDMI Over Cat6 Balun For Multi-Purpose Room	1	\$449.00	\$449.00
8	Liberty	Panel Crafters	HDMI Video Wall Jack	1	\$59.00	\$59.00
9	Sony	BDP-S3500	Blu Ray/DVD/CD Player (Rack & Cart)	2	\$99.00	\$198.00
10	Speaker Craft	IRE-3.0	IR System Flashers	5	\$12.00	\$60.00
11	Snap AV	AN-300-SW-R-8-PoE	8 Port Network Switch (Touch Panels & Processor)	1	\$350.00	\$350.00
<b>Total On Components For The Conference Room</b>						<b>\$19,012.00</b>

## Estimated Labor

We will offer the following detailed time estimate for the tasks to be performed at your house. We will bill for the actual amount.

1	Estimated Labor	2 Men, 7 Hours	Pre-wire New Wiring For HDMI Distribution	14	\$79.00	\$1,106.00
2	Estimated Labor	2 Men, 21 Hours	Pull Old Components Out, Install New Components	42	\$79.00	\$3,318.00
3	Estimated Labor	1 Man, 21 Hours	Program New Components Into The System	21	\$105.00	\$2,205.00
4	Estimated Labor	1 Man, 1 Hours	Give Detailed System Instruction Lesson	1	\$105.00	No Char.
<b>Total On Estimated Labor For Your Project</b>				<b>78 Man Hours</b>		<b>\$6,629.00</b>

## Estimated Wire &amp; Materials

We will offer the following detailed wire and materials estimate for the tasks to be performed at your house. We will bill for the actual amount.

1	Estimated Wire	DM-CBL-8G-NP-SP500	HD Video Integration Wires	800	\$0.70	\$560.00
2	Estimated Parts		HD Video Wire Termination Tips	10	\$4.00	\$40.00
3	Estimated Parts	B6-HD3	3 Meter HDMI Cables	2	\$39.00	\$78.00
4	Estimated Parts	B6-HD.7	.7 Meter HDMI Cables	5	\$0.70	\$3.50
5	Estimated Parts	B6-Aud-3	3 Meter Audio Cables	3	\$29.00	\$87.00
6	Estimated Parts	Misc.	Misc. Interconnect Cables & Connectors	1	\$100.00	\$100.00
<b>Total Estimated Wire &amp; Materials</b>						<b>\$868.50</b>

Totals	Integrated Electronics Terms
Conference Room Components	\$19,012.00
Components Total	\$19,012.00
Labor Total	\$6,629.00
Wire & Materials Total	\$868.50
Sales Tax	Tax Exempt

**Grand System Total For Units, Labor, Wire And Sales Tax** **\$26,509.50**

Attachment: Harrisonville Community Center Upgrade AV Estimate (1921 : Lightning Strike at the Community Center)



**TO:** Board of Aldermen  
**FROM:** Sheryl Stanley, Deputy City Clerk  
**DATE:** July 9, 2015  
**SUBJECT:** 2016 Pay Scale

**Type of Item:** *Approval*

**Council Bill No. 057****Resolution No.****A RESOLUTION TO ACCEPT AMENDMENTS TO THE PAY  
COMPENSATION STRUCTURE FOR FISCAL YEAR 2016**

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, 2016 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 20<sup>th</sup> day of July 2015.

---

Brian Hasek, Mayor and Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

---

Kim Hubbard, City Clerk

WITNESS my hand and seal this 20th day of July 2015.

## LETTER TO THE BOARD OF ALDERMEN Harrisonville, Missouri

**FROM:** Keith Moody, City Administrator  
**AGENDA ITEM:** Proposed Pay Scale for 2016  
**DATE:** June , 2015

**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, a \$.25/hr increase to the midpoint was implemented in 2011 through 2014 and a \$.30/hr increase to the midpoint was implemented in 2015.

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 third 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 (prior to 2015). 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 moving the position into a pay range that is closer to the survey average. Turnover rates and challenges in recruiting for the position are factored into this decision.

**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 "Mid" 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, difficulty in recruiting for recent openings, 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 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 1.49% and the Consumer Price Index of .86% (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, 2016?

**Budget Impact:** Adoption of the revisions effective January 1, 2016 prevents any impact on the current year (2015) budget. The impact the new pay scale has on next year's (2016) 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 1/1/16; 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 1/1/16.

**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 '13	1.90%	<b>1.10%</b>	<b>3.50%</b>	Dec. '12	<b>2.08%</b>
35%	March '14	1.90%	<b>1.20%</b>	<b>3.00%</b>	Dec. '13	<b>0.71%</b>
50%	March '15	2.10%	<b>1.80%</b>	<b>2.80%</b>	Dec. '14	<b>0.59%</b>
Three Year Weighted Avg. =		2.00%	<b>1.49%</b>	<b>2.98%</b>		<b>0.86%</b>

**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				
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%	2.31%
2014	222.84	222.47	0.59%	2015	2.50%	
<b>Average</b>			<b>2.05%</b>		<b>2.92%</b>	<b>2.75%</b>

**Figure #2: Pay Scale Adjustment Guide**

Average Midpoint Pay	Proposed Per Hour Increase	Annual Full-time Increase
\$63,385.00	<b>\$0.24</b>	\$499.20
	<b>\$0.30</b>	\$624.00
	<b>\$0.36</b>	\$748.80
<p>1.49% = Weighted Average ECI (Wages Only)  0.86% = Weighted Average CPI  Hourly Equivalent</p> <p>\$941.27      \$0.45 = <b>ECI (Wages Only)</b>  \$542.26      \$0.26 = <b>CPI</b></p>		



# Compensation Survey System

In partnership with Technology Net

HARRISONVILLE

Full Mode

## Entity Group - KC Metro Comparable Communities

**General Info**

[Rename Group](#)

- [My Account](#)
- [Entity Profile](#)
- [Benefits](#)
- [Services Offered](#)
- [Allowances & Practices](#)
- [Elected Officials](#)
- [Private Entities](#)
- Salary Data**
- [Benchmark Listing](#)
- [Edit Data](#)
- Reports**
- [Allowance Groups](#)
- [Benchmark Groups](#)
- [Entity Groups](#)
- [Reports](#)
- [Log Off](#)

	Entity	Contact	Phone	Email	Web	Population	FTEs	Budget	Updated	
Job Matches	BELTON, MO	Brad Foster	816-331-4331	<a href="mailto:bfoster@belton.org">bfoster@belton.org</a>	<a href="http://belton.org">belton.org</a>	23,244	185.00	\$16,763,881.00	07/15/2014	<a href="#">Remove</a>
Job Matches	BLUE SPRINGS, MO	Sue Heiman	816-228-0138	<a href="mailto:sheiman@bluespringsgov.com">sheiman@bluespringsgov.com</a>		53,014	288.00	\$79,938,462.00	10/03/2013	<a href="#">Remove</a>
Job Matches	EXCELSIOR SPRINGS, MO	Stephanie Baker	816-630-0761	<a href="mailto:sbaker@ci.excelsior-springs.mo.us">sbaker@ci.excelsior-springs.mo.us</a>	<a href="http://www.cityofesmo.com">www.cityofesmo.com</a>	12,000	120.00	\$0.00	12/04/2013	<a href="#">Remove</a>
Job Matches	GARDNER, KS	Alan Abramovitz	913-856-0943	<a href="mailto:aabramovitz@gardnerkansas.gov">aabramovitz@gardnerkansas.gov</a>		20,000	133.00	\$0.00	04/30/2015	<a href="#">Remove</a>
Job Matches	GLADSTONE, MO	Charlene Leslie	816-436-2200	<a href="mailto:charnel@gladstone.mo.us">charnel@gladstone.mo.us</a>	<a href="http://www.gladstone.mo.us">www.gladstone.mo.us</a>	25,784	195.00	\$17,000,000.00	02/10/2014	<a href="#">Remove</a>
Job Matches	GRAIN VALLEY, MO	JAIME REHMSMEYER	816-847-6213	<a href="mailto:jrehmsmeyer@cityofgrainvalley.org">jrehmsmeyer@cityofgrainvalley.org</a>	<a href="http://www.cityofgrainvalley.org">www.cityofgrainvalley.org</a>	12,800	57.00	\$12,500,000.00	07/29/2013	<a href="#">Remove</a>
Job Matches	GRANDVIEW, MO	Deb Angell	816-316-4800	<a href="mailto:dangell@ci.grandview.mo.us">dangell@ci.grandview.mo.us</a>		24,475	163.00	\$29,412,435.00	05/29/2014	<a href="#">Remove</a>
Job Matches	HARRISONVILLE, MO	Kim Hubbard	816-380-8916	<a href="mailto:khubbard@ci.harrisonville.mo.us">khubbard@ci.harrisonville.mo.us</a>	<a href="http://www.ci.harrisonville.mo.us">www.ci.harrisonville.mo.us</a>	10,016	156.00	\$29,854,000.00	05/26/2015	<a href="#">Remove</a>
Job Matches	KEARNEY, MO	James Eldridge	816-628-4142	<a href="mailto:jeldridge@kearneymo.us">jeldridge@kearneymo.us</a>	<a href="http://ci.kearney.mo.us">ci.kearney.mo.us</a>	8,381	31.00	\$2,894,348.00	03/18/2015	<a href="#">Remove</a>
Job Matches	KEARNEY FIRE & RESCUE, MO	Larry Pratt	816-628-4122	<a href="mailto:lpratt@kearneyFire.org">lpratt@kearneyFire.org</a>	<a href="http://KearneyFire.org">KearneyFire.org</a>	18,000	25.00	\$2,500,000.00	04/16/2015	<a href="#">Remove</a>
Job Matches	LEAVENWORTH, KS	Lona M. Lanter	913-680-2608	<a href="mailto:llanter@firstcity.org">llanter@firstcity.org</a>	<a href="http://www.lvks.org">www.lvks.org</a>	36,000	280.00	\$42,600,000.00	07/01/2013	<a href="#">Remove</a>
Job Matches	LIBERTY, MO	Amy Brusven	816-439-4441	<a href="mailto:abusven@ci.liberty.mo.us">abusven@ci.liberty.mo.us</a>		30,000	215.00	\$15,544,240.00	09/10/2014	<a href="#">Remove</a>
Job Matches	MERRIAM, KS	Sari Maple	913-322-5502	<a href="mailto:smaple@merriam.org">smaple@merriam.org</a>		11,174	94.00	\$17,500,681.00	06/05/2015	<a href="#">Remove</a>
Job Matches	MIAMI COUNTY, KS	Holly Ray	913-294-9530	<a href="mailto:hray@miamicountyks.org">hray@miamicountyks.org</a>		32,800	200.00	\$34,552,862.00	05/05/2015	<a href="#">Remove</a>
Job Matches	MISSION, KS	Jesse Rozof	913-676-8354	<a href="mailto:jrozof@missionks.org">jrozof@missionks.org</a>	<a href="http://www.missionks.org">www.missionks.org</a>	10,000	69.00	\$26,500,000.00	12/03/2014	<a href="#">Remove</a>
Job Matches	NORTH KANSAS CITY, MO	Jan Gall	816-274-6000	<a href="mailto:jjgall@nkc.org">jjgall@nkc.org</a>		4,200	171.00	\$13,332,404.00	10/14/2013	<a href="#">Remove</a>
Job Matches	PLEASANT HILL, MO	Jodie Wasson	816-540-3135	<a href="mailto:jodiew@pleasanthill.com">jodiew@pleasanthill.com</a>	<a href="http://www.pleasanthill.com">www.pleasanthill.com</a>	8,113	40.00	\$0.00	03/25/2015	<a href="#">Remove</a>
Job Matches	PRAIRIE VILLAGE, KS	Amy Hunt	913-385-4664	<a href="mailto:ahunt@pvkansas.com">ahunt@pvkansas.com</a>	<a href="http://www.pvkansas.com">www.pvkansas.com</a>	21,500	145.00	\$15,000,000.00	10/13/2014	<a href="#">Remove</a>
Job Matches	RAYMORE, MO	Shawn Aulgur	816-892-3005	<a href="mailto:saulgur@raymore.com">saulgur@raymore.com</a>	<a href="http://www.raymore.com">www.raymore.com</a>	19,206	99.00	\$10,357,167.00	03/13/2015	<a href="#">Remove</a>
Job Matches	RAYTOWN, MO	Debbie Duncan	816-737-6006	<a href="mailto:debbied@raytown.mo.us">debbied@raytown.mo.us</a>	<a href="http://www.raytown.mo.us">www.raytown.mo.us</a>	29,513	181.00	\$29,041,659.00	06/12/2014	<a href="#">Remove</a>
Job Matches	RIVERSIDE, MO	Meredith Hauck	816-741-3993	<a href="mailto:mhauck@riversidemo.com">mhauck@riversidemo.com</a>	<a href="http://www.riversidemo.com">www.riversidemo.com</a>	3,000	73.00	\$9,700,000.00	04/29/2013	<a href="#">Remove</a>
Job Matches	SMITHVILLE, MO	Kelli Oldham	816-532-3897	<a href="mailto:koldham@smithvillemo.org">koldham@smithvillemo.org</a>	<a href="http://smithvillemo.org">smithvillemo.org</a>	8,500	40.00	\$3,500,000.00	10/03/2014	<a href="#">Remove</a>
Job Matches	SOUTH METRO FIRE DISTRICT, MO	Mary Lacy	816-331-3008	<a href="mailto:mlsmfd@yahoo.com">mlsmfd@yahoo.com</a>	<a href="http://www.southmetrofire.org">www.southmetrofire.org</a>	25,000	31.00	\$0.00	02/04/2014	<a href="#">Remove</a>

The following are all the email addresses listed above. You may cut and paste any or all of these addresses into your email program.

[bfoster@belton.org](mailto:bfoster@belton.org); [sheiman@bluespringsgov.com](mailto:sheiman@bluespringsgov.com); [sbaker@ci.excelsior-springs.mo.us](mailto:sbaker@ci.excelsior-springs.mo.us); [aabramovitz@gardnerkansas.gov](mailto:aabramovitz@gardnerkansas.gov); [charnel@gladstone.mo.us](mailto:charnel@gladstone.mo.us); [jrehmsmeyer@cityofgrainvalley.org](mailto:jrehmsmeyer@cityofgrainvalley.org); [dangell@ci.grandview.mo.us](mailto:dangell@ci.grandview.mo.us); [khubbard@ci.harrisonville.mo.us](mailto:khubbard@ci.harrisonville.mo.us); [jeldridge@kearneymo.us](mailto:jeldridge@kearneymo.us); [lpratt@kearneyFire.org](mailto:lpratt@kearneyFire.org); [llanter@firstcity.org](mailto:llanter@firstcity.org); [abusven@ci.liberty.mo.us](mailto:abusven@ci.liberty.mo.us); [smaple@merriam.org](mailto:smaple@merriam.org); [hray@miamicountyks.org](mailto:hray@miamicountyks.org);

**Compensation Survey System**  
**Advanced Comparison Detailed Report - Condensed**  
**06/05/2015**

**Job # 100 - ASSISTANT CITY/COUNTY MANAGER / ADMINISTRATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MISSION	ASST CITY ADMIN/FINANCE DIR	City Administrator	01/2014	2080.0	1	\$89,300	\$109,392	\$129,484	\$0	\$0	\$0	04/01/2014
RAYMORE	ASSISTANT CITY MANAGER		11/2014	2080.0	1	\$85,754	\$109,336	\$132,918	\$99,475	\$99,475	\$99,475	03/06/2015
BELTON	Assistant City Manager	City Manager	04/2014	2080.0	1	\$82,860	\$104,471	\$126,082	\$96,093	\$96,093	\$96,093	01/12/2015
LIBERTY	ASST CITY ADMINISTRATOR	City Administrator	01/2015	2080.0	1	\$74,760	\$99,708	\$124,657	\$0	\$0	\$101,573	02/24/2015
GLADSTONE	ASST CITY MGR/COMM DEV DIR		10/2014	2080.0	1	\$76,711	\$95,888	\$115,066	\$0	\$0	\$109,299	01/12/2015
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	01/2015	2080.0	1	\$75,315	\$94,144	\$112,973	\$100,000	\$100,000	\$100,000	06/05/2015
PRAIRIE VILLAGE	ASST CITY ADMINISTRATOR		01/2014	2080.0	1	\$75,141	\$93,926	\$112,711	\$0	\$0	\$95,000	12/24/2014
BLUE SPRINGS	ASST CITY ADMINISTRATOR		04/2014	2080.0	2	\$70,717	\$93,166	\$115,614	\$116,380	\$116,380	\$116,380	03/31/2015
GRANDVIEW	ASST CITY ADMINISTRATOR	City Administrator	10/2014	2080.0	1	\$75,540	\$91,704	\$107,869	\$97,035	\$97,035	\$97,035	12/12/2014
LEAVENWORTH	Assistant City Manager	City Manager	01/2015	2080.0	1	\$71,756	\$89,560	\$107,364	\$71,723	\$71,723	\$73,723	06/05/2015
KEARNEY	ASST ADMIN/COM DEV DIR	CITY ADMINISTRATOR	04/2015	2080.0	1	\$72,520	\$80,495	\$88,470	\$82,456	\$82,456	\$82,456	03/18/2015
PLEASANT HILL	ASSISTANT CITY ADMINISTRATOR	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$64,512	03/25/2015
NORTH KANSAS CITY	ASST CITY ADMINISTRATOR		01/2014	2080.0	1	\$55,661	\$69,576	\$83,492	\$76,093	\$76,093	\$76,093	12/22/2014
<b>Average</b>						<b>\$74,463</b>	<b>\$92,387</b>	<b>\$110,312</b>	<b>\$92,407</b>	<b>\$92,407</b>	<b>\$92,637</b>	
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	01/2015	2080.0	1	\$75,315	\$94,144	\$112,973	\$100,000	\$100,000	\$100,000	06/05/2015
<b>Difference</b>						<b>\$852</b>	<b>\$1,757</b>	<b>\$2,661</b>	<b>\$7,593</b>	<b>\$7,593</b>	<b>\$7,363</b>	
<b>Difference %</b>						<b>1.1%</b>	<b>1.9%</b>	<b>2.4%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>7.4%</b>	
<b># of Respondents</b>						<b>13</b>	<b>13</b>	<b>13</b>	<b>8</b>	<b>8</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$8,944</b>	<b>\$12,847</b>	<b>\$17,545</b>	<b>\$14,689</b>	<b>\$14,689</b>	<b>\$15,330</b>	
<b>Standard Error</b>						<b>\$2,481</b>	<b>\$3,563</b>	<b>\$4,866</b>	<b>\$5,193</b>	<b>\$5,193</b>	<b>\$4,425</b>	

**Job # 115 - CITY CLERK**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LEAVENWORTH	City Clerk	City Manager	01/2015	2080.0	1	\$71,576	\$89,470	\$107,364	\$0	\$0	\$88,239	05/15/2015
PRAIRIE VILLAGE	CITY CLERK		01/2014	2080.0	1	\$56,462	\$70,578	\$84,693	\$0	\$0	\$72,076	12/24/2014
MISSION	CITY CLERK		01/2014	2080.0	1	\$57,563	\$70,515	\$83,467	\$0	\$0	\$0	04/01/2014
MERRIAM			01/2015	2080.0	0	\$47,980	\$59,974	\$71,969	\$0	\$0	\$0	06/05/2015
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$61,500	\$61,500	\$61,500	06/05/2015
BELTON	City Clerk/Benefits Coordinator	City Manager	04/2014	2080.0	1	\$45,812	\$57,760	\$69,708	\$66,349	\$66,349	\$66,349	08/04/2014
RAYMORE	CITY CLERK		11/2014	2080.0	1	\$45,847	\$57,308	\$68,770	\$59,022	\$59,022	\$59,022	03/06/2015
SMITHVILLE			11/2014	2080.0	0	\$55,000	\$56,100	\$57,200	\$0	\$0	\$0	10/03/2014
RIVERSIDE	CITY CLERK		02/2015	2080.0	1	\$44,800	\$56,000	\$67,200	\$56,000	\$56,000	\$56,000	02/17/2015
KEARNEY	city Clerk	City Administrator	04/2015	2080.0	0	\$47,320	\$54,771	\$62,222	\$0	\$0	\$0	03/17/2015
GLADSTONE	CITY CLERK		10/2014	2080.0	1	\$42,412	\$54,605	\$66,798	\$0	\$0	\$42,412	01/12/2015
BLUE SPRINGS	EXEC SEC/CITY CLERK		04/2014	2080.0	1	\$42,165	\$52,706	\$63,247	\$54,000	\$54,000	\$54,000	03/31/2015
NORTH KANSAS CITY	CITY CLERK		01/2014	2080.0	1	\$41,535	\$51,919	\$62,303	\$46,155	\$46,155	\$46,155	12/22/2014
GARDNER	CITY CLERK		01/2014	2080.0	1	\$40,260	\$49,356	\$58,452	\$0	\$0	\$43,260	12/11/2014
RAYTOWN	CITY CLERK		07/2014	2080.0	1	\$40,140	\$49,164	\$58,188	\$0	\$0	\$53,803	07/30/2014
GRANDVIEW	CITY CLERK	Assistant City Administrator	10/2014	2080.0	1	\$42,701	\$42,701	\$42,701	\$46,881	\$46,881	\$46,881	12/17/2014
PLEASANT HILL	CITY CLERK	ASSISTANT CITY ADMINISTRATOR	04/2015	2080.0	1	\$35,507	\$39,895	\$44,283	\$0	\$0	\$41,974	03/25/2015
<b>Average</b>						<b>\$47,338</b>	<b>\$57,200</b>	<b>\$67,062</b>	<b>\$55,701</b>	<b>\$55,701</b>	<b>\$56,282</b>	
HARRISONVILLE	CITY CLERK	City Administrator and Mayor	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$61,500	\$61,500	\$61,500	06/05/2015
<b>Difference</b>						<b>\$321</b>	<b>\$2,374</b>	<b>\$4,427</b>	<b>\$5,799</b>	<b>\$5,799</b>	<b>\$5,218</b>	
<b>Difference %</b>						<b>0.7%</b>	<b>4.0%</b>	<b>6.2%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>8.5%</b>	
<b># of Respondents</b>						<b>17</b>	<b>17</b>	<b>17</b>	<b>7</b>	<b>7</b>	<b>13</b>	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

<b>Standard Deviation</b>	<b>\$8,637</b>	<b>\$11,485</b>	<b>\$15,168</b>	<b>\$7,416</b>	<b>\$7,416</b>	<b>\$13,465</b>
<b>Standard Error</b>	<b>\$2,095</b>	<b>\$2,785</b>	<b>\$3,679</b>	<b>\$2,803</b>	<b>\$2,803</b>	<b>\$3,735</b>

**Job # 125 - CITY/COUNTY MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	CITY ADMINISTRATOR		01/2014	2080.0	1	\$111,905	\$139,881	\$167,857	\$0	\$0	\$131,705	12/24/2014
MISSION	CITY ADMINISTRATOR		01/2014	2080.0	1	\$98,452	\$120,604	\$142,756	\$0	\$0	\$0	04/01/2014
GLADSTONE	CITY MANAGER		10/2014	2080.0	1	\$93,464	\$116,830	\$140,197	\$0	\$0	\$132,906	01/12/2015
HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	01/2015	2080.0	1	\$90,515	\$113,144	\$135,773	\$116,000	\$116,000	\$116,000	12/17/2014
RAYMORE	CITY MANAGER		04/2014	2080.0	1	\$108,528	\$109,470	\$110,412	\$108,528	\$108,528	\$108,528	03/06/2015
MIAMI COUNTY	COUNTY ADMINISTRATOR	Board of County Commissioners	01/2014	2080.0	1	\$78,839	\$96,578	\$114,316	\$92,655	\$92,655	\$92,655	03/06/2014
KEARNEY	CITY ADMINISTRATOR		04/2015	2080.0	1	\$80,520	\$89,374	\$98,229	\$93,223	\$93,223	\$93,223	03/18/2015
PLEASANT HILL	CITY ADMINISTRATOR	MAYOR AND COUNCIL	04/2015	2080.0	1	\$77,563	\$87,162	\$96,762	\$0	\$0	\$89,378	03/25/2015
SMITHVILLE			11/2014	2080.0	0	\$80,000	\$85,000	\$90,000	\$0	\$0	\$0	12/17/2014
BLUE SPRINGS	CITY ADMINISTRATOR		04/2014	2080.0	1	\$0	\$0	\$0	\$158,741	\$158,741	\$158,741	03/31/2015
GRANDVIEW	CITY ADMINISTRATOR		10/2014	2080.0	1	\$0	\$0	\$0	\$132,960	\$132,960	\$132,960	12/17/2014
LEAVENWORTH	City Manager	City Commission	01/2015	2080.0	1	\$0	\$0	\$0	\$0	\$0	\$148,696	05/19/2015
LIBERTY	CITY ADMINISTRATOR	Mayor/City Council	01/2015	2080.0	1	\$0	\$0	\$0	\$0	\$0	\$122,647	02/24/2015
NORTH KANSAS CITY	CITY ADMINISTRATOR		01/2014	2080.0	1	\$0	\$0	\$0	\$109,000	\$109,000	\$109,000	12/22/2014
RAYTOWN	CITY ADMINISTRATOR		07/2014	2080.0	1	\$0	\$0	\$0	\$0	\$0	\$141,109	07/30/2014
BELTON	CITY MANAGER	Mayor & City Council	04/2014	2080.0	1	\$0	\$0	\$0	\$126,082	\$126,082	\$126,082	01/09/2015
GARDNER	CITY ADMINISTRATOR		01/2014	2080.0	1	\$0	\$0	\$0	\$0	\$0	\$136,658	12/11/2014
RIVERSIDE	CITY ADMINISTRATOR		02/2015	2080.0	1	\$0	\$0	\$0	\$122,000	\$122,000	\$122,000	02/17/2015

<b>Average</b>	<b>\$91,087</b>	<b>\$106,449</b>	<b>\$121,811</b>	<b>\$117,688</b>	<b>\$117,688</b>	<b>\$122,643</b>
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HARRISONVILLE	CITY ADMINISTRATOR	Mayor and Board of Aldermen	01/2015	2080.0	1	\$90,515	\$113,144	\$135,773	\$116,000	\$116,000	\$116,000	12/17/2014
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<b>Difference</b>	<b>(\$572)</b>	<b>\$6,695</b>	<b>\$13,962</b>	<b>(\$1,688)</b>	<b>(\$1,688)</b>	<b>(\$6,643)</b>
<b>Difference %</b>	<b>-0.6%</b>	<b>5.9%</b>	<b>10.3%</b>	<b>-1.5%</b>	<b>-1.5%</b>	<b>-5.7%</b>
<b># of Respondents</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>16</b>
<b>Standard Deviation</b>	<b>\$13,064</b>	<b>\$18,374</b>	<b>\$26,157</b>	<b>\$20,601</b>	<b>\$20,601</b>	<b>\$20,209</b>
<b>Standard Error</b>	<b>\$4,355</b>	<b>\$6,125</b>	<b>\$8,719</b>	<b>\$6,867</b>	<b>\$6,867</b>	<b>\$5,052</b>

**Job # 190 - HUMAN RESOURCE ANALYST II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	HR SPECIALIST		01/2014	2080.0	1	\$43,981	\$54,976	\$65,971	\$0	\$0	\$62,000	12/24/2014
HARRISONVILLE	HUMAN RESOURCES SPECIALIST		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$0	\$0	\$0	12/17/2014
PLEASANT HILL	HR/PAYROLL SPECIALIST	ASSISTANT CITY ADMINISTRATOR	04/2015	2080.0	1	\$35,507	\$39,895	\$44,283	\$0	\$0	\$41,974	03/25/2015
LIBERTY	HR COORDINATOR	Human Resources & Loss Control Director	01/2015	2080.0	1	\$29,580	\$39,462	\$49,344	\$0	\$0	\$43,306	02/24/2015
BLUE SPRINGS	HR ASSISTANT		04/2014	2080.0	1	\$29,869	\$37,339	\$44,809	\$46,709	\$46,709	\$46,709	03/31/2015
MIAMI COUNTY	OFFICE ASSISTANT II - HR Assistant	Human Resources Director	01/2014	2080.0	1	\$24,992	\$30,898	\$36,805	\$27,352	\$27,352	\$27,352	03/17/2014
GARDNER	NO MATCH											

<b>Average</b>	<b>\$34,427</b>	<b>\$42,644</b>	<b>\$50,861</b>	<b>\$37,030</b>	<b>\$37,030</b>	<b>\$44,268</b>
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HARRISONVILLE	HUMAN RESOURCES SPECIALIST		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$0	\$0	\$0	12/17/2014
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<b>Difference</b>	<b>\$8,208</b>	<b>\$10,650</b>	<b>\$13,092</b>	<b>(\$37,030)</b>	<b>(\$37,030)</b>	<b>(\$44,268)</b>
<b>Difference %</b>	<b>19.3%</b>	<b>20.0%</b>	<b>20.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b># of Respondents</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>5</b>
<b>Standard Deviation</b>	<b>\$7,656</b>	<b>\$9,479</b>	<b>\$11,657</b>	<b>\$13,687</b>	<b>\$13,687</b>	<b>\$12,377</b>
<b>Standard Error</b>	<b>\$3,126</b>	<b>\$3,870</b>	<b>\$4,759</b>	<b>\$9,679</b>	<b>\$9,679</b>	<b>\$5,535</b>

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

**Job # 216 - PUBLIC INFORMATION OFFICER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	PUBLIC INFORMATION OFFICER		01/2014	2080.0	0	\$64,128	\$78,648	\$93,168	\$0	\$0	\$0	12/11/2014
BLUE SPRINGS	COMMUNICATIONS MANAGER		04/2014	2080.0	1	\$59,520	\$74,400	\$89,279	\$75,000	\$75,000	\$75,000	03/31/2015
MERRIAM			01/2015	2080.0	0	\$51,098	\$63,872	\$76,647	\$0	\$0	\$0	06/05/2015
LIBERTY	COMMUNICATIONS MANAGER	City Administrator	01/2015	2080.0	1	\$45,876	\$61,209	\$76,543	\$0	\$0	\$73,344	02/24/2015
RAYTOWN	PUBLIC INFORMATION OFFICER	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	07/2014	2080.0	1	\$44,898	\$54,898	\$64,899	\$0	\$0	\$56,651	07/30/2014
HARRISONVILLE	Public Information officer	City Clerk	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$49,000	\$49,000	\$49,000	12/17/2014
LEAVENWORTH	Public Information Officer	City Manager	01/2015	2080.0	1	\$39,077	\$48,846	\$58,615	\$0	\$0	\$40,249	05/18/2015
RAYMORE	COMMUNITY OUTREACH COORD		11/2014	2080.0	1	\$38,593	\$47,270	\$55,947	\$40,269	\$40,269	\$40,269	03/06/2015
GRANDVIEW	PUBLIC INFORMATION OFFICER		10/2014	2080.0	1	\$37,612	\$45,644	\$53,677	\$47,589	\$47,589	\$47,589	12/31/2014
RIVERSIDE	NO MATCH											
<b>Average</b>						<b>\$47,049</b>	<b>\$58,676</b>	<b>\$70,303</b>	<b>\$52,964</b>	<b>\$52,964</b>	<b>\$54,586</b>	
HARRISONVILLE	Public Information officer	City Clerk	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$49,000	\$49,000	\$49,000	12/17/2014
<b>Difference</b>						<b>(\$4,414)</b>	<b>(\$5,382)</b>	<b>(\$6,350)</b>	<b>(\$3,964)</b>	<b>(\$3,964)</b>	<b>(\$5,586)</b>	
<b>Difference %</b>						<b>-10.4%</b>	<b>-10.1%</b>	<b>-9.9%</b>	<b>-8.1%</b>	<b>-8.1%</b>	<b>-11.4%</b>	
<b># of Respondents</b>						<b>9</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>7</b>	
<b>Standard Deviation</b>						<b>\$9,442</b>	<b>\$11,829</b>	<b>\$14,365</b>	<b>\$15,181</b>	<b>\$15,181</b>	<b>\$14,512</b>	
<b>Standard Error</b>						<b>\$3,147</b>	<b>\$3,943</b>	<b>\$4,788</b>	<b>\$7,590</b>	<b>\$7,590</b>	<b>\$5,485</b>	

**Job # 305 - BUILDING INSPECTOR II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	BUILDING INSPECTOR		01/2014	2080.0	2	\$53,892	\$66,114	\$78,336	\$0	\$0	\$53,892	12/11/2014
RIVERSIDE	BUILDING OFFICIAL		02/2015	2080.0	1	\$44,800	\$56,000	\$67,200	\$56,000	\$56,000	\$56,000	02/17/2015
RAYMORE	BUILDING CODE INSPECTOR II		11/2014	2080.0	1	\$44,396	\$55,494	\$66,593	\$45,760	\$45,760	\$45,760	03/06/2015
PRAIRIE VILLAGE	BUILDING INSPECTOR		01/2014	2080.0	1	\$42,537	\$53,172	\$63,806	\$0	\$0	\$47,153	12/24/2014
SMITHVILLE			11/2014	2080.0	0	\$47,840	\$52,000	\$56,160	\$0	\$0	\$0	10/03/2014
GRANDVIEW	BUILDING INSPECTOR		10/2014	2080.0	1	\$39,782	\$48,303	\$56,824	\$44,866	\$44,866	\$44,866	12/12/2014
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
NORTH KANSAS CITY	COMBINATION BLDG INSPECTOR		01/2014	2080.0	1	\$37,674	\$47,092	\$56,511	\$54,184	\$54,184	\$54,184	12/22/2014
KEARNEY	BUILDING INSPECTOR		04/2015	2080.0	1	\$41,690	\$45,896	\$50,101	\$49,178	\$49,178	\$49,178	03/18/2015
LIBERTY	BUILDING INSPECTOR	Chief Building Official	01/2015	2080.0	1	\$34,248	\$45,680	\$57,113	\$0	\$0	\$40,670	02/24/2015
BELTON	BUILDING INSPECTOR II		04/2014	2080.0	2	\$35,788	\$45,122	\$54,456	\$45,812	\$50,568	\$48,190	12/11/2014
BLUE SPRINGS	BUILDING INSPECTOR		04/2014	2080.0	1	\$35,490	\$44,362	\$53,235	\$39,520	\$47,872	\$43,696	03/31/2015
MIAMI COUNTY	COMPLIANCE OFFICER II - CODES	Chief Building Inspector	01/2014	2080.0	1	\$35,632	\$44,053	\$52,475	\$42,640	\$42,640	\$42,640	03/05/2014
PLEASANT HILL	BUILDING INSPECTOR	COMMUNITY DEVELOPMENT DIRECTOR	04/2015	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/25/2015
<b>Average</b>						<b>\$40,918</b>	<b>\$50,077</b>	<b>\$59,236</b>	<b>\$47,245</b>	<b>\$48,884</b>	<b>\$47,839</b>	
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
<b>Difference</b>						<b>(\$2,747)</b>	<b>(\$2,363)</b>	<b>(\$1,979)</b>	<b>(\$47,245)</b>	<b>(\$48,884)</b>	<b>(\$47,839)</b>	
<b>Difference %</b>						<b>-7.2%</b>	<b>-5.0%</b>	<b>-3.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	
<b># of Respondents</b>						<b>13</b>	<b>13</b>	<b>13</b>	<b>8</b>	<b>8</b>	<b>11</b>	
<b>Standard Deviation</b>						<b>\$5,731</b>	<b>\$6,343</b>	<b>\$7,759</b>	<b>\$5,598</b>	<b>\$4,591</b>	<b>\$5,046</b>	
<b>Standard Error</b>						<b>\$1,590</b>	<b>\$1,759</b>	<b>\$2,152</b>	<b>\$1,979</b>	<b>\$1,623</b>	<b>\$1,521</b>	

**Job # 325 - CHIEF BUILDING OFFICIAL**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	BUILDING OFFICIAL		01/2014	2080.0	1	\$60,877	\$76,096	\$91,315	\$0	\$0	\$63,980	12/24/2014
RAYMORE	BUILDING OFFICIAL		11/2014	2080.0	1	\$52,377	\$65,472	\$78,566	\$63,881	\$63,881	\$63,881	03/06/2015

LIBERTY	CHIEF BUILDING OFFICIAL	City Administrator	01/2015	2080.0	1	\$48,180	\$64,280	\$80,381	\$0	\$0	\$58,548	
NORTH KANSAS CITY	CODE COMPLIANCE MANAGER		01/2014	2080.0	1	\$50,487	\$63,108	\$75,730	\$67,147	\$67,147	\$67,147	12/22/2014
HARRISONVILLE	Building Official	Community Development Director	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$60,975	\$60,975	\$60,975	06/05/2015
MIAMI COUNTY	CHIEF BUILDING INSPECTOR	County Administrator	01/2014	2080.0	1	\$48,516	\$59,432	\$70,348	\$62,474	\$62,474	\$62,474	03/06/2014
RAYTOWN	BUILDING OFFICIAL	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	07/2014	2080.0	1	\$47,144	\$57,752	\$68,359	\$0	\$0	\$57,845	07/30/2014
BLUE SPRINGS	CODES ADMINISTRATOR		04/2014	2080.0	1	\$45,966	\$57,454	\$68,943	\$67,913	\$67,913	\$67,913	03/31/2015
GRANDVIEW	BUILDING OFFICIAL		10/2014	2080.0	1	\$46,413	\$56,326	\$66,240	\$57,570	\$57,570	\$57,570	12/17/2014
PLEASANT HILL	BUILDING OFFICIAL	COMMUNITY DEVELOPMENT DIRECTOR	04/2015	2080.0	1	\$45,780	\$51,438	\$57,096	\$0	\$0	\$50,461	03/25/2015
GARDNER	NO MATCH											

