



**AGENDA
CITY OF HARRISONVILLE
FINANCE/PERSONNEL COMMITTEE
REGULAR MEETING
CITY HALL
AUGUST 5, 2013
6:00 PM**

- I. Call to Order**
- II. Approve Minutes**
 - A. Finance/Personnel Committee - Regular Meeting - Jul 1, 2013 6:00 PM**
- III. Agenda Items**
 - A. Changes to Personnel Manual Section X E.17 and X.K**
 - B. Employee Residency Questionnaire**
- IV. General Discussion**
- V. Adjournment**

This meeting will be open to the public.

Posted on City Hall Bulletin Board this day of

Kim Hubbard, City Clerk



**MINUTES
CITY OF HARRISONVILLE
FINANCE/PERSONNEL COMMITTEE
REGULAR MEETING
CITY HALL
JULY 1, 2013
6:00 PM**

I. Call to Order

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

Attendee Name	Title	Status	Arrived
Kevin Wood	Member	Present	
Doug Meyer	Member	Excused	
Stacey Dahlman	Member	Excused	
Morris Coburn	Member	Present	
Marcia Milner	Member	Present	
Bret Reece	Alternate	Excused	
Bill Mollenhour	Chair	Present	

Also present: City Administrator Keith Moody, Finance Director Mike Tholen, and Public Information Officer/Deputy City Clerk Sheryl Stanley, recording.

II. Approve Minutes

1. Finance/Personnel Committee - Regular Meeting - Jun 10, 2013 6:00 PM

Kevin Wood moved and Morris Coburn seconded the motion that the minutes of the June 10 meeting be approved as presented. Motion passed.

III. Agenda Items

Prior to taking up the evening's agenda, the committee agreed to hear a request from Mrs. Lindsey Brown, 615 Younger Drive, regarding the new deposit policy. Mrs. Brown said she had been struggling to make her utility payments on time, believing that if she did so for a certain number of months, her \$200 utility deposit would be refunded. However, after making her June payment and asking for her refund, she was told the policy no longer allowed the refund of deposits; deposits were now held indefinitely and applied against the customer's final bill. She was told the new policy had taken effect in March of this year.

Mike Tholen confirmed her statements.

Mayor Wood explained to Mrs. Brown that the losses we have suffered over the last several years from delinquent accounts had unfortunately put the burden back on good customers. The decision to hold deposits and in some instances to require additional deposits was made to protect the financial well-being of the system.

After Mrs. Brown continued to plead her case, Alderman Mollenhour asked if it was possible to set aside the policy in this instance and refund Mrs. Brown's deposit. Keith Moody and Mike Tholen both noted that the committee can choose to make an exception or to revisit the policy as a whole.

Alderman Mollenhour moved to set aside the new deposit policy in Mrs. Brown's case and refund her deposit. Mayor Wood seconded. Motion passed 3-1, Alderman Coburn voting No.

1. 2014 Pay Scale & Personnel Policy Amendments Recommended

Keith Moody opened his presentation of the 2014 Pay Scale and Personnel Policy Amendments, saying review of these items is one of the first things done in the budget process. He discussed the MARC salary survey and how data is formatted in the report, including benefits. He said not all cities have reported benefits, but Harrisonville has included the figures.

He recommended increases of 20¢ - 30¢ per hour to the pay scale and said these adjustments help to keep the city competitive.

Moody also explained the new position of Chief Building Official. The position of Director of Codes Administration has been vacant since the death of Steve Rauscher last year, and now the city will need to hire someone to replace the current building inspector who has resigned. Moody expects to combine elements of these two positions and offer the job to Kip Thomas who is a former city employee and currently working part time for us. This position will be moved down one level from Level 8 to Level 7.

Three other positions will each move up one pay level: Chief Animal Control Officer from Level 4 to Level 5; Animal Control Officer from Level 3 to Level 4; and Public Information Officer, formerly Communication Information Specialist, from Level 5 to Level 6.

Moody also said the police department will be adding an additional detective in 2014. He said the general fund will be tight next year.

Kevin Wood moved that the committee recommend approval of these changes to the full board. Marcia Milner seconded. Motion passed unanimously.

IV. General Discussion

Under General Discussion, members discussed the policy of mowing properties where a bank has ordered eviction or foreclosure. The city will continue to mow, clean up and if necessary, condemn these properties.

