



**AGENDA
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
WORK SESSION
COMMUNITY CENTER
JULY 6, 2015
6:00 PM**

- I. Call to Order**
 - A. Roll Call**
- II. Discussion Items**
 - A. 2016 Pay Scale**
 - B. Review 2016 Equipment Replacement Schedule**
 - C. 2016 FIVE YEAR CIP**
 - D. AIRPORT REPORT**

Posted on City Hall Bulletin Board this 2nd day of July 2015

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



TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: June 10, 2015
SUBJECT: 2016 Pay Scale

Type of Item: *Approval*

A. Action Item (ID # 1911)

2016 Pay Scale

Attachments:

BA-Pay Scale Amendment for FY 16 (PDF)

CPI & ECI for 2016 (PDF)

MARC Comparable Communities List- 2016 (PDF)

MARC Wage Survey for Comparable Communities 6-5-15 (PDF)

2016 Proposed Pay Scale (PDF)

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

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%	
Average			2.05%		2.92%	2.75%

Figure #2: Pay Scale Adjustment Guide

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



Compensation Survey System

In partnership with Technology Net

HARRISONVILLE

Full Mode

General Info

Entity Group - KC Metro Comparable Communities

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	Entity	Contact	Phone	Email	Web	Population	FTEs	Budget	Updated	
Job Matches	BELTON, MO	Brad Foster	816-331-4331	bfoster@belton.org	belton.org	23,244	185.00	\$16,763,881.00	07/15/2014	Remove
Job Matches	BLUE SPRINGS, MO	Sue Heiman	816-228-0138	sheiman@bluespringsgov.com		53,014	288.00	\$79,938,462.00	10/03/2013	Remove
Job Matches	EXCELSIOR SPRINGS, MO	Stephanie Baker	816-630-0261	sbaker@ci.excelsior-springs.mo.us	www.cityofesmo.com	12,000	120.00	\$0.00	12/04/2013	Remove
Job Matches	GARDNER, KS	Alan Abramovitz	913-856-0943	aabramovitz@gardnerkansas.gov		20,000	133.00	\$0.00	04/30/2015	Remove
Job Matches	GLADSTONE, MO	Charlene Leslie	816-436-2200	charlene1@gladstone.mo.us	www.gladstone.mo.us	25,784	195.00	\$17,000,000.00	02/10/2014	Remove
Job Matches	GRAIN VALLEY, MO	JAIME REHMSMEYER	816-847-6213	jrehmsmeyer@cityofgrainvalley.org	www.cityofgrainvalley.org	12,800	57.00	\$12,500,000.00	07/29/2013	Remove
Job Matches	GRANDVIEW, MO	Deb Angell	816-316-4800	dangell@ci.grandview.mo.us		24,475	163.00	\$29,412,435.00	05/29/2014	Remove
Job Matches	HARRISONVILLE, MO	Kim Hubbard	816-380-8916	khubbard@ci.harrisonville.mo.us	www.ci.harrisonville.mo.us	10,016	156.00	\$29,854,000.00	05/26/2015	Remove
Job Matches	KEARNEY, MO	James Eldridge	816-628-4142	jeldridge@kearneymo.us	ci.kearney.mo.us	8,381	31.00	\$2,894,348.00	03/18/2015	Remove
Job Matches	KEARNEY FIRE & RESCUE, MO	Larry Pratt	816-628-4122	lpatt@kearneyFire.org	KearneyFire.org	18,000	25.00	\$2,500,000.00	04/16/2015	Remove
Job Matches	LEAVENWORTH, KS	Lona M. Lanter	913-680-2608	llanter@firstcity.org	www.lvks.org	36,000	280.00	\$42,600,000.00	07/01/2013	Remove
Job Matches	LIBERTY, MO	Amy Brusven	816-439-4441	abusven@ci.liberty.mo.us		30,000	215.00	\$15,544,240.00	09/10/2014	Remove
Job Matches	MERRIAM, KS	Sari Maple	913-322-5502	smapple@merriam.org		11,174	94.00	\$17,500,681.00	06/05/2015	Remove
Job Matches	MIAMI COUNTY, KS	Holly Ray	913-294-9530	hrray@miamicountyks.org		32,800	200.00	\$34,552,862.00	05/05/2015	Remove
Job Matches	MISSION, KS	Jesse Rozof	913-676-8354	jrozof@missionks.org	www.missionks.org	10,000	69.00	\$26,500,000.00	12/03/2014	Remove
Job Matches	NORTH KANSAS CITY, MO	Jan Gall	816-274-6000	jjgall@nkc.org		4,200	171.00	\$13,332,404.00	10/14/2013	Remove
Job Matches	PLEASANT HILL, MO	Jodie Wasson	816-540-3135	jodiew@pleasanthill.com	www.pleasanthill.com	8,113	40.00	\$0.00	03/25/2015	Remove
Job Matches	PRAIRIE VILLAGE, KS	Amy Hunt	913-385-4664	ahunt@pvkansas.com	www.pvkansas.com	21,500	145.00	\$15,000,000.00	10/13/2014	Remove
Job Matches	RAYMORE, MO	Shawn Aulgur	816-892-3005	saulgur@raymore.com	www.raymore.com	19,206	99.00	\$10,357,167.00	03/13/2015	Remove
Job Matches	RAYTOWN, MO	Debbie Duncan	816-737-6006	debbied@raytown.mo.us	www.raytown.mo.us	29,513	181.00	\$29,041,659.00	06/12/2014	Remove
Job Matches	RIVERSIDE, MO	Meredith Hauck	816-741-3993	mhauck@riversidemo.com	www.riversidemo.com	3,000	73.00	\$9,700,000.00	04/29/2013	Remove
Job Matches	SMITHVILLE, MO	Kelli Oldham	816-532-3897	koldham@smithvillemo.org	smithvillemo.org	8,500	40.00	\$3,500,000.00	10/03/2014	Remove
Job Matches	SOUTH METRO FIRE DISTRICT, MO	Mary Lacy	816-331-3008	mlsmfd@yahoo.com	www.southmetrofire.org	25,000	31.00	\$0.00	02/04/2014	Remove

Add to group

The following are all the email addresses listed above.
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Attachment: MARC Comparable Communities List- 2016 (1911 : 2016 Pay Scale)

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
Average						\$74,463	\$92,387	\$110,312	\$92,407	\$92,407	\$92,637	
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
Difference						\$852	\$1,757	\$2,661	\$7,593	\$7,593	\$7,363	
Difference %						1.1%	1.9%	2.4%	7.6%	7.6%	7.4%	
# of Respondents						13	13	13	8	8	12	
Standard Deviation						\$8,944	\$12,847	\$17,545	\$14,689	\$14,689	\$15,330	
Standard Error						\$2,481	\$3,563	\$4,866	\$5,193	\$5,193	\$4,425	

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
Average						\$47,338	\$57,200	\$67,062	\$55,701	\$55,701	\$56,282	
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
Difference						\$321	\$2,374	\$4,427	\$5,799	\$5,799	\$5,218	
Difference %						0.7%	4.0%	6.2%	9.4%	9.4%	8.5%	
# of Respondents						17	17	17	7	7	13	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

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

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
Average						\$91,087	\$106,449	\$121,811	\$117,688	\$117,688	\$122,643	
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
Difference						(\$572)	\$6,695	\$13,962	(\$1,688)	(\$1,688)	(\$6,643)	
Difference %						-0.6%	5.9%	10.3%	-1.5%	-1.5%	-5.7%	
# of Respondents						9	9	9	9	9	16	
Standard Deviation						\$13,064	\$18,374	\$26,157	\$20,601	\$20,601	\$20,209	
Standard Error						\$4,355	\$6,125	\$8,719	\$6,867	\$6,867	\$5,052	

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

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 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											
Average						\$47,049	\$58,676	\$70,303	\$52,964	\$52,964	\$54,586	
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
Difference						(\$4,414)	(\$5,382)	(\$6,350)	(\$3,964)	(\$3,964)	(\$5,586)	
Difference %						-10.4%	-10.1%	-9.9%	-8.1%	-8.1%	-11.4%	
# of Respondents						9	9	9	4	4	7	
Standard Deviation						\$9,442	\$11,829	\$14,365	\$15,181	\$15,181	\$14,512	
Standard Error						\$3,147	\$3,943	\$4,788	\$7,590	\$7,590	\$5,485	

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
Average						\$40,918	\$50,077	\$59,236	\$47,245	\$48,884	\$47,839	
HARRISONVILLE	CODES COMPL OFCR/BLDG INSP I		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
Difference						(\$2,747)	(\$2,363)	(\$1,979)	(\$47,245)	(\$48,884)	(\$47,839)	
Difference %						-7.2%	-5.0%	-3.5%	0.0%	0.0%	0.0%	
# of Respondents						13	13	13	8	8	11	
Standard Deviation						\$5,731	\$6,343	\$7,759	\$5,598	\$4,591	\$5,046	
Standard Error						\$1,590	\$1,759	\$2,152	\$1,979	\$1,623	\$1,521	

