



Unified Government of Wyandotte County and Kansas City, Kansas

Administration & Human Services Standing Committee

Fifth Floor Conference Room
701 N. 7th Street Trafficway, Kansas City, KS 66101

Chair Christian Ramirez

*Commissioner, District 1, Jermaine Howard - Commissioner At-Large, District 2, Andrew Kump
Commissioner, District 4, Evelyn Hill - Commissioner, District 6, Phil Lopez*

AGENDA

Wednesday, January 28, 2026

Immediately upon adjournment of the earlier committee, or 5:00 PM

1. **Call to Order/Roll Call**
2. **Revisions to January 28, 2026 Agenda**
3. **Approval of standing committee minutes from January 27, October 27, and November 17, 2025**
4. **Committee Agenda**
 - 4.1 **PRESENTATION: NON-PROFIT ORGANIZATIONS' USAGE OF UNIFIED GOVERNMENT FACILITIES**

Synopsis: At the request of the County Administration, identify non-profit organizations using Unified Government facilities at no cost.

For Information Only
Tracking #: 211015
 - 4.2 **DISCUSSION: COMMITTEE WORKING PLAN**

Synopsis: Discussion of creating a Committee Plan for the year. This will detail the policy issues to address and help guide the policy creation for the year. It will also be a tool to guide the full Commission during policy review and discussions.

For Information Only
Tracking #: 215
 - 4.3 **RESOLUTIONS: AMENDING HUMAN RESOURCES GUIDE**

Synopsis: Resolutions to amend the UG Human Resources Guide as follows:
A. Amending the UG Human Resources Guide to change the residency requirement for all UG employees from residency in the County to residency within 30-miles of the Municipal Office Building;

B. Amending the UG Human Resources Guide to change the time to establish residency for new employees from 12 months to 24 months;

C. Amending the UG Human Resources Guide to change both the residency requirement to a 30-mile radius and the time to establish residency for new employees from 12 months to 24 months.

All comments, whether submitted in writing or delivered in person during the meeting, are part of the record of the meeting. No additional comments from persons who have previously addressed the committee for this item will be allowed.

This item was originally scheduled before this committee on October 27, 2025. This item was scheduled again before this committee on November 17, 2025, and was set over to this meeting.

Tracking #: 211141

5. Public Agenda

6. Adjourn

The Unified Government of Wyandotte County and Kansas City, Kansas will provide necessary, reasonable auxiliary aids and services, such as ASL translators, machine-readable copies of meeting materials, or on-site language interpretation. Individuals requiring any auxiliary aids or services should contact the Unified Government Office of the Clerk by emailing or calling UGclerkrequest@wycokck.org or 913-573-5260 at least 48 hours in advance of the meeting. Persons may address the Commission during the time set aside for Public Comment on each item scheduled or at any time by suspension of the rules. All persons must address the commission and state their name and address for the record. Comments shall be limited to three (3) minutes for each participant. Disruptive comments and behavior are not permitted and may result in removal from the meeting.

Some commissioners, staff, and the public may attend remotely via Zoom or by phone. All participants joining by phone should mute their phones when not speaking to avoid background noise. During the meeting, all speakers are asked to please 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.

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To raise your digital hand from your PC or Mac, click the button labeled “Raise Hand” at the bottom of the window on the right side of the screen.

View the meeting live on our website via [YouTube](#).

Unified Government of Wyandotte County and Kansas City, Kansas



Administration and Human Services Meeting
5th Floor Conference Room
701 N. 7th Street Trafficway, Kansas City, KS 66101

Commissioner Melissa Bynum Chair

*Commissioner Mike Kane – Commissioner Christian Ramirez –
Commissioner Andrew Davis – Commissioner Evelyn Hill*

MINUTES

**Monday, January 27, 2025
5:23 PM-5:36 PM**

Attendance:

Committee Members Present:

- Commissioner Bynum, Chair
- Commissioner Kane
- Commissioner Davis (Joined at 5:31 PM)
- Commissioner Burns on behalf of Commissioner Hill
- Commissioner Lopez on behalf of Commissioner Ramirez

Committee Members Absent:

- Commissioner Ramirez
- Commissioner Hill (absence memo provided)

Staff Present:

- Maiyee Lor (Deputy Unified Government Clerk)
- SueZanne Bishop (Senior Attorney)
- Wesley McKain (Community Health Manager, Wyandotte County Health Department)
- Rodney Lucas (Interim Assistant County Administrator)

Call to Order:

Commissioner Bynum called the meeting to order at 5:23 PM.