Walter Cook, a member of the audience, asked how the city can determine the safety of structures just from observation. Keith Moody responded we will need a court order that allows us to enter and inspect. Mayor Wood added that city officials will determine if a structure constitutes a public safety hazard or if it simply needs to be secured from unauthorized entry.

V. Adjournment

The meeting was closed at

Kevin Wood moved and Morris Coburn seconded the motion to adjourn the meeting. Motion passed. Meeting adjourned at 6:50 p.m.

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

ATTEST:

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Jul 1, 2013 7:00 PM (Approve Minutes)



TO: Finance/Personnel Committee
FROM: Kim Hubbard, City Clerk
DATE: August 1, 2013
SUBJECT: Changes to Personnel Manual Section X E.17 and X.K

Type of Item: *Approval*

Governor Nixon signed House Bill 307 June 25, 2013 which changes laws regarding political activity by emergency service providers and the termination of a non-elected Police Chief. The City attorney has incorporated changes to Sections X.E.17 and X.K of our personnel policy which brings our policy into compliance with the new state law. (Changes are shown in red with underline)

I have attached a copy of HB 307 highlighting the sections that will affect City policies.

1. Action Item (ID # 1116)

Changes to Personnel Manual Section X E.17 and X.K

Attachments:

HB 307 (PDF)

CCS SS SCS HB 307 -- EMERGENCY SERVICE PROVIDERS

This bill changes the laws regarding emergency service providers.

POLITICAL ACTIVITY OF CERTAIN EMERGENCY SERVICE PROVIDERS (Sections 67.145 and 84.830, RSMo)

The bill specifies that a political subdivision of the state cannot prohibit any first responder from engaging in any political activity while off duty and not in uniform, from being a candidate for elected or appointed public office, or from holding the office, unless the political activity or candidacy is otherwise prohibited by state or federal law.

Currently, an employee or officer of the Kansas City Police Department is prohibited from soliciting any assessment, contribution, or payment for any political purpose from any other employee and from soliciting for any purpose in any building or room occupied for the discharge of the official duties of the department. The bill repeals these provisions and specifies that an employee of the department is not allowed to solicit for any political purpose in any building or room occupied for the discharge of the official duties of the department.

The provision prohibiting an employee of the department from directly or indirectly giving, paying, lending, or contributing any part of his or her salary, compensation, money, or other valuable thing to any person on account of or to be applied to the promotion of any political party, political club, or any other political purpose is repealed.

The provision prohibiting an employee of the department from being a member or an official of any political party committee or being a ward committeeman or committeewoman is repealed.

Currently, an employee of the department cannot solicit any person to vote for or against any candidate for public office or poll precincts or be connected with other similar political work on behalf of any political organization, party, or candidate. The bill prohibits these activities only while the employee is on duty or while wearing the official department uniform.

REMOVAL OF NON-ELECTED CHIEF LAW ENFORCEMENT OFFICERS (Sections 77.046 - 84.430, 85.551, 106.270, 106.273, and 590.080)

The bill specifies that any non-elected chief law enforcement officer of any political subdivision is subject to removal from office or employment by the appointing authority or political subdivision's governing body if the governing body issues a written

notice to the chief whose removal is being sought no fewer than 10 business days prior to the meeting in which the removal will be considered; the chief has been given written notice as to the governing body's intent to remove him or her that includes specified information; the chief is given an opportunity to be heard before the board with any witnesses, evidence, and counsel of his or her choosing; and the board finds, by two-thirds vote, that there is just cause for the removal. Just cause for removal exists when a chief:

- (1) Is unable to perform his or her duties with reasonable competence or safety as a result of a mental condition, including alcohol or substance abuse;
- (2) Has committed any act, while engaged in the performance of his or her duties, that constitutes a reckless disregard for the safety of the public or another law enforcement officer;
- (3) Has caused a material fact to be misrepresented for any improper or unlawful purpose;
- (4) Acts in a manner for the sole purpose of furthering his or her self-interest or in a manner inconsistent with the interests of the public or of his or her governing body;
- (5) Has been found to have violated any law, statute, or ordinance that constitutes a felony; or
- (6) Has been deemed insubordinate or found in violation of a written established policy, unless such claimed insubordination or violation was a violation of any federal or state law or local ordinance.