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											

Average						\$49,340	\$61,093	\$72,847	\$63,327	\$63,327	\$61,079	
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
Difference						(\$1,681)	(\$1,519)	(\$1,358)	(\$2,352)	(\$2,352)	(\$104)	
Difference %						-3.5%	-2.6%	-1.9%	-3.9%	-3.9%	-0.2%	
# of Respondents						10	10	10	6	6	10	
Standard Deviation						\$4,545	\$6,699	\$9,274	\$3,882	\$3,882	\$5,203	
Standard Error						\$1,437	\$2,118	\$2,933	\$1,585	\$1,585	\$1,645	

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 ENORCEMENT 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
Average						\$33,035	\$41,185	\$49,335	\$37,210	\$41,691	\$41,140	
HARRISONVILLE	CODE COMPLIANCE OFFICER		01/2015	2080.0	0	\$34,203	\$42,754	\$51,305	\$0	\$0	\$0	12/17/2014
Difference						\$1,168	\$1,569	\$1,970	(\$37,210)	(\$41,691)	(\$41,140)	
Difference %						3.4%	3.7%	3.8%	0.0%	0.0%	0.0%	
# of Respondents						16	16	16	9	9	12	
Standard Deviation						\$3,761	\$4,882	\$6,232	\$5,608	\$5,236	\$5,028	
Standard Error						\$940	\$1,221	\$1,558	\$1,869	\$1,745	\$1,452	

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

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

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

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

		Average				\$38,979	\$48,631	\$58,283	\$56,825	\$58,967	\$55,108		
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	
Difference						(\$808)	(\$917)	(\$1,026)	(\$56,825)	(\$58,967)	(\$55,108)		
Difference %						-2.1%	-1.9%	-1.8%	0.0%	0.0%	0.0%		
# of Respondents						6	6	6	4	4	5		
Standard Deviation						\$1,566	\$1,775	\$2,053	\$2,566	\$2,624	\$6,361		
Standard Error						\$639	\$724	\$838	\$1,283	\$1,312	\$2,845		

Job # 495 - GIS SPECIALIST I

						Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Min	Mid	Max	Low	High	Avg	Updated	
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												
Average						\$38,442	\$47,922	\$57,402	\$45,742	\$45,742	\$44,788		
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	
Difference						(\$271)	(\$208)	(\$145)	\$334	\$334	\$1,288		
Difference %						-0.7%	-0.4%	-0.3%	0.7%	0.7%	2.8%		
# of Respondents						6	6	6	4	4	6		
Standard Deviation						\$3,985	\$6,854	\$9,931	\$6,754	\$6,754	\$5,911		
Standard Error						\$1,627	\$2,798	\$4,055	\$3,377	\$3,377	\$2,413		

Job # 600 - BUILDING CUSTODIAN

						Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Min	Mid	Max	Low	High	Avg	Updated	
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	
Average						\$24,497	\$30,663	\$36,830	\$27,899	\$30,241	\$29,039		
HARRISONVILLE	CUSTODIAN		01/2015	2080.0	1	\$24,723	\$30,904	\$37,085	\$25,904	\$25,904	\$25,904	12/17/2014	
Difference						\$226	\$241	\$255	(\$1,995)	(\$4,337)	(\$3,135)		
Difference %						0.9%	0.8%	0.7%	-7.7%	-16.7%	-12.1%		
# of Respondents						7	7	7	5	5	5		
Standard Deviation						\$2,193	\$2,395	\$2,822	\$3,100	\$3,631	\$3,099		
Standard Error						\$829	\$905	\$1,067	\$1,387	\$1,624	\$1,386		

Job # 719 - ACCOUNTING CLERK I

						Range			Actual				
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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
Average						\$29,091	\$36,141	\$43,190	\$28,284	\$38,792	\$32,644	
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
Difference						(\$1,568)	(\$1,737)	(\$1,905)	\$0	\$0	\$893	
Difference %						-5.7%	-5.0%	-4.6%	0.0%	0.0%	2.7%	
# of Respondents						3	3	3	1	1	2	
Standard Deviation						\$3,299	\$4,361	\$5,436	\$0	\$0	\$1,263	
Standard Error						\$1,905	\$2,518	\$3,139	\$0	\$0	\$893	

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
Average						\$30,973	\$38,404	\$45,834	\$37,181	\$39,091	\$38,175	
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
Difference						\$3,230	\$4,350	\$5,471	\$6,915	\$11,474	\$9,155	
Difference %						9.4%	10.2%	10.7%	15.7%	22.7%	19.3%	
# of Respondents						7	7	7	6	6	7	
Standard Deviation						\$4,950	\$5,123	\$5,530	\$8,840	\$9,713	\$8,325	
Standard Error						\$1,871	\$1,936	\$2,090	\$3,609	\$3,965	\$3,147	

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
Average						\$31,102	\$38,715	\$46,327	\$36,176	\$39,158	\$38,948	
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
Difference						(\$435)	(\$381)	(\$326)	(\$3,936)	\$2,337	(\$2,080)	
Difference %						-1.4%	-1.0%	-0.7%	-12.2%	5.6%	-5.6%	
# of Respondents						7	7	7	4	4	6	
Standard Deviation						\$881	\$2,236	\$3,812	\$3,397	\$1,874	\$3,386	
Standard Error						\$333	\$845	\$1,441	\$1,698	\$937	\$1,382	

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											
Average						\$72,849	\$91,289	\$109,729	\$87,224	\$87,224	\$90,395	
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
Difference						\$2,466	\$2,855	\$3,244	\$12,776	\$12,776	\$9,605	
Difference %						3.3%	3.0%	2.9%	12.8%	12.8%	9.6%	
# of Respondents						14	14	14	7	7	12	
Standard Deviation						\$7,871	\$10,310	\$12,993	\$10,895	\$10,895	\$9,327	
Standard Error						\$2,104	\$2,755	\$3,473	\$4,118	\$4,118	\$2,692	

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
Average						\$29,062	\$36,501	\$43,941	\$31,770	\$33,852	\$32,217	
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
Difference						\$1,605	\$1,833	\$2,060	\$2,234	\$4,316	\$3,869	
Difference %						5.2%	4.8%	4.5%	6.6%	11.3%	10.7%	
# of Respondents						4	4	4	2	2	4	
Standard Deviation						\$2,692	\$2,381	\$2,390	\$3,160	\$6,104	\$2,804	
Standard Error						\$1,346	\$1,190	\$1,195	\$2,234	\$4,316	\$1,402	

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
						\$55,367	\$68,860	\$82,353	\$74,816	\$76,501	\$73,017	

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

Job # 1030 - COURT ADMINISTRATOR

						Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Min	Mid	Max	Low	High	Avg	Updated
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
Average						\$40,884	\$50,641	\$60,398	\$53,449	\$53,449	\$51,202	
HARRISONVILLE	MUNICIPAL COURT ADMINSTR		01/2015	2080.0	1	\$42,635	\$53,294	\$63,953	\$43,300	\$43,300	\$43,300	12/17/2014
Difference						\$1,752	\$2,653	\$3,555	(\$10,149)	(\$10,149)	(\$7,902)	
Difference %						4.1%	5.0%	5.6%	-23.4%	-23.4%	-18.2%	
# of Respondents						14	14	14	6	6	11	
Standard Deviation						\$5,955	\$7,993	\$10,260	\$9,915	\$9,915	\$8,265	
Standard Error						\$1,591	\$2,136	\$2,742	\$4,048	\$4,048	\$2,492	

Job # 1235 - PARK MAINTENANCE WORKER II

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

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

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

Job # 1250 - PARKS & RECREATION DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual			
						Min	Mid	Max	Low	High	Avg	Updated
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	City Administrator	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		01/2015	2080.0	1	\$67,800	\$90,432	\$113,064	\$0	\$0	\$95,500	02/24/2015
LEAVENWORTH	Parks & Recreation Director		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	CITY ADMINISTRATOR	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		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
Average						\$66,821	\$82,688	\$98,554	\$79,808	\$79,808	\$81,673	
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
Difference						(\$2,226)	(\$1,944)	(\$1,661)	\$442	\$442	(\$1,423)	
Difference %						-3.4%	-2.4%	-1.7%	0.6%	0.6%	-1.8%	
# of Respondents						13	13	13	6	6	12	
Standard Deviation						\$8,649	\$12,330	\$16,437	\$11,277	\$11,277	\$13,585	
Standard Error						\$2,399	\$3,420	\$4,559	\$4,604	\$4,604	\$3,922	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 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
Average						\$48,325	\$60,718	\$73,111	\$56,645	\$59,866	\$57,371	
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
Difference						(\$666)	(\$1,144)	(\$1,622)	\$128	(\$3,092)	(\$598)	
Difference %						-1.4%	-1.9%	-2.3%	0.2%	-5.4%	-1.1%	
# of Respondents						5	5	5	2	2	4	
Standard Deviation						\$4,223	\$5,180	\$6,729	\$181	\$4,373	\$1,889	
Standard Error						\$1,888	\$2,317	\$3,009	\$128	\$3,093	\$945	

