

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

REGULAR SESSION
DECEMBER 16, 2021

The Unified Government Commission of Wyandotte County/Kansas City, Kansas, met in regular session Thursday, December 16, 2021, with eleven members present via Zoom and on-site: Bynum, Commissioner At-Large First District; Burroughs, Commissioner At-Large Second District; Townsend, Commissioner First District; McKiernan, Commissioner Second District; Ramirez, Commissioner Third District; Johnson, Commissioner Fourth District; Kane, Commissioner Fifth District; Markley, Commissioner Sixth District; Stites, Commissioner Seventh District; Davis, Commissioner Eighth District, and Garner, Mayor/CEO presiding. The following officials were also in attendance: Doug Bach, County Administrator; Bridgette Cobbins, Emerick Cross, and Alan Howze, Assistant County Administrators; Misty Brown, Chief Counsel; Henry Couchman, Senior Counsel; James Bain, Assistant Counsel; Jeff Conway, Assistant Counsel; Carol Godsil, Deputy Unified Government Clerk; Renee Ramirez, Director of Human Resources; Shakeva Christian, Manager in Human Resources; Courtney Sachen, Human Resources; Dr. Mildred Edwards, Chief of Staff, Mayor's Office; Taylor Wash, Executive Assistant in Mayor's Office; Juliann VanLiew, Director of Health Department; Dr. Erin Corriveau, Deputy Local Health Officer; Dr. Allen Greiner, Local Health Officer; and Ashley Hand, Director of Strategic Communication.

Mayor Garner said before I call the meeting to order, I want to announce that due to COVID-19, we have individuals attending remotely or on-site. All participants joining by the phone should mute their phones and not speak to avoid background noise.

During the meeting, please make sure to announce yourself by name and title every time you speak so the public that is observing knows who is speaking. This is critical given the number of remote participants and is current guidance from the Kansas Attorney General.

Due to COVID-19 requirements, the public are allowed to participate by Zoom or submit comments by email prior to the meeting. Those comments are included in the record of the meeting. The public also has the opportunity to provide brief comments from the lobby of the Municipal Office Building. I'd ask the Clerk to please call the meeting to order and call roll.

Roll call: Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane, Garner.

Mayor Garner said our invocation is being given by Commissioner Harold Johnson of the Faith Deliverance Church of God in Christ.

Mayor Garner said Clerk, any revisions to tonight's agenda? **Carol Godsil, Deputy UG Clerk,** said we do have two changes under the Mayor's Agenda for Item No. 2, it is requested that Commissioner Ramirez be appointed as the voting delegate and Bridgette Cobbins as alternate for the Kansas Association of County Special Election. We have added a new item which is Item No. 3 to extend the mask mandate only through today, which is December 16, 2021. Under the Standing Committee Agenda, we have a revised proposed policy to the Human Resources guide on Paid Childbirth and Parental Leave. That completes the changes to our regular meeting for this evening.

MAYOR'S AGENDA

Item No. 1 – 211250...APPOINTMENT: OLIVER SINGLETON TO HOUSING AUTHORITY

Synopsis: Appointment of Oliver Singleton to the Housing Authority to represent Wyandotte County, submitted by former Mayor David Alvey. Charles Wilson's term ended October 31, 2020, and no one was appointed due to COVID until now.

Action: **Commissioner McKiernan made a motion, seconded by Commissioner Markley, to approve as submitted.** Roll call was taken and there were ten "Ayes," Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 2 – 211247...APPOINTMENT: VOTING DELEGATES FOR KAC

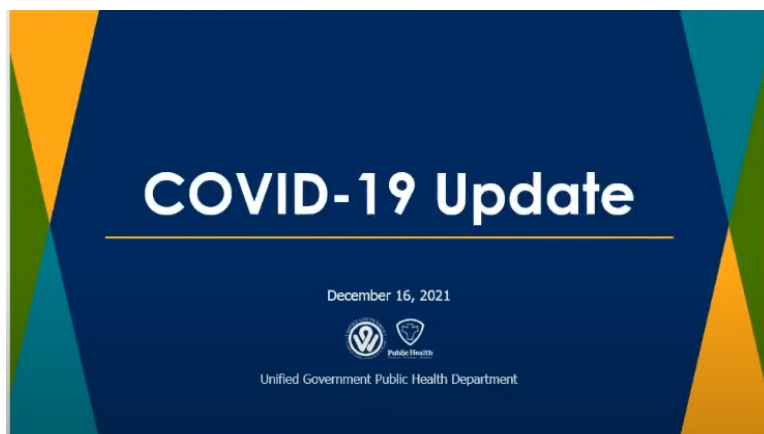
Synopsis: Appointment of Commissioner Christian Ramirez as the voting delegate and Bridgette Cobbins as alternate for the Kansas Association of Counties Special Election be held virtually on January 5, 2022.

Action: Commissioner Kane made a motion, seconded by Commissioner Burroughs, to approve as submitted. Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 3 – 211252: RESOLUTION: MASK MANDATE

Synopsis: A resolution amending LHO 8/05/21 to extend the mask mandate only through December 16, 2021, regarding the Coronavirus (COVID-19) epidemic in Wyandotte County, Kansas.

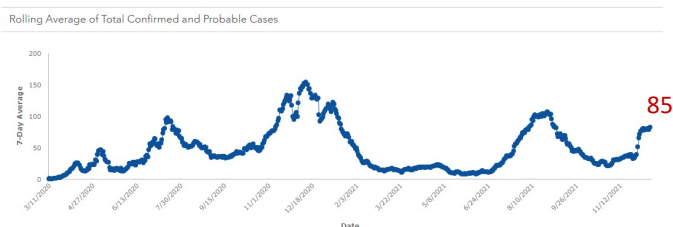
Doug Bach, County Administrator, said this item comes before us tonight as we’ve been requested and the Mayor decided to put this on the agenda. Our current mask mandate runs through January 6th. In reviewing this, we have asked our Health Department to prepare an update as to where our community is regarding COVID activities and such. I will recognize Juliann VanLiew, our Director of the Health Department.



Juliann VanLiew, Director of Health Department, said this evening I have with me our Health Officer Dr. Allen Greiner and our Deputy Health Officer Dr. Erin Corriveau. We came before you four weeks ago from tonight on the same topic.

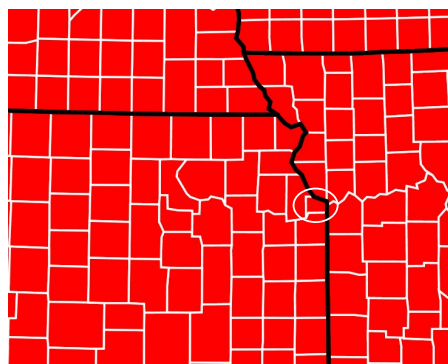
7 Day Rolling Average: COVID cases

Cases are on a dramatic rise.



On that night we were averaging about 30 cases per day, unfortunately as of today, we are now averaging 85. We are seeing a dramatic rise in cases, not just in Wyandotte County, but across the metro. We are concerned, we are once again ramping up testing, vaccinations, and contact tracing. We are currently 300 cases behind on contact tracing because cases are rising so quickly.

Wyandotte continues to experience uncontrolled community spread (deemed "HIGH" by CDC)



As I mentioned, Wyandotte County is not alone, CDC has deemed us high, uncontrolled spread, as it has for many, many counties that surround us. We are experiencing a surge throughout the Midwest as the rest of the United States is.