Upon the satisfaction of the removal procedure, the chief must be immediately removed from his or her office; must be relieved of all duties and responsibilities; cannot be entitled to any further compensation or benefits not already earned, accrued, or agreed upon; and must be issued a written notice of the grounds for the removal within 14 days of the removal.

COLLEGIATE REGULATION OF VEHICULAR TRAFFIC (Sections 174.700 - 174.712, and 544.157)

The bill allows the governing body of any state college or university to establish regulations to control vehicular traffic on campus. The regulations must be consistent with state law and must be printed and distributed for public use. College or university police officers have the authority to enforce the general motor vehicle laws of Missouri and the regulations adopted by the

governing board on the campus. There must be adequate signs displaying the speed limit on thoroughfares. A violation will have the same effect as a municipal ordinance with penalty provisions and points assessed. State college or university police officers must be certified under Chapter 590 and will have the same powers as other law enforcement officers.

COMMUNITY PARAMEDICS (Sections 190.098 and 190.100)

The bill allows a person to be certified by the Department of Health and Senior Services as a community paramedic if he or she is currently certified as a paramedic; has successfully completed a community paramedic certification program from a college, university, or educational institution that has been approved by the department or accredited by a national accreditation organization approved by the department; and completes an application form. A community paramedic must practice in accordance with the protocols and supervisory standards established by the medical director and must provide the services of a health care plan if the plan has been developed by the patient's physician, advanced practice registered nurse, or physician assistant and the patient isn't receiving the services from another provider.

An ambulance service must enter into a written contract to provide community paramedic services in another ambulance service area, and the contract may be for an indefinite period of time as long as it includes at least a 60-day cancellation notice by either ambulance service. A person cannot hold himself or herself out as a community paramedic or provide the services of the position unless he or she is certified by the department and the medical director has approved the implementation of the community paramedic program.

FIRE PROTECTION DISTRICTS (Sections 321.015, 321.210, and 321.322)

Currently, a person holding any lucrative office or employment under the state or any of its political subdivisions cannot hold the office of fire protection district director. The bill exempts fire protection districts in Boone, Callaway, Camden, Cape Girardeau, Cole, St. Francois, and Taney counties from this provision.

The filing fee for a candidate for a fire protection district board of director is changed from \$10 to a fee of up to the amount equal to the filing fee for a candidate for state representative.

Currently, when certain cities annex property located within the boundaries of a fire protection district, the city takes over the fire protection service for that property, and the district can no

longer collect taxes on the property. The bill specifies that when the City of DeSoto annexes property located within a fire protection district, the district is to continue to provide fire and emergency medical services to the annexed property. The city must pay the fire protection district an amount equal to the tax that the district would have collected on all taxable property included within the annexed area.

SECTION X

SEPARATION AND DISCIPLINARY ACTIONSA. Resignation

To resign in good standing, an employee must give the appointing authority at least fourteen (14) calendar days or two (2) weeks prior notice unless the appointing authority, because of extenuating circumstances, agrees to permit a shorter period of notice. The employee shall supply a written resignation to his/her Supervisor, giving reasons for his/her leaving. Failure to resign in good standing shall be entered on the service record of the employee and shall be cause for denying future employment by the City. The resignation, and any other pertinent information concerning the cause of resignation, shall be forwarded to the City Administrator's office for inclusion in the employee's personnel file. An exit interview will be conducted by the City Administrator or his/her designee at the time employee leaves the city service as referenced in Section X, Paragraph J.

B. Reemployment after Resignation

A former employee shall be eligible for rehire at the discretion of the appointing authority and the City Administrator. He/she must be rehired at the entry level or if within six (6) months, he/she returns to City employment, he/she can be considered for reemployment at the same salary level he/she was earning at the time of resignation. However, in the police department, if a ranking officer resigns, he/she can only be reemployed as a patrolman with a pay rate agreed upon between the appointing authority and the City Administrator. Those employees returning within a six (6) month period may do so without competitive examination, provided such former employee meets the minimum qualifications for the position and has had a satisfactory prior record of service. Former employees reemployed in the classified service shall be subject to the provisions of these policies that are applicable to new employees, including serving of the appropriate introductory period. However, an employee who is rehired and who remains an employee of the City for a period of five (5) continuous years shall receive credit for his/her previous period of employment when computing vacation and other benefits, as provided in these rules if allowed by their current insurance and retirement group plans such as Lagers retirement plan. An employee shall be eligible only once for previous employment credits.