<b>Average</b>						<b>\$49,340</b>	<b>\$61,093</b>	<b>\$72,847</b>	<b>\$63,327</b>	<b>\$63,327</b>	<b>\$61,079</b>
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HARRISONVILLE	Building Official	Community Development Director	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$60,975	\$60,975	\$60,975	06/05/2015
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<b>Difference</b>						<b>(\$1,681)</b>	<b>(\$1,519)</b>	<b>(\$1,358)</b>	<b>(\$2,352)</b>	<b>(\$2,352)</b>	<b>(\$104)</b>
<b>Difference %</b>						<b>-3.5%</b>	<b>-2.6%</b>	<b>-1.9%</b>	<b>-3.9%</b>	<b>-3.9%</b>	<b>-0.2%</b>
<b># of Respondents</b>						<b>10</b>	<b>10</b>	<b>10</b>	<b>6</b>	<b>6</b>	<b>10</b>
<b>Standard Deviation</b>						<b>\$4,545</b>	<b>\$6,699</b>	<b>\$9,274</b>	<b>\$3,882</b>	<b>\$3,882</b>	<b>\$5,203</b>
<b>Standard Error</b>						<b>\$1,437</b>	<b>\$2,118</b>	<b>\$2,933</b>	<b>\$1,585</b>	<b>\$1,585</b>	<b>\$1,645</b>

**Job # 330 - CODE ENFORCEMENT OFFICER I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	CODE ENFORCEMENT OFFICER		01/2014	2080.0	1	\$39,226	\$49,032	\$58,839	\$0	\$0	\$45,968	12/24/2014
RAYMORE	CODE ENFORCEMENT OFFICER		11/2014	2080.0	1	\$37,136	\$45,496	\$53,857	\$41,059	\$41,059	\$41,059	03/06/2015
MISSION	NEIGHBORHOOD SVCS OFFCR	Neighborhood Services Coordinator	01/2014	2080.0	1	\$37,106	\$45,454	\$53,803	\$0	\$0	\$0	04/01/2014
GARDNER	Code Inspector		01/2014	2080.0	1	\$36,840	\$45,186	\$53,532	\$0	\$0	\$46,399	12/11/2014
NORTH KANSAS CITY	NEIGHBORHOOD SVCS INSPCTR		01/2014	2080.0	0	\$35,880	\$44,850	\$53,820	\$0	\$0	\$0	12/22/2014
LIBERTY	CODE ENFORCEMENT OFFICER	Community Development Manager	01/2015	2080.0	1	\$32,616	\$43,507	\$54,397	\$0	\$0	\$45,827	02/24/2015
LEAVENWORTH	Zoning and Code Administrator	City Planner	01/2015	2080.0	3	\$34,804	\$43,505	\$52,206	\$36,227	\$46,210	\$41,675	05/15/2015
BELTON	CODE ENFORCEMENT OFFICER I		04/2014	2080.0	1	\$34,063	\$42,948	\$51,832	\$49,334	\$49,334	\$49,334	12/11/2014
HARRISONVILLE	CODE COMPLIANCE OFFICER		01/2015	2080.0	0	\$34,203	\$42,754	\$51,305	\$0	\$0	\$0	12/17/2014
GLADSTONE	NEIGHBORHOOD SERVCS COORD		10/2014	2080.0	2	\$30,016	\$40,339	\$50,662	\$32,535	\$45,982	\$39,259	01/12/2015
GRANDVIEW	NEIGHBORHOOD SVCS OFFICER		10/2014	2080.0	2	\$33,176	\$40,267	\$47,358	\$36,379	\$41,371	\$38,875	12/17/2014
RIVERSIDE	ANIMAL CONTROL/CODE ENFORCEMENT OFFICER		02/2015	2080.0	0	\$30,500	\$38,100	\$45,700	\$38,100	\$38,100	\$38,100	02/17/2015
MIAMI COUNTY	COMPLIANCE OFFICER I	Chief Building Inspector	01/2014	2080.0	1	\$29,841	\$36,894	\$43,947	\$37,814	\$37,814	\$37,814	03/06/2014
RAYTOWN	NBHD SVCS SPECIALIST I	NBHD SVCS SUPERVISOR	07/2014	2080.0	3	\$28,711	\$35,170	\$41,630	\$30,160	\$32,136	\$31,120	07/30/2014
BLUE SPRINGS	CODES INSPECTOR		04/2014	2080.0	2	\$27,404	\$34,258	\$41,112	\$33,280	\$43,216	\$38,248	03/31/2015
SMITHVILLE			11/2014	2080.0	0	\$27,040	\$31,200	\$35,360	\$0	\$0	\$0	10/03/2014
<b>Average</b>						<b>\$33,035</b>	<b>\$41,185</b>	<b>\$49,335</b>	<b>\$37,210</b>	<b>\$41,691</b>	<b>\$41,140</b>	
HARRISONVILLE	CODE COMPLIANCE OFFICER		01/2015	2080.0	0	\$34,203	\$42,754	\$51,305	\$0	\$0	\$0	12/17/2014

<b>Difference</b>						<b>\$1,168</b>	<b>\$1,569</b>	<b>\$1,970</b>	<b>(\$37,210)</b>	<b>(\$41,691)</b>	<b>(\$41,140)</b>
<b>Difference %</b>						<b>3.4%</b>	<b>3.7%</b>	<b>3.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>9</b>	<b>9</b>	<b>12</b>
<b>Standard Deviation</b>						<b>\$3,761</b>	<b>\$4,882</b>	<b>\$6,232</b>	<b>\$5,608</b>	<b>\$5,236</b>	<b>\$5,028</b>
<b>Standard Error</b>						<b>\$940</b>	<b>\$1,221</b>	<b>\$1,558</b>	<b>\$1,869</b>	<b>\$1,745</b>	<b>\$1,452</b>

**Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$84,567	\$105,709	\$126,851	\$0	\$0	\$0	06/05/2015
LIBERTY	Planning & DEVELOPMENT DIR	City Administrator	01/2015	2080.0	0	\$74,760	\$99,708	\$124,657	\$0	\$0	\$0	02/24/2015
MISSION	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2014	2080.0	1	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	04/01/2014

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Min	Mid	Max	Low	High	Avg	Updated
RAYMORE	DIR OF COMMUNITY DEVELOP		11/2014	2080.0	1	\$74,145	\$94,534	\$114,923	\$95,434	\$95,434	\$95,434	
RIVERSIDE	COMMUNITY DEVELOPMENT DIR		02/2015	2080.0	1	\$73,800	\$92,300	\$110,800	\$92,300	\$92,300	\$92,300	02/17/2015
GARDNER	DIR COMMUNITY DEVELOPMENT		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	\$97,849	12/11/2014
BELTON	COMMUNITY DEVELOPMENT DIRECTOR		04/2014	2080.0	1	\$71,450	\$90,085	\$108,720	\$96,093	\$96,093	\$96,093	01/12/2015
BLUE SPRINGS	DIR OF COMMUNITY DEVELOP		04/2014	2080.0	1	\$70,717	\$88,393	\$106,069	\$97,995	\$97,995	\$97,995	03/31/2015
GRANDVIEW	director-community development		10/2014	2080.0	1	\$69,921	\$84,874	\$99,828	\$89,131	\$89,131	\$89,131	12/17/2014
NORTH KANSAS CITY	COMMUNITY DEVELOPMENT DIRECTOR		07/2014	2080.0	1	\$75,000	\$83,500	\$92,000	\$77,000	\$77,000	\$77,000	12/22/2014
HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2015	2080.0	1	\$64,595	\$80,744	\$96,893	\$75,000	\$75,000	\$75,000	12/17/2014
RAYTOWN	DIRECTOR OF DEVELOPMENT & PUBLIC AFFAIRS	CITY ADMINISTRATOR	07/2014	2080.0	1	\$64,080	\$78,498	\$92,916	\$0	\$0	\$82,890	07/30/2014
SMITHVILLE			11/2014	2080.0	0	\$62,400	\$72,800	\$83,200	\$0	\$0	\$0	10/03/2014
MIAMI COUNTY	DIRECTOR OF PLANNING	County Administrator	01/2014	2080.0	0	\$57,006	\$69,833	\$82,659	\$0	\$0	\$0	03/06/2014
PLEASANT HILL	COMMUNITY DEVELOPMENT DIR	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$77,070	03/25/2015
KEARNEY	COMMUNITY DEVELOPMENT DIR		04/2015	2080.0	0	\$62,869	\$69,624	\$76,379	\$0	\$0	\$0	03/17/2015

Average						\$70,140	\$85,651	\$101,162	\$88,993	\$88,993	\$88,076	
HARRISONVILLE	COMMUNITY DEVELOPMENT DIR	City Administrator	01/2015	2080.0	1	\$64,595	\$80,744	\$96,893	\$75,000	\$75,000	\$75,000	12/17/2014

<b>Difference</b>	<b>(\$5,545)</b>	<b>(\$4,907)</b>	<b>(\$4,269)</b>	<b>(\$13,993)</b>	<b>(\$13,993)</b>	<b>(\$13,076)</b>
<b>Difference %</b>	<b>-8.6%</b>	<b>-6.1%</b>	<b>-4.4%</b>	<b>-18.7%</b>	<b>-18.7%</b>	<b>-17.4%</b>
<b># of Respondents</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>7</b>	<b>7</b>	<b>10</b>
<b>Standard Deviation</b>	<b>\$7,467</b>	<b>\$11,461</b>	<b>\$16,132</b>	<b>\$9,341</b>	<b>\$9,341</b>	<b>\$9,267</b>
<b>Standard Error</b>	<b>\$1,867</b>	<b>\$2,865</b>	<b>\$4,033</b>	<b>\$3,531</b>	<b>\$3,531</b>	<b>\$2,931</b>

**Job # 455 - CITY/COUNTY ENGINEER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$84,567	\$105,709	\$126,851	\$0	\$0	\$0	06/05/2015
RIVERSIDE	CAPITAL PROJECTS ENGINEER		02/2015	2080.0	1	\$73,800	\$92,300	\$110,800	\$92,300	\$92,300	\$92,300	02/17/2015
HARRISONVILLE	CITY ENGINEER	Public Works Director	01/2015	2080.0	0	\$71,159	\$88,949	\$106,739	\$0	\$0	\$0	12/17/2014
BELTON	CITY/COUNTY ENGINEER		04/2014	2080.0	1	\$63,152	\$79,622	\$96,093	\$68,007	\$68,007	\$68,007	12/11/2014
GRANDVIEW	CITY ENGINEER		10/2014	2080.0	1	\$65,244	\$79,180	\$93,117	\$81,117	\$81,117	\$81,117	12/17/2014
GARDNER	CITY ENGINEER		01/2014	2080.0	1	\$64,128	\$78,648	\$93,168	\$0	\$0	\$87,418	12/11/2014
LIBERTY	City Engineer/Assistant Public Works Director	Public Works Director	01/2015	2080.0	1	\$58,560	\$78,118	\$97,675	\$0	\$0	\$91,667	02/24/2015
BLUE SPRINGS	CITY ENGINEER		04/2014	2080.0	1	\$59,524	\$74,402	\$89,279	\$70,218	\$70,218	\$70,218	03/31/2015
PRAIRIE VILLAGE	PROJECT MANAGER		01/2014	2080.0	1	\$57,936	\$72,420	\$86,904	\$0	\$0	\$84,216	12/24/2014
GLADSTONE	NO MATCH											

Average						\$66,452	\$83,261	\$100,070	\$77,910	\$77,910	\$82,135	
HARRISONVILLE	CITY ENGINEER	Public Works Director	01/2015	2080.0	0	\$71,159	\$88,949	\$106,739	\$0	\$0	\$0	12/17/2014

<b>Difference</b>	<b>\$4,707</b>	<b>\$5,688</b>	<b>\$6,669</b>	<b>(\$77,910)</b>	<b>(\$77,910)</b>	<b>(\$82,135)</b>
<b>Difference %</b>	<b>6.6%</b>	<b>6.4%</b>	<b>6.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b># of Respondents</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>7</b>
<b>Standard Deviation</b>	<b>\$8,695</b>	<b>\$10,557</b>	<b>\$12,670</b>	<b>\$11,174</b>	<b>\$11,174</b>	<b>\$9,739</b>
<b>Standard Error</b>	<b>\$2,898</b>	<b>\$3,519</b>	<b>\$4,223</b>	<b>\$5,587</b>	<b>\$5,587</b>	<b>\$3,681</b>

**Job # 470 - ENGINEER-IN-TRAINING (EIT)**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	SR ENGINEERING TECHNICIAN		11/2014	2080.0	2	\$41,485	\$51,862	\$62,238	\$53,664	\$62,234	\$57,949	03/06/2015
GARDNER	ENGINEERING TECHNICIAN		01/2014	2080.0	1	\$40,260	\$49,356	\$58,452	\$0	\$0	\$43,957	12/11/2014
BLUE SPRINGS	ENGINEERING DESIGNER		04/2014	2080.0	1	\$38,685	\$48,356	\$58,027	\$59,909	\$59,909	\$59,909	03/31/2015
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
BELTON	ENGINEER-IN-TRAINING (EIT)		04/2014	2080.0	1	\$37,600	\$47,406	\$57,212	\$57,212	\$57,212	\$57,212	12/11/2014
NORTH KANSAS	ENGINEERING/GIS TECHNICIAN		01/2014	2080.0	1	\$37,674	\$47,092	\$56,511	\$56,514	\$56,514	\$56,514	12/22/2014

CITY

		<b>Average</b>				<b>\$38,979</b>	<b>\$48,631</b>	<b>\$58,283</b>	<b>\$56,825</b>	<b>\$58,967</b>	<b>\$55,108</b>	
HARRISONVILLE	ENGINEERING TECHNICIAN	City Engineer or Asst Public Works Director	01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
	<b>Difference</b>					<b>(\$808)</b>	<b>(\$917)</b>	<b>(\$1,026)</b>	<b>(\$56,825)</b>	<b>(\$58,967)</b>	<b>(\$55,108)</b>	
	<b>Difference %</b>					<b>-2.1%</b>	<b>-1.9%</b>	<b>-1.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	
	<b># of Respondents</b>					<b>6</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>5</b>	
	<b>Standard Deviation</b>					<b>\$1,566</b>	<b>\$1,775</b>	<b>\$2,053</b>	<b>\$2,566</b>	<b>\$2,624</b>	<b>\$6,361</b>	
	<b>Standard Error</b>					<b>\$639</b>	<b>\$724</b>	<b>\$838</b>	<b>\$1,283</b>	<b>\$1,312</b>	<b>\$2,845</b>	

**Job # 495 - GIS SPECIALIST I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LIBERTY	GIS SPECIALIST II	I.S. Director	01/2015	2080.0	1	\$41,616	\$55,526	\$69,436	\$0	\$0	\$46,553	02/24/2015
RAYMORE	GIS TECHNICIAN		11/2014	2080.0	1	\$44,396	\$55,494	\$66,593	\$53,805	\$53,805	\$53,805	03/06/2015
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$46,076	\$46,076	\$46,076	12/17/2014
BELTON	GIS SPECIALIST I		04/2014	2080.0	1	\$37,600	\$47,406	\$57,212	\$45,812	\$45,812	\$45,812	12/11/2014
MIAMI COUNTY	GIS CARTOGRAPHER	Director of Land Info Mgmt	01/2014	2080.0	1	\$35,131	\$43,430	\$51,730	\$37,274	\$37,274	\$37,274	03/14/2014
PLEASANT HILL	GIS TECHNICIAN	COMMUNITY DEVELOPMENT DIRECTOR	04/2015	2080.0	1	\$33,738	\$37,960	\$42,182	\$0	\$0	\$39,208	03/25/2015
GLADSTONE	NO MATCH											

		<b>Average</b>				<b>\$38,442</b>	<b>\$47,922</b>	<b>\$57,402</b>	<b>\$45,742</b>	<b>\$45,742</b>	<b>\$44,788</b>	
HARRISONVILLE	GIS TECHNICIAN II/PLANNER		01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$46,076	\$46,076	\$46,076	12/17/2014
	<b>Difference</b>					<b>(\$271)</b>	<b>(\$208)</b>	<b>(\$145)</b>	<b>\$334</b>	<b>\$334</b>	<b>\$1,288</b>	
	<b>Difference %</b>					<b>-0.7%</b>	<b>-0.4%</b>	<b>-0.3%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>2.8%</b>	
	<b># of Respondents</b>					<b>6</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>6</b>	
	<b>Standard Deviation</b>					<b>\$3,985</b>	<b>\$6,854</b>	<b>\$9,931</b>	<b>\$6,754</b>	<b>\$6,754</b>	<b>\$5,911</b>	
	<b>Standard Error</b>					<b>\$1,627</b>	<b>\$2,798</b>	<b>\$4,055</b>	<b>\$3,377</b>	<b>\$3,377</b>	<b>\$2,413</b>	

**Job # 600 - BUILDING CUSTODIAN**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GRANDVIEW	FACILITY MAINTENANCE WORKER		10/2014	2080.0	3	\$28,741	\$34,902	\$41,062	\$29,016	\$31,034	\$29,869	12/17/2014
RIVERSIDE	CUSTODIAN		02/2015	2080.0	1	\$25,600	\$32,000	\$38,400	\$32,000	\$32,000	\$32,000	02/17/2015
LIBERTY	Custodian	Building Maintenance Technician	01/2015	2080.0	0	\$23,172	\$30,907	\$38,643	\$0	\$0	\$0	02/24/2015
HARRISONVILLE	CUSTODIAN		01/2015	2080.0	1	\$24,723	\$30,904	\$37,085	\$25,904	\$25,904	\$25,904	12/17/2014
RAYMORE	CUSTODIAN	PW DIRECTOR	04/2015	2080.0	0	\$24,089	\$29,546	\$35,004	\$0	\$0	\$0	04/22/2015
BELTON			04/2014	2080.0	2	\$22,946	\$28,930	\$34,915	\$28,656	\$34,915	\$31,785	01/09/2015
MIAMI COUNTY	MAINTENANCE WORKER I - Building & Grounds	Supervisor I - Building & Grounds	01/2014	2080.0	2	\$22,205	\$27,452	\$32,700	\$23,920	\$27,352	\$25,636	03/05/2014

		<b>Average</b>				<b>\$24,497</b>	<b>\$30,663</b>	<b>\$36,830</b>	<b>\$27,899</b>	<b>\$30,241</b>	<b>\$29,039</b>	
HARRISONVILLE	CUSTODIAN		01/2015	2080.0	1	\$24,723	\$30,904	\$37,085	\$25,904	\$25,904	\$25,904	12/17/2014
	<b>Difference</b>					<b>\$226</b>	<b>\$241</b>	<b>\$255</b>	<b>(\$1,995)</b>	<b>(\$4,337)</b>	<b>(\$3,135)</b>	
	<b>Difference %</b>					<b>0.9%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>-7.7%</b>	<b>-16.7%</b>	<b>-12.1%</b>	
	<b># of Respondents</b>					<b>7</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>5</b>	
	<b>Standard Deviation</b>					<b>\$2,193</b>	<b>\$2,395</b>	<b>\$2,822</b>	<b>\$3,100</b>	<b>\$3,631</b>	<b>\$3,099</b>	
	<b>Standard Error</b>					<b>\$829</b>	<b>\$905</b>	<b>\$1,067</b>	<b>\$1,387</b>	<b>\$1,624</b>	<b>\$1,386</b>	

**Job # 719 - ACCOUNTING CLERK I**

		<b>Range</b>				<b>Actual</b>		
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Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Min	Mid	Max	Low	High	Avg	Updated
MERRIAM			01/2015	2080.0	0	\$32,882	\$41,102	\$49,323	\$0	\$0	\$0	06/05/2015
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	01/2015	2080.0	2	\$27,523	\$34,404	\$41,285	\$28,284	\$38,792	\$33,537	12/17/2014
RAYTOWN	A/P CLERK	SR ACCOUNTING ANALYST	07/2014	2080.0	1	\$26,869	\$32,916	\$38,963	\$0	\$0	\$31,751	07/30/2014
<b>Average</b>						<b>\$29,091</b>	<b>\$36,141</b>	<b>\$43,190</b>	<b>\$28,284</b>	<b>\$38,792</b>	<b>\$32,644</b>	
HARRISONVILLE	Utility Accounting Clerk I/Receptionist	Finance Director	01/2015	2080.0	2	\$27,523	\$34,404	\$41,285	\$28,284	\$38,792	\$33,537	12/17/2014
<b>Difference</b>						<b>(\$1,568)</b>	<b>(\$1,737)</b>	<b>(\$1,905)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$893</b>	
<b>Difference %</b>						<b>-5.7%</b>	<b>-5.0%</b>	<b>-4.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.7%</b>	
<b># of Respondents</b>						<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	
<b>Standard Deviation</b>						<b>\$3,299</b>	<b>\$4,361</b>	<b>\$5,436</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,263</b>	
<b>Standard Error</b>						<b>\$1,905</b>	<b>\$2,518</b>	<b>\$3,139</b>	<b>\$0</b>	<b>\$0</b>	<b>\$893</b>	

**Job # 720 - ACCOUNTING CLERK II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
KEARNEY	Finance/Payroll Officer		04/2015	2080.0	1	\$39,229	\$45,682	\$52,136	\$48,265	\$48,265	\$48,265	03/18/2015
HARRISONVILLE	Accounting Clerk II & Specialists	Finance Director	01/2015	2080.0	2	\$34,203	\$42,754	\$51,305	\$44,096	\$50,565	\$47,330	12/17/2014
NORTH KANSAS CITY	ACCOUNTING TECHNICIAN		01/2014	2080.0	1	\$32,544	\$40,680	\$48,816	\$42,349	\$42,349	\$42,349	12/22/2014
GARDNER	Accounting Clerk		01/2014	2080.0	1	\$31,596	\$38,748	\$45,900	\$0	\$0	\$37,797	12/11/2014
LIBERTY	FINANCE TECHNICIAN	Utilities Supervisor-Finance	01/2015	2080.0	4	\$26,844	\$35,804	\$44,764	\$31,833	\$36,825	\$34,940	02/24/2015
BLUE SPRINGS	ACCOUNTS PAYABLE TECH		04/2014	2080.0	1	\$27,404	\$34,258	\$41,112	\$30,000	\$30,000	\$30,000	03/31/2015
MIAMI COUNTY	OFFICE ASSISTANT II - CLERK	Fiscal Services Manager	01/2014	2080.0	1	\$24,992	\$30,898	\$36,805	\$26,541	\$26,541	\$26,541	03/10/2014
<b>Average</b>						<b>\$30,973</b>	<b>\$38,404</b>	<b>\$45,834</b>	<b>\$37,181</b>	<b>\$39,091</b>	<b>\$38,175</b>	
HARRISONVILLE	Accounting Clerk II & Specialists	Finance Director	01/2015	2080.0	2	\$34,203	\$42,754	\$51,305	\$44,096	\$50,565	\$47,330	12/17/2014
<b>Difference</b>						<b>\$3,230</b>	<b>\$4,350</b>	<b>\$5,471</b>	<b>\$6,915</b>	<b>\$11,474</b>	<b>\$9,155</b>	
<b>Difference %</b>						<b>9.4%</b>	<b>10.2%</b>	<b>10.7%</b>	<b>15.7%</b>	<b>22.7%</b>	<b>19.3%</b>	
<b># of Respondents</b>						<b>7</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>7</b>	
<b>Standard Deviation</b>						<b>\$4,950</b>	<b>\$5,123</b>	<b>\$5,530</b>	<b>\$8,840</b>	<b>\$9,713</b>	<b>\$8,325</b>	
<b>Standard Error</b>						<b>\$1,871</b>	<b>\$1,936</b>	<b>\$2,090</b>	<b>\$3,609</b>	<b>\$3,965</b>	<b>\$3,147</b>	

**Job # 725 - ACCOUNTING TECHNICIAN**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LIBERTY	Utility SUPERVISOR-FINANCE	Assistant Finance Director	01/2015	2080.0	1	\$32,616	\$43,507	\$54,397	\$0	\$0	\$45,318	02/24/2015
GARDNER	ACCOUNTING SPECIALIST		01/2014	2080.0	1	\$31,596	\$38,748	\$45,900	\$0	\$0	\$37,798	12/11/2014
RAYMORE	ACCOUNTING TECHNICIAN		11/2014	2080.0	1	\$31,330	\$38,382	\$45,433	\$39,770	\$39,770	\$39,770	03/06/2015
HARRISONVILLE	Accounts Receivable Clerks- EMS		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$32,240	\$41,495	\$36,868	12/17/2014
RIVERSIDE	ACCOUNTING ASSISTANT		02/2015	2080.0	1	\$30,500	\$38,100	\$45,700	\$38,100	\$38,100	\$38,100	02/17/2015
BLUE SPRINGS	ACCOUNT TECHNICIAN		04/2014	2080.0	3	\$29,869	\$37,339	\$44,809	\$34,595	\$37,267	\$35,834	03/31/2015
KEARNEY			04/2015	2080.0	0	\$31,138	\$36,594	\$42,050	\$0	\$0	\$0	03/17/2015
<b>Average</b>						<b>\$31,102</b>	<b>\$38,715</b>	<b>\$46,327</b>	<b>\$36,176</b>	<b>\$39,158</b>	<b>\$38,948</b>	
HARRISONVILLE	Accounts Receivable Clerks- EMS		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$32,240	\$41,495	\$36,868	12/17/2014
<b>Difference</b>						<b>(\$435)</b>	<b>(\$381)</b>	<b>(\$326)</b>	<b>(\$3,936)</b>	<b>\$2,337</b>	<b>(\$2,080)</b>	
<b>Difference %</b>						<b>-1.4%</b>	<b>-1.0%</b>	<b>-0.7%</b>	<b>-12.2%</b>	<b>5.6%</b>	<b>-5.6%</b>	
<b># of Respondents</b>						<b>7</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>6</b>	
<b>Standard Deviation</b>						<b>\$881</b>	<b>\$2,236</b>	<b>\$3,812</b>	<b>\$3,397</b>	<b>\$1,874</b>	<b>\$3,386</b>	
<b>Standard Error</b>						<b>\$333</b>	<b>\$845</b>	<b>\$1,441</b>	<b>\$1,698</b>	<b>\$937</b>	<b>\$1,382</b>	

**Job # 780 - FINANCE DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$84,567	\$105,709	\$126,851	\$0	\$0	\$0	06/05/2015
LEAVENWORTH	Finance Director	City Manager	01/2015	2080.0	1	\$83,633	\$104,541	\$125,449	\$0	\$0	\$92,700	05/15/2015
PRAIRIE VILLAGE	FINANCE DIRECTOR		01/2014	2080.0	1	\$83,122	\$103,902	\$124,683	\$0	\$0	\$100,421	12/24/2014
LIBERTY	FINANCE DIRECTOR	City Administrator	01/2015	2080.0	0	\$74,760	\$99,708	\$124,657	\$0	\$0	\$0	02/24/2015
RAYMORE	DIRECTOR OF FINANCE		11/2014	2080.0	1	\$74,145	\$94,534	\$114,923	\$90,993	\$90,993	\$90,993	03/06/2015
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	01/2015	2080.0	1	\$75,315	\$94,144	\$112,973	\$100,000	\$100,000	\$100,000	06/05/2015
RIVERSIDE	FINANCE DIRECTOR		02/2015	2080.0	1	\$73,800	\$92,300	\$110,800	\$92,300	\$92,300	\$92,300	02/17/2015
GARDNER	FINANCE DIRECTOR		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	\$98,478	12/11/2014
BELTON	FINANCE DIRECTOR		04/2014	2080.0	1	\$71,450	\$90,085	\$108,720	\$84,932	\$84,932	\$84,932	01/12/2015
GLADSTONE	DIRECTOR OF FINANCE		10/2014	2080.0	1	\$69,496	\$86,870	\$104,245	\$0	\$0	\$92,167	01/12/2015
GRANDVIEW	DIRECTOR OF FINANCE		01/2014	2080.0	1	\$69,921	\$84,874	\$99,828	\$92,920	\$92,920	\$92,920	12/18/2014
RAYTOWN	DIRECTOR OF FINANCE	CITY ADMINISTRATOR	07/2014	2080.0	1	\$67,764	\$83,004	\$98,244	\$0	\$0	\$90,409	07/30/2014
BLUE SPRINGS	DIRECTOR OF FINANCE		04/2014	2080.0	1	\$59,524	\$74,402	\$89,279	\$65,818	\$65,818	\$65,818	03/31/2015
NORTH KANSAS CITY	FINANCE MANAGER		01/2014	2080.0	1	\$58,444	\$73,056	\$87,667	\$83,604	\$83,604	\$83,604	12/22/2014
PLEASANT HILL	NO MATCH											
<b>Average</b>						<b>\$72,849</b>	<b>\$91,289</b>	<b>\$109,729</b>	<b>\$87,224</b>	<b>\$87,224</b>	<b>\$90,395</b>	
HARRISONVILLE	DIR OF FIN/ASST CITY ADMIN	City Administrator	01/2015	2080.0	1	\$75,315	\$94,144	\$112,973	\$100,000	\$100,000	\$100,000	06/05/2015
	<b>Difference</b>					<b>\$2,466</b>	<b>\$2,855</b>	<b>\$3,244</b>	<b>\$12,776</b>	<b>\$12,776</b>	<b>\$9,605</b>	
	<b>Difference %</b>					<b>3.3%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>12.8%</b>	<b>12.8%</b>	<b>9.6%</b>	
	<b># of Respondents</b>					<b>14</b>	<b>14</b>	<b>14</b>	<b>7</b>	<b>7</b>	<b>12</b>	
	<b>Standard Deviation</b>					<b>\$7,871</b>	<b>\$10,310</b>	<b>\$12,993</b>	<b>\$10,895</b>	<b>\$10,895</b>	<b>\$9,327</b>	
	<b>Standard Error</b>					<b>\$2,104</b>	<b>\$2,755</b>	<b>\$3,473</b>	<b>\$4,118</b>	<b>\$4,118</b>	<b>\$2,692</b>	

**Job # 800 - UTILITY METER READER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	METER READER		01/2014	2080.0	4	\$31,596	\$38,748	\$45,900	\$0	\$0	\$32,228	12/11/2014
HARRISONVILLE	METER READER - ELEC/WATER		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$34,005	\$38,168	\$36,086	12/17/2014
RAYMORE	METER READER		11/2014	2080.0	1	\$28,438	\$34,835	\$41,232	\$29,536	\$29,536	\$29,536	03/06/2015
LIBERTY	METER SERVICE TECHNICIAN	Utilities Supervisor-Finance	01/2015	2080.0	1	\$25,548	\$34,089	\$42,629	\$0	\$0	\$31,018	02/24/2015
<b>Average</b>						<b>\$29,062</b>	<b>\$36,501</b>	<b>\$43,941</b>	<b>\$31,770</b>	<b>\$33,852</b>	<b>\$32,217</b>	
HARRISONVILLE	METER READER - ELEC/WATER		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$34,005	\$38,168	\$36,086	12/17/2014
	<b>Difference</b>					<b>\$1,605</b>	<b>\$1,833</b>	<b>\$2,060</b>	<b>\$2,234</b>	<b>\$4,316</b>	<b>\$3,869</b>	
	<b>Difference %</b>					<b>5.2%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>6.6%</b>	<b>11.3%</b>	<b>10.7%</b>	
	<b># of Respondents</b>					<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>4</b>	
	<b>Standard Deviation</b>					<b>\$2,692</b>	<b>\$2,381</b>	<b>\$2,390</b>	<b>\$3,160</b>	<b>\$6,104</b>	<b>\$2,804</b>	
	<b>Standard Error</b>					<b>\$1,346</b>	<b>\$1,190</b>	<b>\$1,195</b>	<b>\$2,234</b>	<b>\$4,316</b>	<b>\$1,402</b>	

**Job # 850 - NETWORK ADMINISTRATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	MGR OF INFORMATION SYSTEMS		11/2014	2080.0	1	\$61,084	\$76,355	\$91,626	\$76,465	\$76,465	\$76,465	03/06/2015
BLUE SPRINGS	NETWORK MANAGER		04/2014	2080.0	1	\$59,524	\$74,402	\$89,279	\$74,646	\$74,646	\$74,646	03/31/2015
HARRISONVILLE	SYSTEMS ADMINISTRATOR		01/2015	2080.0	1	\$58,739	\$73,424	\$88,109	\$80,564	\$80,564	\$80,564	12/17/2014
NORTH KANSAS CITY	IT MANAGER		01/2014	2080.0	2	\$58,444	\$73,056	\$87,667	\$67,589	\$74,330	\$70,960	12/22/2014
GARDNER	NETWORK ADMINISTRATOR		01/2014	2080.0	0	\$59,280	\$72,750	\$86,220	\$0	\$0	\$0	12/11/2014
GLADSTONE	IT MANAGER		10/2014	2080.0	1	\$46,815	\$58,518	\$70,222	\$0	\$0	\$70,222	01/12/2015
RAYTOWN	SR INFO SYS COORDINATOR	CITY ADMINISTRATOR	07/2014	2080.0	1	\$43,680	\$53,514	\$63,348	\$0	\$0	\$65,245	07/30/2014
<b>Average</b>						<b>\$55,367</b>	<b>\$68,860</b>	<b>\$82,353</b>	<b>\$74,816</b>	<b>\$76,501</b>	<b>\$73,017</b>	

		Average									
		01/2015	2080.0	1	\$58,739	\$73,424	\$88,109	\$80,564	\$80,564	\$80,564	12/17/2014
	<b>Difference</b>				\$3,372	\$4,564	\$5,756	\$5,748	\$4,063	\$7,547	
	<b>Difference %</b>				5.7%	6.2%	6.5%	7.1%	5.0%	9.4%	
	<b># of Respondents</b>				7	7	7	4	4	6	
	<b>Standard Deviation</b>				\$7,022	\$8,971	\$10,944	\$5,417	\$2,867	\$5,366	
	<b>Standard Error</b>				\$2,654	\$3,391	\$4,136	\$2,708	\$1,434	\$2,190	

**Job # 1030 - COURT ADMINISTRATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$47,980	\$59,974	\$71,969	\$0	\$0	\$0	06/05/2015
PRAIRIE VILLAGE	COURT ADMINISTRATOR		01/2014	2080.0	1	\$47,717	\$59,646	\$71,575	\$0	\$0	\$54,936	12/24/2014
MISSION	COURT ADMINISTRATOR	Asst City Administrator/Dir of Finance	01/2014	2080.0	1	\$47,357	\$58,012	\$68,668	\$0	\$0	\$0	04/01/2014
RAYMORE	MUNICIPAL COURT ADMINSTR		11/2014	2080.0	1	\$45,847	\$57,308	\$68,770	\$67,280	\$67,280	\$67,280	03/06/2015
GRANDVIEW	MUNICIPAL COURT ADMINISTRATOR		10/2014	2080.0	1	\$46,413	\$56,326	\$66,240	\$59,330	\$59,330	\$59,330	12/17/2014
RIVERSIDE	MUNICIPAL COURT CLERK		02/2015	2080.0	1	\$44,800	\$56,000	\$67,200	\$56,000	\$56,000	\$56,000	02/17/2015
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$43,300	\$43,300	\$43,300	12/17/2014
LIBERTY	COURT ADMINISTRATOR	Assistant to the City Administrator	01/2015	2080.0	1	\$39,648	\$52,880	\$66,112	\$0	\$0	\$53,136	02/24/2015
BLUE SPRINGS	MUNICIPAL COURT ADMINSTR		04/2014	2080.0	1	\$38,685	\$48,356	\$58,027	\$53,826	\$53,826	\$53,826	03/31/2015
SMITHVILLE			11/2014	2080.0	0	\$35,360	\$45,760	\$56,160	\$0	\$0	\$0	10/03/2014
GARDNER	COURT ADMINISTRATOR		01/2014	2080.0	1	\$36,840	\$45,186	\$53,532	\$0	\$0	\$42,155	12/11/2014
PLEASANT HILL	COURT ADMINISTRATOR	ASSISTANT CITY ADMINISTRATOR	04/2015	2080.0	1	\$35,507	\$39,895	\$44,283	\$0	\$0	\$43,846	03/25/2015
RAYTOWN	Court Administrator	Municipal Judge	07/2014	2080.0	1	\$32,442	\$39,741	\$47,040	\$0	\$0	\$48,449	07/30/2014
KEARNEY			04/2015	2080.0	1	\$31,138	\$36,594	\$42,050	\$40,959	\$40,959	\$40,959	03/17/2015
<b>Average</b>						<b>\$40,884</b>	<b>\$50,641</b>	<b>\$60,398</b>	<b>\$53,449</b>	<b>\$53,449</b>	<b>\$51,202</b>	
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$43,300	\$43,300	\$43,300	12/17/2014
	<b>Difference</b>				\$1,752	\$2,653	\$3,555	(\$10,149)	(\$10,149)	(\$7,902)		
	<b>Difference %</b>				4.1%	5.0%	5.6%	-23.4%	-23.4%	-18.2%		
	<b># of Respondents</b>				14	14	14	6	6	11		
	<b>Standard Deviation</b>				\$5,955	\$7,993	\$10,260	\$9,915	\$9,915	\$8,265		
	<b>Standard Error</b>				\$1,591	\$2,136	\$2,742	\$4,048	\$4,048	\$2,492		