December 16, 2021

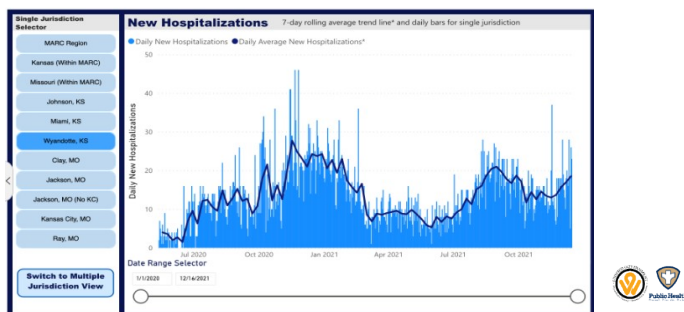
Vaccine Data Summary

- Many Wyandotte residents remain unvaccinated
- Our data includes residents vaccinated anywhere in the state of Kansas
 - It does not include data from those vaccinated out of state (including Missouri) or administered federally (i.e. VA)

	Number	Percent
Wyandotte Residents with at least One Dose	92,825	56.1%
Wyandotte Residents with Completed Vaccine Series	78,458	47.4%

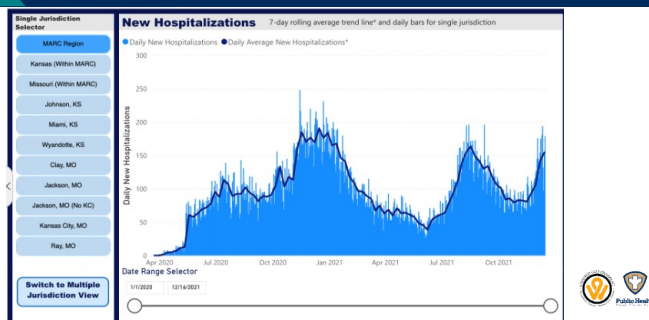
As a reminder, part of the reason why we're seeing these numbers continue to be our low vaccination rate. We have residents with at least one dose at only 56%, and folks who have completed a vaccine series at less, that 50%, only 47% of our folks have a complete vaccine series, which of course leaves many in our community vulnerable to catching COVID. To give us a summary of the situation with the hospitals here in Wyandotte County and the metro, I'm going to hand it over to Deputy Health Officer, Dr. Erin Corriveau.

COVID hospitalizations are increasing in Wyandotte County



Dr. Corriveau, Deputy Local Health Officer, said just to give an overview of our hospital situation, what you're looking at here is a graph provided by our Mid-America Regional Council dashboard, which is very helpful to look at our hospitalization data here in Wyandotte County and in the surrounding metro area. As you can see here, for Wyandotte County specifically, looking towards the right of the graph, you can see that we have a trend line that is trending very quickly up. You can also see that previously back just before October when we really spiked, we didn't go back down as low as we would hope after that surge, and so again, this is extremely concerning.

COVID hospitalizations are increasing sharply across MARC region.

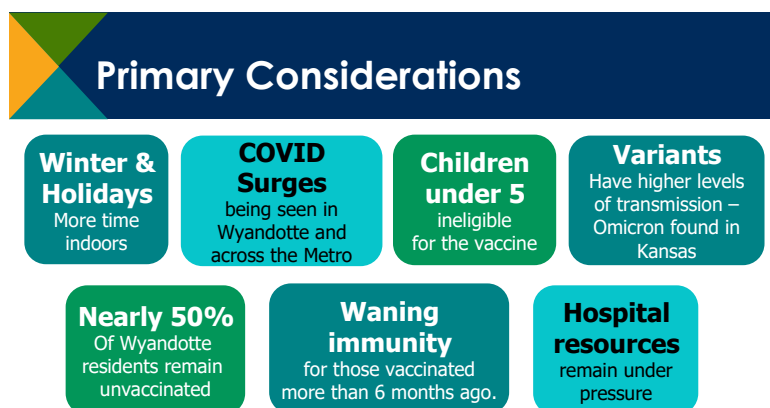


We're seeing also hospitalizations across the metro area with an even steeper rise. I will remind all of you the news today came out that we do have the Omicron variant here in Kansas. The CDC believes that at this point in time about 3% of our cases in the area are likely to be that variant. Otherwise, we're seeing Delta variants still really surging in our community as Juliann alluded to, likely because of our low vaccination rates. I had an occasion to speak with Dr. Steven Stites today, who is the Chief Medical Officer of KU Hospital, where I practice and where Dr. Greiner practices as well. He encouraged all of you to tune in to the meeting tomorrow morning, which will be held 8:00 in the morning which is a review of hospital data in the area and some news from our chief medical officers in the metro. He also, because we're talking about this tonight, he wanted me to give a message to you all and so he made a statement that I would like to read to you now. Again, this is from Dr. Steven Stites, the Chief Medical Officer for KU hospital, and I quote:

“As Chief Medical Officer, I can advise you on the state of our hospital. Our hospital is nearing capacity and we are concerned. We are treating all sorts of patients and our volume of COVID-19 positive in patients continues to climb and to climb rapidly throughout our community at a rate faster than we have seen during this pandemic previously. We are concerned because without masks to help mitigate the spread of COVID, coupled with the low rate of vaccinations in our community and the oncoming rise of Omicron, we are at risk of our facility becoming overwhelmed with demand for healthcare services. I imagine other hospitals in Kansas City share this concern. When we reach our capacity, that limits our ability to admit and treat new patients who present to us, even those with time critical diagnoses like strokes and heart attacks. There are already reports of surgical cases being

canceled in our region because there are not enough resources to take care of post-surgical patients, in addition to the patients already in hospital beds. Public health measures such as masking and vaccination can help keep our hospitals in a position to take care of all patients, COVID and non-COVID alike. Seeing increased rates of new cases, decreased masking, low vaccination rates, and lower booster rates in many communities and some of the highest hospital census numbers we've ever seen in many hospitals across our community. We are entering a season of gathering. All of these factors mean our community is at-risk if we don't each individually do what we can to keep ourselves, our families and one another safe. We are at a very critical point and wearing masks and getting vaccinated and boosted can help us avert a public health crisis.”

Dr. Corriveau said I was really affected by that, and I think to myself is this really the time to stop wearing masks and I think that answer is absolutely not. We know that Omicron spreads twice as quickly as any variant we've seen thus far in this pandemic, which is of great concern. We also know that even people who are being fully vaccinated have two vaccines, the Omicron can affect them, and so being boosted is absolutely necessary. We do have one thing in our arsenal that can keep everyone safe. It can keep us safe; it can keep your neighbors safe and that is wearing masks in public, a small request if you ask me. I'm going to turn this over to Dr. Allen Greiner who will finish up our presentation.



Dr. Greiner, Local Health Officer, said Dr. Corriveau has laid it out nicely, we've got a few considerations and we know things are going to get worse. Things are on the upsurge already.

We've got holidays happening, it's going to get colder, people are going to be inside, we're already seeing a surge; we don't have the ability to vaccinate children under five. I had a patient that is nine-months old that just came back positive today and is now keeping her parents out of work. These variants keep coming, which is a concern. Less than that 50% of our population has been fully immunized and right now we're worried that unless you're boosted, you're not protected against Omicron. It's even more significant than not having that 50% fully vaccinated. We know that people who have been infected previously, their immunity wanes, so every week that goes by we have more vulnerable people in our community that may think they're protected because they had COVID last year or nine months ago, but they're not. They're the ones that are getting infected now and the hospitals are in trouble.

Recommendation to Commission

The UGPHD recommends that the Unified Government Board of Commissioners maintain the current health order requiring mask wearing through at least January 6th.



