

STATE OF KANSAS )  
WYANDOTTE COUNTY )) SS  
CITY OF KANSAS CITY, KS )

REGULAR SESSION  
THURSDAY, JUNE 4, 2015

The Unified Government Commission of Wyandotte County/Kansas City, Kansas, met in regular session Thursday, June 4, 2015, with nine members present: Melissa Bynum, Commissioner At-Large First District; Walker, Commissioner At-Large Second District; Townsend, Commissioner First District; McKiernan, Commissioner Second District; Johnson, Commissioner Fourth District; Kane, Commissioner Fifth District; Walters, Commissioner Seventh District; Philbrook, Commissioner Eighth District; and Holland, Mayor/CEO. Commissioners Murguia, Third District; and Commissioner Markley, Sixth District; were absent. The following officials were also in attendance: Doug Bach, County Administrator; Gordon Criswell, Assistant County Administrator; Joe Connor, Assistant County Administrator; Melissa Mundt, Assistant County Administrator; Jody Boeding, Chief Legal Counsel; Carol Godsil, Deputy Unified Government Clerk; Lew Levin, Chief Financial Officer; George Brajkovic, Economic Development; Don Ash, Sheriff; John Paul Jones, Fire Chief; Terry Zeigler, Chief of Police; Tyrone Garner, Deputy Chief of Police; Renee Ramirez, Human Resources Director; Maureen Mahoney, Assistant to Mayor/Chief of Staff; Jason Banks, Asst. to the Mayor/Manager; Lindsay Behgam, Executive Coordinator to the Mayor; Bill Hurrelbrink, Assistant to the Mayor; Captain Moses Toledo, Sergeant-at-Arms.

**MAYOR HOLLAND** called the meeting to order.

**ROLL CALL:** Philbrook, Bynum, Townsend, McKiernan, Johnson, Kane, Walker, Walters, Holland.

**INVOCATION** was given by Reverend Artrell Harris, Roswell Church of Christ.

**Mayor Holland** asked if there were any revisions to the agenda. **Carol Godsil, Deputy UG Clerk**, stated, Mayor, we do have one under the Mayor's Agenda. We have an editorial revision under recruitment, changing allowed permanent residents to apply for the KCK Fire Department to read allow permanent legal residents. **Mayor Holland** said I believe its legal permanent

residents. **Ms. Godsil** said permanent residents, yes sir. **Mayor Holland** said it's an editorial change, not substantive but we will point that out when we get to it in the slide show, but thank you for noting that editorial correction.

### **MAYOR'S AGENDA**

#### **ITEM NO. 1 – 150149...RESOLUTION: PUBLIC SAFETY TASK FORCE RECOMMENDATIONS**

**SYNOPSIS:** A resolution adopting the Public Safety Task Force recommendations, dated June 4, 2015, and authorizing the same to be implemented subject to adoption of the requisite budget authority, submitted by Mark Holland, Mayor/CEO.

**Mayor Holland** said we have a resolution before us to adopt Public Safety Taskforce Recommendations. We are going to have a presentation tonight about this and then we will have discussion by the Commission after this presentation.

I'm going to start off a little bit giving a little bit of background about this Commission and how it has taken place. We had a timeline. If we want to fast forward and I'll just give you an idea of what we're going to do tonight. I'm going to give some introductory remarks. I'm going to ask Darryck Dean of the Department of Justice to give a few comments as well and then we'll turn it over after those introductory comments for presentation by the leadership team. The leadership team is represented by Rev. Jimmie Banks, Bill Miller, former commissioner; and David Smith. Also, Irene Caudillo is also a member of that leadership team and is unable to be here tonight, but we want to recognize and appreciate her for her work. In addition, we have a lot of people to thank but I'm going to walk through a little bit of the timeline of how this worked and then turn it over for the presentation by the leadership team.

## Public Safety Recruitment Task Force Background Information

<i>November 21, 2013</i>	Fire Recruit Graduation 42 graduates, no African Americans and one woman Only 31% from Wyandotte County High Schools
<i>December, 2014</i>	Mayor meets internally with staff County Administrator, Fire Chief, and Human Resources
<i>January 20, 2014</i>	Martin Luther King, Jr. event Mayor announces commitment to address recruiting Mayor reaches out to US Attorney Grissom
<i>February 25, 2014</i>	State of the Government Mayor Commits to bring in Department of Justice
<i>April 23, 2014</i>	Data Gathering with Department of Justice
<i>July 11, 2014</i>	Data Gathering with Department of Justice
<i>August 9, 2014</i>	Michael Brown shooting in Ferguson, Missouri
<i>August 26, 2014</i>	Data Gathering with Department of Justice
<i>August 28, 2014</i>	Public Announcement of Process
<i>Sept. &amp; Oct. 2014</i>	Commissioners Appoint Representatives
<i>December 11, 2014</i>	First Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>January 28, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>February 5, 2015</i>	Public Safety Public Hearing- Commission Meeting
<i>February 17, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>April 13, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting
<i>May 21, 2015</i>	Mayor's/DOJ Public Safety Recruitment Task Force Meeting

On the slide you'll see our timeline. We actually began working on this in November of 2013 as we observed a recruit graduation. That December, that next month I started working with the County Administrator, the Fire Chief and Human Resources. In January 2014 I announced my intention to reach out to the Department of Justice and to work with the U.S. Attorney, Barry Grissom. That commitment then led to April through August of 2014 where we worked on really data gathering. This was really an intensive staff driven process where we just needed to gather the data to kind of see the scope of what we're talking about in terms of the recruiting, hiring, promoting and ongoing issues that might be present. We then announced in September and October this process.

The commissioners were each appointed representatives in 2014 and then in December of 2014 we began the Mayor's Department of Justice Public Safety Recruitment Taskforce Meeting. That has concluded. We met all the way through May. The timing of this is important. We wanted to end the recommendations late April early May so they could be adopted in time for the County Administrator to work on them in the context of the budget. Some of these recommendations tonight have budgetary implications, others do not, but in order to keep in sync with the timeline of the budget we needed to have some action taken tonight so that the County Administrator has direction to work.

The resolution actually that we have tonight would be to adopt these recommendations pending budgetary authority that would come through the summer. So obviously the Commission, we're not here to write a blank check to the Administrator, though I think the Administrator would be glad to get a blank check at any point during his tenure, but it won't be tonight. What we do intend is to adopt the recommendations and then send those to him to work

through the normal budgeting process so as these items come forward, the ones that do cost money we will see again.

## Mayor's/Department of Justice Public Safety Recruitment Task Force

### Leadership Team

Mayor Mark Holland	Rev. Reggie Banks- Chairperson	Danyck Dean- DOJ/Facilitator
Beno Caudillo	Bill Miller	Gordon Criswell
David Smith	Maureen Mahoney	Renee Ramirez

### KCK Education

KCK-Dr. Cindy Lane	Donnelly-Mage Stuart Sweland	Figueroa-Tim Conrad
Benson-Dan Swagard	KCKCC- Dr. Dora Givens	Tumey- Dr. Michelle Hubbard
Ward- Fr. Tom Schneider	KCKCC- Deryl Wynn	

### Commissioners Appointees

Commissioner of Murphy- Nathan Banks	Commissioner of Reno-Gelf	Commissioner of Maddox- Johannes Randolph
Commissioner of Phillips- Chuck Sitka	Commissioner of Walker- Bill Rogers	
Commissioner of Mackley- Benjamin Josh Hyatt	Commissioner of Townsend-Greenville O'Neal	
Commissioner of McKimman- Alvin Sylva	Commissioner of Walton- John D Rice	

### Other Task Force Team Members

Richard Mabson - NAACP	Doug Bach-UG	John Paul Jones-KCKFD	Henry Couchman- Legal Dept. UG
Craig Duke-KCKFD	Kevin Steele-KCKFD	Jason Banks-UG	William Ramirez - Latine Peace Officers Association
Tony Zeigler-KCKFD	Jennifer Joveth- KCKFD	Scott Ridgeway- KCKFD	Cecilia Yasso-Selmaria- Community Volunteer
Don Ash - Sheriff	Winfred Manning-SAFF Local 64	Karen Jones- PRIDE	Trudy Hall- Community Volunteer
David Toland- Sheriff	Ellen Hansen	Mark Bundy- KCKFD	Jonathan Westbrook- Black Police Officers Association

I want to go to the next slide now and look at some of the people who have helped. I mentioned the Leadership Team. I was a part of that. We also had from the staff Gordon Criswell, Renee Ramirez in HR, Maureen Mahoney and Jason Banks. I really want to thank my whole staff who was very helpful throughout this. We couldn't have done it without Racheal and Jasmine and their administrative support as well. There's been a lot of work that's gone into this process, this month long process.

We put together a team of about forty people. We averaged over thirty people per meeting for this recruitment taskforce. Each commissioner had a recommendation. We had people from all of the different schools. Representatives from all the different school districts as well as the community college and Donnelly College. We had representatives from each of the departments; the Police Chief, Fire Chief and Sheriff were instrumental in this process in terms of moving forward. There was an invitation given to each of the unions to be a part of that as well and other community members. So a broad standing group that really worked very hard to vet all of these different recommendations and work on this. I would like to ask if there are any

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members of the committee, while I see many of you here, I would ask the members who are present of either the Leadership Team or the taskforce generally, if you're present, to please stand so we can recognize you. Thank you. (Approximately 18 people stood)

I want to say this has been a really great process that I'm very proud of. Our community has high expectations and we have the greatest diversity really, and I tell this story all the time because I'm very proud of it, our community has the highest level of diversity of any other county in the country. There is only one other county in the nation that has the same level of diversity as Kansas City, KS and that's Browar County in Miami. That's where you have three different ethnics groups, the Anglo group, the African American and the Hispanic group all represented with more than 25% of the population. That's a level of diversity that we celebrate every single day and brings with it an opportunity and an expectation in our community that our Unified Government as well as all of our departments are a representative of that diversity. We're also—the gender diversity in our departments is very important as well. This process gave us an opportunity really to walk through looking at the pieces that were there.