**Job # 1235 - PARK MAINTENANCE WORKER II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LEAVENWORTH	Parks Technician II	Parks Foreman	01/2015	2080.0	2	\$36,657	\$45,821	\$54,985	\$36,656	\$37,390	\$37,023	05/18/2015
RAYTOWN	MAINTENANCE WORKER III	SUPERINTENDENT OF PARKS	07/2014	2080.0	1	\$31,608	\$40,616	\$49,625	\$0	\$0	\$47,206	07/30/2014
RAYMORE	PARK MAINTAINANCE WRKR I & II		11/2014	2080.0	2	\$32,787	\$40,166	\$47,544	\$34,674	\$40,955	\$37,814	03/04/2015
LIBERTY	PARKS MAINTENANCE WORKER II	Parks & Open Space Manager	01/2015	2080.0	3	\$29,580	\$39,462	\$49,344	\$36,086	\$37,449	\$36,765	02/24/2015
GARDNER	MAINTENANCE WORKER		01/2014	2080.0	5	\$31,596	\$38,748	\$45,900	\$0	\$0	\$37,446	12/11/2014
HARRISONVILLE	PARK MAINTENANCE		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$43,888	\$45,260	\$44,574	12/17/2014
BLUE SPRINGS	MAINTENANCE WORKER		04/2014	2080.0	3	\$29,869	\$37,339	\$44,809	\$35,598	\$42,222	\$38,894	03/31/2015
GRANDVIEW	PARK MAINTENANCE WORKER		10/2014	2080.0	3	\$28,741	\$34,902	\$41,062	\$28,746	\$29,411	\$29,079	12/23/2014
SMITHVILLE			11/2014	2080.0	0	\$29,120	\$33,280	\$37,440	\$0	\$0	\$0	10/03/2014
KEARNEY	NO MATCH											
PLEASANT HILL	NO MATCH											
GLADSTONE	NO MATCH											
NORTH KANSAS CITY	PARK ATTENDANT		01/2014	2080.0	2	\$0	\$0	\$0	\$36,984	\$38,088	\$37,536	12/22/2014
<b>Average</b>						<b>\$31,181</b>	<b>\$38,741</b>	<b>\$46,301</b>	<b>\$36,090</b>	<b>\$38,682</b>	<b>\$38,482</b>	
HARRISONVILLE	PARK MAINTENANCE		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$43,888	\$45,260	\$44,574	12/17/2014

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

<b>Difference</b>	<b>(\$514)</b>	<b>(\$407)</b>	<b>(\$300)</b>	<b>\$7,798</b>	<b>\$6,578</b>	<b>\$6,092</b>
<b>Difference %</b>	<b>-1.7%</b>	<b>-1.1%</b>	<b>-0.7%</b>	<b>17.8%</b>	<b>14.5%</b>	<b>13.7%</b>
<b># of Respondents</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>9</b>
<b>Standard Deviation</b>	<b>\$2,441</b>	<b>\$3,586</b>	<b>\$5,071</b>	<b>\$4,437</b>	<b>\$5,008</b>	<b>\$5,115</b>
<b>Standard Error</b>	<b>\$814</b>	<b>\$1,195</b>	<b>\$1,690</b>	<b>\$1,677</b>	<b>\$1,893</b>	<b>\$1,705</b>

**Job # 1245 - PARK SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	SUPERINTENDENT, PARKS OPER		11/2014	2080.0	1	\$55,280	\$69,100	\$82,919	\$63,398	\$63,398	\$63,398	03/06/2015
GARDNER	MAINTENANCE SUPRVSR/PARKS		01/2014	2080.0	1	\$53,892	\$66,114	\$78,336	\$0	\$0	\$61,946	12/11/2014
LIBERTY	PARKS AND OPEN SPACE MGR	Parks & Recreation Director	01/2015	2080.0	1	\$48,180	\$64,280	\$80,381	\$0	\$0	\$60,731	02/24/2015
GRANDVIEW	PARK SERVICES MANAGER		10/2014	2080.0	1	\$46,413	\$56,326	\$66,240	\$62,651	\$62,651	\$62,651	12/23/2014
RAYTOWN	SUPERINTENDENT OF PARKS	DIRECTOR OF PARKS & RECREATION	07/2014	2080.0	1	\$42,180	\$54,198	\$66,216	\$0	\$0	\$61,687	07/30/2014
HARRISONVILLE	PARK SUPERVISOR		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$55,744	\$55,744	\$55,744	06/05/2015
BLUE SPRINGS	PARKS MAINTENANCE SUPT		04/2014	2080.0	1	\$42,168	\$52,707	\$63,246	\$65,935	\$65,935	\$65,935	03/31/2015
KEARNEY				2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/17/2015

<b>Average</b>						<b>\$47,250</b>	<b>\$59,431</b>	<b>\$71,613</b>	<b>\$61,932</b>	<b>\$61,932</b>	<b>\$61,727</b>
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HARRISONVILLE	PARK SUPERVISOR		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$55,744	\$55,744	\$55,744	06/05/2015
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<b>Difference</b>	<b>(\$4,615)</b>	<b>(\$6,137)</b>	<b>(\$7,660)</b>	<b>(\$6,188)</b>	<b>(\$6,188)</b>	<b>(\$5,983)</b>
<b>Difference %</b>	<b>-10.8%</b>	<b>-11.5%</b>	<b>-12.0%</b>	<b>-11.1%</b>	<b>-11.1%</b>	<b>-10.7%</b>
<b># of Respondents</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>7</b>
<b>Standard Deviation</b>	<b>\$5,523</b>	<b>\$6,850</b>	<b>\$8,530</b>	<b>\$4,358</b>	<b>\$4,358</b>	<b>\$3,114</b>
<b>Standard Error</b>	<b>\$2,087</b>	<b>\$2,589</b>	<b>\$3,224</b>	<b>\$2,179</b>	<b>\$2,179</b>	<b>\$1,177</b>

**Job # 1250 - PARKS & RECREATION DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MISSION	PARKS & RECREATION DIR	Asst City Administrator/Dir of Finance	01/2014	2080.0	1	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	04/01/2014
RAYMORE	PARKS & RECREATION DIR		11/2014	2080.0	1	\$74,145	\$94,534	\$114,923	\$81,500	\$81,500	\$81,500	03/06/2015
GARDNER	PARKS AND REC DIRECTOR		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	\$98,854	12/11/2014
LIBERTY	PARKS & RECREATION DIR	City Administrator	01/2015	2080.0	1	\$67,800	\$90,432	\$113,064	\$0	\$0	\$95,500	02/24/2015
LEAVENWORTH	Parks & Recreation Director	City Manager	01/2015	2080.0	1	\$71,576	\$89,470	\$107,364	\$0	\$0	\$80,904	05/18/2015
BLUE SPRINGS	DIRECTOR OF PARKS AND REC		04/2014	2080.0	1	\$70,717	\$88,393	\$106,069	\$98,061	\$98,061	\$98,061	03/31/2015
GLADSTONE	DIRECTOR OF PARKS AND REC		10/2014	2080.0	1	\$69,496	\$86,870	\$104,245	\$0	\$0	\$94,022	01/12/2015
GRANDVIEW	DIRECTOR OF PARKS AND RECREATION		69921	2080.0	1	\$69,229	\$84,528	\$99,828	\$83,232	\$83,232	\$83,232	12/23/2014
HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	01/2015	2080.0	1	\$64,595	\$80,744	\$96,893	\$80,250	\$80,250	\$80,250	12/17/2014
RAYTOWN	DIRECTOR OF PARKS AND REC	PARKS BOARD OF DIRECTORS	07/2014	2080.0	1	\$61,692	\$79,302	\$96,912	\$0	\$0	\$76,943	07/30/2014
PLEASANT HILL	PARKS & FACILITIES DIRECTOR	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$55,000	03/25/2015
SMITHVILLE			11/2014	2080.0	0	\$52,000	\$62,400	\$72,800	\$0	\$0	\$0	10/03/2014
KEARNEY	PARKS DIRECTOR		04/2015	2080.0	1	\$50,504	\$58,456	\$66,409	\$66,409	\$66,409	\$66,409	03/17/2015
NORTH KANSAS CITY	DIRECTOR OF PARKS AND REC		01/2014	2080.0	1	\$0	\$0	\$0	\$69,396	\$69,396	\$69,396	12/22/2014

<b>Average</b>						<b>\$66,821</b>	<b>\$82,688</b>	<b>\$98,554</b>	<b>\$79,808</b>	<b>\$79,808</b>	<b>\$81,673</b>
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HARRISONVILLE	DIRECTOR OF PARKS AND REC	City Administrator	01/2015	2080.0	1	\$64,595	\$80,744	\$96,893	\$80,250	\$80,250	\$80,250	12/17/2014
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<b>Difference</b>	<b>(\$2,226)</b>	<b>(\$1,944)</b>	<b>(\$1,661)</b>	<b>\$442</b>	<b>\$442</b>	<b>(\$1,423)</b>
<b>Difference %</b>	<b>-3.4%</b>	<b>-2.4%</b>	<b>-1.7%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>-1.8%</b>
<b># of Respondents</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>6</b>	<b>6</b>	<b>12</b>
<b>Standard Deviation</b>	<b>\$8,649</b>	<b>\$12,330</b>	<b>\$16,437</b>	<b>\$11,277</b>	<b>\$11,277</b>	<b>\$13,585</b>
<b>Standard Error</b>	<b>\$2,399</b>	<b>\$3,420</b>	<b>\$4,559</b>	<b>\$4,604</b>	<b>\$4,604</b>	<b>\$3,922</b>

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

**Job # 1251 - RECREATION MANAGER/DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	Recreation Superintendent		01/2014	2080.0	1	\$53,892	\$66,114	\$78,336	\$0	\$0	\$57,747	12/11/2014
LIBERTY	Sports Complex Manager	Parks & Recreation Director	01/2015	2080.0	1	\$48,180	\$64,280	\$80,381	\$0	\$0	\$55,224	02/24/2015
MISSION	ADMIN SUPV		01/2014	2080.0	1	\$49,725	\$60,913	\$72,101	\$0	\$0	\$0	04/01/2014
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$56,773	\$56,773	\$56,773	06/05/2015
BLUE SPRINGS	RECREATION SUPERINTENDENT		04/2014	2080.0	2	\$42,168	\$52,707	\$63,246	\$56,517	\$62,958	\$59,738	03/31/2015
<b>Average</b>						<b>\$48,325</b>	<b>\$60,718</b>	<b>\$73,111</b>	<b>\$56,645</b>	<b>\$59,866</b>	<b>\$57,371</b>	
HARRISONVILLE	Recreation Services Manager	Parks and Recreation Director	01/2015	2080.0	1	\$47,659	\$59,574	\$71,489	\$56,773	\$56,773	\$56,773	06/05/2015
<b>Difference</b>						<b>(\$666)</b>	<b>(\$1,144)</b>	<b>(\$1,622)</b>	<b>\$128</b>	<b>(\$3,092)</b>	<b>(\$598)</b>	
<b>Difference %</b>						<b>-1.4%</b>	<b>-1.9%</b>	<b>-2.3%</b>	<b>0.2%</b>	<b>-5.4%</b>	<b>-1.1%</b>	
<b># of Respondents</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>4</b>	
<b>Standard Deviation</b>						<b>\$4,223</b>	<b>\$5,180</b>	<b>\$6,729</b>	<b>\$181</b>	<b>\$4,373</b>	<b>\$1,889</b>	
<b>Standard Error</b>						<b>\$1,888</b>	<b>\$2,317</b>	<b>\$3,009</b>	<b>\$128</b>	<b>\$3,093</b>	<b>\$945</b>	

**Job # 1275 - RECREATION SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RIVERSIDE	RECREATION SUPERVISOR		02/2015	2080.0	1	\$44,800	\$56,000	\$67,200	\$56,000	\$56,000	\$56,000	02/17/2015
GLADSTONE	RECREATION SUPERVISOR		10/2014	2080.0	1	\$40,368	\$52,615	\$64,862	\$0	\$0	\$52,479	01/12/2015
RAYMORE	RECREATION TECH SPECIALIST		11/2014	2080.0	1	\$41,485	\$51,862	\$62,238	\$41,808	\$41,808	\$41,808	03/06/2015
NORTH KANSAS CITY	RECREATION SUPERVISOR		01/2014	2080.0	1	\$39,558	\$49,447	\$59,336	\$40,152	\$40,152	\$40,152	12/22/2014
GARDNER	RECREATION SUPERVISOR		01/2014	2080.0	2	\$40,260	\$49,356	\$58,452	\$0	\$0	\$53,171	12/11/2014
LIBERTY	SR RECREATION COORDINATOR	Division Managers	01/2015	2080.0	3	\$35,964	\$47,971	\$59,977	\$38,926	\$54,486	\$47,546	02/24/2015
MISSION	Recreation Program Coordinator	Director of Parks and Recreation	01/2014	2080.0	2	\$38,961	\$47,728	\$56,494	\$0	\$0	\$0	04/01/2014
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
KEARNEY	PARKS AND REC COORDINATOR	PARK DIRECTOR	04/2015	2080.0	1	\$40,054	\$44,853	\$49,652	\$48,692	\$48,692	\$48,692	03/17/2015
RAYTOWN	SUPV OF SPORTS/SERVICES		07/2014	2080.0	1	\$32,616	\$41,910	\$51,204	\$0	\$0	\$41,656	07/30/2014
BLUE SPRINGS	RECREATION SUPERVISOR		04/2014	2080.0	2	\$32,560	\$40,697	\$48,834	\$33,793	\$35,500	\$34,647	03/31/2015
PLEASANT HILL	PARK PROGRAMMER	PARKS & FACILITIES DIRECTOR	04/2015	2080.0	1	\$33,738	\$37,960	\$42,182	\$0	\$0	\$34,476	03/25/2015
<b>Average</b>						<b>\$38,211</b>	<b>\$47,343</b>	<b>\$56,474</b>	<b>\$43,228</b>	<b>\$46,106</b>	<b>\$45,063</b>	
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
<b>Difference</b>						<b>(\$40)</b>	<b>\$371</b>	<b>\$783</b>	<b>(\$43,228)</b>	<b>(\$46,106)</b>	<b>(\$45,063)</b>	
<b>Difference %</b>						<b>-0.1%</b>	<b>0.8%</b>	<b>1.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>6</b>	<b>6</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$3,779</b>	<b>\$5,224</b>	<b>\$7,265</b>	<b>\$7,899</b>	<b>\$8,261</b>	<b>\$7,649</b>	
<b>Standard Error</b>						<b>\$1,091</b>	<b>\$1,508</b>	<b>\$2,097</b>	<b>\$3,225</b>	<b>\$3,372</b>	<b>\$2,419</b>	

**Job # 1510 - ANIMAL CONTROL OFFICER II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	ANIMAL CONTROL OFFICER		11/2014	2080.0	2	\$35,679	\$43,712	\$51,746	\$37,648	\$43,826	\$40,737	03/06/2015
LEAVENWORTH	Animal Control Officer	Animal Control Supervisor	01/2015	2080.0	2	\$32,318	\$40,398	\$48,478	\$33,624	\$33,624	\$33,624	05/20/2015
PRAIRIE VILLAGE	COMMUNITY SERVICE OFFICER		01/2014	2080.0	2	\$31,670	\$39,587	\$47,504	\$0	\$0	\$33,000	12/24/2014
LIBERTY	ANIMAL CONTROL OFFICER	Police Lieutenant	01/2015	2080.0	2	\$29,580	\$39,462	\$49,344	\$31,388	\$35,297	\$33,342	02/24/2015
GARDNER	ANIMAL CONTROL OFFICER		01/2014	2080.0	1	\$31,596	\$38,748	\$45,900	\$0	\$0	\$36,529	12/11/2014
HARRISONVILLE	ANIMAL CONTROL OFFICER		01/2015	2080.0	1	\$30,667	\$38,334	\$46,001	\$40,560	\$40,560	\$40,560	12/17/2014
RIVERSIDE	ANIMAL CONTROL/CODE ENFORCEMENT OFFICER		02/2015	2080.0	1	\$30,500	\$38,100	\$45,700	\$38,100	\$38,100	\$38,100	02/17/2015
NORTH KANSAS CITY	ANIMAL CONTROL OFFICER		01/2014	2080.0	1	\$29,518	\$36,898	\$44,278	\$32,698	\$32,698	\$32,698	12/22/2014

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

PLEASANT HILL	ANIMAL CNTRL/CODE ENFRMNT	04/2015	2080.0	1	\$32,718	\$36,764	\$40,810	\$0	\$0	\$38,750	
GLADSTONE	ANIMAL CONTROL OFFICER	10/2014	2080.0	2	\$27,193	\$36,597	\$46,001	\$29,179	\$32,157	\$30,668	01/12/2015
BLUE SPRINGS	ANIMAL CONTROL OFFICER	04/2014	2080.0	4	\$27,404	\$34,258	\$41,112	\$28,724	\$43,924	\$35,333	03/31/2015

<b>Average</b>					<b>\$30,804</b>	<b>\$38,442</b>	<b>\$46,079</b>	<b>\$33,990</b>	<b>\$37,523</b>	<b>\$35,758</b>	
HARRISONVILLE	ANIMAL CONTROL OFFICER	01/2015	2080.0	1	\$30,667	\$38,334	\$46,001	\$40,560	\$40,560	\$40,560	12/17/2014

<b>Difference</b>		<b>(\$137)</b>	<b>(\$108)</b>	<b>(\$78)</b>	<b>\$6,570</b>	<b>\$3,037</b>	<b>\$4,802</b>
<b>Difference %</b>		<b>-0.4%</b>	<b>-0.3%</b>	<b>-0.2%</b>	<b>16.2%</b>	<b>7.5%</b>	<b>11.8%</b>
<b># of Respondents</b>		<b>11</b>	<b>11</b>	<b>11</b>	<b>8</b>	<b>8</b>	<b>11</b>
<b>Standard Deviation</b>		<b>\$2,428</b>	<b>\$2,455</b>	<b>\$3,262</b>	<b>\$4,357</b>	<b>\$4,818</b>	<b>\$3,411</b>
<b>Standard Error</b>		<b>\$732</b>	<b>\$740</b>	<b>\$984</b>	<b>\$1,540</b>	<b>\$1,703</b>	<b>\$1,028</b>

**Job # 1615 - DETECTIVE**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MISSION	DETECTIVE	Sergeant	01/2014	2080.0	3	\$47,357	\$58,012	\$68,668	\$0	\$0	\$0	04/01/2014
RAYMORE	POLICE DETECTIVE		11/2014	2184.0	2	\$45,089	\$56,361	\$67,633	\$50,756	\$51,258	\$51,007	03/06/2015
RIVERSIDE	DETECTIVE		02/2015	2080.0	2	\$44,800	\$56,000	\$67,200	\$56,000	\$56,000	\$56,000	02/17/2015
LEAVENWORTH	Detective, Detective I, II, or III	Police Chief	01/2015	2184.0	4	\$42,814	\$53,518	\$64,222	\$43,670	\$47,753	\$45,553	05/19/2015
HARRISONVILLE	POLICE OFFICER II/DETECTIVE		01/2015	2210.0	2	\$42,635	\$53,294	\$63,953	\$50,597	\$55,800	\$53,200	12/17/2014
BELTON	DETECTIVE		04/2014	2080.0	6	\$40,491	\$51,051	\$61,611	\$53,127	\$61,611	\$59,947	12/11/2014
NORTH KANSAS CITY	POLICE OFFICER		01/2014	2080.0	3	\$40,407	\$50,509	\$60,611	\$47,359	\$54,684	\$49,801	12/22/2014
LIBERTY	POLICE OFFICER/DETECTIVE	Police Lieutenant	01/2015	2080.0	3	\$35,964	\$47,971	\$59,977	\$43,650	\$52,652	\$47,567	02/24/2015
RAYTOWN	DETECTIVE		07/2014	2080.0	9	\$39,876	\$46,188	\$52,500	\$35,662	\$55,657	\$41,540	07/30/2014
MIAMI COUNTY	DETECTIVE	Detective Sergeant	01/2014	2080.0	4	\$32,157	\$39,749	\$47,341	\$38,929	\$41,947	\$38,510	03/10/2014
KEARNEY	NO MATCH											

<b>Average</b>					<b>\$41,159</b>	<b>\$51,265</b>	<b>\$61,372</b>	<b>\$46,639</b>	<b>\$53,040</b>	<b>\$49,236</b>		
HARRISONVILLE	POLICE OFFICER II/DETECTIVE		01/2015	2210.0	2	\$42,635	\$53,294	\$63,953	\$50,597	\$55,800	\$53,200	12/17/2014

<b>Difference</b>		<b>\$1,476</b>	<b>\$2,029</b>	<b>\$2,581</b>	<b>\$3,958</b>	<b>\$2,760</b>	<b>\$3,964</b>
<b>Difference %</b>		<b>3.5%</b>	<b>3.8%</b>	<b>4.0%</b>	<b>7.8%</b>	<b>4.9%</b>	<b>7.5%</b>
<b># of Respondents</b>		<b>10</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>9</b>
<b>Standard Deviation</b>		<b>\$4,506</b>	<b>\$5,507</b>	<b>\$6,826</b>	<b>\$6,713</b>	<b>\$5,632</b>	<b>\$6,803</b>
<b>Standard Error</b>		<b>\$1,425</b>	<b>\$1,742</b>	<b>\$2,159</b>	<b>\$2,238</b>	<b>\$1,877</b>	<b>\$2,268</b>

**Job # 1650 - DISPATCHER I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	DISPATCHER		01/2014	2080.0	6	\$35,904	\$45,408	\$54,912	\$0	\$0	\$42,687	12/24/2014
RAYMORE	COMMUNICATIONS OFFICER		11/2014	1976.0	8	\$33,888	\$41,522	\$49,157	\$33,888	\$43,294	\$36,884	03/05/2015
LIBERTY	COMMUNICATIONS OFFICER	Communications Supervisor	01/2015	2080.0	9	\$31,068	\$41,442	\$51,817	\$33,629	\$47,075	\$43,707	02/24/2015
NORTH KANSAS CITY	COMMUNICATIONS OFFICER		01/2014	2080.0	8	\$32,544	\$40,680	\$48,816	\$38,189	\$46,550	\$43,742	12/22/2014
BELTON	DISPATCHER I		04/2014	2080.0	7	\$31,631	\$39,881	\$48,131	\$32,422	\$43,604	\$37,751	12/11/2014
GLADSTONE	COMMUNICATIONS OFFICER		10/2014	2080.0	7	\$28,569	\$38,395	\$48,221	\$28,569	\$42,284	\$34,048	01/12/2015
HARRISONVILLE	COMMUNICATIONS OFFICER		01/2015	2080.0	4	\$30,667	\$38,334	\$46,001	\$35,464	\$43,264	\$38,685	12/17/2014
RAYTOWN	COMMUNICATIONS TECHNICIAN		07/2014	2080.0	7	\$31,152	\$38,154	\$45,156	\$31,138	\$46,496	\$36,735	07/30/2014
RIVERSIDE	DISPATCHER		02/2015	2080.0	6	\$30,500	\$38,100	\$45,700	\$38,100	\$38,100	\$38,100	02/17/2015
GRANDVIEW	PUBLIC SAFETY TELECOMMUNICATOR		10/2014	2080.0	6	\$30,958	\$37,834	\$44,709	\$30,950	\$44,720	\$35,457	12/18/2014
BLUE SPRINGS	DISPATCHER		04/2014	2080.0	10	\$29,869	\$37,339	\$44,809	\$29,869	\$46,710	\$33,492	03/31/2015
PLEASANT HILL	DISPATCHER	POLICE CAPTAIN	04/2015	2080.0	4	\$29,994	\$33,748	\$37,502	\$0	\$0	\$33,010	03/25/2015
MIAMI COUNTY	DISPATCHER	Communications Supervisor	01/2014	2080.0	5	\$26,146	\$32,324	\$38,501	\$28,163	\$37,357	\$31,978	03/10/2014

<b>Average</b>					<b>\$30,992</b>	<b>\$38,705</b>	<b>\$46,418</b>	<b>\$32,762</b>	<b>\$43,587</b>	<b>\$37,406</b>		
HARRISONVILLE	COMMUNICATIONS OFFICER		01/2015	2080.0	4	\$30,667	\$38,334	\$46,001	\$35,464	\$43,264	\$38,685	12/17/2014

Difference	(\$325)	(\$371)	(\$417)	\$2,702	(\$323)	\$1,279
Difference %	-1.1%	-1.0%	-0.9%	7.6%	-0.7%	3.3%
# of Respondents	13	13	13	11	11	13
Standard Deviation	\$2,369	\$3,348	\$4,750	\$3,470	\$3,335	\$3,978
Standard Error	\$657	\$928	\$1,317	\$1,046	\$1,006	\$1,103

**Job # 1667 - EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
NORTH KANSAS CITY	FIREFIGHTER/PARAMEDIC		10/2014	2608.0	13	\$42,275	\$52,844	\$63,413	\$43,710	\$61,836	\$54,933	12/22/2014
LIBERTY	FIREFIGHTER/PARAMEDIC	Fire Captain	01/2015	2080.0	23	\$37,752	\$50,365	\$62,977	\$40,059	\$54,970	\$42,409	02/24/2015
MIAMI COUNTY	Paramedics	Battalion Chief	01/2014	2912.0	10	\$40,488	\$50,072	\$59,655	\$29,386	\$44,429	\$41,100	03/12/2014
KEARNEY FIRE & RESCUE	FIREFIGHTER/PARAMEDIC		01/2015	2912.0	9	\$39,940	\$48,177	\$56,414	\$40,739	\$52,935	\$45,777	03/23/2015
HARRISONVILLE	Firefighting Paramedic	Captain	01/2015	2920.0	9	\$38,171	\$47,714	\$57,257	\$38,275	\$44,897	\$39,609	12/17/2014
GLADSTONE	FIREFIGHTER/PARAMEDIC		10/2014	2080.0	18	\$36,571	\$47,661	\$58,751	\$36,571	\$52,583	\$40,668	01/12/2015
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/PARAMEDIC		01/2014	2912.0	14	\$35,100	\$43,338	\$51,576	\$0	\$0	\$44,280	02/04/2014
RAYTOWN	PARAMEDIC		07/2014	2912.0	7	\$35,136	\$43,224	\$51,312	\$35,140	\$43,850	\$38,500	07/30/2014

<b>Average</b>						\$38,179	\$47,924	\$57,669	\$37,697	\$50,786	\$43,410
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HARRISONVILLE	Firefighting Paramedic	Captain	01/2015	2920.0	9	\$38,171	\$47,714	\$57,257	\$38,275	\$44,897	\$39,609	12/17/2014
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Difference	(\$8)	(\$210)	(\$412)	\$578	(\$5,889)	(\$3,801)
Difference %	-0.0%	-0.4%	-0.7%	1.5%	-13.1%	-9.6%
# of Respondents	8	8	8	7	7	8
Standard Deviation	\$2,583	\$3,340	\$4,560	\$4,622	\$6,716	\$5,231
Standard Error	\$913	\$1,181	\$1,612	\$1,747	\$2,539	\$1,849

**Job # 1675 - FIRE CAPTAIN**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LEAVENWORTH	Fire Captain	Fire Chief	01/2015	2756.0	12	\$54,143	\$67,679	\$81,215	\$54,143	\$69,999	\$57,443	05/19/2015
NORTH KANSAS CITY	FIRE CAPTAIN/EMT		10/2014	2608.0	9	\$54,693	\$65,632	\$76,571	\$63,992	\$68,462	\$67,956	12/22/2014
RIVERSIDE	FIRE CAPTAIN		02/2015	2080.0	3	\$52,000	\$65,000	\$78,000	\$65,000	\$65,000	\$65,000	02/17/2015
LIBERTY	FIRE CAPTAIN	Fire Division Chief	01/2015	2600.0	9	\$45,876	\$61,209	\$76,543	\$48,679	\$62,839	\$54,186	02/24/2015
HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	01/2015	2920.0	3	\$47,659	\$59,574	\$71,489	\$58,689	\$60,940	\$59,539	12/17/2014
BELTON	FIRE CAPTAIN		04/2014	2756.0	6	\$46,957	\$59,204	\$71,450	\$57,212	\$61,611	\$58,184	12/11/2014
GLADSTONE	FIRE CAPTAIN		10/2014	2080.0	7	\$46,815	\$58,518	\$70,222	\$50,669	\$66,893	\$56,057	01/12/2015
GRANDVIEW	FIRE CAPTAIN/EMT		10/2014	2920.0	8	\$48,697	\$58,481	\$68,265	\$52,357	\$62,460	\$58,956	01/22/2015
KEARNEY FIRE & RESCUE	CAPTAIN		01/2015	2912.0	3	\$45,377	\$54,608	\$63,840	\$60,764	\$63,840	\$61,789	03/23/2015
SOUTH METRO FIRE DISTRICT	FIRE/EMS CAPTAIN		01/2014	2912.0	10	\$37,260	\$46,002	\$54,744	\$0	\$0	\$59,967	02/04/2014

<b>Average</b>						\$47,948	\$59,591	\$71,234	\$56,834	\$64,672	\$59,908
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HARRISONVILLE	CAPTAIN FIREFIGHTER	Emergency Services Director	01/2015	2920.0	3	\$47,659	\$59,574	\$71,489	\$58,689	\$60,940	\$59,539	12/17/2014
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Difference	(\$289)	(\$17)	\$255	\$1,855	(\$3,732)	(\$369)
Difference %	-0.6%	-0.0%	0.4%	3.2%	-6.1%	-0.6%
# of Respondents	10	10	10	9	9	10
Standard Deviation	\$5,037	\$6,199	\$7,736	\$5,796	\$3,163	\$4,108
Standard Error	\$1,593	\$1,960	\$2,446	\$1,932	\$1,054	\$1,299

**Job # 1680 - FIRE CHIEF**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LIBERTY	FIRE CHIEF	City Administrator	01/2015	2080.0	1	\$74,760	\$99,708	\$124,657	\$0	\$0	\$99,587	02/24/2015
LEAVENWORTH	Fire Chief	City Manager	01/2015	2080.0	1	\$77,741	\$97,176	\$116,611	\$0	\$0	\$89,760	05/15/2015
BELTON	FIRE CHIEF		04/2014	2080.0	1	\$76,944	\$97,012	\$117,080	\$98,495	\$98,495	\$98,495	12/11/2014
KEARNEY FIRE & RESCUE	FIRE CHIEF		01/2015	2080.0	1	\$67,416	\$93,504	\$119,592	\$116,675	\$116,675	\$116,675	03/23/2015
GRANDVIEW	FIRE CHIEF		10/2014	2920.0	0	\$75,540	\$91,704	\$107,869	\$0	\$0	\$0	01/22/2015
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$77,500	\$77,500	\$77,500	12/17/2014
RIVERSIDE	FIRE CHIEF		02/2015	2080.0	1	\$62,400	\$78,000	\$93,600	\$78,000	\$78,000	\$78,000	02/17/2015
SOUTH METRO FIRE DISTRICT	DEPARTMENT CHIEF/DISTRICT MANAGER		01/2014	2912.0	1	\$59,400	\$72,900	\$86,400	\$109,368	\$109,368	\$109,368	02/04/2014
NORTH KANSAS CITY	FIRE CHIEF		03/2014	2080.0	1	\$0	\$0	\$0	\$98,000	\$98,000	\$98,000	12/22/2014

<b>Average</b>						<b>\$70,670</b>	<b>\$89,869</b>	<b>\$109,068</b>	<b>\$96,340</b>	<b>\$96,340</b>	<b>\$95,923</b>	
HARRISONVILLE	EMERGENCY SERVICES DIR	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$77,500	\$77,500	\$77,500	12/17/2014

<b>Difference</b>	<b>\$489</b>	<b>(\$920)</b>	<b>(\$2,329)</b>	<b>(\$18,840)</b>	<b>(\$18,840)</b>	<b>(\$18,423)</b>
<b>Difference %</b>	<b>0.7%</b>	<b>-1.0%</b>	<b>-2.2%</b>	<b>-24.3%</b>	<b>-24.3%</b>	<b>-23.8%</b>
<b># of Respondents</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>8</b>
<b>Standard Deviation</b>	<b>\$6,929</b>	<b>\$9,618</b>	<b>\$13,282</b>	<b>\$16,012</b>	<b>\$16,012</b>	<b>\$13,807</b>
<b>Standard Error</b>	<b>\$2,450</b>	<b>\$3,400</b>	<b>\$4,696</b>	<b>\$6,537</b>	<b>\$6,537</b>	<b>\$4,881</b>

**Job # 1695 - FIRE FIGHTER II/EMT ADVANCED**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
BELTON	Senior Firefighter/EMT-P	Asst. Fire Chief	04/2014	2756.0	27	\$40,491	\$51,051	\$61,611	\$43,604	\$55,816	\$50,236	08/05/2014
LIBERTY	FIREFIGHTER/EMT	Fire Captain	01/2015	2600.0	9	\$35,964	\$47,971	\$59,977	\$38,162	\$40,415	\$39,522	02/24/2015
NORTH KANSAS CITY	FIREFIGHTER/EMT		10/2014	2608.0	10	\$36,761	\$45,952	\$55,142	\$37,764	\$52,369	\$44,263	12/22/2014
GLADSTONE			10/2014	2080.0	6	\$34,809	\$45,364	\$55,920	\$36,571	\$41,996	\$38,934	01/12/2015
HARRISONVILLE	FIREFIGHTING EMT	Captain	01/2015	2920.0	9	\$34,203	\$42,754	\$51,305	\$34,203	\$39,176	\$36,394	12/17/2014
KEARNEY FIRE & RESCUE	FIREFIGHTER/EMT		01/2015	2912.0	9	\$34,254	\$42,597	\$50,940	\$37,082	\$47,798	\$41,845	03/23/2015
GRANDVIEW	FIREFIGHTER/EMT		10/2014	2920.0	6	\$34,430	\$41,295	\$48,160	\$34,428	\$39,019	\$35,928	12/18/2014
SOUTH METRO FIRE DISTRICT	FIREFIGHTER/EMT		01/2014	2912.0	16	\$30,240	\$37,338	\$44,436	\$0	\$0	\$41,748	02/04/2014
RIVERSIDE	NO MATCH											

<b>Average</b>						<b>\$35,144</b>	<b>\$44,290</b>	<b>\$53,436</b>	<b>\$37,402</b>	<b>\$45,227</b>	<b>\$41,109</b>	
HARRISONVILLE	FIREFIGHTING EMT	Captain	01/2015	2920.0	9	\$34,203	\$42,754	\$51,305	\$34,203	\$39,176	\$36,394	12/17/2014

<b>Difference</b>	<b>(\$941)</b>	<b>(\$1,536)</b>	<b>(\$2,131)</b>	<b>(\$3,199)</b>	<b>(\$6,051)</b>	<b>(\$4,715)</b>
<b>Difference %</b>	<b>-2.8%</b>	<b>-3.6%</b>	<b>-4.2%</b>	<b>-9.4%</b>	<b>-15.4%</b>	<b>-13.0%</b>
<b># of Respondents</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>8</b>
<b>Standard Deviation</b>	<b>\$2,884</b>	<b>\$4,238</b>	<b>\$5,835</b>	<b>\$3,137</b>	<b>\$6,813</b>	<b>\$4,637</b>
<b>Standard Error</b>	<b>\$1,020</b>	<b>\$1,498</b>	<b>\$2,063</b>	<b>\$1,186</b>	<b>\$2,575</b>	<b>\$1,639</b>

**Job # 1740 - POLICE CHIEF / COUNTY SHERIFF**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$90,064	\$112,580	\$135,097	\$0	\$0	\$0	06/04/2015
MISSION	POLICE CHIEF		01/2014	2080.0	1	\$89,300	\$109,392	\$129,484	\$0	\$0	\$0	04/01/2014
PRAIRIE VILLAGE	POLICE CHIEF		01/2014	2080.0	1	\$86,858	\$108,572	\$130,287	\$0	\$0	\$121,447	12/24/2014
LIBERTY	POLICE CHIEF	City Administrator	01/2015	2080.0	1	\$78,480	\$104,690	\$130,899	\$0	\$0	\$102,503	02/24/2015
LEAVENWORTH	Police Chief	City Manager		2080.0	1	\$83,633	\$104,541	\$125,449	\$0	\$0	\$89,606	05/18/2015
RAYMORE	POLICE CHIEF		11/2014	2080.0	1	\$79,949	\$101,934	\$123,920	\$96,259	\$96,259	\$96,259	03/06/2015
BELTON	POLICE CHIEF / COUNTY SHERIFF		04/2014	2080.0	1	\$76,944	\$97,012	\$117,080	\$101,576	\$101,576	\$101,576	12/11/2014

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

BLUE SPRINGS	POLICE CHIEF		04/2014	2080.0	1	\$77,080	\$96,347	\$115,614	\$120,533	\$120,533	\$120,533	
GLADSTONE			10/2014	2080.0	1	\$76,711	\$95,888	\$115,066	\$0	\$0	\$105,212	01/12/2015
GRANDVIEW	POLICE CHIEF		10/2014	2080.0	1	\$75,540	\$91,704	\$107,869	\$100,940	\$100,940	\$100,940	12/29/2014
GARDNER	POLICE CHIEF		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	\$100,938	12/11/2014
HARRISONVILLE	POLICE CHIEF		01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$89,750	\$89,750	\$89,750	12/17/2014
KEARNEY	POLICE CHIEF		04/2015	2080.0	1	\$68,614	\$75,632	\$82,649	\$79,842	\$79,842	\$79,842	03/17/2015
MIAMI COUNTY			05/2015	28.0	1	\$75,343	\$75,343	\$75,343	\$75,343	\$75,343	\$75,343	05/05/2015
SMITHVILLE			11/2014	2080.0	0	\$62,400	\$72,800	\$83,200	\$0	\$0	\$0	10/03/2014
PLEASANT HILL	POLICE CHIEF	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$78,367	03/25/2015
RIVERSIDE	NO MATCH											
NORTH KANSAS CITY	POLICE CHIEF		03/2014	2080.0	1	\$0	\$0	\$0	\$101,856	\$101,856	\$101,856	12/22/2014
RAYTOWN	POLICE CHIEF (ELECTED)		07/2014	2080.0	1	\$0	\$0	\$0	\$0	\$0	\$96,744	07/30/2014