This is where we stand, it's our job as a Public Health Department, it's our job as physicians, Dr. Corriveau and I to talk about what makes sense? I know that we live in a world where people make a lot of arguments and the people parse things in different ways and come at them with their different conflicts of interest, but if you smoke, it's our job to tell you smoking is bad for you. If you run red lights and run stop signs, it is our job to tell you that that's not good for you. If you drive 95 miles an hour down the highway, it's our job to tell you that that's not smart. If you're in the meeting right now and you're not wearing a mask, it's our job to tell you that not only is that not smart, that's like running a red light, because the Commission—we didn't put the ordinance in place like we used to be able to. We were told that we were unelected officials, and we don't do that anymore. If the rule of law applies, it applies based on what the Commission does. We think it makes sense, just like it wouldn't make sense right now to let every bar and restaurant in Wyandotte County to start allowing indoor smoking again, like 20 years ago. It doesn't make

sense to get rid of this mask mandate right now, but of course that's up to you. This county has led the COVID fight with science, we've led the metro region, we have nurses working for the Health Department right now; someday I hope some of you can meet some of these nurses that are working for the Health Department right now; they came to Wyandotte County to fight with us because they saw the cutting edge progressive stuff we were doing with our mass vaccinations sites, with our drive-through clinics, with our church parking lot activities. I think it's pretty amazing that we have this little tiny county has been the one to show the rest of the metropolitan region how to do this properly and if you're new to this fight and you don't want to be a leader for the metro, that's fine, but some of us are proud of what has happened, and I think we've saved a lot of lives and I hope we can keep doing that, not just with COVID, but with whatever the next health issue is, because we are the least healthy county – most of the time in the State of Kansas. Right now, we're ranked 19th in county rankings for the State of Kansas. We are way better in terms of what we've done with way less resources than what typically happens. Our recommendation is to keep this going and I know there's going to be comments, so I'll send you back to Juliann and we'll go from there.

Ms. VanLiew said I'll send it back to you Mayor to lead the conversation moving forward.

Mayor Garner said at this time I will open the matter for public comment and ask the Clerk, have you received any notification from the public who wish to express the comments in favor of removing the mask mandate. **Carol Godsil, Deputy UG Clerk**, said we did receive one comment in favor, and it comes from Kelly Seume from Kansas City, KS. She writes, "Please end the mask mandate. As a medical professional the masks are not stopping the spread of aerosol respiratory virus. At best the mask stop egregious drops of particles like spitting, but the efficacy on this is still quite low. When these masks have little to nothing to mitigate the spread of an airborne virus, wearing a mask becomes a personal choice at best, not a mandate for all. Please end the mandate tonight. This is how we get back to normal. Thank you for considering my comment." That is the only comment we did receive for lifting the mask mandate.

Mayor Garner said is there anyone present who would like to speak in favor of removing the mask mandate? If so, please raise your hand, to be recognized. Once you have been acknowledged, we ask that you provide your name and city of residency for the record. You will be given up to two minutes to state your comment.

Bridgette Cobbins, Assistant County Administrator, said I'm not seeing any hands raised on Zoom. That's for the lobby. We're doing Zoom first.

Mayor Garner said is there anyone in the lobby who would like to speak in favor of removing the mask mandate? If so, staff will call your name to come to the podium. Once you have been acknowledged, we ask that you provide you name and city of residency for the record. You'll be given up to two minutes to state your comments.

David Haley said I'm registered through P.O. Box 171110, here in Kansas City, KS 66117. I'm removing my mask now momentarily only to urge this Commission, Mayor Garner, and commissioners, certainly this is a timely issue for many people, not only here in the Unified Government, but throughout the State of Kansas. I work on behalf of many of our citizens in Topeka and serving there even today, I noted sadly how there are too many in our statehouse who are not wearing masks. The protocols that have been established for the Coronavirus, now a year and a half of which many people are weary of seem to bear out what Dr. Greiner and the other physician just said. The more we vaccinate, the more we ventilate or have a breathing space independent of the particles that are traveling, first from the original variant, the Coronavirus and then going to the Delta and now the Omicron and maybe even another variant, are spreading. Having a filter would be, in lieu of not having ventilation, the best possible argumentation to vaccination and not having ventilation. I urge our progressive Commission, our Mayor and our commissioners, to continue to lead the charge, as Dr. Greiner and the presentation had said, in helping Wyandotte County to be at the forefront within the State of showing how we should protect ourselves and citizens.

Carolyn Wyatt, 359 Troup, said I think that the masks need to stay on. I think that we have too many people who have already died from this, and I think that we got young people, we got all the kids in schools, we got the holidays coming up, and I think the mask is necessary for the safety of Wyandotte County, Kansas City, KS, and the families. I'm hoping that the commissioners will take a look at this and know that we need to keep the masks on a little longer and see the outcome.

Monica Sparks, Clerk's Office, said there is no one else in the lobby that wishes to speak. **Ms. Cobbins** said we do have two that have raised their hands on Zoom. I'll allow them to speak the first is M. Hart, you have two minutes.

Margaret Hart, 7065 Gibbs Road, said I'm a lifelong Kansas City, KS resident. First, I want to thank the Health Department for everything they have done. They have done a fabulous job. I am very much in favor of keeping the mask mandate. As Dr. Greiner said, that is a very small ask to wear a mask. I would hope that we will keep that up as long as we need to, it's incumbent upon us. If we're the ones who leave the Kansas City area, fine; I know there's a lot of other stuff going on and I would very much ask the UG Board of Commissioners to vote in favor of keeping the mask mandate and extending it if we need to.

Sandra Martin, 12532 Prestwick Drive, Kansas City, KS 66109, said I am not **(inaudible)** in **(inaudible)** businesses. If asked they're welcome to wear a mask. **Ms. Cobbins** said you are breaking up. We're taking our businesses elsewhere because we don't want to have to go into businesses with a mask; it's hard to breathe and we're tired of it. If you want to wear it you can **(inaudible)** we mask, so I'm just taking my business elsewhere and I know other businesses are facing the same thing, not getting people in their businesses. I ask you to rescind the mask mandate and let people that want to wear, wear it, and that people who don't, not to wear it.

Mr. Sonna said I've been a resident for more than 20 years now. I live at 9001 Barnett Avenue, Kansas City, KS 66112. I am a member of the Health Equity Task Force and I've been following vaccinations and wearing masks for over one year now. I'm in favor of wearing masks, mandating masks as long as we can. I feel like we have experts in different fields and this is the field for

Health Department or doctors and nurses field and I feel like we should not overstep our boundaries and listen to them. I'm in favor of extending the mask mandate in Wyandotte County.

Mayor Garner said there seems to be confusion on those in favor as far as the order and those that were opposed, but is there anyone else that has any comments? I would like to thank the public for all the comments. I will ask if any commissioners have questions or staff for comments.

Action: **Commissioner Stites made a motion, seconded by Commissioner Kane, to approve.**

Commissioner Ramirez said as always Juliann, Dr. Greiner and Dr. Corriveau, thank you for all that you have done and continue to do. Thank you as well to the Health Department workers, thank you for everything you have done and continue to do and just our health care workers in general, thank you. To say I'm conflicted is a complete understatement. I think tonight I can't vote to rescind this. I can't in good faith as when I have the number one employer, one of the number one employer in my district who has been fighting this since day one, me voting to rescind this mask tonight, I feel like I'm turning my back on the health workers of the KU medical hospital. I can't vote against their mental and psychological abilities. When they are doing everything they can to help and to keep us safe. I am going to vote no on this because they are the ones that are fighting this, not us. They are the ones on the front line. What we do as; I don't remember if it was Drs. Greiner, Corriveau or Juliann said that it is a small ask, a small task compared to what our doctors, nurses, nurse-practitioners are looking at and experiencing every single day.