I'll say one of the things I was looking for, because of the numbers that I saw were troubling, I was really looking for that smoking gun of the one thing that stood out that said this is a discriminatory practice that's taking place that if we fix, then everything will be fine. What I found as we dug into this is there was no smoking gun where there was something discriminatory being done. As I looked at our hiring process and I look at the caliber and quality of people in all of our public safety departments, police, fire and sheriff, we have clearly hired the highest quality people. We've done an outstanding job maintaining very high standards in hiring the right people to do the job. As we dug into it, I didn't see any discriminatory practices in the hiring process. What I saw was a recruitment pool that did not reflect the diversity of our community. When the recruiting pool doesn't reflect the diversity of the community it's impossible for the hiring pool to reflect the diversity of our community.

Most of the time and frankly most of the recommendations that are coming forward are rooted in the recruitment component of it so that we can make sure that our kids in our community have access to these great jobs and these great careers. That's been an impetus that we've been working on. I'm very proud of the work that's been done because I think the committee took it very seriously, this taskforce took their job very seriously. I think we've had a lot of community support ongoing. We had a tremendous public hearing earlier this winter

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where we had members of the committee come forward and we filled this room getting input from the community about what their hopes and dreams were for our public safety. We've tried to craft recommendations that would bring all of our departments up to speed with what the expectations are.

I will close my portion with those comments and just thank all the folks who have been a part of this again. I want to thank this Commission. In the fall of 2013, a number of commissioners approached me and said we need to do something. There seems to be a disconnect at some level and we want to take steps to move it in the right direction. The Commission has been very supportive of this process from day one. I'm looking forward to the presentation tonight and the dialogue that follows.

I just want to express my appreciation. Mr. Dean was traveling on his way here so I trust he will be here at some point. What I want to do is go ahead and turn it over to the Leadership Team to begin their presentation.

**Reverend Jimmie Banks** said this isn't church. I stand here honored to have been asked by the Mayor along with these other taskforce members to work on this effort to improve the representations of minorities and women in our public safety forces. This is just another, how can I say this, industry issue that I have faced throughout my career.

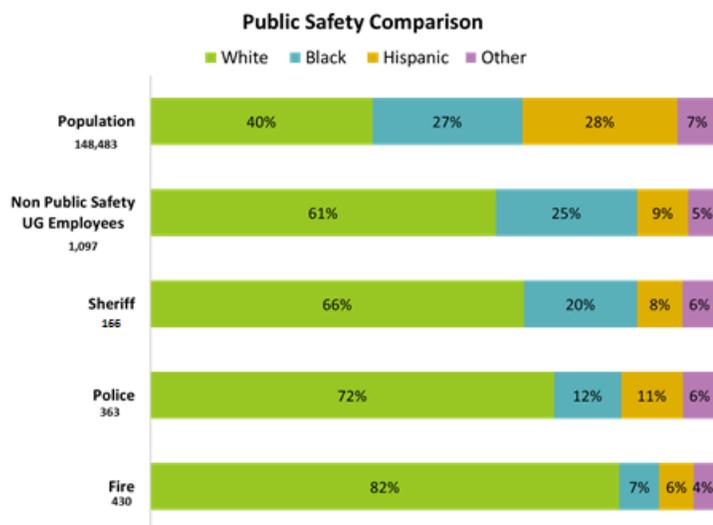
In business, if there's something that you need in order to compliment your business, strengthen or to prosper your business, you go out and you seek it. That's called recruitment, it's called hiring, it's called promotion, it's called retention and in the changing demographic reality that we see today, we can't maintain the status quo relative to the makeup of those departments as they are now. It just isn't feasible. As I look at the backdrop of all of these iconic structures that are part of Wyandotte County, the history, the collaborations and cooperation's that it took in order to make this possible.

We stand here with a similar opportunity to fashion out a challenge an opportunity to make a new future for the young people who do want to make a firemen, police person or a sheriff one of their careers, but they're cloudy in their mind as to how to accomplish that because they haven't seen any positive ways for them to accomplish it. As we sat down, we've done an exhaustive search. All of the subject matter experts that you saw stand here tonight have given of their time, their talent and their resources to come up with ways, means, ideas and

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suggestions, some heated discussions; but we were all here for the same reason and that is to come out of here with something that we could recommend that you all would consider and fund.

Looking at the landscape as it is now and anybody looking at the news can see that we are well on track of being ahead of problem situations that have erupted in other cities where when they took an opportunity to look at their data, they found that they were woefully lacking and had they taken some action previously, it might have mitigated or even eliminated some of the tragedies and violence. That's where we are with an opportunity to do something proactively and we solicit your support. It's not a perfect document. We're going to continue to work on it. As we ensue in this particular presentation I'm going to be followed by Bill Miller who's going to talk about recruitment. David Smith is going to talk about hiring. I'm going to come back and talk about promotions and long-term oversight. Bill Miller will also give you some statistical rack ups about where we are.



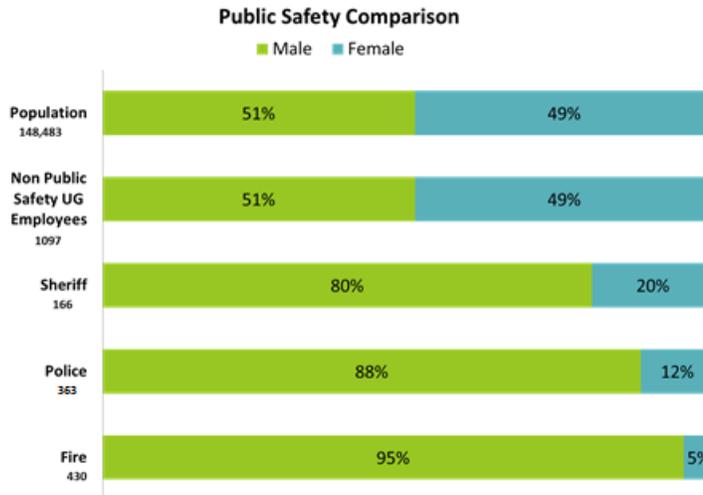
**Bill Miller** said I think its important today to sort of look at where we start. Where we start is sort of the low point in my mind. You know I live in Wyandotte County. I feel like I've got a lot of family and friends here. I think the community would not be happy that we hired 31% of people from Wyandotte County in the class of November of 2013. I think that's the context where we sort of started. For whatever reason that is, I think that was sort of our baseline in terms of starting the process.

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I think one of the things that the taskforce spent about 8 weeks on maybe even 12 weeks on was data gathering. I know that Mrs. Ramirez in the Human Resources Department, Chief Jones, Sheriff Ash, basically both Chiefs of Police that we had during this process really spent a lot of time to provide us data and input so that we could give you some real recommendations and what I mean by that is, I've been on the other side of that wall. We've all gotten these taskforce recommendations that say be nice here, be nice here. That's not what we're trying to give you tonight. We're trying to give you some hard and fast actionable items that you can then debate and make decisions as you move forward and go through the process.

As we started through the data analysis, it's sort of interesting and I think sort of reflective in that if you break out public safety and non-public safety of the total Unified Government workforce, our non-public safety side, we are very diverse and in our public safety side we have some challenges as you can see by the three organizations that are there.

Now here's the good news. The good news is this, if you look at the Police Department and the Sheriff's Department and you look at the most recent hiring patterns, and by that I'm discussing the last four or five years, if you just hang in there and do what you're doing, over time that demographic is going to be very reflective of our community. If you look at the new hiring classes and the data that we saw, I think that gave us a lot of comfort. We didn't see that in Fire. That's why you're going to see more directions and more content as it relates to the Fire Department, not because the others are any less important, but those recent demographic shifts that have occurred are strong and I mean you can tell just by looking at the numbers that we're making some headway in those particular areas.



You know I don't have to tell you the community you live in. Men and women are active in it and you know it every day, but the other part of this that sort of troubles me is, and the people who've been on the taskforce are probably tired of hearing me on this item, is that our community, again, if you take out public safety, we have a very diverse workforce in terms of men and women but we really don't have that on public safety. While there might be a lot of good, strong reasons for that historically, the fact is that many of the activities undertaken by the Fire Department are related to EMS and transport and I think women are well suited in that particular—not that we haven't made headway in both Police and Sherriff, but I think that we can make strong headway in the area when we focus just on male and female. Again, the data that we looked at: local, minority and women and as you see these taskforce recommendations coming forward, I think you're going to see that's what we're trying to accomplish as we move through them.



As Rev. Banks mentioned, the four areas that we talked about include recruitment, hiring, promotions and long-term oversight. We're going to take a moment and step through those. The first one is recruitment.

## Recruitment

Human Resources  
Driven  
Recruitment to  
increase  
opportunities for  
all throughout  
Public Safety

- Publicly post all disqualifiers
- Increase Recruitment Budget (2015/2016 Proposed)
  - Recruitment efforts year round
  - Dedicated recruiters chosen by Chiefs and Sheriff
  - Recruiting Literature, dated (on line and hard copies)
- Enhanced web & technical support for HR
- Increase Partnerships with All School Districts/KCKCC/Donnelly

This is really important. As we look at the data, the facts that I was able to ascertain by looking at them is that the demographic makeup of individuals hired in virtually all three of the sworn personnel positions reflected the hiring group that was recruited. If we had applicants, they generally stayed that demographic all the way through. To put it another way, people are not weeded out during the process and I've heard those assertions over the years that they don't get a chance, I didn't get a chance, she didn't get a chance but really when you look at the data, you

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don't see that through there. There's not a systematic way in which those numbers are changing in a material manner.

As we walk through the first slide, you'll see that what we really think is that one of the things that we sort of ascertained is that there was a lot of the Human Resources side of these organizations that's operated outside of the Human Resources department. That became pretty apparent to us as we tried to gather data, as we tried to get information as it relates to why the process is different over here, the process is different over here and the process is different over here. What we think is that in terms of recruitment, we haven't hired anybody. We're just trying to recruit people to work for us.