C. Lay Offs

An appointing authority may lay off an employee, subject to approval of the City Administrator, because of a material change in duties or organization, or because of a shortage of work or funds. Ten (10) working days before the effective date of lay off, such an appointing authority shall notify the appropriate office of the intended action, with reasons and support thereof, and a statement certifying whether the service of the employee is affected. The names of the employees laid off under this provision shall be placed on a re-employment list.

1. Order of Lay Offs

Laid off employees shall be determined on the basis of service reports and other pertinent data. If it is found that two (2) or more persons in the organizational unit in which lay off is to be made have equal ratings as determined by service reports or other pertinent data, the order of lay off shall be made based on length of service.

2. Reemployment after Lay Off

The appointing authority may rehire employees who have been placed on a reemployment list subject to the approval of the City Administrator. Employees who are rehired under this provision shall be reinstated and credited for his/her previous employment when computing vacation and other benefits, as provided in these rules except that, if the layoff has been for less than one (1) year, the five (5) continuous years of employment after rehire will be waived with the exception of the Lagers Retirement and that will be based upon the Lager's requirements at that time.

D. Retirement

Participating employees are eligible for retirement from the municipal service in accordance with the terms and conditions of the Missouri Local Government Retirement System (LAGERS).

E. Reason for Disciplinary Action

Any action which reflects discredit upon the municipal service or is a direct hindrance to the effective performance of the municipal government functions shall be considered good reason for disciplinary action against any officer or employee of the City. Circumstances constituting reason for disciplinary action shall be a matter of record. Disciplinary action may include written reprimand, suspension, demotion or termination. Some of the major reasons for disciplinary action are listed below. However, this list does not describe all conduct which could lead to disciplinary action:

1. Incompetence or inability to perform the duties as required
2. Offensive conduct that brings discredit upon the City or the service
3. Insubordination
4. Misappropriation, destruction, theft or conversion of City property
5. Conviction of felony or other crimes involving moral turpitude (this conviction constitutes grounds for dismissal)
6. Excessive absenteeism, absence without good cause or failure to report after a leave of absence has expired, or has been revoked or canceled.

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7. Violations of the provisions of these policies
8. Disregard of others
9. Falsification of any information required by the City
10. Failure to properly report accidents or personal injuries
11. Neglect or carelessness resulting in damage to City property
12. Knowingly driving a City vehicle without a valid driver's license or CDL license.
13. Disregard for the City's safety policies.
14. Repeated convictions during employment of misdemeanor and/or traffic charges.
15. Introduction, possession or use, on City property or City equipment, of intoxicating liquors or any controlled substance, as set out in these policies. These acts constitute grounds for dismissal.
16. Unauthorized use of City vehicles
17. City Employees shall not be coerced to take part in political campaigns, to solicit votes, to levy, contribute or solicit funds or support for the purpose of supporting or opposing the appointment or election of candidates for offices of Mayor or Aldermen. No City employee, other than police officers, firefighters, emergency medical personnel and others defined as first responders in R.S.Mo. § 192.800 ("First Responders"), shall actively advocate or oppose the candidacy of any individual for nomination or election to the office of Mayor or Alderman, but an employee may participate in political affairs at other levels of government, provided such participation does not adversely affect his/her performance as a City employee. Employees are expected to exercise their right to vote in municipal elections, and may provide information based on City approved educational literature regarding issues to the citizens we serve but employees other than First Responders shall not take a public stance in any municipal election. First responders shall not actively participate in political affairs at any level of government, including advocate or oppose the candidacy of any individual for nomination or election to the office of Mayor or Alderman, while on duty or while in uniform. Failure to comply with these provisions is grounds for dismissal. (Resolution 11-09, 3/16/09)
18. Inducing or attempting to induce any officer or employee in the City service to commit an illegal act, or to act in violation of any lawful and reasonable departmental order, or assisting in the commission of such an act.

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19. Solicitation or acceptance for personal use of a fee, gift or other valuable thing from any vendor seeking to do business with the City or any person having a matter before the City the disposition of which could be influenced by the employee. Employees shall avoid any conflicts of interest that will bring discredit to the City. This section shall not prohibit acceptance of items of nominal value used as promotional items, such as pens, mugs, and note pads, nor gifts of food made available to employees of a department, such as gifts of food for holidays.

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20. Willful failure to comply with Department Standard Operating Procedures (SOP) manual.