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
Average						\$38,211	\$47,343	\$56,474	\$43,228	\$46,106	\$45,063	
HARRISONVILLE	PROGRAM/FITNESS SUPERVISOR		01/2015	2080.0	0	\$38,171	\$47,714	\$57,257	\$0	\$0	\$0	12/17/2014
Difference						(\$40)	\$371	\$783	(\$43,228)	(\$46,106)	(\$45,063)	
Difference %						-0.1%	0.8%	1.4%	0.0%	0.0%	0.0%	
# of Respondents						12	12	12	6	6	10	
Standard Deviation						\$3,779	\$5,224	\$7,265	\$7,899	\$8,261	\$7,649	
Standard Error						\$1,091	\$1,508	\$2,097	\$3,225	\$3,372	\$2,419	

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 ENORCEMENT 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 (1911 : 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
Average					\$30,804	\$38,442	\$46,079	\$33,990	\$37,523	\$35,758	
HARRISONVILLE	ANIMAL CONTROL OFFICER	01/2015	2080.0	1	\$30,667	\$38,334	\$46,001	\$40,560	\$40,560	\$40,560	12/17/2014
Difference					(\$137)	(\$108)	(\$78)	\$6,570	\$3,037	\$4,802	
Difference %					-0.4%	-0.3%	-0.2%	16.2%	7.5%	11.8%	
# of Respondents					11	11	11	8	8	11	
Standard Deviation					\$2,428	\$2,455	\$3,262	\$4,357	\$4,818	\$3,411	
Standard Error					\$732	\$740	\$984	\$1,540	\$1,703	\$1,028	

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											
Average						\$41,159	\$51,265	\$61,372	\$46,639	\$53,040	\$49,236	
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
Difference						\$1,476	\$2,029	\$2,581	\$3,958	\$2,760	\$3,964	
Difference %						3.5%	3.8%	4.0%	7.8%	4.9%	7.5%	
# of Respondents						10	10	10	9	9	9	
Standard Deviation						\$4,506	\$5,507	\$6,826	\$6,713	\$5,632	\$6,803	
Standard Error						\$1,425	\$1,742	\$2,159	\$2,238	\$1,877	\$2,268	

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

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

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
Average						\$38,179	\$47,924	\$57,669	\$37,697	\$50,786	\$43,410	
HARRISONVILLE	Firefighting Paramedic	Captain	01/2015	2920.0	9	\$38,171	\$47,714	\$57,257	\$38,275	\$44,897	\$39,609	12/17/2014
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
Average						\$47,948	\$59,591	\$71,234	\$56,834	\$64,672	\$59,908	
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
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
Average						\$70,670	\$89,869	\$109,068	\$96,340	\$96,340	\$95,923	
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
Difference						\$489	(\$920)	(\$2,329)	(\$18,840)	(\$18,840)	(\$18,423)	
Difference %						0.7%	-1.0%	-2.2%	-24.3%	-24.3%	-23.8%	
# of Respondents						8	8	8	6	6	8	
Standard Deviation						\$6,929	\$9,618	\$13,282	\$16,012	\$16,012	\$13,807	
Standard Error						\$2,450	\$3,400	\$4,696	\$6,537	\$6,537	\$4,881	

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											
Average						\$35,144	\$44,290	\$53,436	\$37,402	\$45,227	\$41,109	
HARRISONVILLE	FIREFIGHTING EMT	Captain	01/2015	2920.0	9	\$34,203	\$42,754	\$51,305	\$34,203	\$39,176	\$36,394	12/17/2014
Difference						(\$941)	(\$1,536)	(\$2,131)	(\$3,199)	(\$6,051)	(\$4,715)	
Difference %						-2.8%	-3.6%	-4.2%	-9.4%	-15.4%	-13.0%	
# of Respondents						8	8	8	7	7	8	
Standard Deviation						\$2,884	\$4,238	\$5,835	\$3,137	\$6,813	\$4,637	
Standard Error						\$1,020	\$1,498	\$2,063	\$1,186	\$2,575	\$1,639	

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

BLUE SPRINGS	POLICE CHIEF		04/2014	2080.0	1	\$77,080	\$96,347	\$115,614	\$120,533	\$120,533	
GLADSTONE			10/2014	2080.0	1	\$76,711	\$95,888	\$115,066	\$0	\$0	01/12/2015
GRANDVIEW	POLICE CHIEF		10/2014	2080.0	1	\$75,540	\$91,704	\$107,869	\$100,940	\$100,940	12/29/2014
GARDNER	POLICE CHIEF		01/2014	2080.0	1	\$73,944	\$90,918	\$107,892	\$0	\$0	12/11/2014
HARRISONVILLE	POLICE CHIEF		01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$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	03/17/2015
MIAMI COUNTY			05/2015	28.0	1	\$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	10/03/2014
PLEASANT HILL	POLICE CHIEF	CITY ADMINISTRATOR	04/2015	2080.0	1	\$61,984	\$69,670	\$77,355	\$0	\$0	03/25/2015
RIVERSIDE	NO MATCH										
NORTH KANSAS CITY	POLICE CHIEF		03/2014	2080.0	1	\$0	\$0	\$0	\$101,856	\$101,856	12/22/2014
RAYTOWN	POLICE CHIEF (ELECTED)		07/2014	2080.0	1	\$0	\$0	\$0	\$0	\$0	07/30/2014

Average						\$76,750	\$93,498	\$110,246	\$95,762	\$95,762	\$97,394
HARRISONVILLE	POLICE CHIEF		01/2015	2080.0	1	\$71,159	\$88,949	\$106,739	\$89,750	\$89,750	12/17/2014
Difference						(\$5,591)	(\$4,549)	(\$3,507)	(\$6,012)	(\$6,012)	(\$7,644)
Difference %						-7.9%	-5.1%	-3.3%	-6.7%	-6.7%	-8.5%
# of Respondents						16	16	16	8	8	15
Standard Deviation						\$8,288	\$13,818	\$20,247	\$14,233	\$14,233	\$13,472
Standard Error						\$2,072	\$3,455	\$5,062	\$5,032	\$5,032	\$3,478

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											
Average						\$56,632	\$68,495	\$80,357	\$67,307	\$72,770	\$67,580	
HARRISONVILLE	LIEUTENANT		01/2015	2080.0	2	\$58,739	\$73,424	\$88,109	\$58,739	\$63,000	\$60,870	12/17/2014
Difference						\$2,107	\$4,929	\$7,752	(\$8,568)	(\$9,770)	(\$6,710)	
Difference %						3.6%	6.7%	8.8%	-14.6%	-15.5%	-11.0%	
# of Respondents						9	9	9	7	7	8	
Standard Deviation						\$7,815	\$9,950	\$13,510	\$8,735	\$10,666	\$11,245	
Standard Error						\$2,605	\$3,317	\$4,503	\$3,301	\$4,031	\$3,976	

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	2.A.d
GRANDVIEW	POLICE OFFICER		10/2014	2080.0	39	\$37,612	\$45,644	\$53,677	\$39,499	\$54,642	\$41,829	
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	
RAYTOWN	POLICE OFFICER		07/2014	2080.0	23	\$34,620	\$42,588	\$50,556	\$34,624	\$55,965	\$40,415	
MIAMI COUNTY	DEPUTY	Sergeant	05/2015	2080.0	0	\$34,005	\$42,506	\$51,007	\$34,654	\$40,498	\$36,907	
KEARNEY	PATROLMAN		04/2015	2080.0	9	\$35,253	\$39,654	\$44,055	\$37,893	\$44,055	\$42,588	
PLEASANT HILL	POLICE OFFICER (LEVELS I, II)	PATROL SERGEANT	04/2015	2080.0	9	\$32,718	\$37,450	\$42,182	\$0	\$0	\$35,651	

Average						\$37,655	\$46,811	\$55,967	\$38,558	\$52,447	\$43,550	
HARRISONVILLE	POLICE OFFICER		01/2015	2210.0	16	\$38,171	\$47,714	\$57,257	\$38,171	\$50,719	\$40,646	12/17/2014
Difference						\$516	\$903	\$1,290	(\$387)	(\$1,728)	(\$2,904)	
Difference %						1.4%	1.9%	2.3%	-1.0%	-3.4%	-7.1%	
# of Respondents						16	16	16	12	12	15	
Standard Deviation						\$2,836	\$4,405	\$6,372	\$3,311	\$7,095	\$4,932	
Standard Error						\$709	\$1,101	\$1,593	\$956	\$2,048	\$1,273	