We'd like to see some more transparency, some more accountability, some more activity and so as you look at it, we're saying Human Resources really needs to drive the recruitment process across the sworn personnel spectrum, if you will. We want to create some budget for recruitment. There isn't a budget for recruitment in Fire. We've heard that loud and clear from Fire.

We're not suggesting that we increase necessarily the Fire Department budget to do that. That's you guys' job; however, we're saying that really needs to be a Human Resources' function so that can work across the spectrum of Police, Fire and the Sheriff's Department. We'd like to see those recruiters be dedicated over the span of a year frankly because these hiring cycles vary and what we heard from the community and from people who communicated with us is, you know, it just didn't line up at the right time. By the time—I didn't know when they were going to do it, when they weren't going to do it. We think that having dedicated recruiters out having an impact, recruiting literature that's dated where people can get hard copies, enhance web technical support is imperative in the recruitment process.

The last thing that we heard quite loud was increasing our partnership with the school districts, the community college and Donnelly College. We were very fortunate to have good representation and activity from all entities because honestly I think some people from our staff articulated that we're not getting—we are not successful in attracting kids from our local school districts into our hiring process. We think that by maybe being more involved at the school district level that could impact that.

I will tell you that's not a remark we got from Police because we have the community officers in high schools, I think it's had a strong impact on our ability to recruit, particularly minority and women in the Police side and the Sheriff side of public safety.

## Recruitment

### Redesign Cadet Program for Police, Fire, Sheriff

- Salary, benefits, tuition reimbursement
- Available FTEs
- Establish plan design for Sheriff's department- staff time
- Establish training within department
- Mentoring throughout cadet program- staff
- Accelerated Timelines

Everybody up there behind this screen is probably familiar with the Cadet Program. We've had them on and off. It seems to me, this is my view, that when budgets get tough, we sort of say you know what, that's the area we're going to cut. As a result of that, we don't have a Cadet Program today in the Fire Department and we have some limited cadet activity in other organizations. We're saying this is a cornerstone of hiring minorities, women and locals, frankly, as you look at it.

We think that this recommendation is to develop a process where salary, benefits, tuition, school reimbursements and provide them some employment during the process. As you see in the hiring slides that are going to occur in a moment, we're recommending shorter periods of time on those cadet programs. We're recommending if the EMT process, for instance that we heard repeatedly through our system, requires six months that that Cadet Program not be two years or three years but to lower that so we can move more people through the Cadet Program. In Police it makes sense. I mean there was a lot of discussion. There's debate both ways but the discussion centered around first and foremost well, if we hire cadets at 18, we've got them on the books for a little while. We can impact behavior. The converse of that frankly is, our discussion

was yes, but if we hire them at 20, we can really get them through the cycle and move more people through the Cadet Program and have bigger impacts on minorities and women.



The last one really—these last two are sort of controversial so they’re on a separate slide. We want to talk about them with you for a moment. The reduced age for the Kansas City, Kansas Fire Department from 21 to 19; that was a recommendation that came through the Fire Department. Kansas City, Missouri, has an age of 19. I think other districts around the metropolitan area have an age of 19. I’m not qualified to tell you what that does, but I think their view was that allows them to get to that applicant earlier and maybe entice them into our program. That does factor into the cadet cycle and how that works so that needs some further review, but a recommendation is to look at reducing the age on the Fire Department from 21 to 19.

To allow legal permanent residents to apply for the Fire Department, this one is a little misunderstood frankly, at least it was by me, I’ll be honest. The legal permanent resident in the United States can serve in our military. We have children who were brought here at a young age and for whatever purpose, they reached the status as a legal permanent resident. They can serve in our—you could go and fight for our county, come home and you can’t be hired on our public safety and we think that’s wrong. We think that’s worthy of review. That’s, again, a hard recommendation that we’re making to you tonight.

So now we're going to go to hiring. Again, we're trying to walk through these steps. I'd like to introduce David Smith to come forward and handle that.

**David Smith** said I appreciate the chance to both represent the other members of the taskforce and to present before you, the commission.

## Hiring

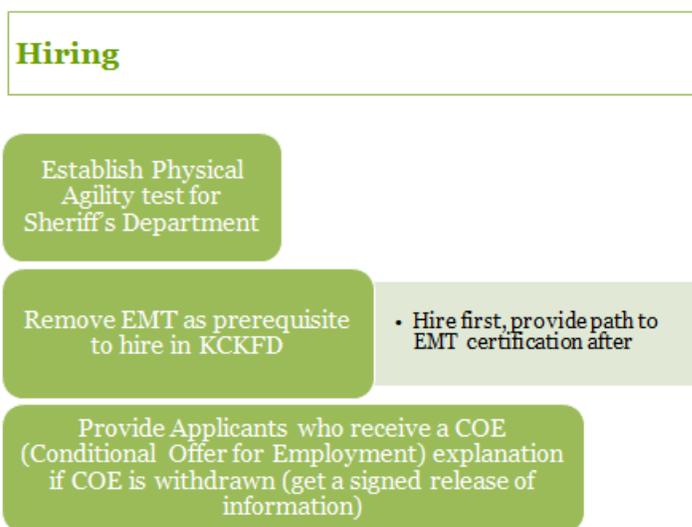
Human  
Resources  
Driven Hiring  
throughout  
Public Safety

- Small academy classes for Public Safety
- Validate testing standards
  - Psychological
  - Physical Agility
  - Written
  - CVSA
- Provide Voluntary Orientations for Agility training
- Enhanced web & technical support for HR

As Mr. Miller said, we want to drive this all through the Human Resources Department. There is a feeling that that both allows for some standardization across the three departments, but also it allows us to take advantage of the expertise and the technical capacity of our Human Resources Department. In doing that, you'll see a number of things that we've talked about doing. One of those is the small academy classes. We currently have some larger classes that take a long time to move through the process. The idea was in the hearing that if we can have smaller classes, we'll have the opportunity to move them through more quickly, get applicants through the process more quickly.

There were concerns stated both here at the commission and in the taskforce meetings about the testing that we do: the psychological, physical, written and the CVSA. So, we want to validate that and just make sure that everyone is comfortable that we're getting—when we have a test, it gives us what we're asking for. We want to make sure that it's validated. Give some orientations for the agility training to make sure that we're giving people every opportunity to move through those and provide some additional both web and technical support to Human

Resources so that they can be able to do the best job that they can with recruitment as well as the hiring process.



We also, and this is, again, the issue of standardization to make sure that there is a physical agility test for the Sheriff's Department to go along with the ones that exist for the Fire and for the Police Department and standardize those.

This next one is one that we had a lot of conversation about. In particular, we heard a lot from the community, in particularly the minority community here in Wyandotte County, that having EMT as a prerequisite served as a barrier. One of the things we talk about in the school district is creating pathways for our students so that they can move and they can have a sense of how they move through the process to get to the career that they want for themselves. We spend a lot of time and energy on helping them to negotiate those pathways.

What we have found and what the taskforce talked about was that the EMT requirement and having that as a prerequisite that the student had to have in order to apply stood as a barrier. When we talked about the recruitment phase, it meant that our pool of applicants didn't have the diversity that we wanted. We felt like the EMT requirement was one of the things that stood in the way. So, there's a strong belief that once we get somebody hired, we can get them through to their EMT certification so that becomes part of the process of once they're hired rather than something that stands in the way. We don't believe that there's any reason why that should serve

that that should be out front. We know we can get our applicants, once they're hired we can get them trained as EMT. That was a very important recommendation.

As a part of the process, once an individual gets a conditional offer of employment, there have been times when that offer gets withdrawn. The way we are currently structured, the individual who has that experience—as commissioners, you heard people at the last commission meeting where we talked about this tell their own personal stories because of laws, they're not allowed to know why they weren't hired. So you have an individual who is told we want to hire you, they then are told I'm sorry, we're not going to hire you and they have no idea why. That doesn't seem fair and we believe that if we can get a release from individuals to essentially release the Unified Government then they can at least know what the issues are and perhaps address those so that sometime in the future they might be able to get hired. That just seems fair. I know if I was in that position I would be frustrated to not know. That seems like a difficult position to put people in. We believe if we can put forth these hiring recommendations, that that's going to strengthen after we recruit a quality class, strengthen the hiring and get the people that we want.

**Rev. Banks** said in aspiring to be an employer of choice, there are linkages between all these areas that must be maintained. When you recruit, you need to know what the qualifications are. Are they bonafide? Do they really relate to success or failure on the job? That's the hiring part of it. The recruitment part is where do you get them? Where are they? Where do you fish for them? The last one is promotion. Once I get there, what's in it for me? What is the process? What's the pathway? You look around and you see fellows who have tried to matriculate and they tell all kinds of stories about brick walls, invidious barriers and contract language that prohibit them from being mobile within the workforce. When that word filters out into the community, that dampers the recruitment potential that you have in that community.

As a part of our deliberations and working with Human Resources to identify ways and means we might address that, we're looking at the contract language and anything that would help us improve the attraction of qualified people for these particular positions. We need to drive the testing dates so that they complement our needs. Oversight for all promotional testing, that needs to be officed under Human Resources and not parceled out to each individual entity, likewise, the review of the physical agility exams for validation. I think the transparency of this

entire process would be a great improvement. I mean you shine the light in, more people are able to see and make decisions as to whether or not this is something that is career worthy for them. We do think that a job in our public safety department in the Unified Government of Wyandotte is a good job and we'd like to see our local people competing for these jobs.

In the long-term, as I said, we haven't submitted a perfect document. There are some things that need to be worked on, obvious discussion that need to be dealt with but training is going to continue because they're areas of sensitivity as we've seen in the media here recently. There's continuing edification that's needed in the workforce. The work environment is critically important to success or failure on the job. The employer is legally responsible for the work environment. If something of a discriminatory nature happens, the question becomes when did you know? When should you have known and then the clock starts ticking; so there's a requirement that we have there. Accountability, transparency, nothing to hide, everything in the open, all of the processes and procedures are there for everybody to see. The same rules apply to everybody; no favorites. I don't know how you wrap your arms around the nepotism patronage aspect of employment, but that's something that we think is necessary because it's a common thread through the history of government.