Commissioner Davis said do we have folks from the Health Department that are still online? I just have some questions. My first question is this: do we have any data on the impact of our neighbors getting rid of the mask mandate and us keeping the mask mandate? I see on here we have these two graphs, it's kind of hard to see the latest month. The latest month I see is October and we're in December, do we have anything for perhaps November or some early data for this month comparing Wyandotte County, us who kept the mask mandate for the last six weeks or so, and our neighbors who did not?

Dr. Greiner said I know we don't have clear data showing a comparison between different counties and how that's influenced mask mandates. The best data we have from this fall is the data from the State of Kansas looking at school districts that have had mask requirements versus mask recommendations, versus no mask requirements or recommendations, and it's really, really clear that in that environment the masks are making a big difference on the total case numbers, on the numbers of outbreaks in classrooms. The science is clear, you can get online and find anything you want these days, but again, if you go to a doctor and try to get their opinion on whether your chest pain is a heart attack, they're going to make that decision based on the best science they have and the best science we have is that these masks work. They're lowering transmission, they're going to save some lives, and I realize there's controversy around it and it's become politicized, but the science is pretty clear.

Dr. Corriveau said I also want to mention that I believe the hospital data bears out, that it would show that when we take our masks off, we do have a little bit of a lag time but there is about a 3–4-week lag and then hospitalizations start to kick up and so I believe our neighbors certainly have seen that and I think you could ask any of the chief medical officers in the surrounding counties will tell you the same thing.

Commissioner Townsend said it was barely a month ago that this body took up the same issue. I believe it made the correct decision to institute the order that is currently in place. The significant thing that's happened since that time is the onslaught of the present variant, the Omicron virus. I believe when this Commission took the same issue up a month ago, nobody had heard of the Omicron virus. We were thankfully ahead of the curve and clearly what's going on across the country and we've seen it in Wyandotte County from the evidence presented tonight by our Health Department and medical staff, show that this thing is going to increase the number of cases, not decrease. With less than 50% of our population fully vaccinated, we need to continue to take whatever steps are already in place that are proven effective to stem the impact of the Coronavirus in any of its variants. Who knows what the next one will be within another month, and we are right in a period of time when people are more likely to be indoors and gathering and revert to post-COVID, just by instinct? The hug, the kiss, but heavens knows what else may be

inadvertently being transmitted with that, so I would urge my fellow commissioners to maintain the mask order that is in effect.

Commissioner McKiernan said you all get to see my Gemini personality come out here. I did not vote to extend the mask mandate a few weeks ago, and I'll be honest, in light of the presented data tonight, the statement from Dr. Stites, I don't know how I'm going to vote tonight. I'm still 'Gemining' my way to that decision. It's not that we shouldn't extend the mask mandate, it's that I've frankly given up hope in the face of some big obstacles and 'you ain't the boss of me.' It was observed a month ago, a moment ago that we're entering a season of gathering, that's very true. As I said last time and, as Commissioner Townsend just alluded to, the most common place of gathering in the holiday season is private homes, where we hope that people will pay attention to our guidelines, but where we have no jurisdiction. It seems to me, as I said last time, that the second most common place of gathering is bars and restaurants, where we allow masks to be removed when people are actively eating or drinking, which is the majority of the time spent in that facility.

Having noted that we have limited jurisdiction in the most common gathering places I think it's a certainty that Delta, Omicron and other yet to be mutated variants will continue to plague us for months. In an interview that was published this week, former secretary of the Kansas Department of Health and Environment, Dr. Lee Norman said, "That if the pandemic were a ball game, this past summer was halftime." Now, he says, "We're kind of a few minutes into the third quarter of this pandemic and it's going to be a struggle through the remainder." If that turns out to be the case, then we in Wyandotte County are in very serious trouble with only about 50% of the population fully vaccinated against COVID-19 based on the data that was just presented today. If the ball game analogy is correct, then we have 18-24 months of fight remaining ahead of us. We may be getting tired, but the virus is not remotely tired.

Having said that until and unless we as a Unified Government have a much more robust enforcement capacity and we're willing to use it relentlessly, then a large portion of the population will continue to completely ignore the mandate. Until and unless the seven counties of the greater Kansas City metro area get even close to being on the same page with regard to COVID precautions, like masks, a large portion of our population will continue to completely ignore the

mandate because state lines and county lines are only visible on a map. When neighboring jurisdictions disagree about things like mask mandates, the average citizen frankly throws up his/her hands and gives up trying to figure out what the rule is in the place where they happen to be. Until and unless the unvaccinated citizens of Wyandotte County do their part and get vaccinated for the benefit of themselves and others, each new mutant variant will wreak havoc on the health of our community.

Now you'll see the Gemini side. As I prepare to take this vote, I fear a very real possibility that I or a member of my family might be denied urgent or emergency care simply because the number of COVID patients has overwhelmed our local hospitals and there are literally no medical resources remaining. Those are my thoughts and I'm still contemplating my vote.

Commissioner Kane said the Chamber had an event over in Memorial Hall the other day. There are all kinds of pictures everywhere and not one mask, right across the street. We've said this all along, that we're doing it because the rest of the community's doing it. Now the rest of the community's not doing it and we're the only ones that are. When I comment about what you said about the doctors from your district, remember when they came here and raised the smoking age? We were on the ninth floor, I looked outside and three of them smoking cigarettes. And they just said that we need to tell you that it's dangerous, we need to tell you that it's this, we need to tell you that it's that, and yet they came in here and convinced, they didn't convince me, but convinced everyone you had to be 21 years old to buy cigarettes, but yet these folks are sitting outside smoking cigarettes. Most of the people that are there from the doctor's office, they're not in Kansas City, KS, they can go home, and they can do whatever they want.

People are tired of being told I have to wear a mask; when you answered the question, you didn't really answer it. Just look at the overall situation, he either has it or he didn't, and he didn't have it. When we look around, who is really doing it, who's performing? Who is wearing a mask like their supposed to? And just like they said with the bar, you walk into a bar, you got the mask on, you sit down and take the mask off. We don't even have a program to follow-up to do something about it even if we want to, we don't have the manpower to do it. Yet, we tell people we're going to wear a mask. I don't know about you, but I went to Danny's today to talk to those folks out there. And he said he used to enforce it and right now you can't.

I don't see any way since nobody else around us is doing it why we should continue to do it. It's frustrating because I want everyone to be healthy, but I don't know how many people were over at the Chamber thing, I was not there, but that's unlike anything else, no matter where you go people are not wearing their masks. Then we tell them because we know more than they do in Wyandotte County that we're going to make you wear that mask. Multiple people that I talk to say their family is not coming Kansas City, Kansas because they have to wear a mask, the people are out-of-state. We done it long enough, they have no real documentation to say this is or isn't working; I want everyone to get the shots too. I don't think we need to let this linger on anymore, we need to stop it now, right now, I'm not talking about midnight, I'm talking about right now because we've made people and businesses suffer long enough and in my mind at this stage of the game, it's the wrong thing to do.