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F. Oral Reprimand

An employee may receive an oral reprimand from his/her immediate Supervisor. No appeal will be accepted.

~~(3)~~G. Letter of Instruction

An immediate Supervisor or Department Head informs employee in writing that changes need to be made in regard to work performance or employee conduct. This will be included in the immediate supervisor's coaching file. Information contained shall not be considered a part of the employee's personnel file.

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H. Written Reprimand

An Employee may be reprimanded by the immediate supervisor with Department Head approval. Such reprimand shall be in writing and shall be signed by the employee, the Supervisor and the Department Head and delivered to the appropriate office for inclusion in the employee's Personnel file. An employee's refusal to sign an acknowledgment of receipt of a reprimand shall be cause for immediate suspension without pay. The employee may file a letter of response to the reprimand, which shall be attached to the reprimand in his/her personnel file. An employee who receives three (3) reprimands within one year may be discharged.

I. Suspension

An employee may be suspended by the immediate supervisor with Department Head approval. Such suspension may be with or without pay for such length of time as may be considered appropriate, not exceeding thirty (30) calendar days in any twelve (12) month period. The City Administrator shall be furnished with a written statement specifically setting forth reasons for such suspensions for filing in the employee's personnel file. A copy of such statement shall be furnished to the affected employee and to the appropriate department for inclusion in the employee's personnel file.

J. Demotion

An employee may be demoted by the immediate supervisor with Department Head approval. Such demotion shall be in compliance with the provisions for involuntary demotion prescribed in these policies. The City Administrator shall be furnished, with a written statement specifically setting forth reasons for such demotion for filing in the employee's personnel file. A copy of such statement shall be furnished to the affected employee and to the appropriate department for inclusion in the employee's personnel file.

K. Discharge

An employee, with the exception of the Chief of Police, may be discharged by the immediate supervisor with Department Head approval. The City Administrator shall be furnished with a written statement specifically setting forth reasons for such discharge for filing in the employee's personnel file. A copy of such statement shall be furnished to the affected employee and to the appropriate department for inclusion in the employee's personnel file. The Chief of Police may be discharged in accordance with the requirements of R.S.Mo. § 106.273, a copy of which can be provided upon request.

J.L. Exit Interviews

All employees of the City of Harrisonville will be given the opportunity to participate in an exit interview with the City Administrator upon separation from employment with the City. The interview provides information to the City about working conditions, pay and benefits. The ideas and suggestions of individuals who have chosen to leave the City might offer opportunities for the City to enhance its appeal as an employer. The interview will not be required, but is encouraged.

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G.M. Release of Information

The Human Resource Manager will provide or verify the following information upon verbal or written request for both current and former employees.

- employment dates
- job title (s)
- rate of pay

No other information will be released.

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TO: Finance/Personnel Committee
FROM: Keith Moody, City Administrator
DATE: August 1, 2013
SUBJECT: Employee Residency Questionnaire

Type of Item: *Approval*

The attached document reflects the results of the Residency Questionnaire administered to our employees. The survey is not scientific, but does provide insight as to what drives a person's decision on where to reside.

We have a fairly equal distribution of length of residency in Harrisonville with most respondents living in Harrisonville more than ten years (43%). Most of the 87 employees that responded live outside the city limits (62%). A preference for living in the country was the most popular reason for not living in Harrisonville, followed by personal reasons and then a preference for not living in the city in which they work.

The written responses are the most insightful information. There are clearly opinions that are on opposite ends of the spectrum such as comments about the poor appearance and need for better code enforcement that contrast comments that indicate there is too much code enforcement and property owners should be allowed to use their land with less restriction; this contrast in opinion is evident among our elected officials as well. There is a consistent interest expressed in seeing vacant buildings occupied.

The perception that it is expensive to live in Harrisonville is reflected in a number of comments. Apparently that the results of our single family cost of living comparison have not reached all of our residents.