The schools are one of our most important resources. The schools are where we make impressions about who we are and who we want to be. They look up to us as parents, as relatives, as neighbors, as business people, as teachers, as law enforcement people and they should all be positive experiences. We can help ourselves and the future of our city if we continue to make it that way. Thank you for this opportunity and we would appreciate individually and collectively your consideration of the recommendations that we are putting forth tonight.

**Mayor Holland** said I would like to at this time invite Darryck Dean of the U.S. Department of Justice to come forward and to make a few comments. Mr. Dean, thank you for being with us tonight.

**Darryck Dean, U.S. Department of Justice**, said I just want to give comment that in terms of working with the taskforce on these important issues has been, for the Department of Justice, a pleasure. We like to stay on top of cutting edge communities that are taking the lead, leadership

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if you will, and addressing these issues. From the communities I work and serve in, Kansas City, Kansas, stands out amongst many. To that, congratulations to the city, to the taskforce and all the hard work that was done. I wish you guys well in moving this process forward. **Mayor Holland** said and we look forward to your ongoing engagement as we put together our oversight team moving forward.

Alright, we have the presentation before us and it is a document before the Commission now. You have the recommendations. You've had an opportunity since Monday to review them and we are now open for discussion.

**Action: Commissioner Philbrook made a motion to adopt the resolution and move forward.** We appreciate all your hard work. Thank you.

**Commissioner McKiernan offered an amendment to said motion that we move forward depending on budgetary authority.**

**Mayor Holland** asked is that a friendly amendment that you would accept. **Commissioner Philbrook** said yes. **Commissioner Walker** seconded.

**Commissioner Kane** said one, the taskforce was very exciting, lots of emotion, good and bad, and I was glad to be a part of it. I guess we've been working on this for 19 or 20 months. We're just now giving a presentation of what's going to affect us for a long time. I want to see more kids and more folks in Wyandotte County hired. I want to see more diversity. I want us to go to the schools and recruit them because Kansas City, KS Community College has an outstanding Fire Science class but I'm not sure it's fair to the commission who just now has seen this in the last four days to make an opinion or to even a good judgement of what you've just been presented.

You know, I sat there. I watched it. This was not a unanimous decision on all the things that are on here. There are things that can be improved, things that can be scratched, things that can be added but I don't—and I've been here for ten years and normally when we present something like Commissioner McKiernan and Commissioner Markley they are often a team that leads some of us. They'll go out, they'll have their own committee, they'll come back, they'll

present it to commission and we'll have a few days to vote on it. But just now seeing the presentation, just now getting what the taskforce said after 19 or 20 months, that just doesn't work for me. There are things in here and I'm a firm believer and I've said this all along and I said this even when I worked at GM, Wyandotte County has the best workforce possible and we want our kids to work here, especially for the city, but I don't know how we can make a decision in such a short order that is of this magnitude.

**Commissioner Townsend** said I see, I believe, Mr. Miller wanted to make a point I think. Could I yield my portion of time to him? **Mayor Holland** said we do have a motion and a second on the floor. Typically, we stay with the Commission at this point but thank you. **Commissioner Townsend** said well, in that case then since it's going to come back to me, let me say this. This has been ongoing for some time. We've seen the chronology of the events that lead to this. With all due respect, I think we've had ample time to consider these recommendations while they were in progress.

One of the reasons that I did not appoint myself to the taskforce is that I wanted someone who had some background and knowledge in these areas and certainly I did not. I would like to personally thank Granville O'Neal for acting as my representative to the taskforce and through him I made it my business to keep up on what was going on with the taskforce. So with all due respect, I think there's been enough time to move on and for the commission to take a vote on this. I'd like to commend the Mayor and many of the other commissioners who saw a need and made this a priority for this Commission by the aggregation of this taskforce. I'd like to thank all of the members on the taskforce for your time, energy and your input into the development of these recommendations. Certainly, there may have been some dispute as to what should come forward and whatnot, but I think this is a good starting point. I think it's essential for these to be passed and that we move forward.

Even though the Mayor mentioned earlier that it appeared there was no smoking gun that would account necessarily for the underrepresentation of minorities and women in the community in our esteemed public service positions. There certainly have been some barriers and practices that have already been alluded to by the speakers here tonight that have accounted for the uneven and unequal hiring and promotion of minorities and women, and I think these

recommendations would be a good starting point at moving away from those and correcting that imbalance.

As Rev. Banks mentioned tonight, increasing the number of minorities and women will have impacts far beyond just how it facially changes the workforce in our reverend public safety sector. More people of all persuasions who have access to these better paying jobs help stabilize the community economically, not only from the western end but from the eastern end of the city. It lessens the likelihood of tensions and confrontations between certain segments of our community that go from confrontations to conflagration as we've seen in other parts of the country where emotions become inflamed and burned and then buildings and cities burned. We don't want to be that and this is a good stepping stone to moving forward to evening how our public safety segment reflects the community. I implore my fellow commissioners to vote yes with me on this motion.

**Commissioner McKiernan** said while I 100% endorse moving forward with the spirit of these recommendations, everybody who knows me knows that I'm a detailed guy and what I see is that we have a lot of work to do to both operationalize and to fund these recommendations. Our work has just barely begun in trying to implement. As I went through the recommendations, I don't think I got these until Tuesday of this week. As I went through these, I have clarifying questions on almost every single bullet point in these recommendations, questions that I think we need to answer fully as we move forward to make these the strongest possible set of policies and procedures and that have the funding behind them to make them truly effective within the Unified Government.

I do want to say that I fully support moving forward in the spirit of these recommendations and that we accept them and work toward implementation, but I do see that we have a tremendous amount of work to both operationalize and fund these. I'm ready for that effort, but I will have many more questions and ask for much more detail as we move forward.

**Commissioner Johnson** said thank you Mister Mayor and certainly to Rev. Banks and to all of these taskforce for all of the countless hours that you all have put forward in bringing this process to this point. I too believe that this has been a long time in the making. There's no doubt that we have great tension in our nation right now as it relates to race, as it relates to police

relations, particularly with minority communities, discrimination, civil rights things of that nature and there's no doubt that we need, as a community, to take proactive action. I believe that our richly diverse community deserves and wants to see results now. I think that we have a certain amount of what I would call and classify as earned skepticism in those communities that have been systematically and routinely overlooked.

While I am truly a fan of making sure that every i is dotted and t is crossed and certainly aware and appreciative of the budgetary process and all that has been stated by my fellow commissioners, I want to see this process move forward. I want to make sure that as it is moving forward and as we are dotting i's, as we are crossing t's, that we put certain markers in place to make sure that we are actually making real progress. In other words, it should not take another ten years for us to begin to see progress for all the groups that are involved and all the people that are affected by this. I hope that we can move this forward and we will work out the details. There are many details to work out, no doubt. I'm respectful of that, but I do not want to let that stop the process so I would strongly urge us to move forward with this.

**Commissioner Bynum** said prior to my arrival here as a member of the commission, I watched the rest of you work hard on professionalizing if you will, developing outcomes measurements around the ways that we spend our money. I've been impressed by that. This strikes me as a similar kind of work in terms of creating those same kinds of outcomes around the money that we have and the way that we're going to spend it. I have a question that I need clarification on. When we, when and if we adopt a set of recommendations, what does that obligate us to?

**Mayor Holland** said I'll go ahead and take that question. There are a number of these issues that—we wrestled with a number of issues. For instance, the age, I'll take the one, moving the age of the firefighters from 21 to 19. That's an internal policy decision that we can make as a Unified Government. The state of Kansas has a law that you have to be 21 to be a law enforcement officer. So to be a police or sheriff, you have to be 21. That's not a decision that we get to make at the Unified Government. In order to move that age difference, it's simply a policy directive that the taskforce has recommended. By the commission adopting, it would become the policy of the Unified Government and that would go into immediate effect as we

begin our recruiting. That's something that would take effect immediately. Some of the other issues are longer term.

I would expect that the Administrator is going to come forward with a funding mechanism for a cadet program in each of the three departments. Based on previous experiences we've had with Cadet Programs, we can estimate very clearly how much that's going to cost, how many individuals will be able to be in those Cadet Programs and we can move that budget forward. The Police Department is going to be well suited to jump in with both feet to that cadet program because they have a functioning cadet program now.

The Sheriff's Department is going to have to develop that and the Sheriff is going to have to come back with a recommendation on what that cadet program is going to look like, the structure of it, obviously they're not going to have to start completely from scratch because I would assume it would be modeled similarly to the Police and other Sheriff Departments around the region or around the country. We don't have to reinvent the wheel for that.

The Fire Department has had some good success with the Cadet Program and some not good success with the Cadet Program so they're going to need to come back with a Cadet Program structure that's going to work for them, particularly in light of the fact that this recommendation comes forward to remove the EMT as a hiring. That's going to have to be a part of the Cadet Program and how they structure it. Chief Jones has good experience with that because prior to 1994, we hired almost all of our firefighters without EMT and trained them after they were hired. In fact, Chief Jones came in without his EMT and that seemed to work out pretty well for him. I think he has the experience to put that Cadet Program in. We can put the funding in place now in the summer session but then it's going to take a timeline from each of the chiefs and the Sheriff to say how they're going to implement their specific Cadet Program. There are others in here that are going to take some time.

