

**Minutes of the June 11, 2018
Joplin City Council Work session**

The City Council of the City of Joplin, Missouri, held a work session beginning at 5:45 p.m. on Monday June 11, 2018, in the 5th Floor Council Chambers, 602 S. Main to hear the following topics below.

In attendance were Council Members: Brown, Lawson, Monteleone (via phone conference); Reid Adams, Shaw; Stanley, Phil Stinnett, and West. Also in attendance were City Manager Sam Anselm and City Attorney Peter Edwards. Absent: Colbert-Kean

Continue discussion on the financial sustainability report:

SUMMARY OF ACTION TAKEN BY THE CITY COUNCIL ON THE ITEMS IN THE FINANCIAL SUSTAINABILITY REPORT – JUNE 11, 2018

REVENUES:

OPTION #6: REVIEW POOL ADMISSION FEES

Council Action approves developing an ordinance to change pool admission fees for the 2019 swim season.

EXPENDITURES:

OPTION #1: CLOSE P&F PENSION FUND AND MOVE PUBLIC SAFETY EMPLOYEES TO LAGERS RETIREMENT SYSTEM

Council Action approves evaluating and researching this Option. City staff to evaluate and research how to close the plan; hire an actuary to determine the funds needed to close the plan; identify the funding options; and look at the LAGERS options.

OPTION #2: REDUCE MINIMUM STAFFING IN FIRE DEPARTMENT

Council Action tables this item and requests that staff research how “three men to a truck” has worked in other cities and gather more information, such as response times, station location, square miles, road miles and ISO rating.

OPTION #3: JUSTIFY OVERTIME

Council Action approves the city moving forward to put a policy in place. Staff to develop Overtime Justification Policy and Procedures immediately; Convene Personnel Board to consider approval of the policy; Bring Ordinance to City Council to consider approval of the policy in order to be effective November 1, 2018.

OPTION #4: ADOPT NEW TAKE HOME VEHICLE POLICY/CITY VEHICLE POLICY

Council Action approves the city moving forward to put a policy in place. Staff to develop a Take Home Vehicle Policy to be adopted by November 1, 2018. In addition, city is to identify 13 vehicles to reduce the size of the city's fleet.

OPTION #5: REQUIRE FIRE DEPARTMENT TO FOLLOW EXISTING CALL BACK POLICY

Council Action approves requiring the fire department to follow the existing call back policy beginning on November 1, 2018.

OPTION #6: EXPLORE THE WORK PERIOD ORDINANCE FOR POLICE EMPLOYEES

Council Action approves and directs city staff to do further research on this issue. No other action taken.

OPTION #7: CLOSE POLICE SOUTH STATION

Council Action approves closing the south station.

Next Steps:

- Further research relocating personnel and equipment from the South Station
- Implement relocation by November 1, 2018
- Close and sell property

OPTION #8: REDUCE POLICE CAPTAINS FROM 4 TO 3

Council Action rejects this option.

OPTION #9: REVIEW USAGE OF POLICE OFFICERS IN CERTAIN POSITIONS VS. CIVILIANS

Council Action approves and directs further evaluation of this issue in order to implement a plan.

OPTION #10: PHASE OUT PAYING EXTRA SHIFTS FOR BATTALION CHIEFS AND POLICE CAPTAINS

Council Action first rejected this item. Upon reconsideration, Council Action approved this option to cease the current practice effective November 1, 2018.

OPTION #11: CEASE CALEA CERTIFICATION BUT CONTINUE CALEA PRACTICES

Council Action rejected this option.

OPTION #12: REDUCTION IN COURT STAFF

Council Action approved this option.

Estimated Timeline and Next Steps:

- Upon the next vacancy in the full-time court assistant I position, eliminate the position.

OPTION #13: REDUCE ANNUAL SUPPORT TO CHAMBER OF COMMERCE

Council Action tabled option until budget discussion during Issues & Options.

OPTION #14: ELIMINATE CLOTHING ALLOWANCE STIPEND

Council Action approved this option.

Estimated Timeline and Next Steps:

- Eliminate stipend with adoption of fiscal year 2019 budget

OPTION #15: REVIEW TRAVEL, PUBLICATIONS/SUBSCRIPTIONS, MEMBERSHIPS/DUES, AND UNIFORM PRACTICES

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise travel policy and adopt through City Manager approval
- Develop publications and subscriptions policy and adopt through City Manager approval
- Develop dues and memberships policy and adopt through City Manager approval
- Develop citywide uniform policy and adopt through City Manager approval
- Complete by November 1, 2018

OPTION #16: INCLUDE ATHLETIC COMPLEX OPERATIONS IN PARKS/STORMWATER SALES TAX RENEWAL

Council Action approved this option.

Estimated Timeline and Next Steps:

- Include in parks/stormwater sales tax renewal in 2022

OPTION #17: PAY OFF JOE BECKER STADIUM DEBT

Council Action approved this option.