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
Average						\$50,564	\$61,200	\$71,836	\$53,355	\$65,844	\$59,986	
HARRISONVILLE	SERGEANT		01/2015	2210.0	4	\$47,659	\$59,574	\$71,489	\$47,659	\$60,222	\$53,933	12/17/2014
Difference						(\$2,906)	(\$1,626)	(\$347)	(\$5,696)	(\$5,622)	(\$6,053)	
Difference %						-6.1%	-2.7%	-0.5%	-12.0%	-9.3%	-11.2%	
# of Respondents						18	18	18	12	12	15	
Standard Deviation						\$6,359	\$8,174	\$10,746	\$6,235	\$8,716	\$8,500	
Standard Error						\$1,499	\$1,927	\$2,533	\$1,800	\$2,516	\$2,195	

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											

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

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											
							Average					
							\$25,895	\$32,249	\$38,603	\$27,638	\$30,302	\$28,418
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
	Difference						(\$1,172)	(\$1,345)	(\$1,518)	\$130	(\$454)	\$390
	Difference %						-4.7%	-4.4%	-4.1%	0.5%	-1.5%	1.4%
	# of Respondents						9	9	9	8	8	9
	Standard Deviation						\$2,242	\$2,502	\$3,317	\$3,389	\$3,545	\$2,788
	Standard Error						\$747	\$834	\$1,106	\$1,198	\$1,253	\$929

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
							Average					
							\$37,925	\$47,306	\$56,688	\$43,590	\$48,369	\$45,793
HARRISONVILLE	STREET/WS SUPERVISORS		01/2015	2080.0	2	\$42,635	\$53,294	\$63,953	\$46,800	\$55,328	\$51,064	12/17/2014
	Difference						\$4,710	\$5,988	\$7,265	\$3,210	\$6,959	\$5,271
	Difference %						11.0%	11.2%	11.4%	6.9%	12.6%	10.3%
	# of Respondents						6	6	6	3	3	5

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

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

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
Average						\$49,492	\$61,616	\$73,740	\$65,096	\$65,096	\$65,096	
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
Difference						(\$6,857)	(\$8,322)	(\$9,787)	(\$4,846)	(\$4,846)	(\$4,846)	
Difference %						-16.1%	-15.6%	-15.3%	-8.0%	-8.0%	-8.0%	
# of Respondents						4	4	4	3	3	3	
Standard Deviation						\$9,984	\$12,807	\$15,637	\$18,360	\$18,360	\$18,360	
Standard Error						\$4,992	\$6,403	\$7,818	\$10,600	\$10,600	\$10,600	

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
Average						\$75,445	\$93,821	\$112,197	\$92,041	\$92,041	\$94,506	
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
Difference						(\$4,286)	(\$4,872)	(\$5,458)	(\$3,041)	(\$3,041)	(\$5,506)	
Difference %						-6.0%	-5.5%	-5.1%	-3.4%	-3.4%	-6.2%	
# of Respondents						16	16	16	8	8	15	
Standard Deviation						\$8,671	\$12,356	\$16,335	\$8,325	\$8,325	\$10,650	
Standard Error						\$2,168	\$3,089	\$4,084	\$2,943	\$2,943	\$2,750	

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

Average						\$50,678	\$62,430	\$74,181	\$65,659	\$65,659	\$63,500	
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
Difference						\$2,621	\$4,194	\$5,768	\$1,602	\$1,602	\$3,761	
Difference %						4.9%	6.3%	7.2%	2.4%	2.4%	5.6%	
# of Respondents						9	9	9	3	3	6	
Standard Deviation						\$5,378	\$5,956	\$7,365	\$6,736	\$6,736	\$6,091	
Standard Error						\$1,793	\$1,985	\$2,455	\$3,889	\$3,889	\$2,487	

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
Average						\$30,454	\$37,437	\$44,421	\$37,074	\$42,548	\$37,634	
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
Difference						\$213	\$897	\$1,580	\$3,694	\$1,132	\$4,772	
Difference %						0.7%	2.3%	3.4%	9.1%	2.6%	11.3%	
# of Respondents						6	6	6	3	3	5	
Standard Deviation						\$1,518	\$2,907	\$4,804	\$3,201	\$5,651	\$4,413	
Standard Error						\$620	\$1,187	\$1,961	\$1,848	\$3,263	\$1,974	

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
Average						\$30,477	\$36,897	\$43,316	\$32,836	\$36,829	\$35,920	
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
Difference						\$190	\$1,437	\$2,685	(\$32,836)	(\$36,829)	(\$35,920)	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

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
Average						\$29,625	\$36,134	\$42,643	\$32,298	\$43,909	\$37,117	
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
Average						\$32,354	\$39,885	\$47,416	\$38,200	\$43,306	\$41,020	
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
Average						\$35,530	\$43,916	\$52,302	\$43,112	\$47,086	\$48,637	

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

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
						Difference	\$92	(\$41)	(\$175)	(\$5,799)	(\$1,193)	\$177
						Difference %	0.3%	-0.1%	-0.4%	-16.6%	-2.7%	0.4%
						# of Respondents	11	11	11	7	7	10
						Standard Deviation	\$3,997	\$4,800	\$5,848	\$13,810	\$11,649	\$11,523
						Standard Error	\$1,205	\$1,447	\$1,763	\$5,220	\$4,403	\$3,644

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
						Difference	\$4,320	\$5,118	\$5,916	\$8,065	\$3,241	\$4,064

2.A.d

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

Packet Pg. 28

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
MONTROSE	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

						Average	\$27,722	\$33,835	\$39,947	\$31,067	\$31,899	\$32,021
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

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

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
Average						\$32,108	\$39,483	\$46,857	\$39,980	\$44,038	\$41,978	
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
Difference						\$2,095	\$3,271	\$4,448	\$9,836	\$5,778	\$7,838	
Difference %						6.1%	7.7%	8.7%	19.7%	11.6%	15.7%	
# of Respondents						5	5	5	4	4	3	
Standard Deviation						\$5,568	\$6,921	\$8,336	\$9,082	\$9,138	\$9,990	
Standard Error						\$2,490	\$3,095	\$3,728	\$4,541	\$4,569	\$5,768	

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

PAYSON	Part-time Utility Customer Service Clerk	CITY TREASURER	07/2014	2080.0	0	\$0	\$0	\$0	\$0	\$0	\$0	11/15/2014
SILVER CITY	SECRETARY/RECEPTIONIST	VARIOUS DEPARTMENTS	07/2013	2080.0	4	\$0	\$0	\$0	\$20,045	\$29,560	\$21,550	01/14/2014
Average						\$25,297	\$30,816	\$36,336	\$28,995	\$31,153	\$29,718	
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						\$2,226	\$3,588	\$4,949	(\$915)	\$3,063	\$208	
Difference %						8.1%	10.4%	12.0%	-3.3%	9.0%	0.7%	
# of Respondents						25	25	25	20	20	22	
Standard Deviation						\$3,943	\$4,747	\$5,725	\$6,081	\$6,621	\$6,070	
Standard Error						\$789	\$949	\$1,145	\$1,360	\$1,480	\$1,294	

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 LINEWORKER 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 LINEWORKER 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
Average						\$41,581	\$44,113	\$46,645	\$44,869	\$45,708	\$45,148	
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
Difference						(\$3,410)	\$3,601	\$10,612	(\$5,349)	(\$6,188)	(\$5,628)	
Difference %						-8.9%	7.5%	18.5%	-13.5%	-15.7%	-14.2%	
# of Respondents						8	8	8	6	6	6	
Standard Deviation						\$8,672	\$7,515	\$8,271	\$10,770	\$11,951	\$11,135	
Standard Error						\$3,066	\$2,657	\$2,924	\$4,397	\$4,879	\$4,546	

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											
Average						\$36,037	\$44,236	\$52,434	\$48,328	\$51,490	\$49,289	
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
Difference						\$6,598	\$9,058	\$11,519	\$14,883	\$11,721	\$13,922	
Difference %						15.5%	17.0%	18.0%	23.5%	18.5%	22.0%	
# of Respondents						5	5	5	5	5	5	
Standard Deviation						\$6,371	\$8,655	\$10,980	\$12,239	\$12,303	\$11,819	
Standard Error						\$2,849	\$3,871	\$4,911	\$5,474	\$5,502	\$5,286	

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
Average						\$76,056	\$93,774	\$111,492	\$101,163	\$101,163	\$100,040	
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
Difference						(\$4,897)	(\$4,825)	(\$4,753)	(\$13,663)	(\$13,663)	(\$12,540)	
Difference %						-6.9%	-5.4%	-4.5%	-15.6%	-15.6%	-14.3%	
# of Respondents						15	15	15	16	16	17	
Standard Deviation						\$14,191	\$19,239	\$24,594	\$23,751	\$23,751	\$23,458	
Standard Error						\$3,664	\$4,968	\$6,350	\$5,938	\$5,938	\$5,689	