One of the other pieces is having an ongoing Oversight Committee. This Commission will need to approve and appoint an ongoing Oversight Committee. That has not been established yet. We talked at the taskforce about what that would look like. It's fairly complicated. One option and all that's being approved today is that there will be one, but we'll have to come back with a recommendation for you all to vet and say yes, that's an ongoing group that we want to carry this out to continue to watch it to make sure it moves forward. That may look like the Human Relations Commission being reconstituted, strengthened. There may be

other elements added to it. That ongoing work also in keeping with the Department of Justice's practice in other communities hopefully would include a memorandum of understanding with the Department of Justice to stay connected to our community through that ongoing oversight group to make sure that these are implemented. There are a lot of questions yet to be answered; a lot of work yet to be done. As I was congratulating Ms. Ramirez in HR on this process being completed, she said I'm afraid it's just started and I think she's right. We're just now starting and the Human Resources Department has done a Herculean effort in pulling together data and working through this, and we're going to need to continue to work with them.

Some of these are going to happen immediately. Posting disqualifiers on the website, that's done; I mean they're already done. Those are things that are easy to do. Others are going to be a longer term and that timeline is going to be up to Mr. Bach, the Chiefs, the Sheriff and to this ongoing oversight group to make sure that these are being followed through. It's an excellent question but we want to give the authority to the organization to start moving and not waiting any longer. Does that answer your question? **Commissioner Bynum** said yes.

**Commissioner Walker** said well I think it's all been said so I won't repeat it. I will thank the taskforce for what I think is a great report, a lot of hard work. Like Commissioner McKiernan, I think there are some details that need to be a little more fully vetted and implemented in terms of how they look in the final logistics of application to show hiring. I fully endorse a reconstituted Human Relations Commission with the authority and the motivation to just not meet just to meet but to have a purpose. I think this will be in the long-term and maybe over the next three to four years, we'll be achieving great results that we intended to do that are more reflective of our community. Anything else, I'd be repeating what all of you have said so thank you.

**Mayor Holland** said I see no more comments. Prior to our vote I just want to share, I thought this was heartwarming that I just received this email today. I don't have permission from the sender to use the name but I will say this. Hello, Mayor Mark, I'm an 18 year-old soon to turn 19 and I'm reaching out to you in regard to your recommendations towards the taskforce in Wyandotte County. I'm very pleased that you all have brought in mind many great recommendations for example, lowering the age requirement from 21 to 19. As a young Hispanic adult soon going into adulthood and living in Wyandotte County most of my life, I've

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been attracted and inspired to work for public safety and my dream since I was a child was to become a firefighter. I've always wanted to become a firefighter because I like helping people and assisting them when they might be at their worst. I know that you also have a concern with ethnic groups in Wyandotte County within its public safety and the wellbeing of Hispanic, Latinos and African Americans make up a large percentage of that. All of your recommendations will significantly inspire young adults like me to be more interested in public service and maybe pursue a job within Wyandotte County.

Roll call was taken and there were seven "Ayes," Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Walters. Kane voted "no."

**Action:**       **RESOLUTION NO. R-34-15**, "A resolution adopting the Public Safety Task Force recommendations dated June 4, 2015, subject to adoption of the requisite budget authority by the Unified Government Board of Commissioners." Roll call was taken and there were seven "Ayes," Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Walters; and one "no," Kane.

**Mayor Holland** said let's give a hand to the taskforce and all of those that worked on it. Yes, point of personal privilege, former Commissioner Miller. **Mr. Miller** said I just want to respond to the item about the budget. The reason you're seeing this the first week in June is because if we waited 90 days, the ability to impact your budget has passed. We wanted to give it to you early enough to impact that and that would have been my comment. **Mayor Holland** said thank you for your leadership in this, for all the leadership team: Mr. Smith, Rev. Banks, and Mr. Miller, we appreciate your leadership as well.

**CONSENT AGENDA**  
**ITEM NO. 1 – MINUTES**

**SYNOPSIS:** Minutes from regular sessions of April 9 and 30, 2015; and special session of May 11, 2015.

**Action:** Commissioner McKiernan made a motion, seconded by Commissioner Townsend, to approve. Roll call was taken and there were eight “Ayes,” Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

## **ITEM NO. 2 – WEEKLY BUSINESS MATERIAL**

**SYNOPSIS:** Weekly business material dated May 21 and 28, 2015.

**Action:** Commissioner McKiernan made a motion, seconded by Commissioner Townsend, to receive and file. Roll call was taken and there were eight “Ayes,” Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

## **PUBLIC HEARING AGENDA**

No items

## **STANDING COMMITTEES' AGENDA**

### **ITEM NO. 1 –150139... PRESENTATION: 2014 CAFR**

**SYNOPSIS:** Presentation of the 2014 Comprehensive Annual Financial Report (CAFR), by Allen Gibbs, and Houlik, LC, the UG’s independent auditor, submitted by Rick Mikesic, Accounting Director. On June 1, 2015, this item was presented at the Economic Development and Finance Standing Committee meeting, chaired by Commissioner McKiernan. It was requested, and approved by the Mayor, to fast track this item to the June 4, 2015 full commission meeting due to it being time sensitive.

**Mayor Holland** said I will note this did go through standing committee; however, they did an abbreviated presentation at standing committee so the commissioners on that committee would not have to sit through the extended presentation twice. We do want to do the extended presentation tonight, not only for the benefit of the commissioners, but also for the public. This public process for our budget and audit is an important part of the transparency of this government and giving confidence to the public that we’re properly managing all of the funds that are in our care.

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**Doug Bach, County Administrator**, said, Mayor, you did a good job of actually setting this up. Each year we do go out and hire an independent accounting firm to come in and review all of our financial functions for the Unified Government. As we've had for the past several years, the firm of Allen, Gibbs and Houlik is here this evening to present the CAFR.

**Lew Levin, Chief Financial Officer**, said my comments will be very brief. Tonight, staff's going to present an overview of our annual financial report. Our Accounting Division is responsible for preparation of that report and then it's reviewed by our independent auditor. Rick Mikesic is Manager of our Accounting Division and I'm going to turn it over to Rick for some brief comments.

**Rick Mikesic, Accounting Director**, said I'll also be very brief. We're here to present our 2014 Comprehensive Annual Financial Report, which is commonly referred to as our CAFR. We're requesting approval tonight. A part of the annual process that we go through to prepare the annual report is an audit, which is conducted by our outside audit team Allen, Gibbs, and Houlik. At this point, I'm going to introduce Shelley Hammond who is Senior Vice President of the audit firm to present their findings.

**Shelley Hammond, Senior Vice President, Allen, Gibbs, and Houlik**, said thank you for having me here tonight. I really appreciate the opportunity to present a little bit more extended version of our report. As the Mayor indicated, we're going to provide a little bit more detail than we have in the past. I appreciate the opportunity to do that.

First of all, before I get into the details of my proposal, just a little bit about me and my firm. As Rick indicated my name is Shelley Hammond. I'm a partner with Allen, Gibbs, and Houlik. We're a public accounting firm. My specialty area is working with governments. This is all I do is work with governmental entities. I've been doing this for over 20 years and as a firm, our firm operates in a number of different industries and works with a number of different industries but out of our total practice, almost 40% of our practice is in the government sector. It is a significant part of our practice and we have a large dedicated team who works in the governmental area.

We also do a large number of entities that are similar to Wyandotte County here in the state of Kansas. We specialize in some of the larger, more complex entities like the Unified Government that includes, and these are all public records, so I can share this with you. We work with Johnson County, Sedgewick County, the City of Wichita, entities that are larger within the state of Kansas that have similar operations. We also work with the state of Kansas itself. We've audited the state of Kansas and we currently do consulting work. I share that with you not to brag about what we do, but just to give you some context about what our firm does and our expertise in the government sector.

Also, before I jump in, a little bit about what an audit actually does. I'm not going to go into all the details of the audit standards. What an audit does is we are hired as an independent party to come in and review, as Lew and Rick mentioned, the Comprehensive Annual Report that is prepared by your management team. What our opinion that we provide on that tells you or is designed to tell you is that the financial numbers within your financial system, the activity that you conducted during the past year, your assets, your liabilities, that those are all accurately stated within this document. Our opinion does not tell you if the numbers are good or bad. They're just telling you that they're accurately stated. It is then your ability to interpret those as far as whether they are good or bad.

That's just kind of a brief summary of what an audit does. We're not here to tell you you're in good financial condition or not, but we're here to tell you that the information you're getting upon which you make decisions is accurately stated. That is kind of the point of an audit.

Having said that, I'm going to jump into our report. I'm going to first reference a few pages within the Comprehensive Annual Financial Report. It is a very large document. I know you received it previously and I would be very surprised if anyone went through all approximately 200 pages. It is a very lengthy document. So to help you sift your way through it, I'm going to point to a couple of things that would be, perhaps, of more interest to you.

At the very beginning of the document, there's what's called a—we call it a transmittal letter. It's a letter that's essentially written by the management team that provides information about the ongoing activities within the Unified Government over the course of the last year. Following that, if you have your document available, I'm going to reference a few page numbers, or if you want to jot these down for reference later, that may be helpful.

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There's a section called the Management's Discussion and Analysis and that starts on page 4 near the beginning of the document. That is about a ten page summary of what's in the document. It provides a nice snapshot of the assets and liabilities and the revenues and expenditures for the year. It provides management's discussion of what occurred during the year. It relates to the financial statements and it's a great starting point to get an overview of the document. Again, that's called the Management's Discussion Analysis.

If you move on then into the financial statements, the financial statements themselves actually start on about page 13. Following the financial statements, you'll see detailed notes to the financial statements. That starts on about page 26. Those provide narrative discussion of the numbers within the financial statements.

A couple of other pieces that may be of key interests to you, on a regular ongoing basis, you receive budget information such as information about the General Fund. I know that's a key component of your financial statements. If you're interested in looking at the General Fund information, that is on page 74. There is a combined General Fund budget presented as well as General Fund budgets for both the city and county individually, so you can see the breakdown or you can see the combined. That would be very similar to what, again, you received during the budgetary process and what you've received throughout the course of the year.

At the very back of the report is another important section. It's called the statistical section. It starts on page 135 and it has ten-year trend data. For example, there is a schedule included within that that shows property tax revenues, collections, delinquencies and a summary of that trend over the last ten years. There is also information about what the mill levy rates have been over the last ten years; information about sales tax collections over a ten-year period. That is a lot of good data. I know I often hear from my clients, especially within the elected officials groups, that they get questions about that kind of information from citizens during the course of the year and that's a good source for you and for citizens to obtain some of that information. That's just an overview of some of the key pieces within the document.