Discussion Item (ID # 1118)

Employee Residency Questionnaire

Attachments:

2013 Residency Preference Survey of Employees (DOCX)

Responses to Residential Preferences Questionnaire

1. How long have you lived in Harrisonville?
 - a. Less than 5 years: 26
 - b. 5-10 Years 25
 - c. More than 10 Years 38
2. Do you live inside the city limits of Harrisonville?
 - a. Yes, inside the city limits: 33
 - b. No, outside the city limits: 54
3. If you answered NO to Question 2, please indicate which of the following factors influenced where you ultimately chose to live:

My spouse is required to live close to his/her place of employment	0
I prefer to live in the country, rather than in town	27
I prefer not to live in the same city where I work	17
The availability of preferred architectural styles and price of housing elsewhere	9
Better access to healthcare and professional services	7
Better access to shopping, dining, entertainment venues, etc.	14
I have personal reasons for choosing to live where I am presently	19

Other:

Too many trailer parks – ugly, none desirable; not enough retail conveniences (restaurants and shopping); ball fields need to be redone, as well as outdated lighting on fields *(except one)*; whole town needs updated, until then don't expect new growth!!

Utilities are too expensive, poor housing assessment for taxes, rate hikes in utilities make where you cannot afford to live here. Water is less than par in quality (poor taste and smell) most of the time. School district is sports-oriented, instead of better educating the kids.

Taxes are lower where I live. Some of city ordinances here in Harrisonville are nonsense (burning leaves, firepits).

I live near all of my family.

Grew up in the town I currently live in. Also my parents, sisters and their families, as well as spouse's family also live in the same town.

At this point in my life, I prefer to live closer to the city.

The visible vacancy of the business districts and “historic” town square makes it difficult to have any desire to relocate here.

There is nothing in Harrisonville that makes me want to live here or raise a family here. Too many abandoned buildings and run down areas. The one of two nice neighborhoods can’t afford to live in because don’t make enough money.

Too many codes and taxes? Need new ball fields and lights. Whole town needs updated. Don’t like people telling me what to do on my property.

I’m currently looking to move into Harrisonville.

My home was well established prior to my employment with the city.

Closer to family.

Looking to move in about a year and would like to move to the country area outside Harrisonville (west side). My reasons for living outside has changed a lot over the last 2-3 years.

I live about halfway between my job and my spouse’s job.

Where my spouse lived when we got married.

I lived in Garden City when hired.

Since where I live is unrelated to the ability to do my job, what would make me want to move to Harrisonville?

I want to live on acreage. None is available inside city limits. It was important to me to have an address to Harrisonville and be in the Harrisonville school district.

My wife already drives 45 miles to work. Moving to Harrisonville will just increase the distance.

I moved to Garden City in 1987 when I purchased my home. At the time, I worked construction and lived in Creighton. In 1993, I went to work for Garden City until 2000.

The following comments were written by people who indicated they lived inside the city limits:

Cost of living in Harrisonville is high compared to surrounding areas, all within 15-20 minutes of Harrisonville city limits.

I plan to move out of the city limits of Harrisonville within the next 1-3 years.

I live inside city limits because I was required to at the time it was purchased. I would prefer have a choice and not be restricted. Where I reside does not influence how I perform my duties.

I think it is important to have a clean City with proper codes and the enforcement of them. Having yards that are littered with trash and yards that have grass that is not mowed, until after it's a foot tall, is an eye sore. I also think that the City should take into consideration the residents that are diligent about following the rules and taking pride in their properties to be the voice of the City. Not the ones that want everything handed to them and don't want the best for the City. We need to get businesses coming to us and back to the square to generate jobs. These things would be a major attraction to people looking for a place to move.

If I were to move out of town, it would be to move closer to employment opportunities for my family. It is extremely hard for young adults to find full-time employment in Harrisonville. It's hard to find part time work outside of fast food. We are limited on entertainment, places to dine, and places to shop. There really needs to be more development and more effort made to bring in some of these things. The only thing that prevents me from going to the city (Raymore, Lee's Summit) is the cost of gas, otherwise I would go up there for everything.

When I moved to Harrisonville, I really enjoyed the way the city looked. It was clean and well kept. Today is a different story. It is amazing to see so many residents in this community are not taking care of their property and is getting worse and worse. If I ever had the opportunity to move outside of the city, I do believe I would.

I do what I can to support the businesses here in Harrisonville. I shop here, visit restaurants, gas stations as well as other places. There are just so many businesses in town and it gets old going to the same places over and over.

Healthcare is another issue. The doctors in town don't seem to take on new patients and this has forced me to seek healthcare in different cities and facilities. It is a very long drive to just get a check-up. The hospital is new and I hope they get doctors that will accept new patients.

I understand this is a small town and that there will not be as many services and entertainment in town and I accept that. Again, my main reason is how the city looks.