<b>Average</b>						<b>\$76,750</b>	<b>\$93,498</b>	<b>\$110,246</b>	<b>\$95,762</b>	<b>\$95,762</b>	<b>\$97,394</b>	
HARRISONVILLE	POLICE CHIEF		01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$89,750	\$89,750	\$89,750	12/17/2014

<b>Difference</b>						<b>(\$5,591)</b>	<b>(\$4,549)</b>	<b>(\$3,507)</b>	<b>(\$6,012)</b>	<b>(\$6,012)</b>	<b>(\$7,644)</b>	
<b>Difference %</b>						<b>-7.9%</b>	<b>-5.1%</b>	<b>-3.3%</b>	<b>-6.7%</b>	<b>-6.7%</b>	<b>-8.5%</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>8</b>	<b>8</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$8,288</b>	<b>\$13,818</b>	<b>\$20,247</b>	<b>\$14,233</b>	<b>\$14,233</b>	<b>\$13,472</b>	
<b>Standard Error</b>						<b>\$2,072</b>	<b>\$3,455</b>	<b>\$5,062</b>	<b>\$5,032</b>	<b>\$5,032</b>	<b>\$3,478</b>	

**Job # 1745 - POLICE / SHERIFF LIEUTENANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYTOWN	CAPTAIN		07/2014	2080.0	4	\$72,276	\$79,062	\$85,848	\$74,445	\$79,751	\$77,750	07/30/2014
LIBERTY	POLICE LIEUTENANT	Police Captain	01/2015	2080.0	2	\$55,776	\$74,401	\$93,026	\$75,878	\$79,303	\$77,590	02/24/2015
MISSION	POLICE LIEUTENANT		01/2014	2080.0	3	\$60,441	\$74,040	\$87,640	\$0	\$0	\$0	04/01/2014
LEAVENWORTH	Police Lieutenant	Police Chief	01/2015	2080.0	3	\$59,153	\$73,941	\$88,729	\$65,031	\$73,340	\$67,882	05/19/2015
HARRISONVILLE	LIEUTENANT		01/2015	2080.0	2	\$58,739	\$73,424	\$88,109	\$58,739	\$63,000	\$60,870	12/17/2014
RAYMORE	POLICE LIEUTENANT		11/2014	2080.0	2	\$55,280	\$69,100	\$82,919	\$68,672	\$78,566	\$73,619	03/06/2015
BLUE SPRINGS	POLICE LIEUTENANT		04/2014	2080.0	3	\$54,606	\$68,258	\$81,909	\$74,995	\$82,044	\$78,604	03/31/2015
PLEASANT HILL	POLICE LIEUTENANT	POLICE CAPTAIN	04/2015	2080.0	1	\$49,442	\$55,546	\$61,651	\$0	\$0	\$50,939	03/25/2015
KEARNEY	POLICE LIEUTENANT		04/2015	2080.0	2	\$43,974	\$48,680	\$53,386	\$53,386	\$53,386	\$53,386	03/17/2015
MIAMI COUNTY	NO MATCH											

<b>Average</b>						<b>\$56,632</b>	<b>\$68,495</b>	<b>\$80,357</b>	<b>\$67,307</b>	<b>\$72,770</b>	<b>\$67,580</b>	
HARRISONVILLE	LIEUTENANT		01/2015	2080.0	2	\$58,739	\$73,424	\$88,109	\$58,739	\$63,000	\$60,870	12/17/2014

<b>Difference</b>						<b>\$2,107</b>	<b>\$4,929</b>	<b>\$7,752</b>	<b>(\$8,568)</b>	<b>(\$9,770)</b>	<b>(\$6,710)</b>	
<b>Difference %</b>						<b>3.6%</b>	<b>6.7%</b>	<b>8.8%</b>	<b>-14.6%</b>	<b>-15.5%</b>	<b>-11.0%</b>	
<b># of Respondents</b>						<b>9</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$7,815</b>	<b>\$9,950</b>	<b>\$13,510</b>	<b>\$8,735</b>	<b>\$10,666</b>	<b>\$11,245</b>	
<b>Standard Error</b>						<b>\$2,605</b>	<b>\$3,317</b>	<b>\$4,503</b>	<b>\$3,301</b>	<b>\$4,031</b>	<b>\$3,976</b>	

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MISSION	POLICE OFFICER		01/2014	2080.0	13	\$42,954	\$52,620	\$62,285	\$0	\$0	\$0	04/01/2014
PRAIRIE VILLAGE	POLICE OFFICER		01/2014	2080.0	33	\$40,839	\$52,325	\$63,811	\$0	\$0	\$52,465	12/24/2014
BLUE SPRINGS	POLICE OFFICER		04/2014	2080.0	75	\$38,685	\$50,966	\$63,246	\$38,688	\$62,891	\$45,378	03/31/2015
NORTH KANSAS CITY	POLICE OFFICER	POLICE SERGEANT	01/2014	2080.0	23	\$40,407	\$50,509	\$60,611	\$40,407	\$60,630	\$53,724	12/22/2014
RAYMORE	POLICE OFFICER I		11/2014	2184.0	16	\$40,522	\$49,633	\$58,744	\$40,688	\$44,510	\$41,552	03/06/2015
GARDNER	POLICE OFFICER		01/2014	2080.0	23	\$40,260	\$49,356	\$58,452	\$0	\$0	\$46,055	12/11/2014
LIBERTY	POLICE OFFICER	Police Sergeant	01/2015	2080.0	25	\$35,964	\$47,971	\$59,977	\$38,200	\$55,237	\$43,741	02/24/2015
HARRISONVILLE	POLICE OFFICER		01/2015	2210.0	16	\$38,171	\$47,714	\$57,257	\$38,171	\$50,719	\$40,646	12/17/2014
GLADSTONE	Police Officer	Police Corporal	10/2014	2080.0	26	\$36,571	\$47,666	\$58,760	\$36,571	\$58,760	\$41,739	01/12/2015

RIVERSIDE	POLICE OFFICER		02/2015	2080.0	11	\$37,600	\$47,000	\$56,400	\$47,000	\$47,000	\$47,000	
GRANDVIEW	POLICE OFFICER		10/2014	2080.0	39	\$37,612	\$45,644	\$53,677	\$39,499	\$54,642	\$41,829	12/29/2014
LEAVENWORTH	Police Officer, PO1, PO2, PO3	Police Chief	01/2015	2184.0	36	\$36,303	\$45,379	\$54,455	\$36,303	\$54,454	\$43,561	05/19/2015
RAYTOWN	POLICE OFFICER		07/2014	2080.0	23	\$34,620	\$42,588	\$50,556	\$34,624	\$55,965	\$40,415	07/30/2014
MIAMI COUNTY	DEPUTY	Sergeant	05/2015	2080.0	0	\$34,005	\$42,506	\$51,007	\$34,654	\$40,498	\$36,907	05/05/2015
KEARNEY	PATROLMAN		04/2015	2080.0	9	\$35,253	\$39,654	\$44,055	\$37,893	\$44,055	\$42,588	03/17/2015
PLEASANT HILL	POLICE OFFICER (LEVELS I, II)	PATROL SERGEANT	04/2015	2080.0	9	\$32,718	\$37,450	\$42,182	\$0	\$0	\$35,651	03/25/2015

<b>Average</b>						<b>\$37,655</b>	<b>\$46,811</b>	<b>\$55,967</b>	<b>\$38,558</b>	<b>\$52,447</b>	<b>\$43,550</b>	
HARRISONVILLE	POLICE OFFICER		01/2015	2210.0	16	\$38,171	\$47,714	\$57,257	\$38,171	\$50,719	\$40,646	12/17/2014

<b>Difference</b>	<b>\$516</b>	<b>\$903</b>	<b>\$1,290</b>	<b>(\$387)</b>	<b>(\$1,728)</b>	<b>(\$2,904)</b>
<b>Difference %</b>	<b>1.4%</b>	<b>1.9%</b>	<b>2.3%</b>	<b>-1.0%</b>	<b>-3.4%</b>	<b>-7.1%</b>
<b># of Respondents</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>15</b>
<b>Standard Deviation</b>	<b>\$2,836</b>	<b>\$4,405</b>	<b>\$6,372</b>	<b>\$3,311</b>	<b>\$7,095</b>	<b>\$4,932</b>
<b>Standard Error</b>	<b>\$709</b>	<b>\$1,101</b>	<b>\$1,593</b>	<b>\$956</b>	<b>\$2,048</b>	<b>\$1,273</b>

**Job # 1765 - POLICE / SHERIFF SERGEANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	POLICE SERGEANT		01/2014	2080.0	6	\$64,857	\$75,666	\$86,476	\$0	\$0	\$75,852	12/24/2014
GLADSTONE	POLICE SERGEANT		10/2014	2080.0	5	\$57,039	\$71,298	\$85,558	\$57,039	\$64,532	\$60,540	01/12/2015
NORTH KANSAS CITY	POLICE SERGEANT		01/2014	2080.0	6	\$59,293	\$68,187	\$77,081	\$63,661	\$77,413	\$71,165	12/22/2014
MERRIAM			01/2015	2080.0	0	\$54,420	\$68,025	\$81,630	\$0	\$0	\$0	06/05/2015
GARDNER	Police Sergeant		01/2014	2080.0	4	\$53,852	\$66,094	\$78,336	\$0	\$0	\$65,343	12/11/2014
RIVERSIDE	POLICE SERGEANT		02/2015	2080.0	5	\$52,000	\$65,000	\$78,000	\$65,000	\$65,000	\$65,000	02/17/2015
RAYMORE	POLICE SERGEANT		11/2014	2080.0	5	\$51,939	\$64,929	\$77,919	\$53,508	\$69,779	\$61,043	03/06/2015
MISSION	POLICE SERGEANT		01/2014	2080.0	7	\$52,212	\$63,959	\$75,706	\$0	\$0	\$0	04/01/2014
BLUE SPRINGS	POLICE SERGEANT		04/2014	2080.0	11	\$50,091	\$62,617	\$75,143	\$50,087	\$71,582	\$58,712	03/31/2015
LEAVENWORTH	Police Sergeant & Police Sergeant I	Police Chief	01/2015	2184.0	8	\$49,595	\$61,994	\$74,393	\$50,587	\$74,392	\$64,556	05/19/2015
LIBERTY	POLICE SERGEANT	Police Lieutenant	01/2015	2080.0	6	\$45,876	\$61,209	\$76,543	\$51,850	\$70,173	\$63,112	02/24/2015
GRANDVIEW	POLICE SERGEANT		10/2014	2080.0	9	\$50,174	\$60,900	\$71,627	\$51,168	\$67,995	\$57,200	12/29/2014
HARRISONVILLE	SERGEANT		01/2015	2210.0	4	\$47,659	\$59,574	\$71,489	\$47,659	\$60,222	\$53,933	12/17/2014
RAYTOWN	SERGEANT		07/2014	2080.0	8	\$49,296	\$56,004	\$62,712	\$56,291	\$69,316	\$61,748	07/30/2014
SMITHVILLE			11/2014	2080.0	0	\$49,920	\$54,080	\$58,240	\$0	\$0	\$0	10/03/2014
MIAMI COUNTY	SHERIFF'S SERGEANT	Undersheriff	05/2015	2080.0	5	\$39,660	\$49,574	\$59,489	\$43,758	\$50,073	\$45,851	05/05/2015
PLEASANT HILL	PATROL SERGEANT	POLICE CAPTAIN	04/2015	2080.0	3	\$42,224	\$47,642	\$53,061	\$0	\$0	\$46,086	03/25/2015
KEARNEY	POLICE SERGEANT		04/2015	2080.0	2	\$40,054	\$44,853	\$49,652	\$49,652	\$49,652	\$49,652	03/17/2015

<b>Average</b>						<b>\$50,564</b>	<b>\$61,200</b>	<b>\$71,836</b>	<b>\$53,355</b>	<b>\$65,844</b>	<b>\$59,986</b>	
HARRISONVILLE	SERGEANT		01/2015	2210.0	4	\$47,659	\$59,574	\$71,489	\$47,659	\$60,222	\$53,933	12/17/2014

<b>Difference</b>	<b>(\$2,906)</b>	<b>(\$1,626)</b>	<b>(\$347)</b>	<b>(\$5,696)</b>	<b>(\$5,622)</b>	<b>(\$6,053)</b>
<b>Difference %</b>	<b>-6.1%</b>	<b>-2.7%</b>	<b>-0.5%</b>	<b>-12.0%</b>	<b>-9.3%</b>	<b>-11.2%</b>
<b># of Respondents</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>12</b>	<b>12</b>	<b>15</b>
<b>Standard Deviation</b>	<b>\$6,359</b>	<b>\$8,174</b>	<b>\$10,746</b>	<b>\$6,235</b>	<b>\$8,716</b>	<b>\$8,500</b>
<b>Standard Error</b>	<b>\$1,499</b>	<b>\$1,927</b>	<b>\$2,533</b>	<b>\$1,800</b>	<b>\$2,516</b>	<b>\$2,195</b>

**Job # 1925 - HEAVY EQUIPMENT OPERATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
NORTH KANSAS CITY	MAINTENANCE WORKER-WPC		01/2014	2080.0	3	\$30,994	\$39,905	\$48,816	\$34,320	\$49,783	\$39,904	12/22/2014
LEAVENWORTH	Equipment Operator I	Streets Foreman	01/2015	2080.0	12	\$31,795	\$39,744	\$47,693	\$31,795	\$37,449	\$33,437	05/19/2015
MISSION	LABORER/EQUIP OPERATOR I	Superintendent of Public Works	01/2014	2080.0	3	\$32,053	\$39,266	\$46,478	\$0	\$0	\$0	04/01/2014
HARRISONVILLE	STREET MAINTENANCE		01/2015	2080.0	6	\$30,667	\$38,334	\$46,001	\$30,784	\$42,328	\$35,811	12/17/2014
GRANDVIEW	EQUIPMENT OPERATOR		10/2014	2080.0	4	\$30,958	\$37,834	\$44,709	\$35,152	\$44,200	\$38,965	12/19/2014
RAYTOWN	CREW LEADER		07/2014	2080.0	5	\$30,576	\$37,500	\$44,424	\$32,910	\$44,857	\$36,311	07/30/2014

BLUE SPRINGS	MAINTENANCE WORKER		04/2014	2080.0	22	\$29,869	\$37,339	\$44,809	\$29,869	\$42,222	\$34,283	
MIAMI COUNTY	EQUIPMENT OPERATOR II & III - Roads/Asphalt	Supervisor II - Roads/Asphalt	01/2014	2080.0	20	\$25,741	\$33,582	\$41,424	\$25,001	\$46,426	\$32,594	03/17/2014
RAYMORE	NO MATCH											

						<b>Average</b>			<b>\$30,332</b>	<b>\$37,938</b>	<b>\$45,544</b>	<b>\$31,404</b>	<b>\$43,895</b>	<b>\$35,901</b>
HARRISONVILLE	STREET MAINTENANCE		01/2015	2080.0	6	\$30,667	\$38,334	\$46,001	\$30,784	\$42,328	\$35,811	12/17/2014		
						<b>Difference</b>	<b>\$335</b>	<b>\$396</b>	<b>\$457</b>	<b>(\$620)</b>	<b>(\$1,567)</b>	<b>(\$90)</b>		
						<b>Difference %</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>-2.0%</b>	<b>-3.7%</b>	<b>-0.3%</b>		
						<b># of Respondents</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>7</b>		
						<b>Standard Deviation</b>	<b>\$1,978</b>	<b>\$2,021</b>	<b>\$2,264</b>	<b>\$3,384</b>	<b>\$3,849</b>	<b>\$2,745</b>		
						<b>Standard Error</b>	<b>\$699</b>	<b>\$714</b>	<b>\$800</b>	<b>\$1,279</b>	<b>\$1,455</b>	<b>\$1,038</b>		

**Job # 1971 - LABORER (PUBLIC WORKS)**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated		
						Min	Mid	Max	Low	High	Avg			
LIBERTY	Maintenance Worker I--Public Works	Operations Manager-Public Works	01/2015	2080.0	5	\$26,844	\$35,804	\$44,764	\$29,057	\$31,528	\$29,821	02/24/2015		
GRANDVIEW	PUBLIC WORKS MAINTENANCE WORKER		10/2014	2080.0	8	\$28,741	\$34,902	\$41,062	\$28,746	\$31,762	\$29,318	12/19/2014		
KEARNEY	WATER, PARK, STREET LABORER		04/2015	2080.0	1	\$28,956	\$33,884	\$38,812	\$30,953	\$30,953	\$30,953	03/17/2015		
RAYTOWN	MAINTENANCE WORKER		07/2014	2080.0	9	\$26,868	\$32,916	\$38,964	\$26,869	\$35,724	\$28,630	07/30/2014		
RIVERSIDE	Maintenance Worker I	Crew Chief	02/2015	2080.0	3	\$25,600	\$32,000	\$38,400	\$32,000	\$32,000	\$32,000	02/17/2015		
GLADSTONE	PUBLIC WORKS MAINT WORKER		10/2014	2080.0	6	\$23,499	\$31,483	\$39,467	\$23,499	\$24,459	\$23,796	01/12/2015		
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	01/2015	2080.0	2	\$24,723	\$30,904	\$37,085	\$27,768	\$29,848	\$28,808	12/17/2014		
PRAIRIE VILLAGE	LABORER		01/2014	2080.0	1	\$25,620	\$30,895	\$36,170	\$0	\$0	\$28,324	12/24/2014		
MIAMI COUNTY	MAINTENANCE WORKER I & II- Bridge Trades	Bridge Foreman	01/2014	2080.0	2	\$22,205	\$27,452	\$32,700	\$22,214	\$26,146	\$24,108	03/17/2014		
PLEASANT HILL	NO MATCH													
						<b>Average</b>			<b>\$25,895</b>	<b>\$32,249</b>	<b>\$38,603</b>	<b>\$27,638</b>	<b>\$30,302</b>	<b>\$28,418</b>
HARRISONVILLE	General Maintenance I	Tree Trimming Supervisor, Parks Supervisor	01/2015	2080.0	2	\$24,723	\$30,904	\$37,085	\$27,768	\$29,848	\$28,808	12/17/2014		
						<b>Difference</b>	<b>(\$1,172)</b>	<b>(\$1,345)</b>	<b>(\$1,518)</b>	<b>\$130</b>	<b>(\$454)</b>	<b>\$390</b>		
						<b>Difference %</b>	<b>-4.7%</b>	<b>-4.4%</b>	<b>-4.1%</b>	<b>0.5%</b>	<b>-1.5%</b>	<b>1.4%</b>		
						<b># of Respondents</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>9</b>		
						<b>Standard Deviation</b>	<b>\$2,242</b>	<b>\$2,502</b>	<b>\$3,317</b>	<b>\$3,389</b>	<b>\$3,545</b>	<b>\$2,788</b>		
						<b>Standard Error</b>	<b>\$747</b>	<b>\$834</b>	<b>\$1,106</b>	<b>\$1,198</b>	<b>\$1,253</b>	<b>\$929</b>		

**Job # 1994 - MAINTENANCE FIELD SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated		
						Min	Mid	Max	Low	High	Avg			
PRAIRIE VILLAGE	CREW LEADER		01/2014	2080.0	4	\$45,376	\$54,718	\$64,061	\$0	\$0	\$53,467	12/24/2014		
HARRISONVILLE	STREET/WS SUPERVISORS		01/2015	2080.0	2	\$42,635	\$53,294	\$63,953	\$46,800	\$55,328	\$51,064	12/17/2014		
GARDNER	BUILDING MAINT SUPERVISOR		01/2014	2080.0	2	\$36,840	\$45,186	\$53,532	\$0	\$0	\$37,931	12/11/2014		
BLUE SPRINGS	ASST PARKS MAINT SUPERVISOR		04/2014	2080.0	0	\$35,490	\$44,362	\$53,235	\$0	\$0	\$0	03/31/2015		
LIBERTY	Crew Chief-Parks/Utilities	Division Managers	01/2015	2080.0	5	\$32,616	\$43,507	\$54,397	\$38,709	\$43,166	\$40,566	02/24/2015		
MIAMI COUNTY	Supervisor II - Road & Bridge	Highway Supervisor	01/2014	2080.0	2	\$34,594	\$42,770	\$50,947	\$45,261	\$46,613	\$45,937	04/03/2014		
KEARNEY	NO MATCH													
RAYMORE	CREW LEADER PW		03/2015	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/06/2015		
						<b>Average</b>			<b>\$37,925</b>	<b>\$47,306</b>	<b>\$56,688</b>	<b>\$43,590</b>	<b>\$48,369</b>	<b>\$45,793</b>
HARRISONVILLE	STREET/WS SUPERVISORS		01/2015	2080.0	2	\$42,635	\$53,294	\$63,953	\$46,800	\$55,328	\$51,064	12/17/2014		
						<b>Difference</b>	<b>\$4,710</b>	<b>\$5,988</b>	<b>\$7,265</b>	<b>\$3,210</b>	<b>\$6,959</b>	<b>\$5,271</b>		
						<b>Difference %</b>	<b>11.0%</b>	<b>11.2%</b>	<b>11.4%</b>	<b>6.9%</b>	<b>12.6%</b>	<b>10.3%</b>		
						<b># of Respondents</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>5</b>		

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

<b>Standard Deviation</b>	<b>\$4,982</b>	<b>\$5,272</b>	<b>\$5,783</b>	<b>\$4,296</b>	<b>\$6,268</b>	<b>\$6,630</b>
<b>Standard Error</b>	<b>\$2,034</b>	<b>\$2,152</b>	<b>\$2,361</b>	<b>\$2,481</b>	<b>\$3,619</b>	<b>\$2,965</b>

**Job # 2020 - PUBLIC WORKS ASSISTANT DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	Assistant Director PW	Director of PW	03/2015	2080.0	1	\$61,084	\$76,355	\$91,626	\$85,392	\$85,392	\$85,392	03/06/2015
MERRIAM			01/2015	2080.0	0	\$54,420	\$68,025	\$81,630	\$0	\$0	\$0	06/05/2015
HARRISONVILLE	Assistant Public Works Director	Public Works Director	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$60,250	\$60,250	\$60,250	06/05/2015
MIAMI COUNTY	Assistant Director of Transportation/Highway Supervisor	Director of Transportation	01/2014	2080.0	1	\$39,830	\$48,791	\$57,753	\$49,645	\$49,645	\$49,645	04/03/2014
<b>Average</b>						<b>\$49,492</b>	<b>\$61,616</b>	<b>\$73,740</b>	<b>\$65,096</b>	<b>\$65,096</b>	<b>\$65,096</b>	
HARRISONVILLE	Assistant Public Works Director	Public Works Director	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$60,250	\$60,250	\$60,250	06/05/2015
<b>Difference</b>						<b>(\$6,857)</b>	<b>(\$8,322)</b>	<b>(\$9,787)</b>	<b>(\$4,846)</b>	<b>(\$4,846)</b>	<b>(\$4,846)</b>	
<b>Difference %</b>						<b>-16.1%</b>	<b>-15.6%</b>	<b>-15.3%</b>	<b>-8.0%</b>	<b>-8.0%</b>	<b>-8.0%</b>	
<b># of Respondents</b>						<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	
<b>Standard Deviation</b>						<b>\$9,984</b>	<b>\$12,807</b>	<b>\$15,637</b>	<b>\$18,360</b>	<b>\$18,360</b>	<b>\$18,360</b>	
<b>Standard Error</b>						<b>\$4,992</b>	<b>\$6,403</b>	<b>\$7,818</b>	<b>\$10,600</b>	<b>\$10,600</b>	<b>\$10,600</b>	

**Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
MERRIAM			01/2015	2080.0	0	\$90,064	\$112,580	\$135,097	\$0	\$0	\$0	06/05/2015
PRAIRIE VILLAGE	PUBLIC WORKS DIRECTOR		01/2014	2080.0	1	\$87,962	\$109,952	\$131,942	\$0	\$0	\$108,000	12/24/2014
LIBERTY	PUBLIC WORKS DIRECTOR	City Administrator	01/2015	2080.0	1	\$78,480	\$104,690	\$130,899	\$0	\$0	\$105,139	02/24/2015
LEAVENWORTH	Public Works Director	City Manager	01/2015	2080.0	1	\$83,633	\$104,541	\$125,449	\$0	\$0	\$109,638	05/18/2015
RAYMORE	DIRECTOR OF PW ENGINEERING		11/2014	2080.0	1	\$79,949	\$101,934	\$123,920	\$100,180	\$100,180	\$100,180	03/06/2015
MISSION	PUBLIC WORKS DIRECTOR		01/2014	2080.0	0	\$80,997	\$99,222	\$117,446	\$0	\$0	\$0	04/01/2014
BLUE SPRINGS	DIRECTOR OF PUBLIC WORKS		04/2014	2080.0	1	\$77,080	\$96,347	\$115,614	\$98,251	\$98,251	\$98,251	03/31/2015
GLADSTONE	DIRECTOR OF PUBLIC WORKS		10/2014	2080.0	1	\$76,711	\$95,888	\$115,066	\$0	\$0	\$97,763	01/12/2015
RIVERSIDE	DIRECTOR OF PUBLIC WORKS		02/2015	2080.0	1	\$73,800	\$92,300	\$110,800	\$92,300	\$92,300	\$92,300	02/17/2015
GRANDVIEW	DIRECTOR OF PUBLIC WORKS		10/2014	2080.0	1	\$75,540	\$91,704	\$107,869	\$99,960	\$99,960	\$99,960	12/31/2014
GARDNER	PUBLIC WORKS DIRECTOR		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	\$99,911	12/11/2014
BELTON	PUBLIC WORKS DIRECTOR /GENERAL MANAGER		04/2014	2080.0	1	\$71,450	\$90,085	\$108,720	\$87,055	\$87,055	\$87,055	01/12/2015
HARRISONVILLE	Public Works Director	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$89,000	\$89,000	\$89,000	06/05/2015
RAYTOWN	DIRECTOR OF PUBLIC WORKS	CITY ADMINISTRATOR	07/2014	2080.0	1	\$67,368	\$82,530	\$97,692	\$0	\$0	\$87,200	07/30/2014
MIAMI COUNTY	DIR OF TRANSP/SOLID WASTE	County Administrator	01/2014	2080.0	1	\$57,006	\$69,832	\$82,659	\$75,349	\$75,349	\$75,349	04/03/2014
PLEASANT HILL	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	\$73,605	03/25/2015
NORTH KANSAS CITY	DIRECTOR OF PUBLIC WORKS		01/2014	2080.0	1	\$0	\$0	\$0	\$94,232	\$94,232	\$94,232	12/22/2014
<b>Average</b>						<b>\$75,445</b>	<b>\$93,821</b>	<b>\$112,197</b>	<b>\$92,041</b>	<b>\$92,041</b>	<b>\$94,506</b>	
HARRISONVILLE	Public Works Director	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$89,000	\$89,000	\$89,000	06/05/2015
<b>Difference</b>						<b>(\$4,286)</b>	<b>(\$4,872)</b>	<b>(\$5,458)</b>	<b>(\$3,041)</b>	<b>(\$3,041)</b>	<b>(\$5,506)</b>	
<b>Difference %</b>						<b>-6.0%</b>	<b>-5.5%</b>	<b>-5.1%</b>	<b>-3.4%</b>	<b>-3.4%</b>	<b>-6.2%</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>8</b>	<b>8</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$8,671</b>	<b>\$12,356</b>	<b>\$16,335</b>	<b>\$8,325</b>	<b>\$8,325</b>	<b>\$10,650</b>	
<b>Standard Error</b>						<b>\$2,168</b>	<b>\$3,089</b>	<b>\$4,084</b>	<b>\$2,943</b>	<b>\$2,943</b>	<b>\$2,750</b>	

**Job # 2090 - STREET SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	

GARDNER	OPERATIONS MANAGER		01/2014	2080.0	1	\$59,280	\$72,750	\$86,220	\$0	\$0	\$60,139	
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	01/2015	2080.0	1	\$53,299	\$66,624	\$79,949	\$67,261	\$67,261	\$67,261	12/17/2014
LIBERTY	Operations Manager-Public Works	Public Works Director	01/2015	2080.0	1	\$48,180	\$64,280	\$80,381	\$0	\$0	\$67,626	02/24/2015
MISSION	PUBLIC WORKS SUPT		04/2014	2080.0	1	\$52,212	\$63,959	\$75,706	\$0	\$0	\$0	04/01/2014
KEARNEY	STREET SUPERINTENDENT		04/2015	2080.0	0	\$55,945	\$63,468	\$70,992	\$0	\$0	\$0	03/17/2015
SMITHVILLE			11/2014	2080.0	0	\$52,000	\$62,400	\$72,800	\$0	\$0	\$0	10/03/2014
BELTON	STREET SUPERINTENDENT		04/2014	2080.0	1	\$48,131	\$60,684	\$73,237	\$71,450	\$71,450	\$71,450	12/11/2014
RAYTOWN	PUB WORKS SUPERINTENDENT		07/2014	2080.0	1	\$44,892	\$54,996	\$65,100	\$0	\$0	\$56,260	07/30/2014
BLUE SPRINGS	OPERATIONS MGR PW		04/2014	2080.0	1	\$42,165	\$52,706	\$63,247	\$58,266	\$58,266	\$58,266	03/31/2015
PLEASANT HILL	NO MATCH											
RIVERSIDE	NO MATCH											
RAYMORE	ASST DIR PW OPERATIONS		03/2015	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/06/2015

<b>Average</b>						<b>\$50,678</b>	<b>\$62,430</b>	<b>\$74,181</b>	<b>\$65,659</b>	<b>\$65,659</b>	<b>\$63,500</b>	
HARRISONVILLE	STREET SUPERINTENDENT	Public Works Director	01/2015	2080.0	1	\$53,299	\$66,624	\$79,949	\$67,261	\$67,261	\$67,261	12/17/2014

<b>Difference</b>						<b>\$2,621</b>	<b>\$4,194</b>	<b>\$5,768</b>	<b>\$1,602</b>	<b>\$1,602</b>	<b>\$3,761</b>
<b>Difference %</b>						<b>4.9%</b>	<b>6.3%</b>	<b>7.2%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>5.6%</b>
<b># of Respondents</b>						<b>9</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>6</b>
<b>Standard Deviation</b>						<b>\$5,378</b>	<b>\$5,956</b>	<b>\$7,365</b>	<b>\$6,736</b>	<b>\$6,736</b>	<b>\$6,091</b>
<b>Standard Error</b>						<b>\$1,793</b>	<b>\$1,985</b>	<b>\$2,455</b>	<b>\$3,889</b>	<b>\$3,889</b>	<b>\$2,487</b>

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
RAYMORE	Maintenance Worker II PW		03/2015	2080.0	7	\$32,787	\$40,168	\$47,548	\$35,131	\$47,548	\$42,331	03/06/2015
LIBERTY	Maintenance Worker II-Utilities	Operations Manager-Utilities	01/2015	2080.0	2	\$29,580	\$39,462	\$49,344	\$35,322	\$36,417	\$35,870	02/24/2015
GARDNER	Maint Worker - Line		01/2014	2080.0	0	\$31,596	\$38,748	\$45,900	\$0	\$0	\$34,158	12/11/2014
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	01/2015	2080.0	4	\$30,667	\$38,334	\$46,001	\$40,768	\$43,680	\$42,406	12/17/2014
SMITHVILLE			11/2014	2080.0	0	\$29,120	\$35,360	\$41,600	\$0	\$0	\$0	10/03/2014
PLEASANT HILL	MAINTENANCE WORKER II	DIRECTOR OF PUBLIC WORKS	04/2015	2080.0	4	\$28,974	\$32,552	\$36,130	\$0	\$0	\$33,405	03/25/2015

<b>Average</b>						<b>\$30,454</b>	<b>\$37,437</b>	<b>\$44,421</b>	<b>\$37,074</b>	<b>\$42,548</b>	<b>\$37,634</b>	
HARRISONVILLE	Water and Sewer Maintenance (Skilled Worker)	Water and Sewer Maintenance Supervisor	01/2015	2080.0	4	\$30,667	\$38,334	\$46,001	\$40,768	\$43,680	\$42,406	12/17/2014

<b>Difference</b>						<b>\$213</b>	<b>\$897</b>	<b>\$1,580</b>	<b>\$3,694</b>	<b>\$1,132</b>	<b>\$4,772</b>
<b>Difference %</b>						<b>0.7%</b>	<b>2.3%</b>	<b>3.4%</b>	<b>9.1%</b>	<b>2.6%</b>	<b>11.3%</b>
<b># of Respondents</b>						<b>6</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>5</b>
<b>Standard Deviation</b>						<b>\$1,518</b>	<b>\$2,907</b>	<b>\$4,804</b>	<b>\$3,201</b>	<b>\$5,651</b>	<b>\$4,413</b>
<b>Standard Error</b>						<b>\$620</b>	<b>\$1,187</b>	<b>\$1,961</b>	<b>\$1,848</b>	<b>\$3,263</b>	<b>\$1,974</b>

**Job # 2125 - WASTEWATER TREATMENT PLANT OPERATOR I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	WW TRTMNT PLANT OPERATOR		01/2014	2080.0	3	\$36,840	\$45,186	\$53,532	\$0	\$0	\$40,084	12/11/2014
BELTON	WASTEWATER TREATMENT PLANT OPERATOR I		04/2014	2080.0	3	\$30,860	\$38,908	\$46,957	\$32,422	\$39,503	\$35,330	12/11/2014
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	01/2015	2080.0	0	\$30,667	\$38,334	\$46,001	\$0	\$0	\$0	12/17/2014
KEARNEY	WATER/WASTEWATER OPERATOR		04/2014	2080.0	2	\$32,836	\$38,292	\$43,748	\$39,384	\$43,748	\$41,566	03/17/2015
LEAVENWORTH	WPC Operator I	WPC Superintendent	01/2015	2080.0	6	\$26,701	\$31,539	\$36,377	\$26,701	\$27,235	\$26,701	05/18/2015
SMITHVILLE			11/2014	2080.0	0	\$24,960	\$29,120	\$33,280	\$0	\$0	\$0	10/03/2014

<b>Average</b>						<b>\$30,477</b>	<b>\$36,897</b>	<b>\$43,316</b>	<b>\$32,836</b>	<b>\$36,829</b>	<b>\$35,920</b>	
HARRISONVILLE	Waste Water Plant Operator- No License	Chief Waste Water Plant Operator	01/2015	2080.0	0	\$30,667	\$38,334	\$46,001	\$0	\$0	\$0	12/17/2014

<b>Difference</b>						<b>\$190</b>	<b>\$1,437</b>	<b>\$2,685</b>	<b>(\$32,836)</b>	<b>(\$36,829)</b>	<b>(\$35,920)</b>
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Difference %	0.6%	3.7%	5.8%	0.0%	0.0%	0.0%
# of Respondents	6	6	6	3	3	4
Standard Deviation	\$4,265	\$5,761	\$7,401	\$6,352	\$8,575	\$6,697
Standard Error	\$1,741	\$2,352	\$3,022	\$3,667	\$4,951	\$3,349

**Job # 2175 - WATER TREATMENT PLANT OPERATOR I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
NORTH KANSAS CITY	WATER PLANT OPERATOR		01/2014	2080.0	4	\$30,994	\$39,905	\$48,816	\$32,718	\$45,344	\$38,116	12/22/2014
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	01/2015	2080.0	0	\$30,667	\$38,334	\$46,001	\$0	\$0	\$0	12/17/2014
KEARNEY	WW TRTMNT PLANT OPRTR B		01/2014	2080.0	1	\$31,879	\$37,176	\$42,474	\$31,879	\$42,474	\$36,118	10/13/2014
SMITHVILLE			11/2014	2080.0	0	\$24,960	\$29,120	\$33,280	\$0	\$0	\$0	10/03/2014
<b>Average</b>						<b>\$29,625</b>	<b>\$36,134</b>	<b>\$42,643</b>	<b>\$32,298</b>	<b>\$43,909</b>	<b>\$37,117</b>	
HARRISONVILLE	Water Treatment Plant Operator- No License Held	Chief Water Plant Operator	01/2015	2080.0	0	\$30,667	\$38,334	\$46,001	\$0	\$0	\$0	12/17/2014
Difference						\$1,042	\$2,200	\$3,358	(\$32,298)	(\$43,909)	(\$37,117)	
Difference %						3.4%	5.7%	7.3%	0.0%	0.0%	0.0%	
# of Respondents						4	4	4	2	2	2	
Standard Deviation						\$3,152	\$4,808	\$6,760	\$593	\$2,029	\$1,413	
Standard Error						\$1,576	\$2,404	\$3,380	\$419	\$1,435	\$999	

**Job # 2185 - WATER TREATMENT PLANT OPERATOR III**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	01/2015	2080.0	0	\$34,203	\$42,754	\$51,305	\$0	\$0	\$0	12/17/2014
LIBERTY	Plant Operator	Utility Services Director	01/2015	2080.0	4	\$29,580	\$39,462	\$49,344	\$38,200	\$43,306	\$41,020	02/24/2015
SMITHVILLE			11/2014	2080.0	0	\$33,280	\$37,440	\$41,600	\$0	\$0	\$0	10/03/2014
<b>Average</b>						<b>\$32,354</b>	<b>\$39,885</b>	<b>\$47,416</b>	<b>\$38,200</b>	<b>\$43,306</b>	<b>\$41,020</b>	
HARRISONVILLE	Water Plant Operator (C & D License Holders)	Chief Water Plant Operator	01/2015	2080.0	0	\$34,203	\$42,754	\$51,305	\$0	\$0	\$0	12/17/2014
Difference						\$1,849	\$2,869	\$3,889	(\$38,200)	(\$43,306)	(\$41,020)	
Difference %						5.4%	6.7%	7.6%	0.0%	0.0%	0.0%	
# of Respondents						3	3	3	1	1	1	
Standard Deviation						\$2,447	\$2,682	\$5,132	\$0	\$0	\$0	
Standard Error						\$1,413	\$1,549	\$2,963	\$0	\$0	\$0	