As I said before, what we do is we review that information and provide an opinion. That's the first official part of my report tonight is that our opinion on those financial statements is what's called an unmodified opinion. That's an accounting and auditing term, but in laymen's terms what that means is that it's a "clean opinion." That's the highest level of opinion you can receive during your audit process and essentially, in summary version, what that opinion says is

that we, as your independent auditors, are providing you reasonable assurance that these financial statements are free of any material misstatements and that is essentially what you always hope to hear from your auditor. That is our opinion. If you want to actually see our opinion, it is in the document as well starting on page 2. It is at the very beginning of the document. That's the piece of this document that we provide, the rest of it is prepared by your management team.

A second piece of information we provide during the course or at the end of our audit is what we call our management letter. I believe you also received that document. It is a short, I think it's about a five or ten page letter that communicates other things to you as a result of our audit. There are really three sections within that. The first section is what we call required communications. Those are things under the audit standards we are required to communicate to those charged with governance. Those of you who have been on the commission in the past, you have seen those communications every year because we're required to provide them to you every year. It includes things like were there any changes in accounting policies, which there were none. I'm reporting that there were none. Are there significant estimates within the financial statements and if there are, provide you a brief summary of what some of those are and what we do to ensure that those estimates are being derived in a reasonable basis. There are a few of those within the financial statement so you'll see discussion of those in a very summarized version in that section.

It explains to you if we made any adjustments to the financial statements that were originally provided to us to audit. We did have a few adjusting entries or corrections to the financial statements and those are explained. To put that in some context though, we really don't go anywhere where we don't make an adjusting entry on an audit. I mean it is a rare occasion to go through an audit process without having some sort of adjustment so I wanted to point that out so you knew it wasn't unusual to have correcting entries during the course of your audit.

The second section of the letter then communicates to you any internal control issues that we might have identified. That is on page 4 of that letter if you are looking for that. Internal control deficiencies, when we identify a weakness in internal controls, we are required to categorize how severe that internal control issue is. You can have what's called a material weakness which is a really significant, more severe item. You can have what's called a significant deficiency, which is a little less significant than a material weakness. These are really

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technical definitions I'm providing you. Then you can have what's called a control deficiency, which is the lowest level. We categorize how severe those are. We do not have any material weaknesses to report to you. We also do not have any new control deficiencies to report to you compared to what we've reported in the past. We do have one what we call significant deficiency that is a recurring item that we have reported to you for the past, I think, three or four years. In summary, what that item relates to is the preparation of this document.

As Lew mentioned at the beginning when he did the introduction, the Accounting Department and the management team is responsible for preparation of this document and then we come in and we test and make sure that it's accurately stated. Therefore, there needs to be internal controls and process within the Unified Government to ensure that this data is being captured correctly and reported correctly. We did not have any issues with the capturing and reporting of the data; however, we are assisting with putting some of this document together and that is where the internal control weakness resides is in the fact that we are providing some assistance in certain areas. Now that assistance was much greater four or five years ago as we described in the letter. Back in 2012, at the end of 2012, the Unified Government got Rick into the position of being the Accounting Director and during the last three years, he's made significant improvements as it relates to the yearend financial reporting process and preparation of this document. It's because of that, we no longer have what used to be a material weakness. We used to report it as a more significant item. It has been downgraded to a less significant item because of the improvements that have been made, but we continue to have a few recommendations for additional areas that could continue to be improved.

We saw ongoing improvement again in 2014. Part of what we reported in the past related to the capturing of data for capital assets has gone away so that is completely resolved but there continues to be a few areas that we recommend management continue to work on as it relates to preparation of that document. Again, nothing new to report, a recurring item but it's a recurring item that continues to show improvement.

The third section of our letter, and we don't always have this third section in our letter and so this is new, again, for those of you who have been on the commission in the past, you may not have remembered seeing this section in the past. Occasionally when there are things coming out that are what I call on the horizon, they're coming down the pike, maybe they will affect the financial statements next year or the year after and they're significant, we do find it

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important to at least make you aware of what those significant issues are that are coming. One of those is included in the letter and it relates to changes that the federal government has made to the administration of federal grants. When the Unified Government and every other entity receives federal grant funds, there have been changes implemented starting this year in terms of how those monies are administered and managed by your program people who actually implement those grant programs. We have been working with management to provide guidance and technical assistance on where they may need to evaluate policies and procedures. Some policies and procedures may need to be updated to ensure compliance with these new federal regulations. We also assisted in providing training back in I think it was March to the grant program personnel to ensure that they are providing information on what the new requirements are as well.

Next year when we do your audit, we will be testing to make sure those new rules and regulations were implemented appropriately but that will be for next year. For now, just kind of a heads up that some of those rules have changed and our recommendation is just for the Unified Government to continue evaluating its internal policies and procedures where changes have been requested by the Feds under these new rules that those policies continue to be evaluated to ensure you continue to be in compliance with the changes in those regulations.

The second item that's on the horizon and this actually isn't in the letter, but it relates to an accounting policy change. Nationally there's a group called the Government Accounting Standards Board (GASB) and they issue accounting standards that all governments have to follow. They're continuing to release new accounting standards on a periodic basis. The Unified Government, along with every other government, has to adopt those when they become effective.

There is a very significant item that will become effective for the Unified Government starting with its 2015 yearend audit, so next year's audit. It relates to how governments account for pensions within this financial statement document. In summary version, I'm sure you all know the Unified Government participates in KPERs. KPERs, you probably are also aware of this, is underfunded at the state level. It's an underfunded pension plan. What this new standard will require is that the Unified Government capture and record as a liability its piece, its proportionate share of that unfunded liability. It's not in your financial statement now but it will be for 2015.

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Let me provide a couple of pieces of context for that. You are not unique. Every single entity within the state of Kansas and nationally that has a pension or that participates in a plan like KPERS, will be recording its pension liability should it have one. So you're no different than Johnson County, Shawnee County or Sedgewick County. Everybody in the state is going to be picking up its proportional share of that liability starting next year.

The other pieces of context I wanted to note is this is an accounting issue that shows up within your financial statements at the end of the year, along with all other liabilities that the Unified Government has. Any general obligation debt that you have, any for example, what I call compensated absences: sick and vacation that you owe your employees as they work here. Health, retiree cost, those types of thing is already recorded within the financial statements as liabilities. This is another similar type of liability. It does not impact or force you to do anything different in terms of what you do for budgetary purposes.

For budgetary purposes, you are looking at on an ongoing basis how much you have to pay into KPERS. What are your contributions into the plan just like you always have had to do. Those are dictated by KPERS. The rates that you pay in are dictated to you by state statute and KPERS. That is not going to be impacted by this new accounting standard. From a budgeting standpoint, it does not affect what you do on an ongoing basis. That will not change. You will, however, see a new number in your financial statements next year for this liability.

So you might ask why am I pointing that out now because it's next year. The reason I wanted to mention that is because as you all know that number at the state level is a very large number. I would expect the liability for the Unified Government, and we don't know what the number is yet, to be a large number. I didn't want to be standing up here next year and surprising you with this really significant change without giving you a preview that it's coming.

**Mayor Holland** asked what's a large number. **Ms. Hammond** said what's a large number. What is that number? A little bit of context first. I contacted KPERS within the last two weeks because they have to calculate that. They're the ones, who were doing the allocation to you and every other entity that participates in the state. They're going to take—for KPERS, their unfunded liability that they last reported is just under \$9 billion. Keep in mind that includes all state employees, all cities, counties, and school districts that participate in KPERS. You're going to have a share of that.

That sounds like a really scary number, but you're only going to have to have a piece of that, however, given that it is \$9 billion or roughly thereof, really, every entity in the state is going to be picking up a large number. I don't know what that number is yet. KPERS told me that you should have that later this month. They are going to have those schedules completed later this month. My expectation, this is just based on my professional kind of assessment, is that the number could potentially be anywhere from one hundred million to five hundred million. When I say it's a large number, we're talking tens of millions if not hundreds of millions. **Mayor Holland** said okay, that's a large number. **Ms. Hammond** said that's a large number. But again, you should have that probably within the next month. KPERS has communicated to me that they are close to being done with those allocations and that should be available. If you wanted that reported back to you once it came out, I'm sure Rick and Lew could obtain that and report that back to you at some point in the future so you at least have an idea of what that's going to be before we're talking again next year.

**Commissioner Philbrook** said before you leave that point, ma'am, how does that affect our ratings or does it. **Ms. Hammond** said Lew may be in better position to answer that. I will provide a quick comment. We have visited with some bond rating agencies and I've sat in on some presentations that they have done where I've attended conferences. What they have communicated to me and in those conferences is that they're well aware of KPERS unfunded pension situation already. They know that. My impression that I have gotten anyway is that they've kind of already factored that in.

Again, you're going to be impacted the same way Johnson County has been impacted, Sedgewick County and all the other participants. Everybody's financial statements are going to look worse next year. You're not going to be any different than anybody else. I can't tell you with 100% certainty how that will factor in. Lew, I don't know if you have any other comments from your discussions with bond counsel and rating agencies. **Mr. Levin** said I actually believe it's going to be similar to what Shelly said. Other entities across the state and nationally will also be impacted by this change and bond credit agencies are certainly aware of it. I think they've taken into consideration KPERS unfunded liability as it exists today, anyways, we're hopeful that it will only have minimal impact.

**Mayor Holland** said I think one of the realities is this could be more than double or even triple the amount of total outstanding debt the Unified Government has. That's really no change from where it's been. It's just going to be reported on paper, right? The mythical number of \$9 million, \$9 billion has always been hanging over our head. We've always had a portion of that liability; it's just never been formally reported and that's going to be a nationwide issue. In a lot of respect, it's not like we just took on a couple hundred more million dollars in debt. We're just now reporting debt that's been there all along, along with everybody else.