Estimated Timeline and Next Steps:

- In the spring of 2019, evaluate the level of fund balance
- If fund balance levels are sufficient, present ordinance to Council to pay off COPS at the first callable option in October of 2019

OPTION #18: RESEARCH FIRE DEPARTMENT EQUIPMENT

Council Action approved this option and directed an outside evaluation as part of the independent review of the fire department.

Estimated Timeline and Next Steps:

- Decide method of evaluation
- Establish timeframe for evaluation
- Advertise to sell tanker truck

OPTION #19: REDUCE THE NUMBER OF K-9'S

Council Action tabled this option with direction to review and decide before the replacement of any future K-9's.

OPTION #20: REDUCE THE NUMBER OF MOTORCYCLES

Council Action approved this option. The number of motorcycles to be reduced from four (4) to two (2).

Estimated Timeline and Next Steps:

- End Harley Lease on October 31
- Evaluate the long-term motorcycle needs and usage for the police department
- Make any needed adjustments at the end of the life of the motorcycles

OPTION #21: REDUCE TELEPHONE COSTS

Council Action approved this option.

Estimated Timeline and Next Steps:

- Develop a plan and timeline for the reduction in telephone costs
- Budget one-time capital costs according to the plan timeline
- Make this project a priority

OPTION #22: REDUCE MUSEUM SUBSIDY

Council Action tabled this option until budget discussion during Issues & Options.

OPTION #23: ELIMINATE HOLIDAY PAY AND ACCRUALS FOR SEASONALS AND PART-TIME SEASONALS

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise the personnel rules and regulations
- Obtain personnel board and city council approval
- Effective November 1, 2018

OPTION #24: ELIMINATE STEPS FOR SEASONALS AND PART-TIME SEASONALS

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise the seasonal and part-time seasonal pay plan
- Obtain personnel board and city council approval
- Effective November 1, 2018

OPTION #25: EXPLORE OPTIONS FOR OLD IRON GATES CITY HALL

Council Action approved exploring options for this facility. City staff to update council once title and restriction issues are researched.

OPTION #26: EXPLORE ELIMINATION OR REDUCTION OF LOBBYIST SERVICES

Council Action rejected this option.

OPTION #27: ESTABLISH POOL VEHICLE POLICY

Council Action approved this option.

Estimated Timeline and Next Steps:

- Develop and adopt a pool vehicle policy
- Effective November 1, 2018

IMPROVE OPERATIONS, POLICIES AND EMPLOYEE MATTERS:

OPTION #1: PERFORM OUTSIDE INDEPENDENT REVIEW OF DEPARTMENT OPERATIONS

Council Action approved this option. Review of one city department each year. Fire Department to be the first department reviewed. Police Department to be the second department reviewed the following year. Staff to formulate a schedule of departments to be reviewed in the future.

Estimated Timeline and Next Steps:

- Develop scope and objectives of studies
- Formulate RFP from scope and objectives and let bid
- Award contract for studies by November 1, 2018

OPTION #2: COMBINE FULL-TIME CLERK TITLE WITH SENIOR CLERK TITLE

Council Action approved this option.

Estimated Timeline and Next Steps:

- Combine full-time clerks and senior clerks in the salary administration plan
- Obtain city council approval
- Effective with the adoption of the next pay plan

OPTION #3: CORRECT PROMOTIONAL PAY

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise the promotional pay policy in the personnel rules & regulations
- Obtain personnel board and city council approval
- Effective November 1, 2018

OPTION #4: CHANGE POLICY TO CORRECT TIMING OF RAISES, LONGEVITY AND ANY OTHER PAY RELATED ITEMS

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise the personnel rules and regulations
- Obtain personnel board and city council approval
- Effective November 1, 2018

OPTION #5: REVIEW HEALTH INSURANCE CONTRIBUTION COST SHARE RATIO

Council Action approved this option.

Estimated Timeline and Next Steps:

- Develop a proper reserve policy by October 2018 to be in place prior to the 2019 rate establishment
- Continuously expand and/or improve wellness initiative and behavioral changes of group members

OPTION #6: REVISE FLOATING HOLIDAYS/HOLIDAYS FOR CERTAIN POSITIONS

Council Action approved this option.

Estimated Timeline and Next Steps:

- Revise the personnel rules and regulations to change some operations to floating holidays
- Obtain personnel board and city council approval
- Effective November 1, 2018

ADDITIONAL ACTION ITEMS:

1. Include 2% step plan in budget effective November 1, 2018.
2. Complete independent comparison of all positions pay and benefits.
3. Review of pay and benefits for some positions across city from 2000 to 2018.
4. Review current pay and benefits for some positions in police and fire departments compared to other cities within 50-mile radius.

Review/discussion of the proposals for a council retreat

City Manager Anselm stated three proposals have been received from three firms for the city council retreat that was identified as part of the budget last year.

Given those responses, we've reached out to the two companies that submitted the lowest bids and we're in the process of getting references from those individuals cited in those reports.