**Job # 2190 - WATER TREATMENT PLANT OPERATOR IV**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
NORTH KANSAS CITY	CHIEF WATER PLANT OPERATOR		01/2014	2080.0	1	\$43,612	\$54,515	\$65,418	\$62,962	\$62,962	\$62,962	12/22/2014
HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	01/2015	2080.0	3	\$38,171	\$47,714	\$57,257	\$42,328	\$42,640	\$42,536	12/17/2014
GARDNER	WATER TRTMNT PLANT OPRTR		01/2014	2080.0	2	\$36,840	\$45,186	\$53,532	\$0	\$0	\$51,534	12/11/2014
LIBERTY	Chief Plant Operator	Utilities Services Manager	01/2015	2080.0	1	\$32,616	\$43,507	\$54,397	\$0	\$0	\$54,116	02/24/2015
SMITHVILLE			11/2014	2080.0	0	\$37,440	\$41,600	\$45,760	\$0	\$0	\$0	10/03/2014
KEARNEY	CHIEF WATER OPERATOR		04/2014	2080.0	2	\$32,836	\$38,292	\$43,748	\$39,012	\$49,913	\$49,913	03/17/2015
GLADSTONE	WATER PLANT OPERATOR		10/2014	2080.0	4	\$27,193	\$36,597	\$46,001	\$28,145	\$32,828	\$30,760	01/12/2015
<b>Average</b>						<b>\$35,530</b>	<b>\$43,916</b>	<b>\$52,302</b>	<b>\$43,112</b>	<b>\$47,086</b>	<b>\$48,637</b>	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

HARRISONVILLE	Water Plat Operator (A & B License Holders)	Chief Water Plant Operator	01/2015	2080.0	3	\$38,171	\$47,714	\$57,257	\$42,328	\$42,640	\$42,536
<b>Difference</b>						<b>\$2,641</b>	<b>\$3,798</b>	<b>\$4,955</b>	<b>(\$784)</b>	<b>(\$4,446)</b>	<b>(\$6,101)</b>
<b>Difference %</b>						<b>6.9%</b>	<b>8.0%</b>	<b>8.7%</b>	<b>-1.9%</b>	<b>-10.4%</b>	<b>-14.3%</b>
<b># of Respondents</b>						<b>7</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>6</b>
<b>Standard Deviation</b>						<b>\$5,211</b>	<b>\$6,043</b>	<b>\$7,726</b>	<b>\$14,554</b>	<b>\$12,690</b>	<b>\$10,973</b>
<b>Standard Error</b>						<b>\$1,969</b>	<b>\$2,284</b>	<b>\$2,920</b>	<b>\$7,277</b>	<b>\$6,345</b>	<b>\$4,480</b>

**Job # 2300 - ADMINISTRATIVE ASSISTANT/SECRETARY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
GARDNER	ADMINISTRATIVE SECRETARY		01/2014	2080.0	1	\$40,260	\$49,356	\$58,452	\$0	\$0	\$43,957	12/11/2014
SOUTH METRO FIRE DISTRICT	BUSINESS MANAGER		01/2014	2080.0	1	\$32,400	\$43,200	\$54,000	\$71,112	\$71,112	\$71,112	02/04/2014
PRAIRIE VILLAGE	OFFICE MANAGER		01/2014	2080.0	1	\$32,349	\$40,436	\$48,523	\$0	\$0	\$32,800	12/24/2014
HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	01/2015	2080.0	3	\$30,667	\$38,334	\$46,001	\$34,934	\$44,302	\$41,073	12/17/2014
RIVERSIDE	ADMINISTRATIVE ASSISTANT		02/2015	2080.0	2	\$30,500	\$38,100	\$45,700	\$38,100	\$38,100	\$38,100	02/17/2015
MIAMI COUNTY	OFFICE SPECIALIST	County Clerk	01/2014	2080.0	1	\$30,736	\$38,001	\$45,266	\$37,336	\$37,336	\$37,336	03/04/2014
GRANDVIEW	ADMINISTRATIVE ASSISTANT		10/2014	2080.0	2	\$30,958	\$37,834	\$44,709	\$38,376	\$40,081	\$39,229	12/12/2014
BELTON			04/2014	2080.0	5	\$29,373	\$37,034	\$44,695	\$36,683	\$43,604	\$39,818	01/09/2015
BLUE SPRINGS	ADMINISTRATIVE SECRETARY		04/2014	2080.0	7	\$27,404	\$34,258	\$41,112	\$28,592	\$43,933	\$37,794	03/31/2015
GLADSTONE	EXECUTIVE ASSISTANT		10/2014	2080.0	1	\$24,635	\$33,334	\$42,034	\$0	\$0	\$27,743	01/12/2015
SMITHVILLE			11/2014	2080.0	0	\$27,040	\$32,240	\$37,440	\$0	\$0	\$0	10/03/2014

**Average**      **\$30,575**    **\$38,375**    **\$46,176**    **\$40,733**    **\$45,495**    **\$40,896**

HARRISONVILLE	Administrative Secretary	Police Chief and Community Development Director	01/2015	2080.0	3	\$30,667	\$38,334	\$46,001	\$34,934	\$44,302	\$41,073	12/17/2014
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<b>Difference</b>						<b>\$92</b>	<b>(\$41)</b>	<b>(\$175)</b>	<b>(\$5,799)</b>	<b>(\$1,193)</b>	<b>\$177</b>
<b>Difference %</b>						<b>0.3%</b>	<b>-0.1%</b>	<b>-0.4%</b>	<b>-16.6%</b>	<b>-2.7%</b>	<b>0.4%</b>
<b># of Respondents</b>						<b>11</b>	<b>11</b>	<b>11</b>	<b>7</b>	<b>7</b>	<b>10</b>
<b>Standard Deviation</b>						<b>\$3,997</b>	<b>\$4,800</b>	<b>\$5,848</b>	<b>\$13,810</b>	<b>\$11,649</b>	<b>\$11,523</b>
<b>Standard Error</b>						<b>\$1,205</b>	<b>\$1,447</b>	<b>\$1,763</b>	<b>\$5,220</b>	<b>\$4,403</b>	<b>\$3,644</b>

**Job # 2310 - EXECUTIVE ASSISTANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
PRAIRIE VILLAGE	MANAGEMENT ASSISTANT		01/2014	2080.0	2	\$40,839	\$51,050	\$61,260	\$0	\$0	\$59,000	12/24/2014
HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$48,568	\$48,568	\$48,568	12/17/2014
RIVERSIDE	Executive Assistant	City Administrator	02/2015	2080.0	1	\$37,600	\$47,000	\$56,400	\$47,000	\$47,000	\$47,000	02/17/2015
MIAMI COUNTY	Accounting Specialist - Administration	County Administrator	01/2014	2080.0	1	\$35,632	\$44,054	\$52,475	\$39,582	\$39,582	\$39,582	03/05/2014
RAYMORE	ADMINISTRATIVE ASSISTANT		11/2014	2080.0	4	\$35,679	\$43,712	\$51,746	\$35,679	\$51,168	\$45,911	03/06/2015
RAYTOWN	SR ADMINISTRATIVE ASSISTANT		07/2014	2080.0	2	\$33,072	\$40,506	\$47,940	\$36,338	\$37,440	\$36,889	07/30/2014
KEARNEY FIRE & RESCUE	ADMINISTRATIVE ASSISTANT		01/2015	2080.0	1	\$28,158	\$39,369	\$50,580	\$48,142	\$48,142	\$48,142	03/23/2015
MISSION	Office Assistant	Director of Community Development	01/2014	2080.0	1	\$32,053	\$39,266	\$46,478	\$0	\$0	\$0	04/01/2014
GARDNER	Administrative Assistant		01/2014	2080.0	4	\$31,596	\$38,748	\$45,900	\$0	\$0	\$38,468	12/11/2014
NORTH KANSAS CITY	ADMINISTRATIVE ASSISTANT		01/2014	2080.0	4	\$30,994	\$38,743	\$46,492	\$36,608	\$42,619	\$39,634	12/22/2014
GLADSTONE	ADMINISTRATIVE ASSISTANT		10/2014	2080.0	4	\$28,569	\$38,395	\$48,221	\$32,108	\$48,098	\$41,848	01/12/2015
PLEASANT HILL	NO MATCH											

**Average**      **\$33,851**    **\$42,596**    **\$51,341**    **\$40,503**    **\$45,327**    **\$44,504**

HARRISONVILLE	Executive Secretary/Deputy City Clerk	City Clerk	01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$48,568	\$48,568	\$48,568	12/17/2014
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<b>Difference</b>						<b>\$4,320</b>	<b>\$5,118</b>	<b>\$5,916</b>	<b>\$8,065</b>	<b>\$3,241</b>	<b>\$4,064</b>
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Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

Difference %	11.3%	10.7%	10.3%	16.6%	6.7%	8.4%
# of Respondents	11	11	11	8	8	10
Standard Deviation	\$4,068	\$4,400	\$5,090	\$6,467	\$4,863	\$6,646
Standard Error	\$1,226	\$1,327	\$1,535	\$2,286	\$1,719	\$2,102

**Job # 2330 - RECEPTIONIST / SECRETARY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
SMITHVILLE			11/2014	2080.0	0	\$31,200	\$41,600	\$52,000	\$0	\$0	\$0	10/03/2014
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	01/2015	2080.0	4	\$27,523	\$34,404	\$41,285	\$28,080	\$34,216	\$29,926	12/17/2014
RIVERSIDE	RECEPTIONIST		02/2015	2080.0	2	\$25,600	\$32,000	\$38,400	\$32,000	\$32,000	\$32,000	02/17/2015
LIBERTY	RECEPTIONIST		01/2015	2080.0	0	\$23,172	\$30,907	\$38,643	\$0	\$0	\$0	02/24/2015
BELTON	RECEPTIONIST / SECRETARY		04/2014	2080.0	1	\$24,108	\$30,396	\$36,683	\$36,683	\$36,683	\$36,683	12/11/2014
RAYTOWN	RECEPTN/CUSTOMER SVC REP	CITY CLERK	07/2014	2080.0	1	\$24,600	\$30,132	\$35,664	\$0	\$0	\$32,442	07/30/2014
GRANDVIEW	RECEPTIONIST	Administrative Assistant	10/2014	2080.0	1	\$24,303	\$29,511	\$34,719	\$24,544	\$24,544	\$24,544	12/31/2014
PRAIRIE VILLAGE	RECEPTIONIST		01/2013	2080.0	0	\$23,028	\$28,788	\$34,548	\$0	\$0	\$31,824	12/24/2014
RAYMORE	OFFICE ASSISTANT-PT		03/2015	1040.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/06/2015
<b>Average</b>						<b>\$25,442</b>	<b>\$32,217</b>	<b>\$38,993</b>	<b>\$30,327</b>	<b>\$31,861</b>	<b>\$31,236</b>	
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	01/2015	2080.0	4	\$27,523	\$34,404	\$41,285	\$28,080	\$34,216	\$29,926	12/17/2014
Difference						\$2,081	\$2,187	\$2,292	(\$2,247)	\$2,355	(\$1,310)	
Difference %						7.6%	6.4%	5.6%	-8.0%	6.9%	-4.4%	
# of Respondents						8	8	8	4	4	6	
Standard Deviation						\$2,733	\$4,163	\$5,724	\$5,218	\$5,239	\$3,964	
Standard Error						\$966	\$1,472	\$2,024	\$2,609	\$2,620	\$1,618	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

**Compensation Survey System**  
**Advanced Comparison Detailed Report - Condensed**  
**06/05/2015**

**Job # 800 - UTILITY METER READER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
STEAMBOAT SPRINGS	Utility Technician	Distribution/Collection Supervisor	01/2015	2080.0	1	\$37,988	\$45,214	\$52,439	\$45,198	\$45,198	\$45,198	02/12/2015
WINDSOR	Utility Technician	Public Works Operations Manager	01/2015	2080.0	1	\$37,613	\$45,136	\$52,658	\$46,177	\$45,198	\$45,687	03/09/2015
WESTMINSTER	Meter Reader	Maintenance Superintendent	07/2014	2080.0	1	\$31,699	\$40,542	\$49,386	\$35,677	\$35,677	\$35,677	07/22/2014
ERIE	Meter Technician I	Operations & Maintenance Manager	02/2015	2080.0	2	\$34,487	\$39,868	\$45,249	\$36,120	\$38,517	\$37,318	02/02/2015
BRIGHTON	Utility Meter Reader		08/2014	2080.0	2	\$33,076	\$39,207	\$45,339	\$38,329	\$38,351	\$38,347	03/10/2015
NORTHGLENN	Meter Reader I	Revenue Supervisor	01/2015	2080.0	0	\$33,567	\$39,182	\$44,797	\$0	\$0	\$0	01/30/2015
BOWIE	Meter Technician	Utilities Supervisor	07/2013	2080.0	0	\$29,519	\$38,374	\$47,229	\$0	\$0	\$43,748	09/30/2013
HARRISONVILLE	METER READER - ELEC/WATER		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$34,005	\$38,168	\$36,086	12/17/2014
LAYTON	WATER MAINT WORKER II (METER READER)	PW LEADWORKER	07/2014	2080.0	11	\$31,397	\$37,676	\$43,955	\$33,096	\$43,955	\$38,651	08/15/2014
CEDAR CITY	METER READER	SUPERINTENDENT	07/2014	2080.0	1	\$30,639	\$36,729	\$42,819	\$31,376	\$31,376	\$31,376	02/27/2015
MURRAY	METER READER - GRADE 10	CITY TREASURER	07/2014	2080.0	3	\$29,037	\$36,306	\$43,576	\$33,051	\$43,576	\$40,068	09/04/2014
STAUNTON	Meter Reader	Crew Supervisor		2080.0	2	\$25,050	\$35,446	\$45,841	\$24,877	\$27,141	\$26,009	05/12/2014
HERNDON	Water Meter Reader	Manager of Financial Operations	07/2011	2080.0	2	\$27,226	\$35,394	\$43,561	\$27,935	\$27,948	\$27,941	11/17/2011
RAWLINS	UTILITIES METER READER	DIRECTOR OF PUBLIC WORKS	07/2012	2080.0	1	\$29,004	\$34,230	\$39,456	\$25,682	\$25,682	\$25,682	08/17/2012
SOUTH SALT LAKE	UTILITY METER READER		07/2014	2080.0	1	\$27,120	\$34,068	\$41,016	\$30,529	\$30,529	\$30,529	09/18/2014
CORTEZ	Meter Reader	Public Works Foreman	01/2015	2080.0	2	\$26,957	\$33,686	\$40,415	\$31,724	\$33,789	\$33,074	05/01/2015
CHRISTIANSBURG			01/2015	2080.0	2	\$26,822	\$33,456	\$40,090	\$35,240	\$35,240	\$35,240	03/16/2015
LAMAR	Meter Reader	Meter Service Supervisor	03/2014	2080.0	1	\$27,096	\$33,023	\$38,950	\$28,600	\$28,600	\$28,600	02/09/2015
CULPEPER	METER READER		07/2011	2080.0	0	\$26,291	\$32,666	\$39,042	\$0	\$0	\$0	11/17/2011
PRICE	Meter Reader		10/2013	2080.0	1	\$26,146	\$31,897	\$37,648	\$27,893	\$27,893	\$27,893	10/22/2013
SALISBURY	Meter Reader I		07/2012	2080.0	0	\$24,238	\$31,612	\$38,985	\$25,721	\$31,982	\$28,852	08/13/2012
PAYSON	ELECTRIC UTILITY SPECIALIST	UTILITY BILLING CLERK/ELECTRIC SUPERINTENDENT	07/2014	2080.0	1	\$27,145	\$31,026	\$34,907	\$35,568	\$35,568	\$35,568	09/09/2014
LOGAN	WATER METER READER	WATER METER READER SPVR	07/2014	2080.0	2	\$25,822	\$30,379	\$34,936	\$26,000	\$2,600	\$26,000	08/20/2014
RUIDOSO	METER READER	METER READER FOREMAN	05/2014	2080.0	3	\$24,559	\$30,084	\$35,610	\$26,059	\$27,045	\$26,718	08/19/2014
TOOELE	METER READER	ACCOUNTING TECH/LEAD	9/2014	2080.0	1	\$24,024	\$30,035	\$36,046	\$24,274	\$24,274	\$24,274	09/19/2014
FARMINGTON	METER READER I	METERING COORDINATOR	01/2013	2080.0	3	\$29,200	\$29,200	\$29,200	\$29,200	\$29,200	\$29,200	06/03/2013
CANON CITY	Meter Reader		01/2015	2080.0	0	\$23,606	\$27,772	\$31,938	\$0	\$0	\$0	02/27/2015
RADFORD	UTILITY METER READER		07/2011	2080.0	0	\$21,570	\$26,962	\$32,353	\$0	\$0	\$0	11/17/2011
MARYVILLE	METER READER		02/2015	2080.0	1	\$19,947	\$26,083	\$32,219	\$0	\$0	\$28,392	02/26/2015
LOS LUNAS	METER READER LABORER		07/2010	2080.0	3	\$21,120	\$24,961	\$28,801	\$21,120	\$23,521	\$22,201	02/28/2011
WYTHEVILLE	Equipment Operator III	Supervisory (Crew Foreman)	07/2011	2080.0	0	\$16,747	\$20,328	\$23,908	\$0	\$0	\$24,009	11/17/2011
MONTRROSE	NO MATCH											
CLEARFIELD	NO MATCH											
ENGLEWOOD	NO MATCH											
GLENWOOD SPRINGS	NO MATCH											
LAFAYETTE	NO MATCH											
AVON	NO MATCH											
BRIGHAM CITY	NO MATCH											
HURRICANE				2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	12/05/2014
COMMERCE CITY	NO MATCH											
DURANGO	NO MATCH											
TRINIDAD	Meter Reader II	Finance Director	01/2015	2080.0	2	\$0	\$0	\$0	\$34,236	\$35,568	\$34,902	04/22/2015
SILVER CITY	METER READER	METER READER SUPERVISOR	07/2013	2080.0	3	\$0	\$0	\$0	\$20,045	\$22,785	\$21,370	01/14/2014
<b>Average</b>						<b>\$27,722</b>	<b>\$33,835</b>	<b>\$39,947</b>	<b>\$31,067</b>	<b>\$31,899</b>	<b>\$32,021</b>	
HARRISONVILLE	METER READER - ELEC/WATER		01/2015	2080.0	2	\$30,667	\$38,334	\$46,001	\$34,005	\$38,168	\$36,086	12/17/2014

<b>Difference</b>	<b>\$2,945</b>	<b>\$4,499</b>	<b>\$6,054</b>	<b>\$2,938</b>	<b>\$6,269</b>	<b>\$4,065</b>
<b>Difference %</b>	<b>9.6%</b>	<b>11.7%</b>	<b>13.2%</b>	<b>8.6%</b>	<b>16.4%</b>	<b>11.3%</b>
<b># of Respondents</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>26</b>	<b>26</b>	<b>29</b>
<b>Standard Deviation</b>	<b>\$4,831</b>	<b>\$5,649</b>	<b>\$6,916</b>	<b>\$6,436</b>	<b>\$8,995</b>	<b>\$6,790</b>
<b>Standard Error</b>	<b>\$868</b>	<b>\$1,015</b>	<b>\$1,242</b>	<b>\$1,262</b>	<b>\$1,764</b>	<b>\$1,261</b>

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

**Job # 1285 - TREE TRIMMER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
WINDSOR	Forestry Maintenance Technician	Urban Forester	01/2015	2080.0	1	\$37,613	\$45,136	\$52,658	\$45,388	\$45,388	\$45,388	03/09/2015
HARRISONVILLE	Tree Trimmer	Tree Trimming Supervisor	01/2015	2080.0	1	\$34,203	\$42,754	\$51,305	\$49,816	\$49,816	\$49,816	12/17/2014
BOUNTIFUL	TREE TRIMMER	TREE TRIMMER SUPERVISOR	07/2014	2080.0	0	\$33,988	\$42,104	\$50,219	\$33,988	\$50,219	\$0	08/20/2014
MURRAY	APPRENTICE UTILITY ARBORIST - GRADE 12	SENIOR UTILITY ARBORIST	07/2014	2080.0	0	\$31,886	\$39,852	\$47,819	\$0	\$0	\$0	09/04/2014
BEDFORD	Right of Way Trimmer I (Electric Department)	Line Crew Supervisor	07/2011	2080.0	1	\$22,850	\$27,568	\$32,286	\$30,729	\$30,729	\$30,729	11/17/2011
<b>Average</b>						<b>\$32,108</b>	<b>\$39,483</b>	<b>\$46,857</b>	<b>\$39,980</b>	<b>\$44,038</b>	<b>\$41,978</b>	
HARRISONVILLE	Tree Trimmer	Tree Trimming Supervisor	01/2015	2080.0	1	\$34,203	\$42,754	\$51,305	\$49,816	\$49,816	\$49,816	12/17/2014
<b>Difference</b>						<b>\$2,095</b>	<b>\$3,271</b>	<b>\$4,448</b>	<b>\$9,836</b>	<b>\$5,778</b>	<b>\$7,838</b>	
<b>Difference %</b>						<b>6.1%</b>	<b>7.7%</b>	<b>8.7%</b>	<b>19.7%</b>	<b>11.6%</b>	<b>15.7%</b>	
<b># of Respondents</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	
<b>Standard Deviation</b>						<b>\$5,568</b>	<b>\$6,921</b>	<b>\$8,336</b>	<b>\$9,082</b>	<b>\$9,138</b>	<b>\$9,990</b>	
<b>Standard Error</b>						<b>\$2,490</b>	<b>\$3,095</b>	<b>\$3,728</b>	<b>\$4,541</b>	<b>\$4,569</b>	<b>\$5,768</b>	

**Job # 2330 - RECEPTIONIST / SECRETARY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
LAFAYETTE	Senior Clerk	Public Works Director	01/2015	2080.0	1	\$32,928	\$41,356	\$49,783	\$32,928	\$32,928	\$32,928	02/06/2015
GLENWOOD SPRINGS	Admin Assist I	One reports HR/City Manager. The other reports to Community Development Director	01/2015	2080.0	2	\$32,255	\$38,706	\$45,157	\$37,335	\$44,346	\$40,840	04/27/2015
WINDSOR	Receptionist/Account Clerk	Town Clerk/Assistant To Town Manager	01/2015	2080.0	1	\$30,823	\$36,988	\$43,152	\$39,365	\$39,365	\$39,365	03/09/2015
WESTMINSTER	Administrative Coordinator	City Administrator	07/2014	1820.0	2	\$27,737	\$35,475	\$43,213	\$29,425	\$29,425	\$29,425	07/22/2014
DURANGO	Administrative Assistant II	See Comments	01/2015	2080.0	3	\$29,502	\$34,665	\$39,828	\$31,928	\$38,126	\$35,027	02/24/2015
ERIE	Administrative Clerk	Chief Accountant	02/2015	2080.0	1	\$29,842	\$34,499	\$39,156	\$35,190	\$35,190	\$35,190	02/03/2015
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	01/2015	2080.0	4	\$27,523	\$34,404	\$41,285	\$28,080	\$34,216	\$29,926	12/17/2014
NORTHGLENN	Administrative Clerk	Varies	01/2015	2080.0	0	\$28,343	\$33,082	\$37,822	\$0	\$0	\$0	01/29/2015
BOWIE	Office Associate I	Executive Office Associate I	07/2013	1950.0	1	\$25,107	\$32,638	\$40,169	\$0	\$0	\$26,132	09/30/2013
COMMERCE CITY	Administrative Specialist I		1/2015	2080.0	1	\$27,565	\$31,934	\$36,302	\$33,978	\$33,978	\$33,978	02/13/2015
DRAPER	Receptionist II	City Recorder	07/2014	2080.0	1	\$25,563	\$31,870	\$38,178	\$38,002	\$38,002	\$38,002	08/22/2014
CULPEPER	ADMINISTRATION OFFICE CLERK		07/2011	2080.0	0	\$25,028	\$31,088	\$37,149	\$0	\$0	\$0	11/17/2011
CHRISTIANSBURG	Secretary	Department Head(s)	01/2015	2080.0	1	\$24,312	\$30,326	\$36,340	\$32,238	\$32,238	\$32,238	03/16/2015
RAYTOWN	RECEPTN/CUSTOMER SVC REP	CITY CLERK	07/2014	2080.0	1	\$24,600	\$30,132	\$35,664	\$0	\$0	\$32,442	07/30/2014
RUIDOSO	CENTRAL RECPETIONIST/CLERK	DEPUTY VILLAGE MANAGER	05/2014	2080.0	1	\$24,559	\$30,084	\$35,610	\$26,059	\$26,059	\$26,059	08/19/2014
GRANDVIEW	RECEPTIONIST	Administrative Assistant	10/2014	2080.0	1	\$24,303	\$29,511	\$34,719	\$24,544	\$24,544	\$24,544	12/31/2014
SALISBURY	Office Associate II	Various	07/2012	1820.0	0	\$22,442	\$29,260	\$36,079	\$26,905	\$34,778	\$29,032	08/13/2012
CANON CITY	Receptionist	City Administrator	01/2015	2080.0	3	\$24,196	\$28,466	\$32,736	\$26,306	\$32,736	\$29,545	02/27/2015
BRIGHAM CITY	SENIOR CENTER RECEPTIONIST/TELEPHONE OPERATOR	SENIOR CENTER SUPERVISOR	07/2014	2080.0	1	\$23,336	\$27,544	\$31,753	\$24,960	\$24,960	\$24,960	08/05/2014
LAMAR	Department Administrative Clerk	Department Supervisor	10/2014	2080.0	1	\$22,292	\$27,168	\$32,045	\$22,298	\$22,298	\$22,298	02/09/2015
LOGAN	RECEPTIONIST	FACILITIES MANAGER/City Recorder	07/2014	2080.0	0	\$21,724	\$25,558	\$29,391	\$0	\$0	\$0	08/20/2014
BRIGHTON	On-Call Clerical	City Clerk	08/2014	2080.0	0	\$21,024	\$24,918	\$28,811	\$0	\$0	\$0	03/10/2015
TAYLORSVILLE	RECEPTIONIST	Chief Financial Officer	07/2014	2080.0	1	\$20,318	\$24,382	\$28,445	\$30,118	\$30,118	\$30,118	09/09/2014
CLEARFIELD	RECEPTIONIST	ADMINISTRATIVE ASSISTANT	07/2014	2080.0	1	\$18,561	\$23,202	\$27,843	\$18,561	\$18,561	\$18,561	09/09/2014
TOOELE	RECEPTIONIST II	DEPUTY RECORDER/COUNCIL LIAISON	9/2014	1040.0	1	\$18,533	\$23,150	\$27,768	\$21,633	\$21,633	\$21,633	09/19/2014
MONTROSE	NO MATCH											
ENGLEWOOD	NO MATCH											
MANASSAS PARK	NO MATCH											
AVON	NO MATCH											
LITTLETON	Receptionist/Relief/PT	Receptionist/Transportation Coord	01/2014	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	03/29/2014
BOUNTIFUL	GENERAL OFFICE ASSISTANT	CEMETERY SUPERINTENDENT	07/2014	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	08/20/2014

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

PAYSON	Part-time Utility Customer Service Clerk	CITY TREASURER	07/2014	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	11/19/2014
SILVER CITY	SECRETARY/RECEPTIONIST	VARIOUS DEPARTMENTS	07/2013	2080.0	4	\$0	\$0	\$0	\$20,045	\$29,560	\$21,550	01/14/2014
<b>Average</b>						<b>\$25,297</b>	<b>\$30,816</b>	<b>\$36,336</b>	<b>\$28,995</b>	<b>\$31,153</b>	<b>\$29,718</b>	
HARRISONVILLE	CUSTOMER SERVICE SPECIALIST	Finance Director & Electric Utility Director	01/2015	2080.0	4	\$27,523	\$34,404	\$41,285	\$28,080	\$34,216	\$29,926	12/17/2014
<b>Difference</b>						<b>\$2,226</b>	<b>\$3,588</b>	<b>\$4,949</b>	<b>(\$915)</b>	<b>\$3,063</b>	<b>\$208</b>	
<b>Difference %</b>						<b>8.1%</b>	<b>10.4%</b>	<b>12.0%</b>	<b>-3.3%</b>	<b>9.0%</b>	<b>0.7%</b>	
<b># of Respondents</b>						<b>25</b>	<b>25</b>	<b>25</b>	<b>20</b>	<b>20</b>	<b>22</b>	
<b>Standard Deviation</b>						<b>\$3,943</b>	<b>\$4,747</b>	<b>\$5,725</b>	<b>\$6,081</b>	<b>\$6,621</b>	<b>\$6,070</b>	
<b>Standard Error</b>						<b>\$789</b>	<b>\$949</b>	<b>\$1,145</b>	<b>\$1,360</b>	<b>\$1,480</b>	<b>\$1,294</b>	

**Job # 2499 - APPRENTICE LINE WORKER I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
FARMINGTON	APPRENTICE LINEMAN I		01/2013	2080.0	2	\$57,927	\$57,927	\$57,927	\$57,927	\$57,927	\$57,927	06/03/2013
HARRISONVILLE	Apprentice Lineman	Electric Line Supervisor	01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$39,520	\$39,520	\$39,520	06/05/2015
BOUNTIFUL	Apprentice Lineworker	Lineworking Foreman	07/2014	2080.0	0	\$45,530	\$45,530	\$45,530	\$0	\$0	\$0	08/20/2014
MURRAY	APPRENTICE LINEMAN I - GRADE 18	LINE CREW SUPERVISOR	07/2014	2080.0	0	\$44,803	\$44,803	\$44,803	\$0	\$0	\$0	09/04/2014
SPANISH FORK	APPRENTICE LINEMAN I		10/2014	2080.0	0	\$44,160	\$44,160	\$44,160	\$56,097	\$61,131	\$57,775	03/05/2015
HURRICANE	Apprentice Line Worker I	Power Superintendent	07/2014	2080.0	0	\$35,396	\$43,004	\$50,612	\$0	\$0	\$0	12/05/2014
PAYSON	Apprentice Lineman	Line Foreman	07/2014	2080.0	1	\$37,835	\$37,835	\$37,835	\$38,459	\$38,459	\$38,459	11/15/2014
LA JUNTA	Lineman Apprentice		01/2015	2080.0	2	\$28,825	\$31,930	\$35,035	\$30,383	\$30,383	\$30,383	02/03/2015
WINDSOR	NO MATCH											
GLENWOOD SPRINGS	NO MATCH											
FOUNTAIN	APPRENTICE LINEMAN	LINE CREW FOREMAN	01/2015	2080.0	1	\$0	\$0	\$0	\$46,827	\$46,827	\$46,827	04/24/2015
<b>Average</b>						<b>\$41,581</b>	<b>\$44,113</b>	<b>\$46,645</b>	<b>\$44,869</b>	<b>\$45,708</b>	<b>\$45,148</b>	
HARRISONVILLE	Apprentice Lineman	Electric Line Supervisor	01/2015	2080.0	1	\$38,171	\$47,714	\$57,257	\$39,520	\$39,520	\$39,520	06/05/2015
<b>Difference</b>						<b>(\$3,410)</b>	<b>\$3,601</b>	<b>\$10,612</b>	<b>(\$5,349)</b>	<b>(\$6,188)</b>	<b>(\$5,628)</b>	
<b>Difference %</b>						<b>-8.9%</b>	<b>7.5%</b>	<b>18.5%</b>	<b>-13.5%</b>	<b>-15.7%</b>	<b>-14.2%</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>6</b>	
<b>Standard Deviation</b>						<b>\$8,672</b>	<b>\$7,515</b>	<b>\$8,271</b>	<b>\$10,770</b>	<b>\$11,951</b>	<b>\$11,135</b>	
<b>Standard Error</b>						<b>\$3,066</b>	<b>\$2,657</b>	<b>\$2,924</b>	<b>\$4,397</b>	<b>\$4,879</b>	<b>\$4,546</b>	

**Job # 2505 - ARBORIST / POWER DEPARTMENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
HARRISONVILLE	Tree Trimming Supervisor	Electric Utility Director	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$63,211	\$63,211	\$63,211	12/17/2014
BOUNTIFUL	LEAD TREE TRIMMER	URBAN FORESTER	07/2014	2080.0	1	\$39,377	\$48,744	\$58,110	\$58,110	\$58,110	\$58,110	08/20/2014
MURRAY	UTILITY ARBORIST - GRADE 16	SENIOR UTILITY ARBORIST	07/2014	2080.0	4	\$38,667	\$48,339	\$58,011	\$42,203	\$58,011	\$47,008	09/04/2014
LOGAN	TREE TRIMMER (L&P)	FORESTER (L&P)	07/2014	2080.0	1	\$33,055	\$38,888	\$44,721	\$45,084	\$45,084	\$45,084	08/20/2014
BEDFORD	Senior Right of Way Trimmer (Electric Department)	Line Crew Supervisor	07/2011	2080.0	1	\$26,452	\$31,913	\$37,375	\$33,033	\$33,033	\$33,033	11/17/2011
WINDSOR	NO MATCH											
<b>Average</b>						<b>\$36,037</b>	<b>\$44,236</b>	<b>\$52,434</b>	<b>\$48,328</b>	<b>\$51,490</b>	<b>\$49,289</b>	
HARRISONVILLE	Tree Trimming Supervisor	Electric Utility Director	01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$63,211	\$63,211	\$63,211	12/17/2014
<b>Difference</b>						<b>\$6,598</b>	<b>\$9,058</b>	<b>\$11,519</b>	<b>\$14,883</b>	<b>\$11,721</b>	<b>\$13,922</b>	
<b>Difference %</b>						<b>15.5%</b>	<b>17.0%</b>	<b>18.0%</b>	<b>23.5%</b>	<b>18.5%</b>	<b>22.0%</b>	
<b># of Respondents</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	
<b>Standard Deviation</b>						<b>\$6,371</b>	<b>\$8,655</b>	<b>\$10,980</b>	<b>\$12,239</b>	<b>\$12,303</b>	<b>\$11,819</b>	
<b>Standard Error</b>						<b>\$2,849</b>	<b>\$3,871</b>	<b>\$4,911</b>	<b>\$5,474</b>	<b>\$5,502</b>	<b>\$5,286</b>	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

**Job # 2525 - DIRECTOR / POWER UTILITY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
FARMINGTON	ELECTRIC UTILITY DIRECTOR	CITY MANAGER	01/2013	2080.0	1	\$108,910	\$137,538	\$166,166	\$162,790	\$162,790	\$162,790	06/30/2014
MURRAY	GENERAL MANAGER OF POWER - GRADE 35	MAYOR	07/2014	2080.0	1	\$97,240	\$121,555	\$145,870	\$126,859	\$126,859	\$126,859	08/08/2014
BOUNTIFUL	LIGHT & POWER DIRECTOR	CITY MANAGER	07/2014	2080.0	1	\$90,147	\$114,121	\$138,095	\$138,095	\$138,095	\$138,095	08/20/2014
LOGAN	LIGHT & POWER DIRECTOR	MAYOR	07/2014	2080.0	1	\$89,956	\$112,445	\$134,934	\$111,254	\$111,254	\$111,254	08/20/2014
SPANISH FORK	ELECTRIC SUPERINTENDENT		10/2014	2080.0	1	\$75,200	\$94,000	\$112,800	\$104,333	\$104,333	\$104,333	03/05/2015
LAMAR	Utilities Superintendent	Utilities Board	12/2014	2080.0	1	\$75,488	\$92,001	\$108,514	\$89,835	\$89,835	\$89,835	02/09/2015
FORT MORGAN	Electric Superintendent	Municipal Engineer	04/2015	2080.0	1	\$71,400	\$91,000	\$110,600	\$77,435	\$77,435	\$77,435	04/22/2015
BRIGHAM CITY	PUBLIC POWER DIRECTOR	CITY ADMINISTRATOR	07/2014	2080.0	1	\$71,606	\$89,508	\$107,409	\$86,476	\$86,476	\$86,476	08/05/2014
HARRISONVILLE	Director of Electric Utility	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$87,500	\$87,500	\$87,500	12/17/2014
HURRICANE	POWER SUPERVISOR	PUBLIC WORKS DIRECTOR	07/2014	2080.0	1	\$64,543	\$82,355	\$100,167	\$87,550	\$87,550	\$87,550	12/04/2014
GLENWOOD SPRINGS	Electric Line Superintendent	Public Works Director	01/2015	2080.0	1	\$67,658	\$81,190	\$94,721	\$94,721	\$94,721	\$94,721	04/27/2015
RADFORD	DIRECTOR / POWER UTILITY		07/2011	2080.0	0	\$63,096	\$78,870	\$94,643	\$0	\$0	\$82,071	11/17/2011
PAYSON	ELECTRIC POWER SUPERINTENDENT	PUBLIC WORKS DIRECTOR	07/2014	2080.0	1	\$67,580	\$76,915	\$86,250	\$89,752	\$89,752	\$89,752	09/09/2014
LA JUNTA			01/2015	2080.0	1	\$69,379	\$76,856	\$84,333	\$77,472	\$77,472	\$77,472	02/03/2015
BEDFORD	Electric Utility Director	City Manager	07/2011	2080.0	1	\$57,472	\$69,306	\$81,140	\$79,596	\$79,596	\$79,596	11/17/2011
MONTROSE	NO MATCH											
ENGLEWOOD	NO MATCH											
NORTHGLENN	NO MATCH											
WINDSOR	NO MATCH											
CANON CITY	NO MATCH											
LAFAYETTE	NO MATCH											
AVON	NO MATCH											
BRIGHTON	NO MATCH											
COMMERCE CITY	NO MATCH											
DURANGO	NO MATCH											
FOUNTAIN	ELECTRICAL SUPERITNENDENT	UTILITY DIRECTOR	01/2015	2080.0	1	\$0	\$0	\$0	\$107,308	\$107,308	\$107,308	04/24/2015
DELTA	Director of Utilities	City Manager	01/2015	2080.0	1	\$0	\$0	\$0	\$97,636	\$97,636	\$97,636	05/01/2015