**Commissioner Philbrook** said just one more comment. Being in the same boat doesn't make me feel any better. **Ms. Hammond** said I understand. Mayor, your comments were right on point. It has been there. It's just now getting reported.

Speaking of all of the liabilities, I failed to mention this before. I think sometimes it's good to point out where those currently reside within your financial statements if you want to see those. There was a great summary on page 47, that's in the notes to the financial statements. If you want to see what your liabilities are today, well as of December 31, 2014, there is a table on that page that shows you the total bond to debt, so your General Obligation Bonds, your TIF Bonds, the STAR Bonds, all of those different types of bonds along with other types of liabilities such as the sick and vacation, what we call the compensated absences liability. You'll see a line item on there for what's called OPEB (Other Post-Employment Benefits) liability. That's retiree health care, is a layman's version of what that is. If you're interested in seeing the liabilities you currently have, that would be the table I would point you to that has a really great summary of what that is. It's possible that I forgot something but that's what I see on my notes.

I do want to really thank Lew, Rick, everyone in the Accounting Department that we work with. They do a tremendous amount of work at the end of the year to put the information together, not just to put this book together, but to give us the information we need. It extends way beyond the Accounting Department. We touch many departments: Budgeting, Purchasing, Public Works, the Treasurer's Office, Licensing, we go to any number of departments here within the Unified Government and we consistently see great coordination and great assistance from all the staff that we work with. I want to thank everyone from that standpoint. It's a team effort on your part to get us the information that we need and answer our questions and we really appreciate that.

**Commissioner Walters** said I have a couple of questions if you don't mind. Thank you for your report. The thing that I kind of gravitate toward is revenue and expense. It's presented on page 74. I want to confirm that I understand this. So our final budget that we approved anticipated that we were going to dip into our reserves about \$3 million and end the year with a \$2 million balance but what's being presented is that actually we added to our reserve and now have a \$7.3 million reserve. I'm glad to hear you say that you've confirmed all these numbers because that's really good news, right. My question is, I obviously would love to confirm that those are true numbers but I look at the debt service line and we budgeted \$7.8 million but only spent \$800,000. What do you see when you see such a large discrepancy on debt service which is so important and easily predictable. **Ms. Hammond** said I actually might refer that question back to Lew. As you noted, we tell you that the numbers are accurate but in terms of interpreting why something maybe turned out different than last year, I would probably refer that question back to management. **Mr. Levin** said, yes, I'm familiar with that one. Commissioner, the debt service that we budget in the General Fund, there is a small portion of it that we actually expect to pay, but the majority of it, approximately \$6.5 million is related to—we have what's called an annual appropriation backing on a portion of our STAR Bond debt and several of our transportation development districts.

What that annual appropriation backing means that if there's a shortfall in the revenues that are generated within those respective districts, we have to back that debt with the pledge from our General Fund. It's a requirement that we budget the funds and we budget an equal amount of both revenues, projected revenues and then the associated debt. As you're well aware, the STAR Bonds have been performing exceptionally well and more than cover the debt; our annual principle and interest payments associated with those bonds. Similarly, our transportation development districts that we're backing, we're receiving adequate revenue to pay that. It appears as a budgeted expense but based on the revenue stream, it's not needed to actually make that expenditure.

**Mayor Holland** asked can I say too, that was a new accounting standard a few years ago as well, was it not. Did we not use to budget that and then we started to show it in the budget? **Mr. Levin** said yes, I'm not certain it was necessarily a new accounting standard. In our discussions with Bond Council, they made it clear to us that it was a requirement when we issued

the bonds that we should show that as an appropriated both revenue and expense. **Commissioner Walters** said so maybe I could ask you—that's great. Thank you.

Maybe I could just ask you a similar question related to the County General Fund. We thought we were going to spend our reserve from \$2 million down to \$400,000, but in reality we ended up maintaining our reserve at about \$2 million. Was that related to some sort of accounting issue like the City General Fund or was that just good fortune on our part? **Mr. Levin** said to begin with, we try to budget our revenues conservatively and our expenditures or really our maximum amounts so we cannot exceed our budgeted amount of expenditures. Within our expenditure total, we have in the County General Fund, I think we had approximately between reserves and contingencies of about \$500,000. If we manage our resources or if our budget turns out to be pretty accurate and we don't have any unanticipated expenditures, those reserves will carry forward. I guess if I would look at revenues relative to budget, our revenues exceeded budget by approximately \$700,000, a little over 1%. When it comes to our bottom line, we were able to manage our fund balance in the County General Fund.

**Commissioner Johnson** said earlier you had spoken about having to provide assistance and that level of assistance has improved or I suppose decreased over time. First of all, what kind of assistance is that? Can you give me a little bit more detail on that? Secondly, how does that compare to the amount of "assistance" that we provide to similar governments? Is it the same? Is it different? Can you give me a little bit more detail on that? **Ms. Hammond** said sure, absolutely. The first part of your question is just a little bit more explanation on what type of assistance that includes. There's a little bit of discussion on that in the management letter itself. It really comes into play kind of in two areas.

There are a number of things that are done only at the end of the year to put this document together. For example, all of the liabilities that we just talked about are only reported in your financial statements at the end of the year. There are a variety of adjusting entries, therefore, that get summarized and included within the financial statement just for putting this Comprehensive Annual Financial Report together.

We assist in helping summarize those adjusting entries for a couple of different types of things. One example, just to give you an example and this is mentioned in our letter, there's a liability for what's called incurred but not paid claims for your health and worker's

compensation. You're self-insured, let's say, for health insurance. At the end of the year, or any other point in time, you have people who have gone to the doctor where claims have to be paid but you haven't actually paid them yet. It hasn't gone through insurance. There's a time lag there for insurance to process it before you get it. There's an estimate that's done at the end of the year for the claims that are outstanding that haven't been paid. That's a liability within your financial statements.

We assist in compiling that information for that particular journal entry. We do that, and I was looking at my notes here from the management letter, we do that for about three different journal entries. There are probably, and Rick might know this better than me, I don't know the exact number, but 50 or more journal entries probably a lot that are done at the end of the year. We're doing a relatively—providing assistance in a relatively few number of those.

The second area is putting this document together. Management provides all the budgeted information for all the budgetary schedules, also assist in putting the footnotes together, and components of the footnotes in the information that goes into the footnotes. We then assist in really putting all the pieces together and all of the financial statements. We're not necessarily coming up with all the numbers in the financial statements, but we're putting it into this format and finishing putting it into this format. Your management team provides pieces and then we pull all those pieces together.

How does that compare to what we see with other entities, the second part of your question. It really varies. I'll kind of break it down into two groups. Within the larger entities that are comparable to the Unified Government that I mentioned earlier, the Johnson County, Sedgewick County, City of Wichita, those size of entities, in all of those instances that I just listed, they are taking 100% of responsibility for the financial statements and we do not do any of those things. In smaller governments, and we do a number of smaller cities and counties as well, we are providing similar types of assistance and that is just because we more commonly see in smaller entities that they don't have the resources and the staffing available so we provide assistance.

It really varies from one entity to another. When I think about it in the context of entities of similar size and scope of operation, we are providing a little bit more assistance here than we do with some of those comparably sized entities. **Commissioner Johnson** asked would that be because of the fact that we are a consolidated government or why would you say that that is the

case. **Ms. Hammond** said oh, you're putting me on the spot. I think that can be a variety of reasons and it's probably better maybe if Lew and Rick respond to that. My take on it would be with Rick's addition to the team in 2012 or 2013; I noted that there were significant improvements. He only has so much time in his day. My thought is additional resources would be useful to that department to assist in getting them the rest of the way there, to get that control deficiency removed completely. That would be my take on it. I hate to provide that as a recommendation because I'm well aware that there is always a cost benefit, we're talking about budget here now and expenses. There's always a cost benefit to any internal control weakness and we're well aware of that and that's something you would have to consider. Is it worth the additional cost of providing those additional resources to eliminate this control deficiency? That's a decision and a policy decision that management would need to make and again, that's just my personal take on the situation. **Mayor Holland** said I'm going to ask Mr. Bach to respond to it. **Ms. Hammond** said yes, okay. **Mr. Bach** said thank you. Commissioner, really this does stem back to several years ago when we went into a downturn. We went in and reduced staffing, mainly through attrition, but we reduced staffing in all our departments. I will say our non-public safety departments by 15-20%. Accounting is one of those support staffing areas that we looked at areas where we could reduce the amount of staff that we had available to work on things.

This is an area that bottom line is, and she said it there as she was going through it, I don't have as many staff members in Accounting as we should for an operation of our size. We run a \$300M budget and when you go in, and I don't know your number of staff members, Rick, 7, I think we were at 9 or 10 in that staff. You cut out 30% of a staff; it's difficult to maintain the level of service that you're providing. They have done an excellent job maintaining and keeping it up but when we come to do a cost benefit analysis, when I need to add back employees, many of our administrative support departments are far shy of where they once were.

**Mayor Holland** asked, ma'am, do you provide that assistance as a benevolent contribution to the Unified Government or are those billable hours. **Ms. Hammond** said within our contract there is a component of that where we do have a line item where we charge a little extra for that additional assistance. Should the Unified Government get to a point someday where that assistance was not required of us, that line item in our contract would go away. **Mayor Holland** said thank you.

**June 4, 2015**

**Action:** Commissioner McKiernan said with tremendous thanks and appreciation for all that Ms. Hammond and her team does in conjunction with our Finance Department, I would move that we accept and approve the 2014 CAFR, seconded by Commissioner Townsend.

**Mayor Holland** said we want to thank you again for all of your work and for Mr. Levin and Mr. Mikesic for all of your work. A tremendous amount of work goes into this, particularly over the last four or five months. We're very appreciative of coming to this conclusion and for your report.