Commissioner Johnson said this is an issue that is worth us taking time to consider. Tomorrow at 8:00 a.m., there will be a regional healthcare update when the chief medical officers and colleagues from around our region will be addressing this issue. It's going to be happening on Facebook and I'm happy to share the information with anyone who would like to have that information. Having to bury persons that have died from COVID-19 because they refuse to wear a mask is a sobering experience and it has an effect on my psychology more than any of the data that we see. The stories of not only individuals but their families who are struggling to figure out how to navigate their life now that their loved one is gone. I think all of us who are around this table's minds, well maybe the exception Commissioner McKiernan, minds are probably made up. But for me it's very simple. I am concerned about my family; I'm concerned about my own health. There are citizens that are in my district that have reached out to me specifically and said I want you to continue to hold fast to the mask mandate. I can definitely appreciate my colleagues' statement, I can appreciate hearing from our constituents in other areas that feel differently, but when I look at it from the perspective of personal stories, and people that I know that are no longer here. Everywhere I turn there are persons that I know, either directly or indirectly, whose lives are affected by this, it makes it a very simple decision for me at this particular time.

Commissioner Townsend said just a few more comments. I know that wearing a mask is inconvenient at times and I know we may all be suffering from mask-fatigue. But that is not a reason to drop the mask mandate. Illness or death would be the ultimate arbiter whether you need one and we don't want to see any of our citizens, friends, family members have to go that route when wearing the mask would be so much simpler, and especially when we know from the numbers that at least 50% of the people in Wyandotte County have not taken advantage of the free opportunities to become vaccinated. That's their choice, wish they would make another. This would be a mechanism by which if people want to gather in private homes and private facilities and take the chance of not wearing a mask, not knowing who's been vaccinated, who's not, they would be free to do so. But this would be a mechanism that we can use publicly to curb the spread of this virus. We do have enforcement mechanisms, maybe we need to step up on them. I understand people are tired, but now is not the time with the onslaught of a variant that, as I said before, nobody could call its name a month ago. Now is not the time to give up. We need to keep the mask mandate in place right now. I surely hope that 2022 doesn't look like our March of 2020 and it's because people will not do the things that our medical professionals have said, and it's been proven that are affective to fight this virus.

Commissioner Davis said where I'm at on this is not about the data, it's not about the science, it is not about any of those things. I'm fully vaccinated, I got boosted last week. I encourage everyone who has made public statements; there is no confusion on where I stand on this issue and what I want for my district. But, considering I think a very valid argument made by Commissioner McKiernan, we have to consider the logistics. We have to have a logistical conversation about this, not just a moral one, not just a data one, or a scientific one, but a logistical conversation. We have to have a political will conversation. We have lost political will in our community; other jurisdictions have lost political will in our community and it's for that reason that I do not see the point of continuing this mandate knowing all of those variables that we cannot control. I was not satisfied to be quite honest, regarding my question on the data of the response about school districts. It's apples and oranges as far as a comparison because you can control what is happening in that school, not in a way that you can control what's happening out in our city and out in our community. This does not mean that my opinion or my vote on this will not change in the future,

but I'm just not in favor of keeping. It's not a scientific one, this is not scientific for me at all. This has a lot to do with logistics.

Commissioner Bynum said I have a couple of questions and comments. My questions really are for legal counsel. Number one, if we didn't have a mask mandate, our local governments such as our school districts currently, churches, non-profit businesses; if I chose at the Shepherd's Center of Kansas City, Kansas to say, in order to attend our program, you need to wear a mask, would that be allowable if there were no mandate in place? Would all these entities be allowed to choose masking? I don't know who is helping with the legal aspect of this situation. That's question one.

The second question is, as I recall all along, the penalty for violating is actually quite severe and I'm not sure that we've actually enacted that penalty against anyone and yet we see as has been pointed out by several commissioners that many, many people are simply ignoring the mandate knowing full well that there is actually no consequence for them. Those are a couple of legal questions.

Misty Brown, Chief Counsel, said I'm going to recognize James Bain, our Attorney, as he has worked this issue for the last two years.

James Bain, Assistant Counsel, said to answer your first question, private businesses, organizations are still able to make their own decisions on inside their facilities on their own property. The second question about enforcement, we have not written any tickets for the crime of violating a health order. The thought was to educate businesses and individuals and not hammer with a criminal penalty.

Commissioner Bynum said I appreciate that, I felt like that was the answer and again I feel like the penalty is quite severe as its written in our law. Yet we have chosen not to enforce it. I don't know if I stated this, a couple of weeks ago when we took this up, but everywhere I go, whether it's in Wyandotte County or outside of Wyandotte County, people are not masking. I very much care about our health leaders and the data and information that they've brought us. It's disturbing that even with our mandate, our numbers are up. I personally think that's because people are not paying attention to the mandate anymore.

I applaud KCK schools specifically because again with the authority that they have to choose masking or not, they have chosen masking and a number of other protocols, and KCK schools believes that through that they actually have kept the virus under control within the school district, and I'm very proud of that. I think they have taken their job very seriously as the other school districts have as well. I just think it's very sad that tomorrow morning the health leaders are going to gather and talk to us about all of the updates, the strains on the health system, the rising numbers, etc., and yet no jurisdiction anywhere near us is going to alter a mask mandate. They've already turned it down, several of them this week. We have State-elected leaders actively choosing to encourage no masking, which is ridiculous toward the other end of the pendulum. I've heard from people today, via email that our for and against keeping the mandate. I'm thinking that it's probably shaking out about 50/50.

The Chamber sent out a survey this afternoon, I asked if we could have results of that and the answers was, 60% in favor of eliminating and 40% in favor of keeping. We have that information from our Chamber partners. I think ultimately, it's sadly time to stop mandating the mask-wearing. I have a mask on, I'm going to wear this mask, I going to do everything I can to protect my family and those that are around me. I'm going to wear this mask in Johnson County, Leavenworth County, in Riverside, Missouri, in Wyandotte County and I'm going to hope and pray that people will get vaccinated.

Commissioner Stites said I'm not sure what the date was that we entered this Core 4 arrangement, but I remember it being; I was on the Edwardsville City Council at the time, and I remember it being sold as we're going to enter this together and we'll get out together. That hasn't happened. Here we are, the only ones left standing, the only ones wearing a mask, the only ones that is affecting our businesses, effecting people going to other cities to do their shopping, to eat. It was mentioned tonight that it's not the time to make the change, I'd like to know when is that time? It's been a moving target from day one, when we heard that if we get, I don't remember the exact number, what it was, but when we get 20% of folks vaccinated that's the number we need to get to. Now we're at 50, that's still not good enough. It's going to move; it's going to continue to move, and people are tired of it.

My wife and I walked into to Jose Peppers a couple of nights ago, we both wore a mask when we walked in, and I counted how many steps it took until I got to my table, and it was five. I'm short-legged, I'm going to give the benefit of the doubt that I can step three feet. Fifteen feet I was able to sit down at the table, my water got there, my mask is off; we sat there for 47 minutes, we ate and thank goodness that virus waited until my wife and I got through eating because it didn't attack us. As we walked outside, we put on our masks as we walked out. It's crazy to think that we can go inside of a restaurant, walk 15 feet, take it off and sit there for an hour in a public gathering and we still need to wear our masks. Don't understand it. Sixty/fifty was the survey, like Commissioner Bynum said, to eliminate the mask mandate. If we're not going to listen to the people of our community, our citizens, our constituents, they just told you, we're not going to listen to them, don't take the surveys, don't put them out there if we're not going to pay attention to them. Bonner Springs and Edwardsville, where I'm the commissioner, we have no mask mandate. I'm thankful that this body decided to let Bonner Springs and Edwardsville decide themselves, their elected body decides what they want to do, and we did not have a mask mandate. The cases have not risen. I'm absolutely for people getting vaccinated if that's what you want to do. I'm all for people wearing their masks, continue to wear your masks. I don't want anybody to take it off if you feel like you want to wear your mask, like Commissioner Bynum said, to Johnson County, to Leavenworth County, to Tucsucari, do it. I applaud you for doing that. You're taking care of yourself. Let me worry about myself. I'm in favor of lifting the mask mandate, not even at 11:59, I'd like to see it lifted at 7:59. That's all.