<b>Average</b>						<b>\$76,056</b>	<b>\$93,774</b>	<b>\$111,492</b>	<b>\$101,163</b>	<b>\$101,163</b>	<b>\$100,040</b>	
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HARRISONVILLE	Director of Electric Utility	City Administrator	01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$87,500	\$87,500	\$87,500	12/17/2014
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<b>Difference</b>						<b>(\$4,897)</b>	<b>(\$4,825)</b>	<b>(\$4,753)</b>	<b>(\$13,663)</b>	<b>(\$13,663)</b>	<b>(\$12,540)</b>	
<b>Difference %</b>						<b>-6.9%</b>	<b>-5.4%</b>	<b>-4.5%</b>	<b>-15.6%</b>	<b>-15.6%</b>	<b>-14.3%</b>	
<b># of Respondents</b>						<b>15</b>	<b>15</b>	<b>15</b>	<b>16</b>	<b>16</b>	<b>17</b>	
<b>Standard Deviation</b>						<b>\$14,191</b>	<b>\$19,239</b>	<b>\$24,594</b>	<b>\$23,751</b>	<b>\$23,751</b>	<b>\$23,458</b>	
<b>Standard Error</b>						<b>\$3,664</b>	<b>\$4,968</b>	<b>\$6,350</b>	<b>\$5,938</b>	<b>\$5,938</b>	<b>\$5,689</b>	

**Job # 2535 - ELECTRICAL FOREMAN**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
BOUNTIFUL	ELECTRICAL FOREMAN	Light & Power Director	07/2014	2080.0	1	\$58,110	\$73,587	\$89,064	\$89,064	\$89,064	\$89,064	08/20/2014
WEBER BASIN WATER	ELECTRICIAN, LEAD	N	01/2014	2080.0	1	\$56,182	\$71,518	\$86,855	\$80,741	\$80,741	\$80,741	09/10/2014
HARRISONVILLE	Electric Line Supervisor	Director of Electric Utility	01/2015	2080.0	1	\$53,299	\$66,624	\$79,949	\$0	\$0	\$0	12/17/2014
LA JUNTA	Line Crew Chief		01/2015	2080.0	2	\$57,087	\$63,233	\$69,379	\$59,294	\$59,294	\$59,294	02/03/2015
GLENWOOD SPRINGS	Electric General Foreman	Electric Line Superintendent	01/2015	2080.0	0	\$51,818	\$62,182	\$72,545	\$69,306	\$69,306	\$69,306	04/27/2015
PAYSON	SERVICE LINE/SERVICE FOREMAN	ELECTRIC POWER SUPERINTENDENT	07/2014	2080.0	2	\$53,815	\$60,928	\$68,042	\$65,066	\$65,066	\$65,066	09/09/2014
TOOELE	SR. ELECTRICIAN		1/2015	2080.0	0	\$46,883	\$58,562	\$70,242	\$59,363	\$59,363	\$59,363	01/06/2015
PARKER	Electrical Inspector		01/2015	2080.0	2	\$44,600	\$55,800	\$67,000	\$59,509	\$59,509	\$59,509	02/20/2015
PRICE	Electrical-Metering Manager IV		10/2013	2080.0	1	\$37,315	\$45,520	\$53,726	\$48,214	\$48,214	\$48,214	10/16/2013

<b>Average</b>						<b>\$51,012</b>	<b>\$61,995</b>	<b>\$72,978</b>	<b>\$66,320</b>	<b>\$66,320</b>	<b>\$66,320</b>	
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Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

HARRISONVILLE	Electric Line Supervisor	Director of Electric Utility	01/2015	2080.0	1	\$53,299	\$66,624	\$79,949	\$0	\$0	\$0
<b>Difference</b>						<b>\$2,287</b>	<b>\$4,629</b>	<b>\$6,971</b>	<b>(\$66,320)</b>	<b>(\$66,320)</b>	<b>(\$66,320)</b>
<b>Difference %</b>						<b>4.3%</b>	<b>6.9%</b>	<b>8.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b># of Respondents</b>						<b>9</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>8</b>
<b>Standard Deviation</b>						<b>\$6,833</b>	<b>\$8,447</b>	<b>\$10,905</b>	<b>\$13,135</b>	<b>\$13,135</b>	<b>\$13,135</b>
<b>Standard Error</b>						<b>\$2,278</b>	<b>\$2,816</b>	<b>\$3,635</b>	<b>\$4,644</b>	<b>\$4,644</b>	<b>\$4,644</b>

**Job # 2560 - JOURNEY LINE WORKER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			Updated
						Min	Mid	Max	Low	High	Avg	
FARMINGTON	JOURNEYMAN LINEMAN	T & D SUPERINTENDENT	01/2013	2080.0	17	\$77,234	\$77,234	\$77,234	\$77,234	\$77,234	\$77,234	06/03/2013
MURRAY	JOURNEY LINEWORKER - GRADE 24	LINE CREW SUPERVISOR	07/2014	2080.0	6	\$65,936	\$75,618	\$85,301	\$66,789	\$77,189	\$70,963	09/25/2014
SPANISH FORK	JOURNEY LINE WORKER	N	10/2014	2080.0	6	\$55,200	\$69,000	\$82,800	\$83,595	\$88,150	\$85,813	03/05/2015
FORT MORGAN	Journeyman Lineman	Electric Superintendent	01/2014	2080.0	4	\$55,100	\$68,900	\$82,700	\$56,853	\$62,825	\$58,392	04/07/2014
BRIGHAM CITY	ELECTRIC LINE WORKER (Journey level)	LEAD ELECTRIC LINE WORKER	07/2014	2080.0	5	\$58,186	\$68,454	\$78,722	\$71,343	\$71,639	\$71,471	08/05/2014
LOGAN	ELECTRIC LINE WORKER (JL)	ELECT. LINE CREW FOREMAN	07/2014	2080.0	5	\$56,906	\$66,948	\$76,991	\$71,024	\$72,734	\$71,846	08/20/2014
BOUNTIFUL	JOURNEYMAN LINEMAN	POWER LINE FOREMAN	07/2014	2080.0	5	\$52,679	\$65,271	\$77,863	\$74,107	\$77,863	\$76,378	08/20/2014
GLENWOOD SPRINGS			01/2014	2080.0	0	\$53,113	\$63,736	\$74,359	\$56,807	\$71,385	\$64,096	04/02/2014
HURRICANE	JOURNEY LINE WORKER	POWER SUPERINTENDENT	07/2014	2080.0	3	\$50,131	\$61,566	\$73,001	\$72,678	\$72,678	\$72,678	12/05/2014
HARRISONVILLE	Journeyman Lineman- Electric	Electric Line Supervisor	01/2015	2080.0	4	\$47,659	\$59,574	\$71,489	\$53,144	\$68,328	\$63,882	12/17/2014
DELTA	Journey Line Person	Utilities Director	01/2015	2080.0	3	\$47,799	\$55,861	\$63,923	\$52,722	\$52,722	\$52,722	05/01/2015
PAYSON	JOURNEYMAN ELECTRICIAN	ELECTRIC POWER SUPERINTENDENT	07/2014	2080.0	3	\$48,282	\$54,341	\$60,400	\$59,904	\$59,904	\$59,904	10/16/2014
LA JUNTA	First Class Lineman		01/2015	2080.0	2	\$40,576	\$44,947	\$49,318	\$40,727	\$40,727	\$40,727	02/03/2015
BEDFORD	Line Worker A	Line Crew Supervisor	07/2011	2080.0	5	\$35,447	\$42,767	\$50,086	\$39,128	\$47,675	\$43,290	11/17/2011
TRINIDAD	Lineman & Journey Lineman	Line Supervisor	01/2015	2080.0	7	\$0	\$0	\$0	\$42,599	\$49,816	\$46,208	04/22/2015
FOUNTAIN	JOURNEYMAN LINEMAN	LINE CREW SUPERVISOR	01/2015	2080.0	11	\$0	\$0	\$0	\$68,234	\$78,759	\$71,940	04/24/2015
<b>Average</b>						<b>\$53,161</b>	<b>\$62,444</b>	<b>\$71,728</b>	<b>\$61,681</b>	<b>\$66,852</b>	<b>\$64,222</b>	
HARRISONVILLE	Journeyman Lineman- Electric	Electric Line Supervisor	01/2015	2080.0	4	\$47,659	\$59,574	\$71,489	\$53,144	\$68,328	\$63,882	12/17/2014
<b>Difference</b>						<b>(\$5,502)</b>	<b>(\$2,870)</b>	<b>(\$239)</b>	<b>(\$8,537)</b>	<b>\$1,476</b>	<b>(\$340)</b>	
<b>Difference %</b>						<b>-11.5%</b>	<b>-4.8%</b>	<b>-0.3%</b>	<b>-16.1%</b>	<b>2.2%</b>	<b>-0.5%</b>	
<b># of Respondents</b>						<b>14</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>16</b>	<b>16</b>	
<b>Standard Deviation</b>						<b>\$10,207</b>	<b>\$10,207</b>	<b>\$11,570</b>	<b>\$13,570</b>	<b>\$13,292</b>	<b>\$13,090</b>	
<b>Standard Error</b>						<b>\$2,728</b>	<b>\$2,728</b>	<b>\$3,092</b>	<b>\$3,393</b>	<b>\$3,323</b>	<b>\$3,272</b>	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1946 : 2016 Pay Scale)

## Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2016

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
<b>Level 13</b>						
City Administrator	\$91,014	\$113,768	\$136,522	\$43.76	\$54.70	\$65.64
<b>Level 12</b>						
Finance Director/Assistant City Administrator	\$75,814	\$94,768	\$113,722	\$36.45	\$45.56	\$54.67
<b>Level 11</b>						
City Engineer	\$71,658	\$89,573	\$107,488	\$34.45	\$43.06	\$51.68
Director of Electric Utility						
Director of Emergency Services						
Director of Public Works						
Police Chief						
<b>Level 10</b>						
Community Development Director	\$65,094	\$81,368	\$97,642	\$31.30	\$39.12	\$46.94
Director of Parks and Recreation						
<b>Level 9</b>						
Police Lieutenant	\$59,238	\$74,048	\$88,858	\$28.48	\$35.60	\$42.72
System Administrator						
<b>Level 8</b>						
Deputy Fire Chief	\$53,798	\$67,248	\$80,698	\$25.86	\$32.33	\$38.80
Electric Line Supervisor						
Street Superintendent						
<b>Level 7</b>						
Building Official	\$48,158	\$60,198	\$72,238	\$23.15	\$28.94	\$34.73
City Clerk						
EMS Captain (Full Time Hourly Rate Adjusted for 2,756 regular hrs & 164 hrs OT)				\$16.04	\$20.05	\$24.06
Journeyman Lineman						
Police Sergeant (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$21.79	\$27.24	\$32.69
Recreation Superintendent						
<b>Level 6</b>						
Airport Manager	\$43,134	\$53,918	\$64,702	\$20.74	\$25.92	\$31.11
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)				\$19.52	\$24.40	\$29.28
Street Supervisor						
Tree Trimming Supervisor						
W/S Maintenance Supervisor						
<b>Level 5</b>						
Apprentice Lineman	\$38,670	\$48,338	\$58,006	\$18.59	\$23.24	\$27.89
Business Office Manager						
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)				\$12.88	\$16.10	\$19.32
GIS Technician/Planner II						
Plant Operator III (A & B License Holders)						
Police Officer I (Full & Part Time Hourly Rate Adjusted for 2210 regular hours)				\$17.50	\$21.87	\$26.25
Recreation/Aquatics/Program/Fitness Supervisor						

Attachment: 2016 Proposed Pay Scale (1946 : 2016 Pay Scale)

## Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2016

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
<b>Level 4</b>						
Accounting Clerk II	\$34,702	\$43,378	\$52,054	\$16.68	\$20.85	\$25.03
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)				\$11.56	\$14.45	\$17.34
Plant Operator II (C & D License Holders)						
Tree Trimmer						
<b>Level 3</b>						
Accounts Receivable Clerk	\$31,166	\$38,958	\$46,750	\$14.98	\$18.73	\$22.48
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)						
<b>Level 2</b>						
Accounting Clerk I	\$28,022	\$35,028	\$42,034	\$13.47	\$16.84	\$20.21
Court Clerk						
Customer Service Specialist						
Payroll Clerk						
Police Records Clerk						
Recreation Coordinator						
<b>Level 1</b>						
Animal Shelter Worker	\$25,222	\$31,528	\$37,834	\$12.13	\$15.16	\$18.19
Codes Compliance Officer/Building Inspector I- Part Time						
General Maintenance I (Custodian/Laborer/Semi-Skilled)						
<b>Level .75</b>						
Fitness Instructor- Part Time				\$10.00	\$12.50	\$15.00
Intern						
<b>Level .5</b>						
Pool Manager				\$9.00	\$11.25	\$13.50
Concessions Stand Manager						
<b>Level .25</b>						
Concession Stand Worker				\$7.80	\$9.75	\$11.70
Fitness Floor/Recreation Attendant						
Life Guard						
Front Desk - Customer Service - Office Support						
Seasonal & Part-time Maintenance Worker						
Swim Instructor						
Averages 2016	\$ 51,207	\$ 64,009	\$ 76,811	\$ 20.28	\$ 25.35	\$ 30.42
Averages 2015	\$ 50,708	\$ 63,385	\$ 76,062	\$ 20.08	\$ 25.10	\$ 30.12
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: 2016 Proposed Pay Scale (1946 : 2016 Pay Scale)



**TO:** Board of Aldermen  
**FROM:** Keith Moody, City Administrator  
**DATE:** July 15, 2015  
**SUBJECT:** Proposal for Litigation Services from Zerger & Mauer

**Type of Item:** *Approval*

Zerger & Mauer will take over litigation with Century Link previously handled by Cunningham Vogel and Rost.

**Council Bill No. 058**

**Resolution No.**

**A Resolution Authorizing the City Administrator of the City of Harrisonville to Retain the Legal Firm of Zerger & Mauer for Certain Special Litigation Matters, as Needed**

WHEREAS, the City of Harrisonville wishes to retain the legal firm of Zerger & Mauer for upcoming litigation suits, and

WHEREAS, the firm of Zerger & Mauer is willing to represent the City of Harrisonville in such matters,

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 an agreement with the law firm of Zerger & Mauer for legal matters as assigned.

Section 2: That the firm of Cunningham, Vogel and Rost, P.C., St. Louis, MO is hereby directed to turn over all files regarding the city's litigation with CenturyLink to Zerger and Mauer

Section 3: 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 20<sup>th</sup> day of July 2015

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Brian Hasek, Mayor and Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

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Kim Hubbard, City Clerk

WITNESS my hand and seal this 20<sup>th</sup> day of July 2015



**TO:** Board of Aldermen  
**FROM:** Jerry Gibbs, Director  
**DATE:** July 15, 2015  
**SUBJECT:** Ordinance amending 2013 ordinance for airport

**Type of Item:** *Approval*

Please see attached memo from James Green. A copy of Ordinance 3251 as it was originally passed is also attached.

**Council Bill No. 059****Ordinance No.****AN ORDINANCE AMENDING ORDINANCE 3251 OF THE CITY OF HARRISONVILLE, MISSOURI**

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

Section 1: That Ordinance 3251 of the City of Harrisonville, Missouri, passed on September 23, 2013, is hereby amended, reducing the amount of the Missouri Department of Transportation grant agreement from \$201,803 to \$150,495, a reduction of \$51,308

Section 2: That a new agreement between the City of Harrisonville and the Missouri Department of Transportation is attached to this ordinance and the city stipulates the mayor will sign the attached agreement.

Section 3: That this ordinance shall become effective immediately upon its passage and approval.

Vote taken as follows:

Ayes:

Nays:

Absent:

Abstain:

Read two times by title only on the 20<sup>th</sup> day of July 2015, and passed by the Board of Aldermen this 20<sup>th</sup> day of July 2015

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Brian Hasek, Mayor and Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

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Kim Hubbard, City Clerk

**APPROVED** by the Mayor this 20th day of July 2015



**Airfield Pavement Maint. Project**  
 LAWRENCE SMITH MEMORIAL AIRPORT  
 HARRISONVILLE, MISSOURI

**To: Mayor and Board of Aldermen**  
**From: James Green, Airport Manager**  
**Date: July 15, 2015**  
**RE: Amend Grant Agreement with the Missouri Highways & Transportation Commission**

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**Type of Item:**

This is an amendment to a grant already executed between the City of Harrisonville and the Missouri Highways & Transportation Commission.

**Background:**

In September of 2013 the Board of Alderman approved a grant agreement with the Missouri Highways & Transportation Commission in the amount of \$201,803 to fund two projects; an Airport Layout Plan Update with AGIS Study (\$150,495) and design services for the South Hangar Area Rehabilitation Project (\$51,308). Due to the estimated high construction cost of the South Hangar Area Rehabilitation Project and the deteriorating condition of the runway, staff and MoDOT agree that these funds would be better utilized on the Airfield Pavement Maintenance Project.

This amendment would remove \$51,308 from the previous agreement (for the design of the South Hangar Area Rehabilitation Project) and allow it to be used for the Airfield Pavement Maintenance Project while retaining \$150,495 for the Airport Layout Plan Update with AGIS Study Project which is near completion.

**Recommendations:**

Staff recommends to the board that the Grant Agreement Amendment with the Missouri Highways and Transportation Commission be approved for the amount of **\$150,495**

CCO Form: AC10-A  
 Approved: 05/94 (MLH)  
 Revised: 01/15 (MWH)  
 Modified: 06/15 (MWH)

Sponsor: City of Harrisonville  
 Project No. 13-110C-1 and 13-110C-2

CFDA Number: CFDA #20.106  
 CFDA Title: Airport Improvement Program  
 Federal Agency: Federal Aviation Administration, Department of Transportation

**MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION  
 AMENDMENT TO STATE BLOCK GRANT AGREEMENT**

**AMENDMENT #1**

THIS AGREEMENT AMENDMENT is entered into by the Missouri Highways and Transportation Commission (hereinafter, "Commission") and the City of Harrisonville (hereinafter, "Sponsor").

WITNESSETH:

WHEREAS, the parties entered into an Agreement executed by the Sponsor on September 25, 2013, and executed by the Commission on September 30, 2013, (hereinafter, "Original Agreement") under which the Commission granted the sum not to exceed Two Hundred One Thousand Eight Hundred Three Dollars (\$201,803) to the Sponsor to assist with Design of Reconstruct Taxilanes and Connecting Taxiway (Project No. 13-110C-1) and ALP Update with Narrative and Approach Development (Project No. 13-110C-2); and

WHEREAS, due to changed conditions at the Airport, the parties have agreed that the Sponsor should delay the Design of Reconstruct Taxilanes and Connecting Taxiway (Project No. 13-110C-1) in order to address more pressing runway pavement needs; and

WHEREAS, this Amendment #1 will release the funds previously placed under grant for Project No. 13-110C-1 and will clarify the funding available for Project No. 13-110C-2.

NOW, THEREFORE, in consideration of the mutual covenants, promises and representations in this Agreement, the parties agree as follows:

(1) **GRANT FUNDING**: The Commission grants to the Sponsor One Hundred Forty-Two Thousand Five Hundred Ninety-Five Dollars (\$142,595) for ALP Update with Narrative and Approach Development subject to the following conditions:

(A) The Sponsor shall provide matching funds of not less than Seven Thousand Nine Hundred Dollars (\$7,900) toward the project. The resources to be furnished by the Sponsor toward the satisfaction of the Sponsor's local matching funds

are land owned by the Sponsor. The Sponsor warrants to the Commission that it owns sufficient eligible land to provide the total local matching funds identified in this Paragraph, as well as to cover one hundred percent (100%) of any ineligible items included in the scope of work.

(B) The Sponsor agrees to credit as the complete local share the number of acres (5.20 acres @ \$1,520/acre) of airport land as necessary to equal the amount of matching funds required based on the previously approved value of One Thousand Five Hundred Twenty Dollars (\$1,520) per acre for 125 acres. The Sponsor agrees to revise the existing Exhibit A Property Map to identify the acreage thus credited. Evidence of said encumbrance shall be recorded with the county recorder's office in the county where the airport is located.

(C) The project will be carried out in accordance with the assurances (Exhibit 1) given by the Sponsor to the Commission as specified in the Original Agreement.

(D) This Amendment shall expire and the Commission shall not be obligated to pay any part of the costs of the project unless this grant amendment has been executed by the Sponsor on or before August 1, 2015, or such subsequent date as may be prescribed in writing by the Commission.

(D) Based upon the revised project schedule, the original project time period of June 30, 2015 will be extended to December 31, 2015, to allow for completion of the work. Paragraph (2) of the Original Agreement is hereby amended accordingly.

(E) All other terms and conditions of the Original Agreement entered into between the parties shall remain in full force and effect.

*[Remainder of Page is Intentionally Left Blank.]*

IN WITNESS WHEREOF, the parties have entered into this Agreement on the date last written below:

Executed by the Sponsor this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Executed by the Commission this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

**MISSOURI HIGHWAYS AND  
TRANSPORTATION COMMISSION**

**CITY OF HARRISONVILLE**

\_\_\_\_\_

By \_\_\_\_\_

Title \_\_\_\_\_

Title \_\_\_\_\_

\_\_\_\_\_  
Secretary to the Commission

By \_\_\_\_\_

Title \_\_\_\_\_

Approved as to Form:

Approved as to Form:

\_\_\_\_\_  
Commission Counsel

\_\_\_\_\_  
Title \_\_\_\_\_

Ordinance No. \_\_\_\_\_  
(if applicable)

Attachment: Item #1b-Amend SBGA Harrisonville ALP Update (1954 : Ordinance amending 2013 ordinance for airport)

**CERTIFICATE OF SPONSOR'S ATTORNEY**

I, \_\_\_\_\_, acting as attorney for the Sponsor do hereby certify that in my opinion the Sponsor is empowered to enter into the foregoing grant Agreement under the laws of the State of Missouri. Further, I have examined the foregoing grant Agreement and the actions taken by said Sponsor and Sponsor's official representative have been duly authorized and that the execution thereof is in all respects due and proper and in accordance with the laws of the said state and the Airport and Airway Improvement Act of 1982, as amended. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said grant constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

**CITY OF HARRISONVILLE**

\_\_\_\_\_  
Name of Sponsor's Attorney (typed)

\_\_\_\_\_  
Signature of Sponsor's Attorney

Date \_\_\_\_\_

Attachment: Item #1b-Amend SBGA Harrisonville ALP Update (1954 : Ordinance amending 2013 ordinance for airport)

**Council Bill No. 68****Ordinance No. 3251****An Ordinance Allowing the City of Harrisonville, Missouri to Accept State Block Grant Funding from the Missouri Department of Transportation for the Purpose of Improving Lawrence A. Smith Memorial Airport**

WHEREAS, the City of Harrisonville wishes to make certain improvements to Lawrence A. Smith Memorial Airport, and

WHEREAS, the City qualifies for certain funds made available by the Missouri Department of Transportation to pay for these improvements, and

WHEREAS, the complete agreement between the City and the Missouri Department of Transportation is attached to this ordinance,

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

Section 1: That the City hereby accepts the State Block Grant from the Missouri Department of Transportation and stipulates the mayor will sign the attached agreement, and

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

Vote taken as follows:

Ayes: Aldermen Meyer, Dahlman, Milner, Dickerson, Reese, Stull, Mollenhour

Nays: None

Absent: Alderman Coburn

Abstain:

**READ TWO TIMES BY TITLE ONLY ON SEPTEMBER 23, 2013 AND DULY APPROVED BY THE BOARD OF ALDERMEN THIS 23RD DAY OF SEPTEMBER 2013**

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

\_\_\_\_\_  
Kim Hubbard, City Clerk

APPROVED by the Mayor this 23<sup>rd</sup> day of September 2013

Attachment: Ordinance 3251 from 2013 (1954 : Ordinance amending 2013 ordinance for airport)



**TO:** Board of Aldermen  
**FROM:** Jerry Gibbs, Director  
**DATE:** July 15, 2015  
**SUBJECT:** Airfield Pavement Maintenance Grant

**Type of Item:** *Approval*

Please see attached staff report from James Green, airport manager

**Council Bill No. 060****Ordinance No.**

**AN ORDINANCE TO AUTHORIZE THE CITY ADMINISTRATOR TO EXECUTE A MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION STATE BLOCK GRANT AGREEMENT BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND THE MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION FOR GRANT FUNDING FOR THE AIRPORT PAVEMENT MAINTENCE PROJECT FOR THE LAWRENCE SMITH MEMORIAL AIRPORT IN AN AMOUNT OF \$66,975.**

WHEREAS, the City of Harrisonville desires to maintain the pavement at the Lawrence Smith Memorial Airport in optimum condition; and

WHEREAS, the Missouri Highways and Transportation Commission is willing to provide grant funding for this project.

NOW, THEREFORE, BE IT ORDAINED 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 execute a contract with the Missouri Highways and Transportation Commission for use of grant funds to airport pavement maintenance at the Lawrence Smith Memorial Airport in an amount of \$66,975, that the City Clerk is hereby authorized to attest thereto; that a copy of said contract is attached hereto, and made a part hereof.

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

Vote taken as follows:

Ayes:

Nays:

Absent:

Abstain:

Read one time by title only on July 20, 2015. Read for the second time by title only on July 20, 2015 and passed by the Board of Aldermen of the City of Harrisonville, Missouri, this 20<sup>th</sup> day of July 2015.

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Brian Hasek, Mayor & Ex-Officio  
Chairman of the Board of Aldermen

ATTEST:

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Kim Hubbard, City Clerk

**APPROVED** by the Mayor this 20<sup>th</sup> day of July 2015.



**Airfield Pavement Maint. Project**  
LAWRENCE SMITH MEMORIAL AIRPORT  
HARRISONVILLE, MISSOURI

**To: Mayor and Board of Aldermen**  
**From: James Green, Airport Manager**  
**Date: July 15, 2015**  
**RE: Grant Agreement with the Missouri Highways & Transportation Commission**

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**Type of Item:**

Grant agreement with the Missouri Highways & Transportation Commission for the 2015 Airfield Pavement Maintenance Project at the Lawrence Smith Memorial Airport.

**Background:**

Earlier this year the Board of Alderman approved two agreements with H.W. Lochner, Inc. for design and construction inspection services for the Airfield Pavement Maintenance Project.

Design Services	\$28,375
<u>Construction Services</u>	<u>\$38,600</u>
Services Total	\$66,975

This grant agreement is for 95% of the total cost. The remaining 5% (or local match) will be paid with “land as match” funds equaling 2.49 acres so there will be no “out of pocket” cost to the city at this time.

2015 Grant	\$63,400
<u>Land as Match</u>	<u>\$3,574</u>
Grant Total	<b>\$66,974</b>

If this agreement is approved the city will have an additional 4.11 acres of “land as match” remaining for the construction portion of the project and \$645,482 in annual entitlement grants available for construction and future projects.

**Recommendations:**

Staff recommends to the board that the Grant Agreement with the Missouri Highways and Transportation Commission be approved for the amount of **\$66,974**

CCO FORM: AC10  
Approved: 03/91 (KR)  
Revised: 03/13 (MWH)  
Modified:

Sponsor: City of Harrisonville  
Project No.: 15-110C-1  
Airport Name: Lawrence Smith Memorial

CFDA Number: CFDA #20.106  
CFDA Title: Airport Improvement Program  
Federal Agency: Federal Aviation Administration, Department of Transportation

**STATE BLOCK GRANT AGREEMENT**

**SECTION I - TITLE, AUTHORIZATION, PROJECT DESCRIPTION**

- State Block Grant Agreement
- Federal Authorization - Airport and Airway Improvement Act of 1982 (as amended)
- Project Description - Planning, Land/Easement Appraisals and Acquisitions, Surveying, Engineering Design, Construction

**SECTION II - STANDARD AGREEMENT ITEMS**

1. PURPOSE
2. PROJECT TIME PERIOD
3. TITLE EVIDENCE TO EXISTING AIRPORT PROPERTY
4. AMOUNT OF GRANT
5. AMOUNT OF MATCHING FUNDS
6. ALLOWABLE COSTS
7. WITHDRAWAL OF GRANT OFFER
8. EXPIRATION OF GRANT OFFER
9. FEDERAL SHARE OF COSTS
10. RECOVERY OF FEDERAL FUNDS
11. PAYMENT
12. ADMINISTRATIVE/AUDIT REQUIREMENTS
13. APPENDIX
14. ASSURANCES/COMPLIANCE
15. LEASES/AGREEMENTS
16. NONDISCRIMINATION ASSURANCE
17. CANCELLATION
18. VENUE
19. LAW OF MISSOURI TO GOVERN
20. WORK PRODUCT
21. CONFIDENTIALITY
22. NONSOLICITATION
23. DISPUTES
24. INDEMNIFICATION
25. HOLD HARMLESS
26. NOTIFICATION OF CHANGE
27. DURATION OF GRANT OBLIGATIONS
28. AMENDMENTS
29. PROFESSIONAL SERVICES BY COMPETITIVE PROPOSALS
30. ASSIGNMENT
31. BANKRUPTCY
32. COMMISSION REPRESENTATIVE
33. FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT OF 2006

Attachment: Item #2b-SBGA Airfield Maint Proj (1955 : Airfield Pavement Maintenance Grant)

## 34. SPECIAL CONDITIONS

## SECTION III – PLANNING

- 35. AIRPORT LAYOUT PLAN
- 36. AIRPORT PROPERTY MAP
- 37. ENVIRONMENTAL IMPACT EVALUATION
- 38. EXHIBIT "A" PROPERTY MAP
- 39. MASTER PLAN/SITE SELECTION
- 40. MASTER PLAN

## SECTION IV - LAND/EASEMENT APPRAISALS AND ACQUISITIONS

- 41. RUNWAY PROTECTION ZONE
- 42. FEE APPRAISALS
- 43. ACQUISITION OF LAND - FEE SIMPLE TITLE
- 44. ACQUISITION OF AVIGATION EASEMENTS
- 45. LAND/EASEMENT ACQUISITION - FEDERAL REQUIREMENTS

## SECTION V - DESIGN

- 46. ENGINEER'S DESIGN REPORT
- 47. GEOMETRIC DESIGN CRITERIA
- 48. PLANS, SPECIFICATION AND ESTIMATES

## SECTION VI - CONSTRUCTION

- 49. CONSTRUCTION OBSERVATION/INSPECTION REQUIREMENTS
- 50. CONSTRUCTION PROGRESS AND INSPECTION REPORTS
- 51. WAGE LAWS
- 52. COMPETITIVE SELECTION OF CONTRACTOR
- 53. REVIEW OF BIDS AND CONTRACT AWARD
- 54. NOTICE TO PROCEED
- 55. DISADVANTAGED BUSINESS ENTERPRISES - CONSTRUCTION
- 56. LABOR STANDARDS INTERVIEWS
- 57. AIR AND WATER QUALITY STANDARDS
- 58. FILING NOTICE OF LANDING AREA PROPOSAL
- 59. FILING NOTICE OF PROPOSED CONSTRUCTION OR ALTERATION
- 60. CHANGE ORDERS/SUPPLEMENTAL AGREEMENTS
- 61. RESPONSIBILITY FOR PROJECT SAFETY
- 62. RECORD DRAWINGS

## SECTION VII - GRANT ACCEPTANCE

- Signature by sponsor constitutes acceptance of grant terms and conditions. Failure to comply with grant requirements will jeopardize funding eligibility.
- Certificate of sponsor's attorney

Sponsor: City of Harrisonville  
 Project No. 15-110C-1  
 Airport Name Lawrence Smith Memorial

CFDA Number: CFDA #20.106  
 CFDA Title: Airport Improvement Program  
 Federal Agency: Federal Aviation Administration, Department of Transportation

**MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION  
 STATE BLOCK GRANT AGREEMENT**

THIS GRANT AGREEMENT is entered into by the Missouri Highways and Transportation Commission (hereinafter, "Commission") and the City of Harrisonville (hereinafter, "Sponsor"). Reference will also be made to the Federal Aviation Administration (hereinafter, "FAA") and the Federal Airport Improvement Program (hereinafter, "AIP").

WITNESSETH:

WHEREAS, Section 116 of the federal Airport and Airway Safety and Capacity Expansion Act of 1987 amended the previous Act of 1982 by adding new section 534 entitled "State Block Grant Pilot Program", (Title 49 United States Code Section 47128); and

WHEREAS, the Federal Aviation Reauthorization Act of 1996 declared the State Block Grant Program to be permanent; and

WHEREAS, the Commission has been selected by the FAA to administer state block grant federal funds under said program; and

WHEREAS, the Sponsor has applied to the Commission for a sub grant under said program; and

WHEREAS, the Commission has agreed to award funds to the Sponsor with the understanding that such funds will be used for a project pursuant to this Agreement for the purposes generally described as follows:

Design and Construct Runway Pavement Maintenance;

NOW, THEREFORE, in consideration of these mutual covenants, promises and representations, the parties agree as follows:

(1) PURPOSE: The purpose of this Agreement is to provide financial assistance to the Sponsor under the State Block Grant Program.

(2) PROJECT TIME PERIOD: The project period shall be from the date of execution by the Commission to October 31, 2016. The Commission's chief engineer may, for good cause as shown by the Sponsor in writing, extend the project time period.

(3) TITLE EVIDENCE TO EXISTING AIRPORT PROPERTY: The Sponsor shall provide satisfactory evidence of title to all existing airport property and avigation easements and address any and all encumbrances. Satisfactory evidence will consist

of the Sponsor's execution of a Certificate of Title form provided by the Commission.

(4) AMOUNT OF GRANT: The initial amount of this grant is not to exceed Sixty-Three Thousand Four Hundred Dollars (\$63,400) for eligible preliminary project costs and/or land/easement acquisition. A grant amendment to cover the balance of eligible project costs will be provided after construction bids are received.

(A) The amount of this grant stated above represents The amount of this grant stated above represents Fifty-Nine Thousand Three Hundred Thirty-Six Dollars (\$59,336) at ninety five percent (95%) of eligible project costs and Four Thousand Sixty-Four Dollars (\$4,064) at ninety percent (90%) of eligible project costs.

(B) The designation of this grant does not create a lump sum quantity contract, but rather only represents the amount of funding available for qualifying expenses. In no event will the Commission provide the Sponsor funding for improvements or work that are not actually performed. The release of all funding under this Agreement is subject to review and approval of all project expenses to ensure that they are qualifying expenses under this program.

(5) AMOUNT OF MATCHING FUNDS: The initial amount of local matching funds to be furnished by the Sponsor is not to exceed Three Thousand Five Hundred Seventy-Four Dollars (\$3,574). Additional local match will be required for any eligible items donated in satisfaction of the local matching funds.

(A) The amount of matching funds stated above represents Three Thousand One Hundred Twenty-Three Dollars (\$3,123) at five percent (5%) of eligible project costs and Four Hundred Fifty-One Dollars (\$451) at ten percent (10%) of eligible project costs.

(B) The resources to be furnished by the Sponsor toward the satisfaction of the Sponsor's local matching funds are land owned by the Sponsor, with value of not less than Three Thousand Seven Hundred Eighty-Nine Dollars (\$3,789), which reflects a value that covers the local match for the eligible project costs and the additional local match required for the donated land.

(C) The Sponsor warrants to the Commission that it has sufficient cash on deposit to provide the local matching funds identified above, as well as to cover one hundred percent (100%) of any ineligible items included in the scope of work.

(D) The Sponsor agrees to credit as the complete local share the number of acres (2.49 acres @ \$1,520/acre) of airport land as necessary to equal the amount of matching funds required based on the previously approved value of One Thousand Five Hundred Twenty Dollars (\$1,520.00) per acre for 125 acres. The acreage required breaks down as follows: 2.16 acres for the five percent (5%) local match of eligible project costs; and 0.33 acres for the ten percent (10%) local match of eligible project costs. The Sponsor agrees to revise the existing Exhibit A Property Map to identify the acreage thus credited. Evidence of said encumbrance shall be recorded with the county recorder's office in the county where the airport is located.

(6) ALLOWABLE COSTS: Block grant funds shall not be used for any costs that are ineligible as defined in the Airport and Airway Improvement Act of 1982 (as amended) and in Title 49, Code of Federal Regulations (hereinafter, "CFR"), Part 18.

(7) WITHDRAWAL OF GRANT OFFER: The Commission reserves the right to amend or withdraw this grant offer at any time prior to acceptance by the Sponsor.

(8) EXPIRATION OF GRANT OFFER: This grant offer shall expire and the Commission shall not be obligated to pay any part of the costs of the project unless this grant Agreement has been executed by the Sponsor on or before August 1, 2015, or such subsequent date as may be prescribed in writing by the Commission.

(9) FEDERAL SHARE OF COSTS: Payment of the United States' share of the allowable project costs will be made pursuant to and in accordance with the provisions of such regulations and procedures as the Secretary of the United States Department of Transportation (hereinafter, "USDOT") shall practice. Final determination of the United States' share will be based upon the audit of the total amount of allowable project costs and settlement will be made for any upward or downward adjustments to the federal share of costs.