Roll call was taken and there were eight "Ayes," Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

## **ITEM NO. 2 –150143... RESOLUTION: AMENDED SILVER CITY URBAN RENEWAL PLAN**

**SYNOPSIS:** A resolution setting a public hearing date of June 25, 2015, to consider an amendment to the Silver City Urban Renewal Plan, submitted by Marlon Goff, Economic Development. On June 1, 2015, this item was presented at the Neighborhood and Community Development Standing Committee meeting, chaired by Commissioner Walker. It was requested, and approved by the Mayor, to fast track this item to the June 4, 2015 full commission meeting due to it being time sensitive.

**Doug Bach, County Administrator,** said this item came before standing committee on Monday. The item was actually presented on Monday will appear on June 25 for the commission to discuss. We brought this item forward tonight to set as a public hearing. Really, that's the only thing that we're doing tonight is discussing whether or not we'd like a public hearing date of June 25<sup>th</sup>. The item as it was presented before standing committee will be discussed on June 25<sup>th</sup>.

**Action:**       **RESOLUTION NO. R-35-15**, “A resolution calling and providing for notice of a public hearing to be held June 25, 2015 at 7:00 p.m. on the advisability of amending the Silver City Urban Renewal Plan.” **Commissioner Walker made a motion, seconded by Commissioner McKiernan, to adopt the resolution.**

**Commissioner Bynum** said I just have questions. I have questions and I don't know if it's appropriate to ask them now or at the public hearing piece of this. **Mayor Holland** said I would say ask them now and then we can decide. **Commissioner Bynum** said so we're selling a park or we're going to entertain the notion correct of selling a park. Do we have a list of all of our parks? Perhaps these are conversations that have taken place in the past. Do we have a list of all of our parks and which ones might be available for reuse or redevelopment? I have multiple questions. Have we sold a park before? How do we value the park? So I just have a variety of questions. **Mayor Holland** said what I would ask, let's go ahead and have you give into the public record your questions tonight and then I think it will take some time for our staff to assemble those answers, and we can be sure that those are all to be answered in their entirety at the public hearing on the 25<sup>th</sup> would be my recommendation unless the commission would like to do differently but I see some consensus. Why don't you read your questions into the record so we can make sure that our staff has those available and can work on bringing those answers to our Commission when we have the public hearing on the 25<sup>th</sup>?

**Commissioner Bynum** said my multiple questions would be, do we have a comprehensive list of our parks? Have we undertaken a study of every piece of park property and determined which ones would be beneficial to sell or redevelop somehow? Have we ever sold a piece of park property in the past? What is the process for selling park property and how do we arrive at the value of the park property? Those would be my questions. **Mayor Holland** said very good. Mr. Bach, do you have those. **Mr. Bach** said I could give you maybe a short—one aspect of the first question you asked is the comprehensive list. This is not a recommendation being brought forward from the Park Department from an evaluation of all their parks. This is a recommendation coming from our Economic Development Department. **Commissioner Bynum** said I'm aware of that. **Mr. Bach** said there's not been an overall list. We have a comprehensive park study that was done some years ago, but this one was not done in coordination to go through and look at all the park properties and say hey, which one's do we

want to sell. This one became identified to us because we've had a couple of private sector companies come in and offer real interest in this property. We took a look at it and said it's unused. We went to the Park Board a couple of times. We talked to our Park Department staffing. The park has set relatively vacant. It's been more of an issue of us cleaning up, doing stuff with it and that's why this individual parcel was brought forward. So I will say, it comes to you as an individual look at a piece of property that is not being and has not been used as a park for some time and that's why it's coming forward for a public hearing.

**Mayor Holland** said there are particular processes for selling land that is designated as a park whether it's being used as a park or not. That designation is a Planning & Zoning designation and there are state laws that come into play in terms of how you handle park land, how you acquire park land and how you can dispose of park land. I think it would be helpful for us to have that information available. I think it would also be helpful for us to have a map showing all the parks in our community so we can see where other parks are. Is this an area that needs a park? Is this an opportunity for a park? I think that's the kind of thing I think would be very helpful in making this decision. So to have that list of parks and also I think the question of how you value parks in terms of dollars and cents is an important question as well. I think we can get those answers for you by the 25<sup>th</sup>.

**Commissioner Philbrook** said thank you both for all of those questions because I had all of those too. That's helping me a lot. The other thing I'd like to know, well, I want to make a statement. I already know that the Parks Department they are looking at listing off and going through those sorts of things because I know that's high on his priority. He will understand where the money is if there's stuff that we can sell to utilize. He told me he was going through that. So whether we sell it, use it or turn it into, I don't know if we can, Land Bank property, whatever we decide to do with all of those properties. I had no idea when he's planning on getting that completed. It would be nice to hear when the director would be getting that sort of list completed. I'm just kind of curious why it's fast tracked. **Mr. Bach** said fast track is just a timing issue for scheduling a public hearing. We didn't fast track the item as far as discussing on it, but to follow the publication requirements, we had to get it on this week's agenda in order to follow our normal commission meeting process of having standing committee meeting on Monday and then on the next commission meeting, which is June 25<sup>th</sup>, in order to have the

discussion about it then and have the public hearing which is part of the process. This one is a little bit unique as you commented, what's the normal process. Well, this one also was acquired by Urban Renewal so it has a layer of that in it so we have to schedule a public hearing. Tonight's intent was you all have to call the public hearing in a public setting. So that's why, just that one component was put it on the agenda, schedule the public hearing and then follow our normal process of standing committee on Monday and the next commission meeting which is three weeks away before we actually hear the item. **Commissioner Philbrook** said thank you very much.

**Commissioner Kane** said and since we don't have any parks west of 435 and north to parallel, perhaps we could use that money to purchase some property to have a park out in northwestern Wyandotte County. **Mayor Holland** said that's a remarkably short time for the line to form to spend the money that we might receive. That's impressive so I'll give credit to Commissioner Kane. It's an impressive timeline. **Commissioner Kane** said it's a perfect timeline.

**Mayor Holland** said we have the motion simply to put this on the public hearing date because there are requirements for how much notice we have to give the public for a public hearing. This meets that guideline and I would encourage, commissioners, if you do have some additional questions because it is unusual—I think this is the first time in my eight years up here that we've contemplated, well, it's the second time we've contemplated selling a park. We didn't sell the other one for a variety of reasons but we have contemplated it before and I think it's its own process. If you have additional questions, please reach out to Mr. Bach in the interim so we can have a complete conversation about it on the 25<sup>th</sup> with all the information needed to move forward.

Roll call was taken on the motion and there were eight "Ayes," Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

#### **ADMINISTRATOR'S AGENDA**

**ITEM NO. 1 -150146... DESIGNATION: VOTING DELEGATE FOR NACO CONFERENCE**

**June 4, 2015**

**SYNOPSIS:** Designate Emerick Cross as the voting delegate for the UG at the July 2015 National Association of Counties (NACo) 80<sup>th</sup> Annual Conference in Mecklenburg County, NC.

**Action:** **Commissioner Walker made a motion, seconded by Commissioner McKiernan, to approve.**

**Mayor Holland** said just to note before roll call, on items when I'm going to be a voting delegate, it'd be under the Mayor's Agenda. When a commissioner is going to be a voting delegate, it'd be under the Commissioners' Agenda. When a staff member that works for Mr. Bach is going to be a delegate, it would be under the Administrator's Agenda. So when you see two different places tonight—and I just want you to know that's a great decision because we spent about ten minutes debating it in agenda review. I just want you to have a moment to appreciate the designation of this in which part of the agenda.

Roll call was taken on the motion and there were eight "Ayes," Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

**ITEM NO. 2 –150148... RESOLUTION: AFSCME MOU**

**SYNOPSIS:** A resolution approving a Memorandum of Agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Local No. 3475 of Missouri/Kansas State Council No. 72, for the period January 1, 2015 – December 31, 2017, submitted by Jody Boeding, Chief Counsel.

**Doug Bach, County Administrator,** said I'm very happy to bring this contract before you tonight. As you're all well aware, we have not had a long-term contract in place with any of our bargaining units for some time. This marks a change in the process where we've been where we are able to put a little bit more on the table in terms of financial reward for our employees as we look forward. This contract constitutes about a 5% pay increase to this union group over the next year and a half which is well deserved for this group that has seen only one raise really in the last five years. This group does have a couple of steps in their ranks, but for the most part has very little step increases going on between the different positions. They were very receptive to this as we went forward to them so the contract runs through the terms of 2015-2016 and through the

calendar year 2017. **Mayor Holland** asked approximately how many employees. **Mr. Bach** said 180.

**Action:** **RESOLUTION NO. R-36-15**, “A resolution authorizing the County Administrator to execute in the name of the Unified Government the Memorandum of Agreement between the Unified Government of Wyandotte County/Kansas City, Kansas, and the American Federation of State, County, and Municipal Employees, Local Number 3475 of Missouri/Kansas State Council No. 72, for the period January 1, 2015, through December 31, 2017.” **Commissioner McKiernan made a motion, seconded by Commissioner Philbrook to adopt the resolution.** Roll call was taken and there were eight “Ayes,” Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

#### **COMMISSIONERS' AGENDA**

##### **ITEM NO. 1 - 970105... DESIGNATION: VOTING DELEGATE FOR KAC CONFERENCE**

**SYNOPSIS:** Designate Commissioner Jim Walters as the voting delegate for the UG at the November 2015 Kansas Association of Counties (KAC) Annual Conference in Wichita, KS.

**Action:** **Commissioner McKiernan made a motion, seconded by Commissioner Philbrook, to approve.** Roll call was taken and there were eight “Ayes,” Philbrook, Bynum, Walker, Townsend, McKiernan, Johnson, Kane, Walters.

#### **LAND BANK BOARD OF TRUSTEES' CONSENT AGENDA**

No items

#### **PUBLIC ANNOUNCEMENTS**

No items

**MAYOR HOLLAND**  
**ADJOURNED THE MEETING AT 8:50 P.M.**  
**June 4, 2015**

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Carol Godsil  
Deputy Unified Government Clerk

**tpl**

**June 4, 2015**