Mayor Garner said I have a question for Ms. VanLiew. You can pull up the slide about the vaccinations, rates in Wyandotte County. Share that with the public one more time.

Vaccine Data Summary

- Many Wyandotte residents remain unvaccinated
- Our data includes residents vaccinated anywhere in the state of Kansas
 - It does not include data from those vaccinated out of state (including Missouri) or administered federally (i.e. VA)

	Number	Percent
Wyandotte Residents with at least One Dose	92,825	56.1%
Wyandotte Residents with Completed Vaccine Series	78,458	47.4%

If you could talk briefly about access that is provided to the public to get vaccinations. I think that's really important when you talk about vaccination rates. What the Unified Government is doing to try and get people vaccinated, at least provide the opportunity for that, and if you could speak to that and the value of vaccinations.

Ms. VanLiew said we continue to provide vaccinations free of charge at our K-Mart site out at 78th and State, Wednesday-Friday, currently. We don't have a ton of people coming through for first and second doses. We are serving a lot of folks with boosters right now. A few of our pediatric folks are coming through but not nearly as many as we'd like. That is, of course, free of charge, it is every week. In January we will be moving that to just one day a week, due to the demands decreasing unfortunately, and our need to reserve resources. We will continue to provide vaccinations free of charge into 2022. Does that fully answer your question? I apologize if I missed a piece there.

Mayor Garner said from a medical perspective the importance of getting vaccinated; how that relates to just the benefit to our community. **Ms. VanLiew** said I'm going to throw that to one of the medical doctors just so that I stay in my lane.

Dr. Corriveau said I think getting vaccinated is extremely important because really what it's doing is teaching your immune system how to respond if it were to come in contact with the virus. Without that, you stand the chance of your body being overwhelmed, you stand the chance of getting extremely ill, being hospitalized, and even death as we've seen and heard a lot about

tonight. Unfortunately, most of the people in the hospital right now, and I believe all those in our counties' hospitals who are on ventilators in the ICU have not received any vaccination. We do see that it's of great benefit especially with the Omicron variant and the variants to come, we feel like this is really our best chance of being able to survive especially for those people who have other health conditions that would put them at a far greater risk of getting very, very ill from this virus. We see that younger and younger people have been getting the virus and have been getting very sick from COVID, of course very young folks, especially in their 20s and 30s, are still least likely to be vaccinated, or I should say our children are given that there is a lag time in having vaccines available for them, but it's really important that we get all people and those young people as well vaccinated. The other thing that vaccines do is that it decreases the time that someone is actually infectious toward others. We really want to get everybody vaccinated so if they were to get the virus that they would have less of a chance of passing that on. They would be infectious to others for less of an amount of time. We try to decrease the rate of spread in that way as well. I hope that answered your question adequately.

Mayor Garner said I think it's really important with that information that was just provided by our medical professionals, is that the public would just take note of that and take into consideration the value the vaccines offer to help stop the spread or mitigate the effects of COVID-19. With about 20 days left in this mandate, I think that should be taken into consideration as well by our elected body. We do have a motion on the floor and a second.

Action: **RESOLUTION NO. R-101-21**, "A resolution amending LHO 8/05/21 to extend the mask mandate only through December 16, 2021, regarding the Coronavirus (COVID-19) epidemic in Wyandotte County, Kansas." Roll call was taken and there were six "Ayes," Stites, Davis, Bynum, Burroughs, McKiernan, Kane; and four "no's," Markley, Townsend, Ramirez, Johnson.

Mayor Garner said that concludes the Mayor's Agenda and takes us to the Consent Agenda. Does any member of the Commission or the County Administrator wish to set aside any item on

the Consent Agenda? If an item is not set aside, all items on the Consent Agenda will be voted on by one vote.

Action: **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to approve as submitted.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

CONSENT AGENDA

Item No. 1 – 211249...RESOLUTION: SETTING THE TWO-YEAR MEETING CALENDAR

Synopsis: A resolution setting the two-year meeting calendar for the Unified Government Commission and for the standing committees of the Unified Government Commission from February 2022 through January 2024, submitted by Brett Deichler, Unified Government Clerk.

Action: **RESOLUTION NO. R-102-21**, “A resolution setting the schedules of meeting times for the Unified Government Commission and for the Standing Committees’ of the Unified Government Commission from February 2022 through January 2024.” **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to adopt the resolution.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 2 – 211236...RESOLUTION: CASH AND INVESTMENT POLICY

Synopsis: A resolution adopting the Unified Government's Cash and Investment Policy with no changes, submitted by Andrea Parra, Interim County Treasurer. On November 29, 2021, the Economic Development and Finance Standing Committee, chaired by Commissioner Burroughs, voted unanimously to approve, and forward to full commission.

Action: **RESOLUTION NO. R-103-21**, “A resolution adopting the Unified Government’s Cash Management Policy for 2022.” **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to adopt the resolution.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 3 – 211184...SALE RESOLUTION: 2022-A BONDS AND 2022-B TEMPORARY NOTES

Synopsis: A resolution authorizing the offering for sale of municipal temporary notes and general obligation bonds of the Unified Government of Wyandotte County/Kansas City, Kansas, submitted by Debbie Jonscher, Deputy Chief Finance Officer. On November 29, 2021, the Economic Development and Finance Standing Committee, chaired by Commissioner Burroughs, voted unanimously to approve, and forward to Full Commission.

Action: **RESOLUTION NO. R-104-21**, “A resolution authorizing the offering for sale of Municipal Temporary Notes and General Obligation Bonds of the Unified Government of Wyandotte County/Kansas City, Kansas.” **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to adopt the resolution.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 4 – 211191...RESOLUTION: VISIT KANSAS CITY, KANSAS DOCUMENTS

Synopsis: A resolution approving the 2022 Budget, Marketing Plan, and new Five-Year Agreement between the Unified Government and Visit Kansas City, Kansas, submitted by Kathleen VonAchen, Chief Financial Officer. On November 29, 2021, the Economic Development and Finance Standing Committee, chaired by Commissioner Burroughs, voted unanimously to approve, and forward to Full Commission.

Action: **RESOLUTION NO. R-105-21**, “A resolution approving the 2022 Budget, Marketing Plan and new Five-Year Agreement between the Unified Government

of Wyandotte County/Kansas City, Kansas and Visit Kansas City, Kansas.”
Commissioner Markley made a motion, seconded by Commissioner McKiernan, to adopt the resolution. Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 5 – 211096...RESOLUTION: AMENDED POLICY ON DONATED SICK LEAVE

Synopsis: A resolution adopting amendments to the Human Resources Guide relating to donated sick leave, submitted by J. Renee Ramirez, Director of Human Resources; Bonnie Bloesser, Sr. HR Partner; and Courtney Sachen, HR Partner. On December 6, 2021, the Administration and Human Services Standing Committee, chaired by Commissioner Markley, voted unanimously to approve, and forward to Full Commission.

Action: **RESOLUTION NO. R-106-21**, “A resolution amending Section 5.1 of the Human Resources Guide of the Unified Government regarding sick leave, to reorganize and clarify the donated Sick Leave Policy.” **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to adopt the resolution.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 6 – MINUTES

Synopsis: Minutes of regular session of November 4, 2021, and special sessions of November 18 and December 2, 2021.

Action: **Commissioner Markley made a motion, seconded by Commissioner McKiernan, to approve.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 7 - WEEKLY BUSINESS MATERIAL

Synopsis: Weekly business material dated December 2, 2021.

