

**PUBLIC WORKS AND SAFETY
STANDING COMMITTEE MINUTES
Monday, July 25, 2016**

The meeting of the Public Works and Safety Standing Committee was held on Monday, July 25, 2016, at 5:40 p.m., in the 5th Floor Conference Room of the Municipal Office Building. The following members were present: Commissioner Bynum, Chairman; Commissioners Johnson, Kane, Markley, Philbrook. Jeff Bryant, BPU Board Member, was absent. The following officials were also in attendance: Gordon Criswell, Assistant County Administrator; Melissa Mundt, Assistant County Administrator; Joe Connor, Assistant County Administrator; Jenny Myers, Senior Attorney; Ken Moore, Chief Counsel; Kathy VonAchen, Chief Financial Officer; Renee Ramirez, Director of Human Resources; Angie Masloski, Public Safety Business Office; and Chris Blake, Sergeant-At-Arms.

Chairman Bynum called the meeting to order. Roll call was taken and all members were present as shown above.

Approval of standing committee minutes for April 25 and May 23, 2016. **On motion of Commissioner Markley, seconded by Commissioner Johnson, the minutes were approved.** Motion carried unanimously.

Committee Agenda:

Item No. 1 – 16655...GRANT: FY16 JAG GRANT

Synopsis: The Police and Sheriff's Departments have been awarded \$102,314 from the federal formula FY16 JAG grant. The Police Department is requesting \$60,000 for staff training. The Sheriff's Department is requesting \$42,314 to purchase a truck, ballistic vests, and an in car camera. The grant will begin October 1, 2016, and end September 30, 2019. There is no match required for this grant, submitted by Angie Masloski, Public Safety Business Office.

Angie Masloski, Public Safety Business Office, said this each year the Kansas City, Kansas Police Department/Sheriff's Department is awarded a formula grant for the Edward Byrne JAG Fund. This year we were awarded \$102,314. Of that, the Police Department has requested

\$60,000 to use for miscellaneous training throughout the next three years. The Sheriff's Department asked for the remaining \$42,314 to purchase equipment for their department.

Action: **Commissioner Kane made a motion, seconded by Commissioner Johnson, to approve.** Roll call was taken and there were five "Ayes," Philbrook, Markley, Kane, Johnson, Bynum.

Item No. 2 – 16692...CONCEAL CARRY BY UG EMPLOYEES

Synopsis: Discussion about the recently amended Human Resources Violence Free Workplace policy related to the conceal carry of firearms by employees, submitted by Jenny Myers, Legal.

Jenny Myers, Senior Attorney, said Renee and I were here about a month ago and made the suggested changes to the Violence in the Workplace Policy. That was basically because of state law and that went into effect July 1. At the June 30 hearing, you asked to come back for further discussion as to discipline and what action would be taken for violations of that.

What we brought today is a suggested change to a different policy and that would be the 7.1 Rules in Discipline. There's a separate entire policy for discipline. Our suggest change not for today, but we would like to come back to you once we've worked this out and make changes to that policy which includes violations of the violence in the workplace.

Renee Ramirez, Director Human Resources, said what we plan to do is we've identified some policy violations and we're planning to establish a policy review committee to go over and figure out for the violation what is going to be the proposed discipline that we're going to impose on an employee. We're going to be adding that to the rules and discipline. Possible members of this committee would be, of course, representatives from Human Resources, County Administration, Legal, Building Security. So we're trying to identify some key stakeholders on who would participate in this committee and we would come together to figure out the discipline that is going to be imposed for these particular violations that are listed in the Violence Free Workplace Policy.

Commissioner Markley said I was sort of the one that brought this up. We were eager to get the policy in place before July 1. After we passed it, I sort of started thinking about it and I thought, you know, this is the type of policy that some of our employees could be very concerned about. It could make them feel not very safe even if we're using the policy the way we should be just because some people don't like guns in the workplace or don't want to be around guns. I thought how can we make sure that our employees know that if somebody does something egregious, they're going to be disciplined accordingly. In some ways, I don't really think our employees are going to go around pulling their guns out, but in some ways, this is just to send a message that if you pull your gun out in the workplace, you're going to be terminated. We're sending that strong message of we want you to know how we feel about this and how we feel about keeping our employees safe.

I'm fine with your committee idea. I think that's great. I want us to get to a point where we know what are those less egregious errors like we talked about the printing, I think is an example. If your shirt is a little too thin and you can see the gun, obviously that's one thing. If you pull the gun out and you're showing it to people or threatening someone with it, clearly that's another. I'm happy with making that delineation. I'm happy with letting the committee do that. I wanted it to come back to this committee because I just want to make sure we're sending the right message to our employees that want to carry guns and to our employees who don't want to be around guns about how were going to handle this more egregious violation.

Commissioner Johnson said I'd also like to see some comparative data as to what other municipalities are doing of like size and maybe urban communities. Not to say that I would like to copy anyone, but I just wanted to see from a comparative perspective what other municipalities are doing relative to the new laws that are taking place right now.

Chairman Bynum said this is not an action item. We just wanted to hear from the two of you basically about how you were going to move forward about possibly dealing with the policy issues.

Commissioner Markley asked will that committee's recommendation then come back here again. **Ms. Ramirez** said yes. **Ms. Myers** said it will be a change to 7.1 so we'll do just like we did with the other one and come back and tell you of all the changes. **Chairman Bynum** said do

you have any notion on a timeframe on how long that might take. **Ms. Ramirez** said I'm hoping that we can come back sometime next month with a draft.

Public Agenda:

Item No. 1 – 16694...APPEARANCE: CHARLES R. THOMAS

Synopsis: Appearance of Charles R. Thomas requesting to discuss monthly fees for storm water management.

Charles Thomas, 8448 Cernech, said \$4.50, 200 tons of gravel, quite a lot in my backyard and it's still leaving. That stormwater management to me, you did it. You drove so hard to push utilities out to the golden ghetto, you came through my neighborhood like a storm and left a mess. Here's the kicker, I'm a quarter mile from the lake so that's where all the soot goes and it came off your project. The lake has been there 75 years. I'd like to see it there 75 more years. Nothing you're building out there, sorry Commissioner, your golden ghetto, is going to be there in 75 years. Those companies are going to be gone. I'd like to see the lake still be there.

Chairman Bynum said thank you. I wanted to let you know that later on in the fall, were going to discuss further, among the full Commission, all the fees that are charged, including stormwater fees. We would appreciate it if you might want to come back and join us at that time and hear those discussions and any further input that you might have. **Mr. Thomas** said well, for me, it's kind of like insult on injury. **Chairman Bynum** said I understand. I appreciate that you've taken the time to come and speak with us. **Mr. Thomas** said at least come out and do some maintenance. **Chairman Bynum** said absolutely.

Chairman Bynum adjourned the meeting at 5:50 p.m.

Adjourn

tk

July 25, 2016