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
Average						\$51,012	\$61,995	\$72,978	\$66,320	\$66,320	\$66,320	

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 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	2.A.d
						Difference	\$2,287	\$4,629	\$6,971	(\$66,320)	(\$66,320)	(\$66,320)
						Difference %	4.3%	6.9%	8.7%	0.0%	0.0%	0.0%
						# of Respondents	9	9	9	8	8	8
						Standard Deviation	\$6,833	\$8,447	\$10,905	\$13,135	\$13,135	\$13,135
						Standard Error	\$2,278	\$2,816	\$3,635	\$4,644	\$4,644	\$4,644

Job # 2560 - JOURNEY LINE WORKER												
						Range			Actual			Updated
Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	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
						Average	\$53,161	\$62,444	\$71,728	\$61,681	\$66,852	\$64,222
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
						Difference	(\$5,502)	(\$2,870)	(\$239)	(\$8,537)	\$1,476	(\$340)
						Difference %	-11.5%	-4.8%	-0.3%	-16.1%	2.2%	-0.5%
						# of Respondents	14	14	14	16	16	16
						Standard Deviation	\$10,207	\$10,207	\$11,570	\$13,570	\$13,292	\$13,090
						Standard Error	\$2,728	\$2,728	\$3,092	\$3,393	\$3,323	\$3,272

Attachment: MARC Wage Survey for Comparable Communities 6-5-15 (1911 : 2016 Pay Scale)

Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2016

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 13						
City Administrator	\$91,014	\$113,768	\$136,522	\$43.76	\$54.70	\$65.64
Level 12						
Finance Director/Assistant City Administrator	\$75,814	\$94,768	\$113,722	\$36.45	\$45.56	\$54.67
Level 11						
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						
Level 10						
Community Development Director	\$65,094	\$81,368	\$97,642	\$31.30	\$39.12	\$46.94
Director of Parks and Recreation						
Level 9						
Police Lieutenant	\$59,238	\$74,048	\$88,858	\$28.48	\$35.60	\$42.72
System Administrator						
Level 8						
Deputy Fire Chief	\$53,798	\$67,248	\$80,698	\$25.86	\$32.33	\$38.80
Electric Line Supervisor						
Street Superintendent						
Level 7						
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						
Level 6						
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						
Level 5						
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 (1911 : 2016 Pay Scale)

Proposed Harrisonville Missouri Compensation Structure: Effective January 1, 2016

Title	Annual Pay			Hourly Rate		
	Minimum	Midpoint	Maximum	Min	Mid	Max
Level 4						
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						
Level 3						
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)						
Level 2						
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						
Level 1						
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)						
Level .75						
Fitness Instructor- Part Time				\$10.00	\$12.50	\$15.00
Intern						
Level .5						
Pool Manager				\$9.00	\$11.25	\$13.50
Concessions Stand Manager						
Level .25						
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 (1911 : 2016 Pay Scale)



TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: June 25, 2015
SUBJECT: Review 2016 Equipment Replacement Schedule

Type of Item: *Budget*

B. Action Item (ID # 1926)

Review 2016 Equipment Replacement Schedule

Attachments:

BA- Equipment Replacement Schedule (PDF)

2016 Harrisonville Equipment Replacement Schedule- Draft (PDF)

LETTER TO THE BOARD OF ALDERMEN Harrisonville, Missouri

FROM: Keith Moody, City Administrator
AGENDA ITEM: 2016 Equipment Replacement Schedule
DATE: July 6, 2015

Background: The Board of Aldermen adopted an equipment replacement schedule in 2009. Attached is that schedule reflecting the items purchased thus far in 2015. Items to be replaced in 2015 that have not yet been replaced remain on the sheet as a place holder. When data for the new items is known those old items will be replaced with the data for the new items.

Review: The estimated residual values have been reviewed with some items having residual values fine tuned based on the recent sales data we have from vehicles/equipment disposed of so far in 2015. Items that staff felt were still dependable and worth keeping longer had their replacement year extended out further.

Items that are expected to be rolled to another department have been so noted in the general description portion for that item. When this occurs the residual value estimated for the item to the old department will become the "Total Cost of Item" to the new department. And that value will be used in calculating the depreciation expense per year for that item while it is owned by the new department.

The total cost of replacing items in 2016 is projected at \$583,000, which includes \$145,000 of inflation over the price paid for these items when they were purchased new. This assumes 2% inflation per year since the item was purchased.

The list has decreased in number of items due to consolidation the past year, down to 314 from 320. The total cost of items on the schedule went from \$7.46 million in 2015 down (.2%) to \$7.44 million in 2016 due to the consolidations. Annual depreciation decreased (1%) from \$412,000/year in 2015 to \$408,000 in 2016, due to consolidations. Annual depreciation in 2009 when the schedule was initially developed was estimated at \$428,000; over the past seven years we have reduced this number even though new equipment prices have continued to climb by consolidating equipment. The average useful life for equipment is 16.6 years which is high and reflects the care taken by staff in maintaining equipment.

The General Fund is the source for funding the replacement of the General Fund equipment, Park Fund equipment and EMS Fund equipment thus shouldering \$323,000 of the \$408,000 in annual depreciation (80%). This is roughly equal to the General Fund operating surplus.

2016, 2017 and 2018 have significant replacements scheduled; the total anticipated cost including inflation during each of these years is over \$582,000.

Recommendation: Staff recommends approval of the schedule.

Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail							Section 2: Amortization Schedule							Section 3: Replacement Schedule					
Last Updated: 6/25/2015 2016																			Page 58						
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replace-ment Year	Estimated Residual Value	Estimated Annual Depreciation Cost	2015	2016	2017	2018	2019	2020							
	2000	Physio	AED	Automatic External Defibrillator		1.00	\$ 3,500	\$ 3,500	16	2016	\$ 700	\$ 175	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2000	Physio	AED	Automatic External Defibrillator		1.00	\$ 3,500	\$ 3,500	16	2016	\$ 700	\$ 175	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -							
	2000	Physio	AED	Automatic External Defibrillator		1.00	\$ 3,500	\$ 3,500	16	2016	\$ 700	\$ 175	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -							
	2000	Rescue Alive		Rescue Alive, water rescue devise		1.00	\$ 2,500	\$ 2,500	25	2025	\$ 500	\$ 80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2000	Angus	4	4" Supply Line - 100 ft. Sections		1.00	\$ 6,300	\$ 6,300	16	2016	\$ 1,260	\$ 315	\$ -	\$ 6,300	\$ -	\$ -	\$ -	\$ -							
	2000			Turn Out Gear Washing Machine		1.00	\$ 7,500	\$ 7,500	20	2020	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	7,500							
	2000	GMC		Rescue Unit (consolidate with pumper in 2017)	1GDJ7H1C2YJ503716	1.00	\$ 48,000	\$ 48,000	17	2017	\$ 9,600	\$ 2,259	\$ -	\$ -	\$ 48,000	\$ -	\$ -	\$ -							
	2000	Decibel	DB-224	(2 @ \$2,285 each) Antenna and Hardline (Fire Dept.)	N/A	1.00	\$ 4,570	\$ 4,570	35	2035	\$ 46	\$ 129	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Taylor-	6000 psi	Air cascade storage		1.00	\$ 4,405	\$ 4,405	25	2026	\$ 881	\$ 141	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Eagle	Cadet	Eagle, mod. cadet guard, breathing air fill station		1.00	\$ 2,900	\$ 2,900	20	2021	\$ 580	\$ 116	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2001	Onan	DGDB-4485123	Onan 100 Kw generator to power Fire & EMS Bldgs.		1.00	\$ 35,000	\$ 35,000	25	2026	\$ 7,000	\$ 1,120	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2004	Craftsman	GT 5000	25hp Lawn Tractor		1.00	\$ 5,200	\$ 5,200	20	2024	\$ 1,040	\$ 208	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2004	Physio		Physio control battery support systems / station (2 @ \$2,000)		1.00	\$ 4,000	\$ 4,000	20	2024	\$ 600	\$ 170	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2004	Auto-Vent		Portable ventilators: Auto-Vent		1.00	\$ 3,750	\$ 3,750	15	2019	\$ 563	\$ 213	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ -							
				Medic 3: Med Tech Type III AMBULANCE, Diesel, 4x2, 168" box length (Complete Refurbish in 2012, new engine and transmission in 2011)																					
	2004	GMC	C4500	Medic 1: Med Tech Type III AMBULANCE, Diesel, 4x2, 168" box length (Complete Refurbish in 2012, new engine/transmission 2012, new engine and transmission in 2010)	1GDE4V1244F516139	1.00	\$169,921	\$ 169,921	12	2016	\$ 8,496	\$ 13,452	\$ -	\$ 169,921	\$ -	\$ -	\$ -	\$ -							
	2004	GMC	C4500		1GDE4V1274F516362	1.00	\$182,834	\$ 182,834	13	2017	\$ 9,142	\$ 13,361	\$ -	\$ -	\$ 182,834	\$ -	\$ -	\$ -							
	2005	Bauer	Unicus II	Bauer breathing air compressor		1.00	\$ 19,600	\$ 19,600	25	2030	\$ 3,920	\$ 627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2005	Scott	TIC	Thermal Image Camera		1.00	\$ 9,000	\$ 9,000	15	2020	\$ 1,800	\$ 480	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,000							
	2005	Angus	4	4" Supply Line - 100 ft. Sections		1.00	\$ 6,300	\$ 6,300	15	2020	\$ 1,260	\$ 336	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,300							
	2005	SMEAL		Ladder Truck (Refurbish in 2030 vs. replacement)	4S7AX2F975CO48522	1.00	\$687,000	\$ 687,000	25	2030	\$ 34,350	\$ 26,106	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2006	Chevrolet	SILVERADO 1500	Truck 4X4 V8 Extended Cab (has 23k miles as of 7/12)	1GCEK19V26Z281744	1.00	\$ 18,172	\$ 18,172	25	2031	\$ 3,634	\$ 582	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				Medic 2: AEV Traumahawk Type III Ambulance, Diesel, 4x2, 168" box length (Complete Overhaul or Remount Body in 2017)																					
	2009	Chevrolet	C4500		1GBE4V1929F405330	1.00	\$164,843	\$ 164,843	9	2018	\$ 8,242	\$ 17,400	\$ -	\$ -	\$ -	\$ 164,8									