Action: Commissioner Markley made a motion, seconded by Commissioner McKiernan, to approve. Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

STANDING COMMITTEES’ AGENDA

REVISED ITEM

Item No. 1 – 211223...PRESENTATION/RESOLUTION: NEW POLICY ON CHILDBIRTH AND PARENTAL LEAVE

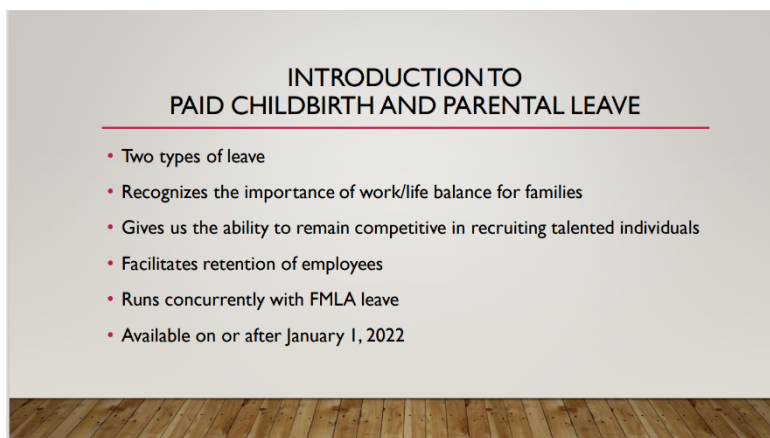
Synopsis: Revision to the proposed new policy to the Human Resources Guide on paid childbirth and parental leave.

Mayor Garner said Standing Committee’s Agenda, Item No. 1 is a presentation and a resolution to implement a new Human Resource Policy on paid childbirth and parental leave. Commissioners should have received the revised policy yesterday as noted in the blue sheet. This item was presented to the Administration Human Services Standing Committee on December 6, 2021. The committee voted unanimously to approve and forward to the full commission. It is being placed on the Standing Committee Agenda due to some modifications. I’ll ask Commissioner Markley, who chaired the meeting, if she had anything to add to that.

Commissioner Markley said I would just say that the committee was overwhelmingly supportive of the additional paid childbirth and parental leave. The only reason it is on the agenda for a separate vote is because we did make a modification, and that modification was around a timing requirement. There’s a requirement for that leave to be used within a certain time period, but the committee recognized that there could be medical circumstances that prevented either the mother or the child from being able to leave the hospital within that time limit. The edit was to allow the Administrator’s Office to make exceptions for medical circumstances where the leave couldn’t be used within that time period. I’ll let staff talk about it, but just so know, the committee overwhelmingly supported it and just wanted to make sure we were providing appropriate exceptions where medically necessary for staff to use this benefit.



Renee Ramirez, Director of Human Resources, said this evening with me I have two members of the Human Resources staff. Shakeva Christian, HR Manager and Courtney Sachen, HR Partner as well as our senior legal advisor, Henry Couchman. This evening I'm bringing forward a new policy for consideration. This new policy is Paid Childbirth and Parental Leave.



- Two types of leave
- Recognizes the importance of work/life balance for families
- Gives us the ability to remain competitive in recruiting talented individuals
- Facilitates retention of employees
- Runs concurrently with FMLA leave
- Available on or after January 1, 2022

This is two types of leave. The policy recognizes the importance of work/life balance for families and gives us the ability to remain competitive in the market for recruiting talented individuals. Equally important, it facilitates retention of employees, boosts employee morale, and supports the mental health and wellbeing of parents. This leave will run concurrently with FMLA leave. This would be available on or before January 1st of 2022.

PAID CHILDBIRTH LEAVE

- Available to employees who give birth to a child or children to provide time for recovery from childbirth before returning to work
- Amount of leave
 - Full-time employees - 240 hours
 - Part-time A employees - 120 hours
- Leave is continuous.

First, I'll speak about the paid childbirth leave. This leave is available to employees who give birth to a child or children to provide time for recovery from childbirth before returning to work. The amount of leave that's available under this portion for fulltime employees is 240 hours, and for part-time A employees, it's 120 hours. This leave will be taken on a continuous basis.

PAID PARENTAL LEAVE

- Available to eligible employees to care for and bond with their child or children after birth or placement with the employee for adoption or foster care
- Amount of leave
 - Full-time employees - 160 hours per qualifying event
 - Part-time A employees - 80 hours per qualifying event
- Leave may be taken continuously, intermittently, or on reduced schedule basis.
- Runs concurrently with FMLA leave

The paid parental leave portion of this policy is available to eligible employees to care for and to bond with their child or children after birth, it's also available for the placement with the employee for adoption or for foster care. The amount of leave for this portion of the policy is slightly different than the childbirth leave. For fulltime employees it's 160 hours for a qualified event and part-time A employees, it's 80 hours for a qualified event. This leave may be taken continuously, intermittently, or on a reduced schedule. Again, this leave would run concurrently with FMLA leave.

LIMITATIONS ON PAID PARENTAL LEAVE

- May be taken for only one qualifying event in a 12-month period
- Must be used within 16 weeks
- The County Administrator may extend the time to use the leave in extenuating circumstances.
- Runs concurrently with FMLA leave

We have placed some limitations on the paid parental leave portion of this policy. This leave can only be taken for one qualifying event in a 12-month period, and it must be used within 16 weeks of that qualifying event. This portion of the policy, the County Administrator may extend the time to use the leave in extenuating circumstances. This leave also runs concurrently with FMLA.

OUR WORKFORCE TODAY

- Traditional Generation – born pre-1945 - 31 employees
- Baby Boomers – 1946 to 1964 – 410 employees
- Generation X – 1965 to 1980 – 766 employees
- Generation Y – 1981 to 1995 – 807 employees
- Generation Z – born after 1996 – 133 employees

I wanted to share some statistics with you about our workforce today. We have five generations that make up our workforce today here at the Unified Government. We have the traditional generation born pre-1945, we have 31 employees. We have baby-boomers which are 410 employees; Generation X, 766 employees; Generation Y, 807 employees, and Generation Z, 133 employees.

ADDITIONAL INFORMATION

- Approximately 2300 employees
 - Males – 1409
 - Females – 740
- Average of 50 births a year on health plan
- Estimated annual cost – \$250,000 to \$500,000

Additional information regarding the makeup of the UG workforce, we have approximately 2,300 employees, but that number does fluctuate depending on the number of separations that occur and new hires that occur. However, today we have 1,409 males in our workforce and 740 females in our workforce. We average about 50 births a year on our health plan and the estimated cost of this would be approximately \$250K-\$500K.

COMPARISON OF OTHER GOVERNMENTAL ENTITIES

City/County/State	Offers Paid Parental Leave
Johnson County	160 hours for full-time employees; no waiting period
Jackson County	12 weeks (480 hours) for birth or adoption of child
Kansas City, MO	6 weeks (240 hours) for birth or adoption child; employee must be FMLA eligible
Lawrence	12 weeks (480 hours) for birth or adoption of child or placement of a foster child
Prairie Village	8 weeks (320 hours) for birth or adoption of child
Shawnee	6 weeks (240 hours) for employee who gives birth and 3 weeks (120 hours) for other parent
State of Kansas	8 weeks (320 hours) for primary caregiver and 4 weeks (160 hours) for secondary caregiver; eligible after 180 days of employment

In preparing this policy we did some comparisons with other organizations to see what they were doing who were offering the same type of leave. We checked several governmental entities, Johnson County; and you will in this chart here it does have a variation of the types of leave that other organizations provide. Johnson County has; they provide 160 hours for fulltime employees with no waiting period. Jackson County has 12 weeks, which is 480 hours for birth or adoption of a child. Kansas City, Missouri, 6 weeks or 240 hours for the birth or adoption of a child, however, the employee must be eligible for FMLA in order to take that leave. Lawrence is 12 weeks, 480 hours for birth or adoption or placement for foster care. Prairie Village is 8 weeks for the birth or

adoption of a child. Shawnee, 6 weeks, and the State of Kansas, 8 weeks for primary caregiver and 4 weeks for the secondary caregiver, and eligible for 180 days; they're only eligible for this after 180 days of employment. In closing this policy shows our commitment to our workforce on how we value the work life balance that so many of our employees face today. I'd like to thank you for considering this as one of our policies in the Human Resources Guide.