(10) RECOVERY OF FEDERAL FUNDS: The Sponsor shall take all steps, including litigation if necessary, to recover federal funds spent fraudulently, wastefully, in violation of federal antitrust statutes, or misused in any other manner for any project upon which federal funds have been expended. For the purpose of this grant Agreement, the term "federal funds" means funds used or disbursed by the Sponsor that were originally paid pursuant to this or any other federal grant Agreement. The Sponsor shall return the recovered federal share, including funds recovered by settlement, in order or judgment, to the Commission. It shall furnish to the Commission, upon request, all documents and records pertaining to the determination of the amount of the federal share or to any settlement, litigation, negotiation, or other effort taken to recover such funds. All settlements or other final positions of the Sponsor, in court or otherwise, involving the recovery of such federal share shall be approved in advance by the Commission.

(11) PAYMENT: Payments to the Sponsor are made on an advance basis. The Sponsor may request incremental payments during the course of the project or a lump sum payment upon completion of the work. However, this advance payment is subject to the limitations imposed by paragraph 11(B) of this Agreement.

(A) The Sponsor may request payment at any time subsequent to the execution of this Agreement by both parties. Requests for reimbursement shall be supported with invoices. After the Sponsor pays incurred costs, copies of checks used to pay providers must be submitted to the Commission.

(B) It is understood and agreed by and between the parties that the Commission shall make no payment which could cause the aggregate of all payments under this Agreement to exceed ninety percent (90%) of the maximum federal (block grant) obligation stated in this Agreement or eighty-six percent (86%) of actual total eligible project cost, whichever is lower, until the Sponsor has met and/or performed all

requirements of this grant Agreement to the satisfaction of the Commission. The final ten percent (10%) of the maximum federal (block grant) obligation stated in this Agreement shall not be paid to the Sponsor until the Commission has received and approved all final closeout documentation for the project.

(C) Within ninety (90) days of final inspection of the project funded under this grant, the Sponsor shall provide to the Commission a final payment request and all financial, performance and other reports as required by the conditions of this grant, with the exception of the final audit report. This report shall be provided when the Sponsor's normal annual audit is completed.

(D) When force account or donations are used, the costs for land, engineering, administration, in-kind labor, equipment and materials, etc., may be submitted in letter form with a breakdown of the number of hours and the hourly charges for labor and equipment. Quantities of materials used and unit costs must also be included. All force account activity, donations, etc., must be pre-approved by the Commission to ensure eligibility for funding.

(12) ADMINISTRATIVE/AUDIT REQUIREMENTS: This grant shall be governed by the administrative and audit requirements as prescribed in Title 49 CFR Parts 18 and 90, respectively.

(A) If the Sponsor expends five hundred thousand dollars (\$500,000) or more in a year in federal financial assistance, it is required to have an independent annual audit conducted in accordance with Office of Management and Budget (hereinafter, "OMB") Circular A-133. A copy of the audit report shall be submitted to the Missouri Department of Transportation (hereinafter, "MoDOT") within the earlier of thirty (30) days after receipt of the auditor's report or nine (9) months after the end of the audit period. Subject to the requirements of OMB Circular A-133, if the Sponsor expends less than five hundred thousand dollars (\$500,000) in a year, the Sponsor may be exempt from auditing requirements for that year, but records must be available for review or audit by applicable state and federal authorities.

(B) When the Sponsor's normal annual audit is completed, the Sponsor shall provide to the Commission a copy of an audit report that includes the disposition of all federal funds involved in this project.

(C) In the event a final audit has not been performed prior to the closing of the grant, the Commission retains the right to recover any appropriate amount of funding after fully considering interest accrued or recommendations on disallowed costs identified during the final audit.

(D) The Commission reserves the right to conduct its own audit of the Sponsor's records to confirm compliance with grant requirements and to ensure that all costs and fees are appropriate and acceptable.

(13) APPENDIX: An appendix to this Agreement is attached. The appendix consists of standards, forms and guidelines that the Sponsor shall use to accomplish the requirements of this Agreement. The appendix items are hereby provided to the

Sponsor and incorporated into and made part of this Agreement.

(14) ASSURANCES/COMPLIANCE: The Sponsor shall adhere to the FAA standard airport Sponsor assurances, current FAA advisory circulars (hereinafter, "ACs") for AIP projects and/or the Commission's specifications, including but not limited to those as outlined in attached Exhibit 1. These assurances, ACs and the Commission's specifications are hereby incorporated into and made part of this Agreement. The Sponsor shall review the assurances, ACs, Commission's specifications and FAA Order 5190.6B entitled "FAA Airport Compliance Manual" dated September 30, 2009, included in the grant appendix, and notify the Commission of any areas of non-compliance within its existing facility and/or operations. All non-compliance situations must be addressed and a plan to remedy areas of non-compliance must be established before final acceptance of this project and before final payment is made to the Sponsor.

(15) LEASES/AGREEMENTS: The Sponsor shall incorporate the FAA Standard Airport Lease/Agreement provisions into all leases/agreements for use of airport property other than the public use areas. In addition to these provisions, these leases/agreements must provide for fair market value income and prohibit exclusive rights.

(A) Long term commitments (longer than 5 years) must provide for renegotiation of the leases'/agreements' terms and payments at least every five (5) years.

(B) Leases/agreements shall not contain provisions that adversely affect the Sponsor's possession and control of the airport or interfere with the Sponsor's ability to comply with the obligations and covenants set forth in this grant Agreement.

(16) NONDISCRIMINATION ASSURANCE: With regard to work under this Agreement, the Sponsor agrees as follows:

(A) Civil Rights Statutes: The Sponsor shall comply with all state and federal statutes relating to nondiscrimination, including but not limited to Title VI and Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. 2000d and 2000e, *et seq.*), as well as any applicable titles of the Americans with Disabilities Act. In addition, if the Sponsor is providing services or operating programs on behalf of the Department or the Commission, it shall comply with all applicable provisions of Title II of the Americans with Disabilities Act.

(B) Administrative Rules: The Sponsor shall comply with the administrative rules of the USDOT relative to nondiscrimination in federally-assisted programs of the USDOT (49 CFR Subtitle A, Part 21) which are herein incorporated by reference and made part of this Agreement.

(C) Nondiscrimination: The Sponsor shall not discriminate on grounds of the race, color, religion, creed, sex, disability, national origin, age or ancestry of any individual in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The Sponsor shall not participate either directly or

indirectly in the discrimination prohibited by 49 CFR Subtitle A, Part 21, Section 21.5, including employment practices.

(D) Solicitations for Subcontracts, Including Procurements of Material and Equipment: These assurances concerning nondiscrimination also apply to subcontractors and suppliers of the Sponsor. These apply to all solicitations either by competitive bidding or negotiation made by the Sponsor for work to be performed under a subcontract, including procurement of materials or equipment. Each potential subcontractor or supplier shall be notified by the Sponsor of the requirements of this Agreement relative to nondiscrimination on grounds of the race, color, religion, creed, sex, disability or national origin, age or ancestry of any individual.

(E) Information and Reports: The Sponsor shall provide all information and reports required by this Agreement, or orders and instructions issued pursuant thereto, and will permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the Commission or the USDOT to be necessary to ascertain compliance with other contracts, orders and instructions. Where any information required of the Sponsor is in the exclusive possession of another who fails or refuses to furnish this information, the Sponsor shall so certify to the Commission or the USDOT as appropriate and shall set forth what efforts it has made to obtain the information.

(F) Sanctions for Noncompliance: In the event the Sponsor fails to comply with the nondiscrimination provisions of this Agreement, the Commission shall impose such contract sanctions as it or the USDOT may determine to be appropriate, including but not limited to:

1. Withholding of payments under this Agreement until the Sponsor complies; and/or
2. Cancellation, termination or suspension of this Agreement, in whole or in part, or both.

(G) Incorporation of Provisions: The Sponsor shall include the provisions of Paragraph (16) of this Agreement in every subcontract, including procurements of materials and leases of equipment, unless exempted by the statutes, executive order, administrative rules or instructions issued by the Commission or the USDOT. The Sponsor will take such action with respect to any subcontract or procurement as the Commission or the USDOT may direct as a means of enforcing such provisions, including sanctions for noncompliance; provided that in the event the Sponsor becomes involved or is threatened with litigation with a subcontractor or supplier as a result of such direction, the Sponsor may request the United States to enter into such litigation to protect the interests of the United States.

(17) CANCELLATION: The Commission may cancel this Agreement at any time the Sponsor breaches the contractual obligations by providing the Sponsor with written notice of cancellation. Should the Commission exercise its right to cancel the Agreement for such reasons, cancellation will become effective upon the date specified in the notice of cancellation sent to the Sponsor.

(A) Upon written notice to the Sponsor, the Commission reserves the right to suspend or terminate all or part of the grant when the Sponsor is, or has been, in violation of the terms of this Agreement. Any lack of progress that significantly endangers substantial performance of the project within the specified time shall be deemed a violation of the terms of this Agreement. The determination of lack of progress shall be solely within the discretion of the Commission. Once such determination is made, the Commission shall so notify the Sponsor in writing. Termination of any part of the grant will not invalidate obligations properly incurred by the Sponsor prior to the date of termination.

(B) The Commission shall have the right to suspend funding of the project at any time and for so long as the Sponsor fails to substantially comply with all the material terms and conditions of this Agreement. If the Commission determines that substantial noncompliance cannot be cured within thirty (30) days, then the Commission may terminate the funding for the project. If the Sponsor fails to perform its obligations in substantial accordance with the Agreement (except if the project has been terminated for the convenience of the parties) and the FAA requires the Commission to repay grant funds that have already been expended by the Sponsor, then the Sponsor shall repay the Commission such federal funds.

(18) VENUE: It is agreed by the parties that any action at law, suit in equity, or other judicial proceeding to enforce or construe this Agreement, or regarding its alleged breach, shall be instituted only in the Circuit Court of Cole County, Missouri.

(19) LAW OF MISSOURI TO GOVERN: This Agreement shall be construed according to the laws of the State of Missouri. The Sponsor shall comply with all local, state and federal laws and regulations relating to the performance of this Agreement.

(20) WORK PRODUCT: All documents, reports, exhibits, etc. produced by the Sponsor at the direction of the Commission shall remain the property of the Sponsor. However, Sponsor shall provide to the Commission a copy of magnetic discs that contain computer aided design and drafting (CADD) drawings and other documents generated under this grant. Information supplied by the Commission shall remain the property of the Commission. The Sponsor shall also supply to the Commission hard copies of any working documents such as reports, plans, specifications, etc., as requested by the Commission.

(21) CONFIDENTIALITY: The Sponsor shall not disclose to third parties confidential factual matter provided by the Commission except as may be required by statute, ordinance, or order of court, or as authorized by the Commission. The Sponsor shall notify the Commission immediately of any request for such information.

(22) NONSOLICITATION: The Sponsor warrants that it has not employed or retained any company or person, other than a bona fide employee working for the Sponsor, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach or violation of this warranty,

the Commission shall have the right to annul this Agreement without liability, or in its discretion, to deduct from this Agreement price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift, or contingent fee.

(23) DISPUTES: Any disputes that arise under this Agreement shall be decided by the Commission or its representative.

(24) INDEMNIFICATION:

(A) To the extent allowed or imposed by law, the Sponsor shall defend, indemnify and hold harmless the Commission, including its members and department employees, from any claim or liability whether based on a claim for damages to real or personal property or to a person for any matter relating to or arising out of the Sponsor's wrongful or negligent performance of its obligations under this Agreement.

(B) The Sponsor will require any contractor procured by the Sponsor to work under this Agreement:

(1) To obtain a no cost permit from the Commission's district engineer prior to working on the Commission's right-of-way, which shall be signed by an authorized contractor representative (a permit from the Commission's district engineer will not be required for work outside of the Commission's right-of-way); and

(2) To carry commercial general liability insurance and commercial automobile liability insurance from a company authorized to issue insurance in Missouri, and to name the Commission, and the Missouri Department of Transportation and its employees, as additional named insureds in amounts sufficient to cover the sovereign immunity limits for Missouri public entities (\$500,000 per claimant and \$3,000,000 per occurrence) as calculated by the Missouri Department of Insurance, Financial Institutions and Professional Registration, and published annually in the Missouri Register pursuant to Section 537.610, RSMo.

(C) In no event shall the language of this Agreement constitute or be construed as a waiver or limitation for either party's rights or defenses with regard to each party's applicable sovereign, governmental, or official immunities and protections as provided by federal and state constitution or law.

(25) HOLD HARMLESS: The Sponsor shall hold the Commission harmless from any and all claims for liens of labor, services or materials furnished to the Sponsor in connection with the performance of its obligations under this Agreement. Certification statements from construction contractors must be provided to ensure all workers, material suppliers, etc., have been paid.

(26) NOTIFICATION OF CHANGE: The Sponsor shall immediately notify the Commission of any changes in conditions or law which may significantly affect its ability to perform the project in accordance with the provisions of this Agreement. Any notice or other communication required or permitted to be given hereunder shall be in writing and shall be deemed given three (3) days after delivery by United States mail, regular

mail postage prepaid, or upon receipt by personal, facsimile or electronic mail (email) delivery, addressed as follows:

Commission: Amy Ludwig  
 Administrator of Aviation  
 Missouri Department of Transportation  
 P.O. Box 270  
 Jefferson City, MO 65102  
 (573) 526-7912  
 (573) 526-4709 FAX  
 email: Amy.Ludwig@modot.mo.gov

Sponsor: James Green  
 Airport Manager  
 Lawrence Smith Memorial Airport  
 City of Harrisonville  
 P.O. Box 367  
 Harrisonville, MO 64701  
 (816) 380-5039  
 (816) 380-5142 FAX  
 Email: airport@ci.harrisonville.mo.us

or to such other place as the parties may designate in accordance with this Agreement. To be valid, facsimile or email delivery shall be followed by delivery of the original document, or a clear and legible copy thereof, within three (3) business days of the date of the facsimile or email transmission of the document.

(27) DURATION OF GRANT OBLIGATIONS: Grant obligations are effective for the useful life of any facilities/equipment installed with grant funds as stipulated in attached Exhibit 1, but in any event not to exceed twenty (20) years. There shall be no limit on the duration of the assurance, referenced in paragraph B of said Exhibit 1 against exclusive rights or terms, conditions and assurances, referenced in paragraph B-1 of said Exhibit 1, with respect to real property acquired with federal funds. Paragraph (27) equally applies to a private sponsor. However, in the case of a private sponsor, the useful life for improvements shall not be less than ten (10) years.

(A) The financial assistance provided hereunder constitutes a grant to the Sponsor. Neither the Commission nor the FAA will have title to the improvements covered by this grant, as title to same shall vest in the Sponsor.

(B) For the period as specified in this Paragraph, the Sponsor becomes obligated, upon any sale or disposition of the airport or discontinuation of operation of the airport to immediately repay, in full, the grant proceeds or proportionate amount thereof based upon the number of years remaining in the original obligation to the Commission. The Commission and the Sponsor hereby agree that during said period, the property and improvements which constitute the subject airport are subject to sale, if necessary, for the recovery of the federal pro rata share of improvement costs should this Agreement be terminated by a breach of contract on the part of the Sponsor or should the aforementioned obligations not be met.

(C) In this Section, the term "any sale or disposition of the airport" shall mean any sale or disposition of the airport: (i) for a use inconsistent with the purpose for which the Commission's share was originally granted pursuant to this Agreement; or (ii) for a use consistent with such purposes wherein the transferee in the sale or disposition does not enter into an assignment and assumption Agreement with the Sponsor with respect to the Sponsor's obligation under the instrument so that the transferee becomes obligated there under as if the transferee had been the original owner thereof.

(28) AMENDMENTS: Any change in this Agreement, whether by modification or supplementation, must be accomplished by a formal contract amendment signed and approved by the duly authorized representative of the Sponsor and the Commission.

(29) PROFESSIONAL SERVICES BY COMPETITIVE PROPOSALS: Contracts for professional services are to be procured by competitive proposals per federal procurement requirements (Title 49 CFR, Section 18.36). Requests for proposals/qualifications are to be publicly announced for services expected to cost more than one hundred thousand dollars (\$100,000) in the aggregate. Small purchase procedures (telephone solicitations or direct mail) may be used for services costing one hundred thousand dollars (\$100,000) or less. All professional services contracts are subject to review and acceptance by the Commission prior to execution by the Sponsor to ensure funding eligibility.

(30) ASSIGNMENT: The Sponsor shall not assign, transfer or delegate any interest in this Agreement without the prior written consent of the Commission.

(31) BANKRUPTCY: Upon filing for any bankruptcy or insolvency proceeding by or against the Sponsor, whether voluntarily, or upon the appointment of a receiver, trustee, or assignee, for the benefit of creditors, the Commission reserves the right and sole discretion to either cancel this Agreement or affirm this Agreement and hold the Sponsor responsible for damages.

(32) COMMISSION REPRESENTATIVE: The Commission's chief engineer is designated as the Commission's representative for the purpose of administering the provisions of this Agreement. The Commission's representative may designate by written notice other persons having the authority to act on behalf of the Commission in furtherance of the performance of this Agreement.

(33) FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT OF 2006: The Sponsor shall comply with all reporting requirements of the Federal Funding Accountability and Transparency Act (FFATA) of 2006, as amended. This Agreement is subject to the award terms within 2 CFR Part 170.

(34) SPECIAL CONDITIONS: The following special conditions are hereby made part of this Agreement:

(A) Lobbying and Influencing Federal Employees: All contracts awarded by the Sponsor shall include the requirement for the recipient to execute the form entitled "CERTIFICATION FOR CONTRACTS, GRANTS, LOANS AND

COOPERATIVE AGREEMENTS" included in the grant appendix.

This requirement affects grants or portions of a grant exceeding one hundred thousand dollars (\$100,000).

(B) Buy America Requirements: Unless otherwise approved by the Commission and the FAA, the Sponsor will not acquire or permit any contractor or subcontractor to acquire any iron, steel or manufactured products produced outside of the United States to be used for any project for airport development or noise compatibility for which funds are provided under this grant. The Sponsor will include in every contract a provision implementing this special condition.

(C) Safety Inspection: The Sponsor shall eliminate all deficiencies identified in its most recent annual safety inspection report (FAA Airport Master Record Form 5010-1). If immediate elimination is not feasible, as determined by the Commission, the Sponsor shall provide a satisfactory plan to eliminate the deficiencies and shall include this plan with phased development as outlined in a current and approved airport layout plan.

(D) Navigational Aids: Except for instrument landing systems acquired with the AIP (block grant) funds and later donated to and accepted by the FAA, the Sponsor must provide for the continuous operation and maintenance of any navigational aid funded under the AIP (block grant) program during the useful life of the equipment. The Sponsor must check the facility, including instrument landing systems, prior to commissioning to ensure it meets operational standards. The Sponsor must also remove, relocate, or lower each obstruction on the approach or provide for the adequate lighting or marking of the obstruction if any aeronautical study conducted under Federal Aviation Regulation Part 77 determines that to be acceptable; and mark and light the runway, as appropriate. The FAA will not take over the ownership, operation, or maintenance of any Sponsor-acquired equipment, except for instrument landing systems.

(E) Environmental Due Diligence Audit: The Sponsor shall conduct an Environmental Due Diligence Audit (EDDA) of all NAVAID (electronic navigational equipment) sites that will be established or relocated with federal (block grant) funds. This audit shall include existing equipment currently owned and operated by the FAA Airways Facilities Branch and new equipment for which the Sponsor will be requesting FAA maintenance.

(F) Notice to Bidders - Required Language: The Sponsor shall include the following special provision when advertising for bids: "Notice to all potential bidders on federally funded airport construction projects: As mandated by Executive Order 12818, issued by President George Bush on October 23, 1992, a Job Special Provision will be inserted into and made a part of every contract for federally funded airport construction projects, awarded from this or future notices of lettings."

(G) Airport Job Special Provision - Required Language: The Sponsor shall include the following special provisions in contracts for federally funded airport construction projects. "By entering into this contract, the Contractor agrees to comply

with all applicable terms of Executive Order 12818, issued by President George Bush on October 23, 1992, prohibiting certain contractual requirements, and prohibiting discrimination against certain persons or entities on the basis of whether or not labor organization Agreements or affiliations exist. The Contractor further agrees to include within its contracts and subcontracts governing this work, a provision that requires those contractors or subcontractors to comply with Executive Order 12818 (except as may be exempted by the terms of the executive order itself).

The contractor understands, and agrees to inform its own contractors and subcontractors, that failure to comply with Executive Order 12818 will subject them to disciplinary action as appropriate, including, but not limited to, debarment, suspension, termination of the contract for default, or the withholding of payments. The Contractor also understands that the Sponsor has not adopted any policies or contractual provisions which violate Executive Order 12818."

(H) Grant Made on Preliminary Plans and Specifications and/or Estimates: This grant is made and accepted upon the basis of preliminary plans, specifications and/or estimates. Within 90 calendar days from the date of acceptance of this grant, the Sponsor shall furnish final plans and specifications to the Commission. Construction work shall not commence, and a contract shall not be awarded for the accomplishment of such work, until the final plans and specifications have been accepted by the Commission. Any reference made in this grant to plans and specifications shall be considered a reference to the final plans and specifications as accepted.

Since this grant is made on preliminary plans and specifications and/or estimates, the grant amount is subject to revision (increase or decrease) after actual project costs are determined through negotiations, appraisals and/or bids. The Sponsor agrees that said revision will be at the sole discretion of the Commission.

(J) Sponsor's Disadvantaged Business Enterprise (DBE) Program: When the grant amount exceeds two hundred fifty thousand dollars (\$250,000), the Sponsor hereby adopts the Commission's Disadvantaged Business Enterprise (hereinafter, "DBE") program that is incorporated into this grant agreement by reference. Only DBE firms certified by the Commission will qualify when considering DBE goal accomplishments.

(K) Disadvantaged Business Enterprise Required Statements:

(1) Policy: It is the policy of the USDOT that DBEs, as defined in 49 CFR Part 26, shall have the maximum opportunity to participate in the performance of contracts financed in whole or in part with Federal funds under this agreement. Consequently, the DBE requirements of 49 CFR Part 26 apply to this agreement.

(2) Contract Assurance: The Commission and the Sponsor will ensure that the following clause is placed in every USDOT-assisted contract and subcontract:

“The contractor or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out the applicable requirements of Title 49 Code of Federal Regulations, Part 26 in the award and administration of any United States Department of Transportation-assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the recipient deems appropriate.”

(This assurance shall be included in each subcontract the prime contractor signs with a subcontractor.)

(3) Federal Financial Assistance Agreement Assurance: The Commission and the Sponsor agree to and incorporate the following assurance into their day-to-day operations and into the administration of all USDOT-assisted contracts; where “recipient” means MoDOT and/or any MoDOT grantee receiving USDOT assistance:

“MoDOT and the Sponsor shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of any United States Department of Transportation-assisted contract or in the administration of the United States Department of Transportation’s DBE Program or the requirements of Title 49 Code of Federal Regulations, Part 26. The recipient shall take all necessary and reasonable steps under Title 49 Code of Federal Regulations, Part 26 to ensure nondiscrimination in the award and administration of United States Department of Transportation-assisted contracts. The recipient’s DBE Program, as required by Title 49 Code of Federal Regulations, Part 26 and as approved by the United States Department of Transportation, is incorporated by reference into this agreement. Implementation of this program is a legal obligation and for failure to carry out its approved program, the United States Department of Transportation may impose sanctions as provided for under Part 26 and may, in appropriate cases, refer the matter for enforcement under Title 18 United States Code, Section 1001 and/or the Program Fraud Civil Remedies Act of 1986 (Title 31 United States Code, Section 3801 *et seq.*)”

The Commission and the Sponsor shall ensure that all recipients of USDOT-assisted contracts, funds, or grants incorporate, agree to and comply with the assurance statement.

(4) Prompt Payment: The Commission and the Sponsor shall require all contractors to pay all subcontractors and suppliers for satisfactory performance of services in compliance with section 34.057 RSMo, Missouri’s prompt payment statute. Pursuant to section 34.057 RSMo, the Commission and the Sponsor also require the prompt return of all retainage held on all subcontractors after the subcontractors’ work is satisfactorily completed, as determined by the Sponsor and the Commission.

All contractors and subcontractors must retain records of all payments made or received for three (3) years from the date of final payment, and these records must be available for inspection upon request by any authorized representative of the Commission, the Sponsor or the USDOT. The Commission and the Sponsor will maintain records of actual payments to DBE firms for work committed to at the time of the contract award.

The Commission and the Sponsor will perform audits of contract payments to DBE firms. The audits will review payments to subcontractors to ensure that the actual amount paid to DBE subcontractors equals or exceeds the dollar amounts stated in the schedule of DBE participation and that payment was made in compliance with section 34.057 RSMo.

(5) MoDOT DBE Program Regulations: The Sponsor, contractor and each subcontractor are bound by MoDOT's DBE Program regulations, located at Title 7 Code of State Regulations, Division 10, Chapter 8.

(L) DISADVANTAGED BUSINESS ENTERPRISES - PROFESSIONAL SERVICES: DBEs that provide professional services, such as architectural, engineering, surveying, real estate appraisals, accounting, legal, etc., will be afforded full and affirmative opportunity to submit qualification statements/proposals and will not be discriminated against on the grounds of race, color, sex or national origin in consideration for selection for this project. The DBE goals for professional services will be determined by the Commission at the time each proposed service contract is submitted for the Commission's approval.

(35) AIRPORT LAYOUT PLAN: All improvements must be consistent with a current and approved Airport Layout Plan (hereinafter, "ALP"). The Sponsor shall update and keep the ALP drawings and corresponding narrative report current with regard to the FAA Standards and physical or operational changes at the airport.

(A) ALP approval shall be governed by FAA Order 5100.38B, entitled "Airport Improvement Program Handbook."

(36) AIRPORT PROPERTY MAP: The Sponsor shall develop (or update), as a part of the ALP, a drawing which indicates how various tracts/parcels of land within the airport's boundaries were acquired (i.e., federal funds, surplus property, local funds only, etc.). Easement interests in areas outside the fee property line shall also be included. A screened reproducible of the Airport Layout Drawing may be used as the base for the property map.

(37) ENVIRONMENTAL IMPACT EVALUATION: The Sponsor shall evaluate the potential environmental impact of this project per FAA Order 5050.4B, entitled "National Environmental Policy Act Implementing Instructions for Airport Actions." Evaluation must include coordination with all resource agencies that have jurisdiction over areas of potential environmental impact and a recommended finding such as categorical exclusion, no significant impact, level of impact and proposed mitigation, etc.

(38) EXHIBIT "A" PROPERTY MAP: The Sponsor shall develop (or update)

an Exhibit "A" Property Map, which clearly shows by appropriate legal description all airport land owned by the Sponsor, including land and interests in land in the runway approach areas, plus any areas or tracts/parcels of land proposed to be acquired in connection with this project. In addition, the map must indicate by appropriate symbols or other markings the property interest (fee title, avigation easement, etc.) the Sponsor holds in each tract/parcel of airport land and the property interest to be acquired in each tract/parcel of land in connection with this project.

(39) RUNWAY PROTECTION ZONE: The Sponsor agrees to prevent the erection or creation of any obstruction, residence, structure or place of public assembly in the Runway Protection Zone, as depicted on the Exhibit "A" Property Map and the approved ALP, except for NAVAIDS that are fixed by their functional purposes or any other structure approved by the Commission and the FAA. Any existing obstructions, structures, facilities or uses, including use of equipment that could interfere with electronic guidance or communication systems for aircraft, within the Runway Protection Zone shall be cleared or discontinued unless approved by the Commission and the FAA. The Sponsor shall also take any and all steps necessary by fee ownership or avigation easement to ensure that the land within the designated Runway Protection Zone will not include anything that violates FAA standards, is an airport hazard or which might create glare or misleading lights or lead to the construction of residences, fuel handling and storage facilities, smoke generating activities, or places of public assembly, such as churches, schools, office buildings, shopping centers, and stadiums, golf courses or any other uses restricted by FAA standards.

(40) ENGINEER'S DESIGN REPORT: Prior to development of the plans and specifications, the Sponsor shall provide an engineer's report setting forth the general analysis and explanation of reasons for design choices. Said report shall include an itemized cost estimate, design computations, reasons for selections and modifications, comparison of alternatives, life cycle cost analysis, geotechnical report and any other elements that support the engineer's final plans and specifications.

(41) GEOMETRIC DESIGN CRITERIA: The Sponsor shall use the geometric design criteria promulgated by the FAA in the AC series and in FAA Orders. The Sponsor may request and receive approval for adaptation of said criteria where the FAA and the Commission concur that such adaptation is appropriate considering safety, economy and efficiency of operation.

(42) PLANS, SPECIFICATIONS AND ESTIMATES: The plans and construction specifications for this project shall be those promulgated by the FAA in the AC series and in FAA Orders.

(A) The plans shall include a safety plan sheet to identify work areas, haul routes, staging areas, restricted areas, construction phasing, shutdown schedule etc., and to specify the requirements to ensure safety during construction.

(B) The Sponsor shall submit all plans, specifications and estimates to the Commission for review and acceptance prior to advertising for bids for construction.

(43) CONSTRUCTION OBSERVATION/INSPECTION REQUIREMENTS: In

conjunction with submittal of the construction bid tabulation, the Sponsor shall provide a construction observation/inspection program setting forth a format for accomplishment of resident observation, construction inspection and overall quality assurance.

(44) CONSTRUCTION PROGRESS AND INSPECTION REPORTS: The Sponsor shall provide and maintain adequate, competent and qualified engineering supervision and construction inspection at the project site during all stages of the work to ensure that the completed work conforms with the project plans and specifications. Project oversight by the Commission's project manager or other personnel does not relieve the Sponsor of this responsibility.

(A) The Sponsor shall require the resident project representative to keep daily construction records and shall submit to the Commission a weekly construction progress and inspection report on the FAA Form 5370-1 ("Construction Project and Inspection Report"), completed by the resident project representative. A weekly summary of tests completed shall be included.

(B) Prior to final acceptance, the Sponsor shall provide to the Commission a testing summary report bearing the engineer's seal and including a certification from the engineer that the completed project is in compliance with the plans and specifications.

(45) WAGE LAWS: The Sponsor and its contractors and subcontractors shall pay the prevailing hourly rate of wages for each craft or type of worker required to execute this project work as determined by the Department of Labor and Industrial Relations of Missouri, and they shall further comply in every respect with the minimum wage laws of Missouri and the United States. Federal wage rates under the Davis-Bacon or other federal acts apply to and govern this Agreement also for such work which is performed at the jobsite, in accord with 29 CFR Part 5. Thus, this Agreement is subject to the "Contract Work Hours and Safety Standards Act", as amended (40 U.S.C. Sections 327, *et seq.*), and its implementing regulations. The Sponsor shall take the acts which may be required to fully inform itself of the terms of, and to comply with, state and federal laws.

(46) COMPETITIVE SELECTION OF CONTRACTOR: Construction that is to be accomplished by contract is to be competitively bid in accordance with federal procurement requirements, located at 49 CFR Part 18. Bid notices should be published in a qualified (local or area) newspaper or other advertisement publication located in the same county as the airport project as a minimum.

(47) REVIEW OF BIDS AND CONTRACT AWARD: The Commission shall review all contractors' bids and approve the selection of the apparent successful bidder prior to the Sponsor awarding the construction contract.

(48) NOTICE TO PROCEED: After the Commission receives copies of the executed construction contract between the Sponsor and the contractor, the performance and payment bonds and any other documentation as required by this Agreement, the Commission will authorize the Sponsor to issue a notice to proceed with construction.

(A) Notice to proceed shall not be issued until the Sponsor has provided satisfactory evidence of acceptable title to the land on which construction is to be performed. Ownership status of existing airport property as well as any land or easements acquired under this project must be included in a Certificate of Title tied to a current Exhibit "A" property map.

(B) The Sponsor shall issue a notice to the contractor within ten (10) days of authorization by the Commission, unless otherwise approved by the Commission.

(C) Any construction work performed prior to the Sponsor's issuance of a Notice to Proceed shall not be eligible for funding participation.

(49) DISADVANTAGED BUSINESS ENTERPRISES - CONSTRUCTION: The Sponsor shall notify prospective bidders that DBEs will be afforded full and affirmative opportunity to submit bids in response to the invitation and will not be discriminated against on grounds of race, color, sex or national origin in consideration for an award.

(A) The goal for this project to be awarded to DBE firms shall be established by the Commission based on the engineer's construction cost estimate included in the design report. The goal will be a percentage of the federal portion of the contract costs less the amount expended for land, easements, the Sponsor's in-house administration, force account work and any noncontractual costs. Failure to meet the DBE goal can render a bid proposal nonresponsible at the Commission's discretion.

(B) The Sponsor shall conduct field reviews and interviews with workers to ensure that the portion of the work identified in the construction contract to be performed by DBE firms is so performed. Results of these interviews shall be submitted to the Commission with the weekly construction progress reports.

(50) LABOR STANDARDS INTERVIEWS: The Sponsor shall conduct periodic random interviews with the workers to assure that they are receiving the established prevailing wages. Results of these interviews shall be submitted to the Commission with the weekly construction progress reports.

(51) AIR AND WATER QUALITY STANDARDS: Approval of the project is conditioned on the Sponsor's compliance with the applicable air and water quality standards in accomplishing project construction and in operating the airport. Failure to comply with this requirement may result in suspension, cancellation or termination of federal assistance under this Agreement.

(52) FILING NOTICE OF LANDING AREA PROPOSAL: When a project involving changes to the runway will be implemented at an airport, the Sponsor must submit FAA Form 7480-1 ("Notice of Landing Area Proposal") to the FAA not less than one hundred twenty (120) days prior to commencement of any construction or alteration. A copy of the form as filed with the FAA and the FAA airspace determination letter must be provided to the Commission. This form must be submitted for any projects that involve the widening, lengthening or reconstruction of an existing runway

or construction of a new runway. When the funded project is strictly a master plan/site selection, this form will be submitted for the final three proposed sites prior to development of the ALP.

(53) FILING NOTICE OF PROPOSED CONSTRUCTION OR ALTERATION:

When a development project that does not involve changes to the runway will be implemented at an airport, the Sponsor must submit FAA Form 7460-1 ("Notice of Proposed Construction of Alteration") to the FAA not less than one hundred twenty (120) days prior to commencement of any construction or alteration. A copy of the form as filed with the FAA and the FAA airspace determination letter must be provided to the Commission. This form must be submitted for construction of any permanent structures on the airport, temporary structures over 20 feet in height or use of construction equipment over 20 feet tall. It is not necessary for routine construction projects, unless they include above ground installations.

(54) CHANGE ORDERS/SUPPLEMENTAL AGREEMENTS: All change orders/supplemental agreements must be submitted to the Commission for approval prior to implementation to ensure funding eligibility. Requests for additional work for items not included in the original bid must be accompanied by a cost analysis to substantiate the proposed costs.

(55) RESPONSIBILITY FOR PROJECT SAFETY: During the full term of the project, the Sponsor shall be responsible for the installation of any signs, markers or other devices required for the safety of the public. All markers or devices required shall conform with all applicable FAA regulations or specifications.

(A) The Sponsor shall ensure that a safety plan is included in the contract documents and that the Contractor complies with the safety plan during construction.

(B) It is also the responsibility of the Sponsor to issue, through the applicable FAA Flight Service Station, any and all Notices to Airmen that may be required. Copies of notices shall also be sent to the Commission as soon as they are filed with the FAA.

(56) RECORD DRAWINGS: The Sponsor shall provide one (1) set of blue line or black line as-built construction plans and two (2) sets of the updated ALP with a narrative report to the Commission upon project completion. The Commission will forward one (1) set of the updated ALP to the FAA central region office.

*[Remainder of Page Intentionally Left Blank]*

IN WITNESS WHEREOF, the parties have entered into and accepted this Agreement on the last date written below.

Executed by the Sponsor this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Executed by the Commission this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

MISSOURI HIGHWAYS AND  
TRANSPORTATION COMMISSION

CITY OF HARRISONVILLE

By \_\_\_\_\_

By \_\_\_\_\_

Title \_\_\_\_\_

Title \_\_\_\_\_

Attest:

Attest:

\_\_\_\_\_  
Secretary to the Commission

By \_\_\_\_\_

Title \_\_\_\_\_

Approved as to Form:

\_\_\_\_\_  
Commission Counsel

Ordinance No. \_\_\_\_\_  
(if applicable)

Attachment: Item #2b-SBGA Airfield Maint Proj (1955 : Airfield Pavement Maintenance Grant)

CERTIFICATE OF SPONSOR'S ATTORNEY

I, \_\_\_\_\_, acting as attorney for the Sponsor, do hereby certify that in my opinion, the Sponsor is empowered to enter into the foregoing grant Agreement under the laws of the State of Missouri. Further, I have examined the foregoing grant Agreement, and the actions taken by said Sponsor and Sponsor's official representative have been duly authorized and the execution thereof is in all respects due and proper and in accordance with the laws of the said state and the Airport and Airway Improvement Act of 1982, as amended. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said grant constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

SPONSOR: City of Harrisonville

\_\_\_\_\_  
Name of Sponsor's Attorney (typed)

\_\_\_\_\_  
Signature of Sponsor's Attorney

Date \_\_\_\_\_

Attachment: Item #2b-SBGA Airfield Maint Proj (1955 : Airfield Pavement Maintenance Grant)



**TO:** Board of Aldermen  
**FROM:** Keith Moody, City Administrator  
**DATE:** July 15, 2015  
**SUBJECT:** Review & Preliminary Approval of 2016 Objectives

**Type of Item:** *Report*

**L. Action Item (ID # 1956)**

Review & Preliminary Approval of 2016 Objectives

Attachments:

BA- Preliminary Objectives 2016 (DOC)

2016 Goals and Objectives- Draft (DOC)

**LETTER TO THE  
BOARD OF ALDERMEN  
HARRISONVILLE, MISSOURI**

**FROM:** Keith Moody, City Administrator  
**AGENDA ITEM:** Preliminary Approval of Objectives for FY 2016  
**DATE:** July 20, 2015 Meeting Date

**Background:** Developing objectives for 2016 is the first task that the Department Heads and Aldermen are charged with in the budget development process. The Objectives have been reviewed with the City Administrator with the submitter for completeness and to assure they serve to improve citizen satisfaction areas that are below average, improve ICMA performance measures that are below average, address priorities set by the Board or further the broadly termed Goals that the Board re-adopted. The Objectives are incorporated into a comprehensive list, under the Goal which the Objective best relates.