Harrisonville Equipment Replacement Schedule						Section 1: Equipment Detail						Section 2: Amortization Schedule						Section 3: Replacement Schedule						Page 61	
Last Updated:		6/25/2015 2016																							
Dept. Name	Model Year	Make	Model Name	Description	Vin # or ID	Quantity	Total Cost of Each Item	Cost of Item Charged to This Department	Useful Life (Years)	Replace-ment Year	Estimated Residual Value	Estimated Annual Depreciatio n Cost	2015	2016	2017	2018	2019	2020							
													\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2006 Elgin		Whirlwind-MV1235D	Dual Steer Sweeper, w/ vacuum boom on Freightliner M2 chassis (purchased used in 2011 with 39.5K Mil, 8,813 Hrs)	1FVACXCS36HW40204	1.00	\$ 58,000	\$ 58,000	20	2026	\$ 5,800	\$ 2,610	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2007 Warren		E/AC2420-10	Salt Spreader 10'	SZC16896	1.00	\$ 7,892	\$ 7,892	10	2017	\$ 789	\$ 710	\$ -	\$ -	\$ 7,892	\$ -	\$ -	\$ -							
	2008 Boss			V Snow Plow 9'	103035	1.00	\$ 5,335	\$ 5,335	12	2020	\$ 1,334	\$ 333	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,335							
	2008 Ford	F 250		Pickup 4WD Gas	1FTNF21518EB07700	1.00	\$ 19,344	\$ 19,344	12	2020	\$ 4,836	\$ 1,209	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 19,344							
	2008 Ford	F 750		158 BLUE DIAMOND MEDIUM TRUCK Diesel	3FRXF75398V649246	1.00	\$ 67,913	\$ 67,913	20	2028	\$ 20,374	\$ 2,377	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2011 Elgin	Pelican		Mechanical Street Sweeper Diesel, dual drive, dual broom	NP2319D	1.00	\$170,950	\$ 170,950	15	2026	\$ 17,095	\$ 10,257	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2012 HY-FLO	5182		High Pressure Washer & Steam Cleaner	PL24467	1.00	\$ 5,510	\$ 5,510	18	2030	\$ 1,102	\$ 245	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2012 Hustler	X-One		Zero Turn Mower, Gas, 29 hp, 60" Deck	12046145	1.00	\$ 8,128	\$ 8,128	12	2024	\$ 2,032	\$ 508	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013 Ford	F350		1 Ton Truck Gas 4WD Dually with 9' Rugby Dump Body	1FDRF3H61DEA86813	1.00	\$ 39,385	\$ 39,385	12	2025	\$ 13,785	\$ 2,133	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013 Hi-Way	Model- P		Stainless Steel Salt Spreader 8' with Prewet System	137715	1.00	\$ 8,143	\$ 8,143	24	2037	\$ 407	\$ 322	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013 Hi-Way	E2525		Stainless Steel Salt Spreader 10' with Prewet System	137716	1.00	\$ 17,569	\$ 17,569	25	2038	\$ 878	\$ 668	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2013 Boss	Super Duty		V Snow Plow 9'	BC094454	1.00	\$ 4,730	\$ 4,730	12	2025	\$ 1,419	\$ 276	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014 John Deere	444K		Front End Loader	1DW444KZEE660551	1.00	\$120,370	\$ 120,370	20	2034	\$ 36,111	\$ 4,213	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2014 Husqvarna	FS5000D T4		Concrete Saw 47.6 hp diesel, 30" self propelled	1338900001	1.00	\$ 19,216	\$ 19,216	20	2034	\$ 4,804	\$ 721	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Subtotal						42.00	\$ 1,326,437				\$ 313,631	\$ 53,430													
Water	1967 Ford	3000		Lake Harrisonville 35 hp, gas tractor		1.00	\$ 5,000	\$ 5,000	50	2017	\$ 1,500	\$ 70	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -							
	1991 Haul Rite			BOAT TRAILER-Lake Harrisonville		1.00	\$ 1,000	\$ 1,000	30	2021	\$ 400	\$ 20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	1994 Ford	F700		Cab & Chassis Gas	1FDPDF70JORYAO6326	1.00	\$ 19,821	\$ 19,821	24	2018	\$ 5,946	\$ 578	\$ -	\$ -	\$ -	\$ 19,821	\$ -	\$ -							
	1998 Starlight			Tandem axle trailer	13YFS1821WC069804	1.00	\$ 2,665	\$ 2,665	30	2028	\$ 1,599	\$ 36	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				2 door, 4 wheel drive - Small Truck (From Engineering in 2012)																					
	2001 Dodge	Dakota		DUMP TRUCK, Diesel	1B7GG26X71S67961	1.00	\$ 3,000	\$ 3,000	5	2017	\$ 900	\$ 420	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -							
	2002 International	4700		7' X 18' Tandem axle (14K lbs. GVW) Flatbed trailer with	1HTSCAAP52H507601	1.00	\$ 68,000	\$ 68,000	20	2022	\$ 10,200	\$ 2,890	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				0 ramps (purchased used 12/11)																					
	2002 Star			Utility bed, Diesel, 4WD Distribution	13YFS18252C087300	0.25	\$ 2,500	\$ 625	20	2031	\$ 125	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2003 Ford	F450		Radio Tower Repeater (Local Gov't) (201 W. Chestnut)	1FDXF47P63EC58050	1.00	\$ 30,239	\$ 30,239	15	2018	\$ 9,072	\$ 1,411	\$ -	\$ -	\$ -	\$ 30,239	\$ -	\$ -							
	2005 John Deere	717-A Z-Trac		Mower - 48" Deck (Water Plant)	FH601VB86092	1.00	\$ 5,638	\$ 5,638	15	2020	\$ 564	\$ 338	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,638							
	2006 Motorola			Crew cab, gas, 4WD Distribution (maybe to Parks in 2017)		1.00	\$ 60,000	\$ 60,000	20	2026	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2006 Chevrolet	P2500		Repeater, Antenna, Hardline (Public Works) (Water	1GCHK23U96F227197	1.00	\$ 28,500	\$ 28,500	11	2017	\$ 7,125	\$ 1,943	\$ -	\$ -	\$ 28,500	\$ -	\$ -	\$ -							
	2007 Motorola	MTR 2000		Generator - Lake Harrisonville Pump house	154.775	1.00	\$ 20,000	\$ 20,000	15	2022	\$ 400	\$ 1,307	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2008 Generac	SD275		Crew cab, gas, 4WD Distribution	2098465	1.00	\$ 50,000	\$ 50,000	40	2048	\$ 5,000	\$ 1,125	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2008 Chevrolet	C2500		4 Wheel Drive Extending Boom Backhoe	1GCHK23K58F224413	1.00	\$ 25,792	\$ 25,792	10	2018	\$ 6,448	\$ 1,934	\$ -	\$ -	\$ -	\$ 25,792	\$ -	\$ -							
	2010 John Deere	310 J		Remanufactured Ice Machine	TO310JXAA0181998	0.50	\$ 75,648	\$ 37,824	15	2025	\$ 13,238	\$ 1,639	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010 Manitowoc	Model # QYO455W		4WD Regular Cab Gas Utility Bed	980862666	1.00	\$ 1,400	\$ 1,400	10	2020	\$ -	\$ 140	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,400							
	2010 Ford	F250		8' Snow Plow	1FTBF2B6XBEA79848	1.00	\$ 22,139	\$ 22,139	15	2025	\$ 4,428	\$ 1,181	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2010 Boss	Super Duty		Backup Generator for Water Plant, 3 Phase, Diesel, 150wk	135661	1.00	\$ 4,867	\$ 4,867	15	2025	\$ 973	\$ 260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
	2011 Kohler	275REOZJE		Skid Steer Loader w/front bucket, Diesel, high flow hydraulics, 61hp	GM66100-GA6	1.00	\$ 94,000	\$ 94,000	50	2061	\$ 4,700	\$ 1,786	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
				2wd, V8-gas, Regular Cab, tool boxes, light bar, bed liner, runn																					
		2012 Bobcat	S185			A3L945971	0.50	\$ 28,589	\$ 14,295	15	2027	\$ 4,288	\$ 667	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
	2013 Ford	F150			1FTNF1CF1DKE57436	1.00	\$ 21,371	\$ 21,371	12	2025	\$ 2,137	\$ 1,603	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -							
Subtotal						19.3	\$ 516,175				\$ 79,044	\$ 22,373													
Totals & Averages						314.0	\$ 7,441,517		16.6	2022.4	\$ 1,094,059	\$ 408,263	11,154	437,652	684,981	574,352	198,987	312,555							
				Blue Highlight is for radio equipment	Light Trucks & Cars	51	\$ 937,353	General Fund Equipment			\$ 173,003	Estimated Inflation of Price (2% per year)													
Note:					Large Vehicles >1Ton	28	\$ 3,576,836	Park Fund Equipment			\$ 14,200	\$ 3,701	\$ 145,211	\$ 227,273	\$ 190,567	\$ 66,023	\$103,704								
Includes vehicles, tools, equipment, computers that provide at least 5 years of service and cost a minimum of \$3,000.					Heavy Motorized Equip	15	\$ 683,610	Water/Sewer Fund Equipment			\$ 38,258	\$ 14,854	\$ 582,863	\$ 912,254	\$ 764,919	\$ 265,010	\$416,259								
					Snow Plows	8	\$ 38,443	EMS/Fire Fund Equipment			\$ 136,161	Estimated Replacement Cost Including Inflation													
					Salt Spreaders	5	\$ 45,269	Electric Fund Equipment			\$ 46,640														
					Mowing Equipment	20	\$ 293,221	Total			\$ 408,263														
Totals						127	\$ 5,574,732																		