We've heard from one organization from each of the two low respondents. Sam reminded the council that \$5,000 was budgeted for the retreat. Only one of the proposals falls within budget. The last retreat was around 2009-2010.

After discussion and input from the council members, Sam asked Mayor Shaw if there was any interest from the council members to name one or two members to work with the staff on the RFP process, such as helping with interviews to make sure the right questions are asked that the council wants addressed.

Any other business

Mrs. Reid Adams shared some comments from her recent Newly Elected Members conference in Columbia MO June 7-8, 2018.

She stated that in visiting with city officials from all over the state and from various sizes of

cities, she gathered the following suggestions:

1. Privatize the golf course
2. Revenue should be from a variety of sources. Joplin's property tax is too low.
3. Charge higher pool fees for non-residents and make all pool fees cover the cost of services.
4. Repair sewer leaks for INI – do not treat storm water.
5. Adjust temperature in city hall by 2 degrees higher in summer, lower in winter.
6. A use tax is difficult to pass if businesses turn against it.
7. A fire department sales tax is easy to pass.
8. Make the city an inviting place by simple things like: yard of the month award; holiday lighting contest, or 4th of July decorating contest.

Mrs. Reid Adams listed the presentations she attended and stated the most useful was the Conflict in Management presentation by Ron Holifield, CEO of Strategic Government Resources and author of *4th Dimension Leadership*.

She stated she learned a lot at the conference and feels more confident being on the city council.

Mr. Brown thanked Leslie for all her hard work and doing what the council asked her to do.

Mr. Stinnett stated there are two things he would like the city manager to consider, regarding the raise history from 2000 to 2018. He would like to see 4 or 5 positions within the city, start at 2000 with whatever the starting wage was for those positions – it can include public safety or general employees- just get a cross mix of employees. Do not consider promotions or anything, but just run them through all the salary increases that have occurred up through 2018 and show what the dollar figure would be, what they would make today, compared back then. And add into that the amount of dollars for benefits – including any increases in health insurance that have been picked up by city, etc. Along with that, the council has been given updates on the pay scales. He would like to see 3 positions from both the police and fire departments, take those positions, current pay, benefits and give me a dollar amount for pay and then get a dollar amount from other cities that we've lost people to within a fifty-mile radius, or whatever that's been. Mr. Stinnett stated he's trying to get a simple, concise look for himself, as we go forward on these dollars discussion. Mr. Anselm replied he would get the report completed in a reasonable amount of time.

Mr. Stinnett stated he wanted to respond to social media comments dealing with the Finance Director and her role in the Police and Fire Pension Plan. He explained the role of the pension boards and who makes up the members of that board and what the Finance Director's responsibilities are as the Administrator of the pension plan.

Mr. Stinnett also responded to comments concerning all the road construction in Joplin, explaining there is a time limit to spend the money from the government funding from the tornado. If the road work is not done in a certain amount of time, the money goes away.

The work being done on 32nd Street and 7th Street sidewalks is being done by Missouri State Highway – not the city.

Mr. Stinnett read a statistic from a 2016 FBI report on violent crimes for cities with population of 100,000, stating Springfield MO is ranked 13 on a national list of most dangerous places to live with 1337 violent crimes per 100, 000 of population. Joplin was shown with a population of 52,000 at the time of the report, and Joplin's crime is less than 50% of Springfield's crime rate. Out policemen do a wonderful job, our public safety people do a wonderful job. Joplin is a safe place to live compared to a lot of places.

Notes from the June 11, 2018 city council work session

Mr. Stanley asked what the next steps are from the city council, the finance director and the city manager how to proceed into the summer months regarding staff compensation.

Sam stated there is discussion regarding a pay plan to approve a 2% step plan for all employees as a first step to get some of the issues resolved. He asked the finance director to prepare a calculation as to what it would cost the city to put this plan into place through the end of this fiscal year. He asked for an amount that would be needed to fund that particular pay plan, as a first step. His recommendation for the next step is to get an independent third party to review our current pay plan with regard to certain positions that we realize are underfunded or all of our position across the city and compare that to what other cities within in our pay, including benefits. Having a third party look at this could have some benefit.

After discussion, Sam stated he would reach out to a few of firms to get estimates of time for how long a study would take. In the meantime, Sam stated he would prepare a report on a pay plan and try to have to the council by the end of the week.

Mr. Stinnett commented that he doesn't believe pay is the only issue. He also stated another concern is obligating funds not knowing where the money is coming from. He agrees something needs to be done soon, but we need to know if there are sustainable dollars there.

Mr. Brown stated he's not trying to solve retention and pay issues; he thinks it's the right thing to do to pay police and firemen who are put into harm's way and are a constant liability, He wants to pay them what this group (the city council) deems appropriate for what they (P&F) do.

With no further comments, the meeting was adjourned.

Respectfully,
Barbara Gollhofer
City Clerk