The Objectives are given Preliminary approval at this stage; in doing so Department Heads are given confirmation from the Board that they believe these are good ideas. The Department Head shall then incorporate the financial impacts into the budget account identified in the Objective. As the complete budget is developed, the City's ability to afford completing the Objectives will be assessed. It is almost certain that even though the Objectives are good ideas, the City will not be able to afford to implement them all.

**Policy Question:** Should the Board of Aldermen give preliminary approval to the 2016 Objectives?

**Budget Impact:** Again, the ability of the City to afford completing the Objectives will be assessed as the budget revenues and expenditures are pulled together over the next month. Objectives will more than likely need to be prioritized and some eliminated due to financial constraints.

**Review:** If there are questions concerning the appropriateness or effectiveness of an Objective the Board should raise those issues NOW. By giving an Objective preliminary approval the Board is confirming their support of the Objective, although funding ability remains to be determined.

An Objective may list options, the Board may leave the options as presented and decide later on which they wish to pursue or list only one option they wish to pursue in the Objective. Staff will be in attendance to answer questions about Objectives.

**Recommendation:** I recommend preliminary approval of these Objectives with any changes/edits the Board of Aldermen deems appropriate.

# Fiscal Year 2016- Draft

## Organizational Goals & Current Objectives

### A. Enhance Communication and Engagement with the Community – *by expanding opportunities to inform and engage citizens in an open and participatory manner.*

#### Objectives:

#### 1. Enlist Volunteers and City Staff to Assist in Code Enforcement

Justification:

Citizen Satisfaction with the overall appearance of the community has continued to decrease in each of the surveys falling 7 points since the initial 2008 survey. Satisfaction has also fallen considerably in how a citizen views Harrisonville as a place to buy their next home (declining 16 points). Satisfaction has also declined with the enforcement of clean-up of litter and debris (down 7 points) along with mowing of lawns and maintenance of residential properties. Harrisonville satisfaction levels for these elements are below average for the region and nation.

Enlisting volunteers to assist staff in documenting code violations and perform compliance inspections would enable the City to return to a proactive code enforcement approach vs. the complaint driven approach currently employed due to a limited part time staffing budget (27 hours per week). The additional cost would be fuel. Volunteers would document the location and condition with digital pictures and convey this information to the Code Enforcement staff. Staff would attempt to contact property owners prior to following up with written notifications, volunteers would re-inspect following the deadline for compliance. In addition city staff that work throughout the community will forward potential violations to Code Enforcement staff as well.

Cost Estimate: \$1,000      **Account 01-6-0608-0302**

Completion Date: January 31, 2016

Responsible Party: Community Development Director

Submitted By: Alderperson Bowman

Attachment: 2016 Goals and Objectives- Draft (1956 : Review & Preliminary Approval of 2016 Objectives)

**B. Improve Community Assets** – *through timely maintenance and replacement as well as improving assets to modern standards.*

**Objectives:**

**1. Place Question on 2016 Ballot to Discontinue Collecting Sales Tax on Motor Vehicles**

Justification:

State law now requires cities that have passed local sales taxes to put a second question on the ballot asking residents for approval to discontinue collecting sales tax on the purchase of vehicles by November 2016 or the jurisdiction must cease collecting the sales tax. Unless a Use Tax has been approved by the City state law will preclude a city with sales taxes in place from continuing the practice of sales tax being collected on vehicles. It is estimated that the city will see a decrease of \$100,000 per year in sales taxes used to support: the payment of debt on the community center as well as community center operations, police services, fire and ambulance services, street/sidewalk/stormwater maintenance and all other services supported by the general fund. The link below takes you to the Missouri Municipal Leagues information page which provides an in depth explanation of the litigation and laws leading to this situation. [http://c.ymcdn.com/sites/mocities.site-ym.com/resource/resmgr/OneStopShop/Model\\_Ordinance.VoteToContinue.pdf](http://c.ymcdn.com/sites/mocities.site-ym.com/resource/resmgr/OneStopShop/Model_Ordinance.VoteToContinue.pdf)

Cost Estimate:

\$20,000

**Account 01-6-0103-0216**

Completion Date:

April 15, 2016

Responsible Party:

Public Information Officer, Mayor and Alderman, Department Directors

Submitted By:

City Administrator

**Or Place Use Tax Question on 2016 Ballot**

Justification:

State law now requires cities that have passed local sales taxes to put a second question on the ballot asking residents for approval to discontinue collecting sales tax on the purchase of vehicles by November 2016 or the jurisdiction must cease collecting the sales tax. Unless a Use Tax has been approved by the City state law will preclude a city with sales taxes in place from continuing the practice of sales tax being collected on vehicles purchased out of state (putting Missouri auto dealers at a competitive disadvantage). It is estimated that the city will see a decrease of \$100,000 per year in sales taxes used to support: the payment of debt on the community center as well as community center operations, police services, fire and ambulance services, street/sidewalk/stormwater maintenance and all other services supported by the general fund. The link below takes you to the Missouri Municipal Leagues information page which provides an in depth explanation of the litigation and laws leading to

this situation. [http://c.ymcdn.com/sites/mocities.site-ym.com/resource/resmgr/OneStopShop/Model\\_Ordinance.VoteToContin.pdf](http://c.ymcdn.com/sites/mocities.site-ym.com/resource/resmgr/OneStopShop/Model_Ordinance.VoteToContin.pdf)

Cost Estimate: \$20,000 **Account 01-6-0103-0216**

Completion Date: April 15, 2016

Responsible Party: Public Information Officer, Mayor and Alderman, Department Directors

Submitted By: City Administrator

**2. Rent Concrete Plainer to Remove Sidewalk Trip Hazards**

Justification: The plainer would be used to eliminate trip hazardous along uneven sidewalks that result from concrete sections shifting. It is requested that a concrete plainer tool be rented for one week. The machine equipped with rotating carbide cutters is capable of grinding a sidewalk with vertical offset leaving a beveled edge which is faster and more affordable than the alternative, replacing the sidewalk panel. The machine will be used and evaluated by city staff to determine if continued rental or the purchase of a plainer in the future makes sense.

Cost Estimate: \$1,750 **Account 01-6-0707-0216**

Completion Date: April 15, 2016

Responsible Party: Street Superintendent

Submitted By: Street Superintendent

**3. Emergency Services Parking Lot Resurfacing**

Justification: Both parking areas for our facility are in need of sealing. The parking lots were constructed when the building was new in 2001 and have not been re-sealed. They have held up well, but it is time for sealing and maintenance.

There are a few large cracks that will need to be filled prior to the application to the sealer. I have talked to the Street Superintendent regarding this objective. He stated that his department would assist us with this objective. They will do the crack sealing and our department would apply the sealer.

The street department would then paint the stripes and handicap parking symbols when cured.

Cost Estimate: \$3,000 **Account 16-6-0103-0502**

Completion Date: June 1, 2016

Attachment: 2016 Goals and Objectives- Draft (1956 : Review & Preliminary Approval of 2016 Objectives)

Responsible Party: Emergency Services Director

Submitted By: Emergency Services Director  
Street Superintendent

**4. Begin work on a Parks community support referendum to maintain the Park Sales tax at one half percent in order to sustain Parks and Recreation facilities and services at their current levels**

Justification: In the 2014 Citizen Direction Finder Survey, the following question was asked: “The Park Sales tax will decrease to one quarter of a percent when debt on the Community Center is paid off. Would you support keeping the Parks Sales Tax at one half percent to sustain Parks and Recreation facilities and services currently provided?” 65.3% responded YES to this question.

Although the Community Center bond is not paid off until 2023, the current fund balance level is much lower than anticipated when the facility was built in 2005. Although the Community Center has been very successful and currently has over 4,000 members with the operating budget averaging around 88% cost recovery, there have been four unanticipated leaks at the indoor pool which has cost the fund approximately \$250,000. Exercise equipment replacement, HVAC repairs, water heater replacements, pump replacements, pool feature replacements, computer system replacements, replacing furniture and televisions, establishing a training room for the personal trainer, adding equipment to the multipurpose room and aerobics studio, and the addition of a sauna and whirlpool are significant expenditures during the initial 10 years of operation that have also drawn upon fund reserves. Maintenance and equipment replacement costs have increased as the facility has aged. The Community Center expenses have averaged \$50,000 a year beyond revenues with this supplemental funding coming out of the diminishing fund balance. The Community Center fund balance is estimated at \$151,000 for the year ending 12/31/15 based upon the amended 2015 budget. \$204,000 fund reserves in the debt service fund for the bonds on the Community Center are also resources of the Community Center. Combined the estimated available fund balance is \$355,000. It is anticipated that the fund balances would be depleted in 7 years based on the average annual expenses above revenue. It is possible that these could be depleted in less time in the event of a major facility or mechanical breakdown.

By continuing the Park Sales tax at one half percent, the Community Center operations would be able to continue at their current level. If the tax continuation was approved before the Community Center bond is paid off, the General Fund would be able to cover any expenses incurred after the fund balance is depleted. When the bond is paid off in 2023 a portion of the ½ cent sales tax would then be used to pay back the supplemental funds to the General Fund. This referendum would be a “no sunset” extension of the ½ cent sales tax for Parks.

Cost Estimate: \$3,000 Education Materials **Account 15-6-0103-0203**

Completion Date: December 31, 2016

Responsible Party: Park Board and Parks & Recreation Director

Submitted By: Park Board and Parks & Recreation Director

**5. Expand the Linear Trail System**

Justification: As a part of the Bicycle and Pedestrian Master Plan and the Comprehensive Parks & Recreation Master Plan, linear trail development is listed as a priority for future development. In addition, in the recent Citizen Direction Finder Survey, trail development was listed as a top priority by citizens and recommended to receive the most emphasis over the next two years.

Currently, the sidewalk stops after approximately 1,000 feet on Jefferson Parkway and there are no sidewalks or trails that lead on to the Community Center. Those wishing to bike, jog or walk to the Community Center are therefore forced to travel via the very narrow roadway. The Community Center is a destination location for many citizens in our community and travel is currently unsafe outside of a vehicle. The Bicycle and Pedestrian Master Plan prioritizes “projects that would help to alleviate existing safety hazards in areas that are currently used by pedestrians and bicyclists.”

Staff has contacted the two property owners where a trail easement would need to be established. Both property owners, John Southard and Laurence Smith Sr. have agreed to donate their land for this easement. Thus, the main cost would be in obtaining an official survey for the easement and the construction of the trail. A combination of cement, aglime and asphalt will be used in different locations in order to complete the linear trail connection. This is the same process that was used in the development of the trail off of Thunderbird which connects to the School District property and ultimately City Park. The majority of this project would be constructed in house by Parks staff in order to mitigate costs. The cost of the project would be covered using funds collected from developers as Payment in Lieu of Park Land Dedication.

Cost Estimate: \$50,000 **Account 11-6-0990-4215**

Completion Date: November 15, 2016

Responsible Party: Parks and Recreation Director

Submitted By: Parks and Recreation Director and the Park Board

Attachment: 2016 Goals and Objectives- Draft (1956 : Review & Preliminary Approval of 2016 Objectives)

**C. Keep Our Community Safe & Secure – for all citizens, businesses, and visitors.**

## Objectives:

### 1. Replace “First Out” Medical Bags

Justification: When our crews respond to a medical call, they carry their supplies in what is called a “first out bag”. These bags carry all of the medical supplies necessary to take care of a patient. Currently, the staff has to carry in 3 different bags for these supplies.

We are currently evaluating a system (bag) that allows us to carry the supplies we need in just one bag. The trial is still in progress and hope to have a determination in the very near future.

This objective will replace two of the three bags that we carry. These two are the ones that are used the most frequent, basically on every emergency call.

No matter the system we use, the bags need to be replaced. These bags have been used for the last 8 years and are looking very rough and the zippers are not functioning very well. We have been fortunate to get this many years of service out of these bags.

Cost Estimate: \$4,000      **Account 16-6-0103-0502**

Completion Date: April 1, 2016

Responsible Party: FF / PM Andy Gross

Submitted By: Emergency Services Director

### 2. Replace Stair Chairs – Patient Movement Devices

Justification: Patient movement within residential structures can be challenging. The patient cot cannot always be maneuvered within the residence. In order to facilitate patient movement in confined areas a device called a “stair chair” is used. This allows us to move the patient that cannot walk through tight hallways and up and down stairs.

The devices in use currently are over 15 years old and are in the need of replacing. A chair is kept in each of the three ambulances.

Cost Estimate: \$7,000      **Account 16-6-0103-0502**

Completion Date: June 1, 2016

Responsible Party: Capt. Eric Myler

Submitted By: Emergency Services Director



### 3. Police Department Certification

Justification: In 2015 the police department worked with Lexipol and Mid-west Public Risk (MPR) to revise our Standard Operating Procedures (SOP). The Missouri Police Chief's Association offers a certification process where they will send a team in to evaluate the department and to recognize and eliminate any exposure.

Cost Estimate: \$5,000      **Account 01-6-0311-0216**

Completion Date: December 31, 2016

Responsible Party: Police Chief

Submitted By: Police Chief

### 4. Increase to Investigation Division Staff

Justification: In the last two City of Harrisonville budgets the police department received overtime funds to combat illegal drug activity within the City. We believe that we are starting to make progress with this problem but feel that it would be more effective with a full-time person tasked with combating this illegal activity daily rather than several officers trying to do it on occasion. This activity needs to be addressed on "drudgee time" not just when we have a few extra hours to spend on it. This new position will afford us that opportunity.

Originally, we requested this position be an addition to our sworn officer staff level. However, recognizing that adding additional resources to our budget will put other general fund departments in a position of having to reduce their service levels we ask the Board consider moving one of our existing patrol staff into the detective division to fill this position.

Cost Estimate: \$4,464      **Account 01-6-0311-03101**

Completion Date: December 31, 2016

Responsible Party: Lt. C. Osterberg

Submitted By: Chief John J. Hofer

## 5. Increase Dispatch Staffing

Justification:

**Timing** - There is never a good time to ask for additional staffing, particularly from the general fund and after the construction of a new building. However, this request is based on significant need. We have a fine team of dispatchers who work diligently to provide quality service to the citizens of Harrisonville. That being said, the department has been understaffed for years. Under current circumstances it is often difficult to find coverage. Many of our dispatch staff finds it difficult to use their earned annual leave time due to the lack of coverage options. At this point the dispatch staffing situation is a potential liability to the City.

**Staffing** – There are currently four full-time (FT) dispatchers and six part-time (PT) dispatchers. Four of the PT dispatchers hold FT positions at another PSAP (public safety answer point) 911 center, making their availability very limited. The two other PT dispatchers also have only PT availability. PT employees are limited to working an average of 29 hours or less a week by federal law or benefits will need to be provided. This limits a PT employee to just two 12 hour shifts per week. The night shift, especially midnight until 7:00 am is extremely difficult to cover should one of the FT dispatchers use annual leave. This has become more of an issue lately as two of the three PT dispatchers (willing to work the night shift) rotated from nights to days at the PSAP that employs them FT. If our FT dispatchers worked their scheduled 2080 hours each year (8320 hours) that leaves 440 hours of an 8760 hour year uncovered. This doesn't allow for the use of any annual leave, training or other excused absences for those dispatchers.

**Training** – The dispatcher position is a highly stressful position that requires a minimum of 16 weeks of training on a FT basis to be qualified to work alone. On average it takes about 20 weeks to adequately train an individual with no experience. To complete this same training for an inexperienced dispatcher on a PT basis would require closer to a full year. A PT dispatcher position is not a job that should be filled by someone with no experience. The training required is too extensive to allow for successful qualification. In addition to the required training to become a dispatcher the state requires a minimum of 16 hours of continuing educational hours annually. To complete the minimum training requirement for the state, the four FT dispatchers need to be absent a minimum of 64 hours annually, not including travel time. PT dispatchers have these same requirements; however the PT dispatchers who work for other PSAPs would acquire these hours through those agencies. The PT dispatchers who work only for Harrisonville will impact these hours on the PT dispatcher budget line item.

**Annual Leave** – Each of our FT dispatchers are afforded annual leave on the same schedule as any other FT City of Harrisonville staff member. In 2016, 3 of our FT dispatchers will receive 4 weeks'

vacation due to longevity. The remaining dispatcher receives 2 weeks' vacation. This is 560 hours of FT dispatcher vacation annually.

Each FT dispatcher receives a total of 11 holidays and one personal day annually. Each holiday and personal day is 12 hours as they work 12 hour shifts. The FT dispatchers have a total of 576 hours afforded them for use on an annual basis.

These same FT dispatchers receive sick leave to use as needed. Over the past three years (2012, 2013, 2014) our FT dispatch staff has used an average of 403 hours of sick leave annually. It is difficult to manage coverage when a FT dispatcher calls in sick on short notice.

**Coverage** – In each annual budget we are afforded overtime hours (approximately 458 hours) for the FT dispatchers (and front office staff) and part time hours to cover PT dispatchers (approximately 3057) to cover these absences. The hours available are adequate but it is becoming more difficult to find staff to cover the gaps. In recent years our annual dispatch overtime has been over budget (approximately \$30,000 per year) and part time hours have typically been below what has been budgeted. The budget isn't the problem. The use of PT rather than FT staff is the issue. During the budget process in 2005, 2006, 2008, and 2010 I highlighted this same problem and requested additional staffing but was denied.

Earlier this year while discussing the addition of staffing for dispatch I was asked to provide the number of dispatch hours paid by each of the five PSAPs in Cass County (Cass County, Belton, Raymore, Pleasant Hill, Harrisonville) along with the call volumes for each agency for the last five years. I have received the call volumes requested from Mid-America Regional Council (MARC) however only the last two years, 2013 and 2014, are comparable. In 2012 the Harrisonville PSAP received the new "Patriot" 911 system and until then could not correctly track the number of administrative calls to the Harrisonville PSAP. Additionally, the Human Resources Department has requested the number of dispatch hours paid per year data from the other entities payroll departments and this information has only been received from Pleasant Hill.

The table below shows the current number of FT dispatchers at each of the five PSAPs in Cass County along with the call volume provided by MARC for 2013 and 2014.

	<b>Cass County</b>	<b>Belton</b>	<b>Raymore</b>	<b>Pleasant Hill</b>	<b>Harrisonville</b>
<b># Full-time Dispatchers</b>	11	8	9	5	4
<b>Call Volume 2013</b>	62,582	80,399	50,188	20,206	36,096
<b>Call Volume</b>	54,333	89,984	51,556	21,514	42,583

<b>2014</b>					
<b>Average Call Volume</b>	58,457	85,191	50,872	20,860	39,339

When the number of total hours utilized for dispatch services from the other PSAPs is provided we can determine the number of calls per FTE (full time equivalent) per hour.

As you can see our call volume has increased significantly from 2013 to 2014, I think this trend will continue especially with the recent addition of I-49 through our community. Future economic development will likely increase this rate as well.

At this point we should have two dispatchers on duty at all times. The larger PSAPs in Cass County have two dispatchers scheduled throughout the majority of the day. We currently have two dispatch stations in our dispatch center so adding additional dispatchers will require a very minimal increase in equipment.

Currently we have significant struggles to find coverage to keep one dispatch chair occupied. More often than not we have just one dispatcher working and when this occurs they often struggle to find time to use the restroom, let alone mandated break periods.

We feel that it is necessary to add additional FT dispatch positions to adequately cover the dispatching needs for the City of Harrisonville. This will allow us to have two chairs filled in dispatch more often, as well as enhance our ability to cover absences. We feel that it is appropriate have two chairs filled in dispatch from 7:00 am until 1 am daily. This would equate to 18 hour per day or 75% of the time. The only new equipment that will be required is dispatcher head sets and uniforms.

Currently the dispatchers are under the supervision of Lt. Prindle. No offense to Lt. Prindle but he is a trained police officer and not a trained dispatcher. We are blessed to have a new state of the art communications center but along with that come technological and security issues specific to dispatch. I feel that it is necessary for dispatch to have its own supervision.

**Funding** – This objective was originally submitted requesting four additional FT dispatchers and one dispatcher supervisor however, recognizing that adding additional resources to our budget will put other general fund departments in a position of having to reduce their service levels we ask the Board consider adding two FT dispatchers. Currently we staff our dispatch center with two dispatchers (having two chairs filled) less than 15% of the time. By adding two FT dispatchers we feel that we can increase that second chair coverage to over 40% of the time. However, our goal would be to increase it to over 50%.

It is estimated that the cost to add one additional FT dispatcher will be roughly \$54,000. If we were able to add two additional dispatcher

positions we could reduce our PT line item (01-6-0310-0102) \$33,000 thus using these funds to fund over half of one of the requested positions. In order to have two dispatchers on more frequently and strive to meet our goal we cannot reduce the PT or OT salary accounts any further.

As you are aware, our communications center dispatches for the entire city, including the utility departments. We ask that the utility departments share the cost of funding the hiring of the second requested FT position.

In closing, I feel that these requests are based on need and the potential for liability exposure for the Police Department as well as the City of Harrisonville. I will be happy to provide any additional information upon request.

Cost Estimate: \$75,000 (2 Dispatchers) with a \$21,000 net increase covered by the General Fund and \$54,000 increase covered by the Water/Sewer and Electric utility funds. Currently the Water/Sewer Fund pays for 1% of dispatch service costs (roughly \$4,400/yr.) and the Electric Fund pays for 4% (roughly \$17,700/yr.), this is based on their historic call volumes and is a part of their Administrative Services charge.  
**Account 01-6-0310-0XXX**

Completion Date: December 31, 2016

Responsible Party: Lieutenant M. Prindle

Submitted By: Chief John J. Hofer

**D. Provide Great Customer Service – with professional, timely and friendly staff.**

**Objectives:**

**1. LED Street Light Conversion**

Justification: Convert remaining 1,000 metal halide street lights to LED. LED's last longer and is more energy efficient. Approximately 600 lights have been converted from metal halide to LED and Induction fixtures with the majority paid for through the MARC Bright Cities Grant Program we were involved with. This has saved the City approximately \$36,432/yr in KWH savings for the past two years. The LED fixtures last approximately 4 times longer and use 45% of the energy consumed by metal halide fixtures. LED lights will pay for themselves in four years with three to four years remaining in their service life. This objective would be completed over the 2015, 2016 and 2017 years with approximately 330 fixtures replaced per year at \$300 per fixture. After the complete installation the street light conversion will save the City approximately \$97,152 per year in power cost savings.

Cost Estimate: \$99,000/yr. for 3 years **Account 07-6-0721-0318**

Completion Date: 2017

Responsible Party: Electric Department Director

**2. Hire an Intern to Work with Historic Preservation Commission & Square Association**

Justification: This Historic Preservation Commission (HPC) has requested funds to hire an intern to work on projects and a new association focused on promoting the square could benefit from the assistance of this intern. Projects that have been discussed include:

- Expanding the Historic Preservation/Harrisonville’s presence on the City web page and/or establishing a web page link. This would allow the HPC to provide more historical information to the public.
- Having a guest speaker(s) attend their meeting(s), conducting professional development, and/or make a special presentation to the HPC and the public.
- Update Commission information with regards to CLG Requirements.

Cost Estimate: \$6,000 **Account 01-6-0608-0102**

Completion Date: October 15, 2015

Responsible Party: Director of Community Development

Submitted by: Director of Community Development / Historic Preservation Commission

**3. Add a Second Fulltime IT position**

Justification: The Systems Administrator position was created in 2002 out of a growing need for the reliability of in house IT support. The position was originally responsible for the single city hall server and pc’s at city hall, fire, ems, and parks of approximately 30. At the time connectivity was with 10 dialup lines and 10 email addresses.

Today we have the original position plus 1 ever changing part time staff responsible for; 13 locations, 120 plus pc's, laptops, tablets, and cell phones, 9 production servers and support of 3 others, 15 varying internet connections with 13 hardware firewalls, 5 other varying network appliances, 12 major applications and countless smaller applications, and 174 current email addresses. We also migrated to a new phone system with the police department construction that we expect to expand to all city facilities that will be served by the ongoing fiber project.

We have implemented countless new software, services, and pieces

Attachment: 2016 Goals and Objectives- Draft (1956 : Review & Preliminary Approval of 2016 Objectives)

of hardware that are more taxing on the staffs time and resources. The position has become a 24 hour a day 7 day a week position supporting our police and fire services as well as ongoing off hours maintenance of other existing systems.

The staff has also become point on phone and cell phone service and billing issues. Any issues pertaining to banking, credit card processing, PCI, HIPAA, and other security issues fall under the department's purview as well as any technical question any staff member may need guidance on.

As a stop gap, we had employed a strategy of defining a person in each dept. as the software administrator for their particular product. This was implemented because it is impossible for one person to keep up with the setup and day to day operations of each software. It is also helpful because people who do a job are more familiar with the business process of their department. This is still a solid strategy that has been hindered by turnover in some key positions and hiring replacements without those same skills or providing for their training. However, we have implemented a great deal more technology over the last 13 years than we can continue to maintain at the current staffing levels.

As we continue to move forward and look to add new services, maintain, and improve existing services, we will have to look to increase staffing as well as bolster our infrastructure as both are being pushed to their limits. We currently aren't capable of doing enough training, planning, security, policy, or compliance as the dept. has become reactive only. This is due to the amount of day to day workload just keeping everyone else working and project management. This was never more evident than when we were notified in January by the Highway Patrol that we would be receiving a FBI security audit of our Police dept. IT infrastructure because we have access to criminal history information. This caused us to make significant changes to our network infrastructure which also leads to more management time. We also spent countless hours on this project which left many other projects and problems on hold. This is the tip of the iceberg in the security realm and without additional staffing to work as another set of eyes on our security, backups, and updates, we are setting ourselves up for something to be missed and a failure to occur.

Staffing is the first step in bringing our IT Department forward; as we continue to evolve our infrastructure we have to realize that investments will have to be made in updating equipment and provide for higher levels of training.

Cost Estimate: \$78,000  
Current part time salary: \$20,000  
Net increase: \$58,000

Cost Estimate: \$58,000 **Account 01-6-0203-01xx**

Completion Date: March 31, 2016

Responsible Party: Systems Administrator

Submitted By: Finance Director

**E. Cultivate a Rewarding Work Environment – *where creativity, efficiency and productivity are continuous pursuits.***

**Objectives:**

**1. Add Payroll Specialist Hours**

Justification:

In June of 2013 the Human Resources Specialist went from a full-time position to a part-time position due to a retirement. The duties of the Human Resources Specialist at that time were:

- Processing of bi-weekly payroll for approximately 200 employees
- Reconciliation and payment of life insurance, United Way, Aflac Bills, Cambridge, LAGERS, health/dental/vision, garnishments
- Enrollment of new employees (assisting with the filling out of paperwork and reviewing of policies and insurance plans)
- Preparation of PAR's (personnel action form)
- Participate in interviews
- Assist with personnel issues
- Maintain Worker's Comp files
- Every other year health fair
- Open enrollment
- Scheduling of drug screenings for new employees
- Maintain the random drug testing by contacting departments and following up-done quarterly
- Preparation of quarterly reports-941, SUTA
- Quarterly report to the bureau of labor statistics
- Preparation yearly surveys
- Verification of employment of active and non-active employees
- E-verify of new employees
- Setting up of new employees in Incode
- Online insurance enrollment and termination
- Process W-2's
- Maintenance of garnishments
- Maintain personnel manual

This position was taken from full-time to part-time (8 hours per week) due to the anticipation of outsourcing payroll which was not successful. The City Clerk and Deputy City Clerk assumed additional responsibilities but with two years of experience in operating at this staffing level we recognize a need for additional staff hours in order to sustain service levels. We will continue looking at outsourcing payroll but in the meantime request to add 16 hours per week to the Payroll Specialists work schedule.

Cost Estimate: \$12,700 **Account 01-6-0103-0101**

Completion Date: January 1, 2016

Responsible Party: City Clerk

Submitted By: City Clerk

**F. Encourage Investment in Our Community** – *whether it be redevelopment, new development or maintenance.*

**1. Complete Water Treatment Plant Upgrades**

Justification: In 2014 the citizens of Harrisonville approved a \$7M bond issue to use with the remaining \$2.3M of a \$7M voter approval bond issue from 2008 to make improvements to the Water Treatment Plant to optimize the water treatment process and eliminate taste and odor issues. An SRF low interest loan is being requested to fund construction and design engineering.

Cost Estimate: \$7,100,000 **Account 08-6-0931-3047**

Completion Date: Substantially Completed 12-1-16

Responsible Party: Public Works Director and Assistant Public Works Director

Submitted By: Public Works Director

**2. Complete Design for Roadway Connection Between South Commercial Street and 267th Street.** – *Removal Anticipated Based on Direction of BOA on CIP*

Justification: Completion of the design of this roadway would be the first step to providing adequate access to approximately 2,000 acres of land on the west side of I-49. The City of Harrisonville Comprehensive Plan designates the west side of I-49 (west of the South Commercial Interchange) for commercial development (immediately around the interchange). Industrial development is planned for the remainder of the area.

Economic Development Background Information: Since 2013 Harrisonville has had 3 site visits from industries. These employers were proposing structures of 750,000 s.f., 1,300,000 s.f. and 2,000,000 s.f. They anticipated employment at 150, 450, and 1,200. Two of these employers would have paid in excess of the County average salary of \$30,000 annually. The poor roadway infrastructure in Harrisonville's industrial area was a concern for all of the industries that visited Harrisonville. All of the site visits were located west of the South Commercial and I-49 Interchange.

Estimating Economic Impacts: A general rule of thumb when estimating the economic impact of a manufacturer is to simply

multiply the total annual payroll by 7. The last industry to visit Harrisonville had an average wage of \$50,000+ annually.  $\$50,000 \times 1,200 \text{ jobs} = \$60,000,000 \text{ payroll}$ .  $\$60,000,000 \text{ payroll} \times 7 = \$420,000,000 \text{ estimated economic impact annually}$ . (Note: the average wage for manufacturing in the United States is approximately \$40,000 annually.)

Estimating State and Local Taxes: The estimated taxes generated for projects such as this are substantial. As an example, the State of Kentucky estimates that 100 manufacturing jobs would generate \$3,386,000 annually in taxes for every 100 employees. To get a ballpark estimate as to the amount a project would generate in state and local taxes I will use our last project that would have employed 1,200. Simply take  $\$3,386,000 \times 12$  and the result would be \$40,632,000 tax dollars generated annually. This estimate is NOT what the City would receive annually. The City would receive their portion of the tax revenue. The other taxing jurisdictions, such as the School District, Cass County, the State of Missouri, Cass Regional Medical Center, would also benefit from the increase in revenue. Also, keep in mind that our last industrial prospect paid significantly greater than the average manufacturing employer. This estimate is likely low.

Harrisonville's Economic Situation: *Harrisonville's Median Household Income.* The income of the citizens of Harrisonville has declined. In 2000 the Citizens enjoyed incomes in excess (+\$1,564) of the state of Missouri median household income. In 2012, the income of the citizens had fallen by \$3,300 annually, as compared to the state median income.

### Household Income

#### Median Household Income, #291

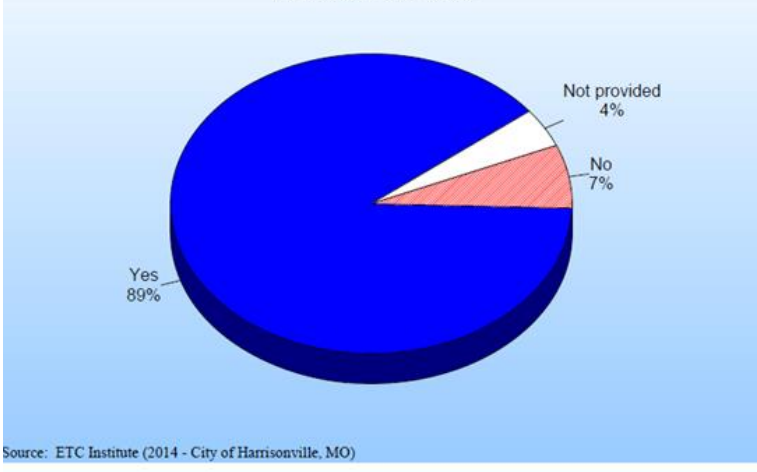


#### Median Household Income Growth Since 2000, #635



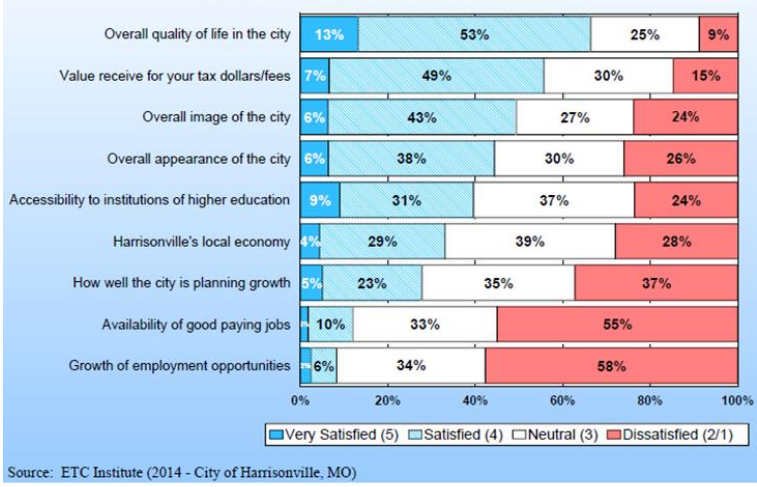
*Citizen's Survey.* 89% of those surveyed wanted the City to make efforts to attract employers that pay higher wages.

Q23. Should the City make efforts to attract companies that pay higher wage jobs in fields such as technology based companies and manufacturing?  
by percentage of respondents



*Citizen Survey.* 8% of those surveyed are satisfied with the Growth of Employment Opportunities in Harrisonville...while 58% are dissatisfied. 12% of those surveyed are satisfied with the availability of Good Paying Jobs....while 55% are dissatisfied.

Q3. Satisfaction with Items That Influence Perceptions of the City of Harrisonville  
by percentage of respondents (excluding don't knows)



*Enhanced Enterprise Zone Recommendation.* The Enhanced Enterprise Zone Board recommended to the Board of Aldermen that they pursue the development of the subject roadway.

*Chamber Economic Development Committee.* The Chamber Economic Development Committee requests that the City pursue the development of the subject roadway.

Goals of the Board of Aldermen: To achieve several of the Goals of the Board of Aldermen, additional revenues are needed. The

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following are examples of where the City is falling short. Attracting new business (especially industry) will increase City revenues, thereby helping the City reach its goals.

*Improve Community Assets.* (1) The City capital improvements budget has been shrinking and the trend has been that fewer capital projects are possible. (2) The City is falling behind on its street maintenance program. The trend is that the City will not be able to maintain what we have in the relatively near future.

*Keep our Community Safe and Secure.* The City has several structures around town that need to be demolished (examples: old hospital on Pearl Street, Linbergh Apartments, numerous residential structures and the water-electric building). These structures are dangerous and people regularly get into them. Budget requests have been made to demolish. However, due to lack of funds, the requests were denied.

*Provide Great Customer Service.* For decades the City has had 2 building inspectors on staff. This had been a good practice for efficiency and customer service. Three years ago we reduced our staff to one building inspector. Consequently, when the building inspector is on vacation, out sick, or simply on another inspection we have to ask the customer/citizen to come back at a later time/date or delay a project until the inspector is available. This second building inspector position was eliminated due to a lack of funds.

*Cultivate a Rewarding Work Environment.* City employees take pride in providing good customer service. However, it is disappointing when we don't have the staff, or equipment, to provide the level of customer service that we have in the past.

*Encourage Investment in Our Community.* (1) The income of the citizens of Harrisonville has not been keeping up with the rest of the state and nation. It has been shown in the 2008 Housing Market Study that some of our property maintenance issues are due to the fact that our citizen's income is not allowing for the proper maintenance of their properties. (2) By not investing in our key infrastructure on the west side of I-49, we are not seeing success in attracting industry, employers and jobs. (3) When Harrisonville's citizens have less income, Harrisonville's retailers make less money. Consequently, fewer retailers exist because there is less money in the community and the remaining retailers make less...leaving less for property maintenance, decreasing the likelihood for expansion and increasing the vacancy rate for commercial buildings.

Conclusion: If Harrisonville's citizens increase their income, the citizens have more money to spend. The more the citizens spend, the more taxes are generated. This allows the City (as well as the other taxing entities) additional revenue to help maintain - improve infrastructure and provide better customer service. Consequently, the citizens win with higher incomes, the businesses win with larger

profits, and the City wins by providing better services without raising taxes.

Cost Estimate: \$175,000 **Account 01-6-0907-1004**

Completion Date: December 31, 2016

Responsible Party: Director of Community Development

Submitted By: Director of Community Development

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