STAFF REPORT

TO: Board of Aldermen
FROM: Jerry Gibbs, Director
DATE: June 30, 2015
SUBJECT: 2016 FIVE YEAR CIP

Type of Item: *Presentation*

Background: Each year as part of the budget process we develop a capital improvement plan that looks out five years. The plan is broken into sections based upon fund. Some items are for actual projects other entries serve as a set aside for a future project. Some projects are anticipated to receive funding from a source outside of the city such as a state or federal grant, in which case the amount funded from outside sources is included in the notes and subtracted from the amount shown as “City Funding”.

Review: The first CIP pages are for the General Fund. These are street, sidewalk, storm water, building and park projects. The items highlighted in yellow represent projects that have been identified as needing to be completed but we lack sufficient funding. The General Fund has a \$300,000 annual operating surplus that is used to cover capital equipment replacements and capital improvements. The annual depreciation on equipment funded out of the General Fund is \$300,000, though expenditures on equipment fluctuate from year to year above and below this amount. We estimate \$200,000 being available for General Fund supported CIP projects for 2016. The Trail Development project does not count against this amount as these funds accumulated through developers making Payments in Lieu of Parkland dedication in the past. Staff is recommending funding in 2016 the design of the S. Commercial Street extension and the 10% local match of the annual Airport improvements. The balance of projects listed is reflected in order to convey the magnitude of the projects being deferred.

The next CIP page is for the Water/Sewer Fund. We reflect significant improvements for this fund over the next five years. The unrestricted Net Position of the fund at the end of 2014 was \$3.9 million; the fund should sustain a \$3 million unrestricted net position through 2024 with the rate increases that have been projected without having to incur debt beyond what has been anticipated for the water plant improvements.

The next CIP page is for the Electric Fund. We reflect the electric relocation work related to Phase 2 of 291 for 2016 and beyond this we are just setting aside funds for a future substation.

The final CIP page is for the Community Center Fund. We do not reflect any improvements as this fund’s balance is down to \$110,000 and with an annual operating deficit for the fund of \$25,000 the balance will likely be depleted prior to 2023, when we anticipate an increase in sales tax being available to support the fund due to the debt on the facility being retired.

Recommendation: At this time staff recommends approval as presented. The amounts for 2016 will be incorporated into the respective funds, adjustments (additions or deletions) may be necessary as the capital and operating components of the budget are combined and the need to balance revenues and expenditures occurs.

C. Discussion Item (ID # 1928)

2016 FIVE YEAR CIP

Attachments:

2016 CIP General Fund- Draft (PDF)

2016 CIP CWSS Fund- Draft (PDF)

2016 CIP Electric Fund- Draft (PDF)

2016 CIP Community Center Fund- Draft (PDF)

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2016	2017	2018	2019	2020	TOTALS	TOTAL CITY
2015	Commercial Street Restriping (\$12,000)							
	Washington Street Mill & Overlay (\$144,300)							
	West Wall Street Design (\$142,000)							
	Misc. Stormwater (\$20,000)							
	Underdrainage Program (\$15,000)							
	James Street Storm Drainage Improvements - Design (\$60,000)							
	City Hall Interior Improvements(\$500,000)							
	Rail Spur repair(\$50,000)							
Street	Asphalt Program(\$830,000)	\$0					\$390,000	\$241,667
	Concrete Street Program(\$146,000)	\$0						
	Street seals(\$154,000)	\$0						
	Commercial Street Mill & Overlay(\$500,000)	\$0						
	Sidewalk & Curb Program (\$948,000)	\$0						
	Annual Striping Program(\$12,000)	\$0						
	South Commercial Ext. Engineering	\$175,000						
	South Commercial Mill & Overlay(\$200,000)	\$0						
Storm Water	Misc. Stormwater (\$20,000)	\$0						
	Underdrainage Program (\$15,000)	\$0						
	Beckerdite Storm Drainage Improvements(\$350,000)	\$0						
Parks	Trail Development (From the Parkland Dedication Fund)	\$50,000						
Airport	Airport Capital Program (*)	\$165,000						
Street	Asphalt Program(\$1,030,000)		\$0				\$265,000	\$116,667
	Concrete Street Program(\$146,000)		\$0					
	Street seals(\$154,000)		\$0					
	Plaza Drive Mill & Overlay(\$300,000)		\$0					
	Commercial Street Restriping (\$12,000)		\$0					
	Sidewalk & Curb Program(\$948,000)		\$0					
	Set aside for S. Commercial Extension-Annual		\$100,000					
	Washington Street Mill & Overlay(\$144,300)		\$0					
	Jefferson Parkway Phase 2 Design (\$90,000)		\$0					
Storm Water	Misc. Stormwater (\$20,000)		\$0					
	Underdrainage Program (\$15,000)		\$0					
	City Park Dam Stabilization (\$20,000)		\$0					
	West Pearl Street Stormwater(\$133,000)		\$0					
	James Street Storm Drainage Improvements - Construction (\$230,000)		\$0					
Airport	Airport Capital Program (*)		\$165,000					

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2016	2017	2018	2019	2020	TOTALS	TOTAL CITY
Street	Asphalt Program(\$1,330,000)			\$0			\$265,000	\$116,667
	Concrete Street Program(\$146,000)			\$0				
	Street seals(\$154,000)			\$0				
	Set aside for S. Commercial Extension-Annual			\$100,000				
	Annual Striping Program(\$12,000)			\$0				
	Sidewalk & Curb Program(\$948,000)			\$0				
	West Wall Street Design(\$142,000)			\$0				
Storm Water	Amy at Matt Channel Improvements(\$172,000)			\$0				
	James Street Stormwater Design(\$60,000)			\$0				
Airport	Airport Capital Program (*)			\$165,000				
Street	Asphalt Program(\$1,330,000)				\$0		\$265,000	\$116,667
	Concrete Street Program(\$146,000)				\$0			
	Street seals(\$154,000)				\$0			
	Sidewalk & Curb Program (\$948,000)				\$0			
	Set aside for S. Commercial Extension-Annual				\$100,000			
	Annual Striping Program(\$12,000)				\$0			
Storm Water	Misc. Stormwater (\$20,000)				\$0			
	Underdrainage Program (\$15,000)				\$0			
Airport	Airport Capital Program (*)				\$165,000			
Streets	Asphalt Program(\$1,330,000)					\$0	\$265,000	\$116,667
	Concrete Street Program(\$146,000)					\$0		
	Street seals(\$154,000)					\$0		
	Sidewalk & Curb Program (\$948,000)					\$0		
	Annual Striping Program(\$12,000)					\$0		
	Set aside for S. Commercial Extension-Annual					\$100,000		
Engineering						\$0		
Parks								
Airport	Airport Capital Program (*)					\$165,000		
(*) MoDOT FAA Aviation Grant 90-10; the annual Airport Capital Program shall be as provided for in the Master Plan.								