Commissioner Ramirez said I'm very happy that we're doing this. This is something that at the federal level they've been trying three years to do for everybody. My questions are on the comparison table. Is Johnson County out of this table the only entity that differentiates between fulltime and part-time employees? It seems that the rest of these entities means that; like Jackson County, 480 hours, it looks like it means for all employees, fulltime and part-time. There's no difference. Is Johnson County the only one?

Ms. Ramirez said many of the organizations actually did have different comparisons for fulltime versus part-time. Johnson County, in particular, does have fulltime, part-time and two different types of part-times that have benefits. So, that policy would differentiate. There are different variations within those policies.

Commissioner Ramirez said these other entities do as well, or no? **Response was Inaudible.**

Commissioner Ramirez said it seems in our metro area, Johnson County is the only one that differentiates between fulltime and part-time. What's our rationale differentiating between 240 hours for part-time for paid leave and then 120 for part-time. What's our reasoning?

Ms. Ramirez said the reasoning for that is because our fulltime employees actually accrue higher benefits than a part-time A employee accrues. A fulltime employee will earn a little bit more time, like sick time or vacations time, holiday pay while a part-time A employees earn half of that number than a fulltime employee. That the difference between a fulltime employee and a part-time employee.

Commissioner Ramirez said second question is we have now different ways of looking at types of what a family looks like. We may have a same sex couple. Where would they fall in line if

they; would it be under the pay parental leave if they were to adopt a child? **Ms. Ramirez** said that is correct. **Commissioner Ramirez** said I think that is all the questions I have at the moment.

Mayor Garner said Mr. Bach, would you like to make any comments?

Mr. Bach said no, I believe staff has done an excellent job in working through this matter, they've vetted it through for several months, and come through with, I think, a good program for our organization that we are putting forth for recommendation for approval tonight.

Mayor Garner said are there any more comments or questions from the Commission?

Commissioner Stites said first off, I want to say thank you for bringing this to us. At the time that we're in right now where it's hard to get employees, and this is just another tool for us as an elected body, employee retention. Things that we can throw out to keep our employees happy, I'm fully in favor of it and I thank you very much and I wish you had it when I spent my many, many years as a UG employee.

Commissioner Davis said thank you all very much for bringing this policy forward. I think it's very progressive and forward-thinking. There is one thing that I think we should consider, we are having retention and recruiting issues, I would honestly like to see us extend this opportunity to our part-time employees just for retention and recruiting purposes. If we were to do that, could you speak to the impact of that, let's say they did not work to accrue those hours, what would be the overall impact of still allowing part-time employees to take advantage of the 240 hours?

Ms. Ramirez said if I'm understanding your question, we have two types of part-time employees. We have part-time A that actually gets Unified Government benefits and then we have part-time B that are not eligible for UG benefits. Part-time employees, those that fall within the part-time A are eligible for this, but again, they just accrue the leave at a smaller rate or half the portion of a fulltime employee because they're working less hours. Their minimum work hours are 20 hours per week and that could fluctuate from week-to-week a maximum of 39 hours. They don't

consistently have to work a 39-hour work week like a fulltime employee works 40 hours. If I understood that correctly.

Commissioner Garner said are there any other questions from the Commission?

Action: **RESOLUTION NO. R-107-21**, “Revision to the proposed policy to the Human Resources Guide on paid childbirth and parental leave.” **Commissioner Bynum made a motion, seconded by Commissioner Burroughs, to adopt the resolution.** Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Mayor Garner said that concludes the portion of our regular meeting and it is adjourned in that capacity. I call us back to order as the Land Bank Board of Trustees. Any member of the Commission or County Administrator wish to set aside any item on the Land Bank Consent Agenda?

COMMISSIONERS’ AGENDA

LAND BANK BOARD OF TRUSTEES’ CONSENT AGENDA

Item No. 1 – 211188...LAND BANK OPTION APPLICATIONS

Synopsis: Request consideration of the following Land Bank option applications, submitted by Jud Knapp, Interim Land Bank Manager. On November 29, 2021, the Neighborhood and Community Development Standing Committee, chaired by Commissioner McKiernan, voted unanimously to approve and forward to the Land Bank Board of Trustees’.

A. New Construction - Single Family Homes — 5 Homes

1. Mike Payne — 1 home
3306 N. 33rd St. - 165213
2. Jonathan Wilde — 1 home
2806 S. 8th St. - 137043
3. Lorena Vega — 1 home
8545 Kansas Ave. - 932900

4. Dr. Barbara Ann Woods — 2 homes
 2712 Garfield Ave. – 195633
 1876 N. 28th St. - 195449

Action: Commissioner Kane made a motion, seconded by Commissioner McKiernan, to approve as submitted. Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Item No. 2 – 211189...LAND BANK PROPERTY TRANSFER

Synopsis: Request consideration of the following Land Bank option applications, submitted by Jud Knapp, Interim Land Bank Manager. On November 29, 2021, the Neighborhood and Community Development Standing Committee, chaired by Commissioner McKiernan, voted unanimously to approve, and forward to Full Commission.

Yard Extension
 Shawn Simmons
 2641 R N. 22nd St. - 160159

Action: Commissioner Kane made a motion, seconded by Commissioner McKiernan, to approve as submitted. Roll call was taken and there were ten “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane.

Mayor Garner said that concludes the Land Bank Board of Trustees agenda and we are adjourned in that capacity. I’ll call us back to order as the Board of Commissioners. I’ll entertain a motion to go into Executive Session to discuss matters related to a personnel matter.

8:22 p.m.

Commissioner Ramirez made a motion, seconded by Commissioner Markley, to go into Executive Session until 9:22 p.m. to allow the Commission to discuss employment contracts, a private personnel matter related to a specific non-elected employee, as permitted under the Kansas Open Meetings Act; and that staff designated by the County Administrator be present to participate in the discussion, and that we reconvene in open session at 9:22 p.m.

here in the 5th floor conference room. Roll call was taken on the motion and there were eight “Ayes,” Markley, Stites, Davis, Bynum, Burroughs, McKiernan, Ramirez, Kane; and two “no’s,” Townsend and Johnson.

Present for the Executive Session: Bynum, Commissioner At-Large First District; Burroughs, Commissioner At-Large Second District; McKiernan, Commissioner Second District; Ramirez, Commissioner Third District; Johnson, Commissioner Fourth District; Kane, Commissioner Fifth District; Markley, Commissioner Sixth District; Stites, Commissioner Seventh District; Davis, Commissioner Eighth District; and Garner, Mayor/CEO presiding. **Staff present:** Doug Bach, County Administrator; Misty Brown, Chief Legal Counsel, and Henry Couchman, Senior Attorney.

MAYOR GARNER ADJOURNED

THE MEETING AT 9:22 p.m.

Brett A. Deichler, PMP/CPM
Unified Government Clerk

am

December 16, 2021