Capital Improvement Plan

1 of 1

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2016	2017	2018	2019	2020	TOTALS
Water	Water Tower Annual Appropriation	\$100,000					\$8,370,000
Water	Water Treatment Plant Upgrades - Construction	\$7,100,000					
Water	Lake Harrisonville Watershed Protection	\$50,000					
Water	I-49 Waterline Crossing	\$350,000					
Water	Waterline relocation along Phase 2 of 291	\$400,000					
Water	Beckerdite Addition Phases 2 & 3 Waterline Engineering	\$70,000					
Sewer	8" Sewer Installation J4P2257 Mechanic Street	\$25,000					
Sewer	Sewer Plant Pump Replacement (set aside)	\$25,000					
Sewer	UV Treatment at WWTP (set aside \$1,000,000 needed)	\$250,000					
Sewer	Preliminary Engineering Walmart DC Sewer Replacement	\$100,000					
Sewer	Foundation Drain Removal Program	\$35,000					
Water	Water Tower Annual Appropriation		\$100,000				\$1,560,000
Water	Fire Flow - Bird to Bird Terrace 8" waterline		\$120,000				
Water	Beckerdite Addition Phases 2 & 3 Waterline Improvements Construction		\$640,000				
Water	Lake H'ville - Relocated 180' Raw Water Discharge Waterline		\$35,000				
Water	Lake Harrisonville Watershed Protection		\$50,000				
Sewer	Sanitary Sewer Replacement/Repair		\$80,000				
Sewer	Sewer Plant Pump Replacement (set aside)		\$25,000				
Sewer	UV Treatment at WWTP (set aside \$1,000,000 needed)		\$250,000				
Sewer	Walmart DC sewer replacement (set aside \$900,000 needed)		\$225,000				
Sewer	Foundation Drain Removal Program		\$35,000				
Water	Fire Flow - Eavey Circle 8" Waterline			\$100,000			\$740,000
Water	Lake Harrisonville Watershed Protection			\$50,000			
Sewer	UV Treatment at WWTP (set aside \$1,000,000 needed)			\$250,000			
Sewer	Sanitary Sewer Replacement/Repair			\$80,000			
Sewer	Walmart DC sewer replacement (set aside \$900,000 needed)			\$225,000			
Sewer	Foundation Drain Removal Program			\$35,000			
Water	Fire Flow - Short Street to Sanders 8" waterline				\$80,000		\$1,885,000
Water	Lake Harrisonville Emergency Overflow Project				\$1,165,000		
Water	Lake Harrisonville Watershed Protection (program completed in 2019)				\$50,000		
Sewer	UV Treatment at WWTP (set aside \$1,000,000 needed)				\$250,000		
Sewer	Sanitary Sewer Replacement/Repair				\$80,000		
Sewer	Walmart DC sewer replacement (set aside \$900,000 needed)				\$225,000		
Sewer	Foundation Drain Removal Program				\$35,000		
Water	Fire Flow - White Oak Street & Ct 8" waterline					\$250,000	\$1,590,000
Sewer	UV Treatment at WWTP (complete project)					\$1,000,000	
Sewer	Sanitary Sewer Replacement/Repair					\$80,000	
Sewer	Walmart DC sewer replacement (set aside \$900,000 needed, project completed in 2021)					\$225,000	
Sewer	Foundation Drain Removal Program					\$35,000	

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2016	2017	2018	2019	2020	TOTALS
Electric	Allocation for New Substation *	\$400,000	\$400,000	\$400,000	\$400,000	\$400,000	\$2,000,000
Electric	Electric Relocation for Phase 2- 291 TDD	\$240,000					\$240,000

* The new substation is on the horizon and we are setting aside \$400,000 per year for construction. The new Substation (4th) would serve development on the west side of I-49 because this is the most likely area for Industrial growth.

FUND/ DEPARTMENT	PROJECT DESCRIPTION	2015	2016	2017	2018	2019	2020	TOTALS
Community Center	Fitness Equipment Replacement							\$0
Community Center	AC Unit Replacement							\$0
Community Center	Annual Allocation for Roof Replacement							\$0



STAFF REPORT

TO: Board of Aldermen
FROM: Jerry Gibbs, Director
DATE: June 25, 2015
SUBJECT: AIRPORT REPORT

Type of Item: *Report*

LAWRENCE SMITH MEMORIAL AIRPORT REPORT

By
James Green

June, 2015

Hangar and Tie Down Space:

- All hangars are full, 18 people on the waiting list
- 7 Outside tie down spots available

Fuel:

- Potential jet fuel sales - approx. 250 gallons
- 100LL - our current price is \$4.50 per gallon
- Fuel prices in our service area:

Lee's Summit	\$4.81 per gal.
Butler	\$4.80 per gal.
Warrensburg	\$4.35 per gal.
Johnson County	\$5.25 per gal.
Ottawa	\$4.84 per gal.

AVGAS Sales: (May 28th to June 24)

Price \$4.50 per gallon

Gallons Sold 563.28 gallons

Revenue \$2,534.80

Profit \$535.12

Airport Master Plan Update & GIS Project:

This project is wrapping up and the next step in the process is to hold some meetings to present information and receive feedback from the board that our consultants will need to finalize the planning process. After the July 4th holiday staff will coordinate with the board to schedule the information session(s).

Pavement Maintenance Design Project:

This project is progressing as scheduled and should be ready for bid in mid to late July.

MoDOT Grant Documents:

Attached are two documents that are going to be presented to the Board of Alderman for approval in the near future. The first document is an amendment to a grant that was approved by the board in September of 2014. This amendment will reassign the funds originally going towards the South Hangar Area Rehabilitation Project and specify them for use by the Runway Maintenance Project.

The second document is a grant agreement with MoDOT for the Runway Maintenance Project (reassigned funds from the previous document + additional funds). This project was approved by the Board of Alderman in April of this year.

D. Discussion Item (ID # 1927)

AIRPORT REPORT

Attachments:

Attachement #1-2013 Grant Amend(PDF)

Attachement #2-2015 Grant (PDF)

June 2015 (PDF)

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

Attachment: Attachement #1-2013 Grant Amend (1927 : AIRPORT REPORT)

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

Title _____

By _____

Title _____

Secretary to the Commission

By _____

Title _____

Approved as to Form:

Approved as to Form:

Commission Counsel

Title _____

Ordinance No. _____
(if applicable)

Attachment: Attachment #1-2013 Grant Amend (1927 : AIRPORT REPORT)

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: Attachement #1-2013 Grant Amend (1927 : AIRPORT REPORT)

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: Attachement #2-2015 Grant (1927 : AIRPORT REPORT)

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: Attachment #2-2015 Grant (1927 : AIRPORT REPORT)

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: Attachment #2-2015 Grant (1927 : AIRPORT REPORT)

LAWRENCE SMITH MEMORIAL AIRPORT REPORT

For the month of June, 2015

Hangar and Tie Down Space:

- All hangars are full, 18 people on the waiting list
- 7 Outside tie down spots available

Fuel:

- Potential jet fuel sales – approx. 250 gallons
- 100LL – our current price is \$4.50 per gallon
- Fuel prices in our service area:

Lee's Summit	\$4.81 per gal.
Butler	\$4.80 per gal.
Warrensburg	\$4.35 per gal.
Johnson County	\$5.25 per gal.
Ottawa	\$4.84 per gal.

AVGAS Sales: (May 28th to June 24)

- | | |
|----------------|-------------------|
| ▪ Price | \$4.50 per gallon |
| ▪ Gallons Sold | 563.28 gallons |
| ▪ Revenue | \$2,534.80 |
| ▪ Profit | \$535.12 |

Airport Master Plan Update & GIS Project:

This project is wrapping up and the next step in the process is to hold some meetings to present information and receive feedback from the board that our consultants will need to finalize the planning process. After the July 4th holiday staff will coordinate with the board to schedule the information session(s).

Pavement Maintenance Design Project:

This project is progressing as scheduled and should be ready for bid in mid to late July.

MoDOT Grant Documents:

Attached are two documents that are going to be presented to the Board of Alderman for approval in the near future. The first document is an amendment to a grant that was approved by the board in September of 2014. This amendment will reassign the funds originally going towards the South Hangar Area Rehabilitation Project and specify them for use by the Runway Maintenance Project.

The second document is a grant agreement with MoDOT for the Runway Maintenance Project (reassigned funds from the previous document + additional funds). This project was approved by the Board of Alderman in April of this year.