Revisions to Agenda:

No revisions to the agenda were reported.

Approval of Previous Minutes: (Discussion Begins 25:15)

Commissioner Lopez moved to approve the minutes from the October 23 and November 27, 2023, and January 22 and February 26, 2024, meetings. The motion was seconded by Commissioner Burns.

Vote: Motion carries 4-0

- Ayes: Lopez, Burns, Kane, Bynum
- Nays: None
- Absent: Hill, Ramirez, Davis

Committee Agenda:

Item 1: RESOLUTION: HEALTH EQUITY TASK FORCE GRANT FROM HALL FAMILY FOUNDATION (Discussion Begins 26:05)

Wesley McKain, Community Health Manager, presented the resolution.

Key Points

- The \$87,000 grant is from the Hall Family Foundation, a private philanthropic organization.
- The grant supports the Wyandotte County Health Equity Task Force, which was first established during the COVID-19 pandemic to address disparities in infection and care across different racial and cultural groups.
- The task force is a coalition of faith-based organizations, clinics, and neighborhood groups that work together to improve health equity and access to healthcare services in the community.
- The grant will allow continued staffing for the task force and provide \$40,000 specifically for ongoing neighborhood-based clinic work.
- The group's work originally relied on American Rescue Plan funding, which has ended, so the Hall Family Foundation's grant is enabling continuation of key initiatives.
- McKain emphasized the importance and effectiveness of this collaborative, community-based model, especially for reaching underserved populations.
- McKain clarified (with support from legal counsel) that this funding is not being used for the current tuberculosis outbreak response; those efforts are handled by the state health department

Commissioner Lopez moved to adopt the resolution. The motion was seconded by Commissioner Davis.

Vote: Motion carries 5-0

- Ayes: Lopez, Burns, Kane, Davis, Bynum
- Nays: None
- Absent: Hill, Ramirez

Adjournment: (Discussion Begins 33:33)

Commissioner Kane moved to adjourn the meeting. The motion was seconded by Commissioner Lopez.

Vote: Motion carries 5-0

- Ayes: Lopez, Burns, Kane, Davis, Bynum
- Nays: None
- Absent: Hill, Ramirez

The meeting was adjourned at 5:36 PM.

MLS

Unified Government of Wyandotte County and Kansas City, Kansas



Administration and Human Services Meeting
5th Floor Conference Room
701 N. 7th Street Trafficway, Kansas City, KS 66101

Commissioner Melissa Bynum
Commissioner Mike Kane – Commissioner Christian Ramirez –
Commissioner Andrew Davis – Commissioner Evelyn Hill

MINUTES

Monday, October 27, 2025
5:18 PM – 9:15 PM

Attendance:

Committee Members Present:

- Commissioner Bynum (Chair)
- Commissioner Kane
- Commissioner Ramirez (arrived at 5:58 PM)
- Commissioner Hill
- Commissioner Davis

Committee Members Absent:

- None

Staff Present:

- Brittnie MacDonald (Clerk)
- SueZanne Bishop (Senior Attorney)
- Bridgette Cobbins (Assistant County Administrator)
- Shakeva Christian (Human Resources Manager)
- Monica L. Sparks (Unified Government Clerk)
- Wendy Green (Deputy Chief Counsel)
- Captain Gregg Dorsett (Kansas City, Kansas Police Department)

Call to Order:

Commissioner Bynum called the meeting to order at 5:18 PM.

Revisions to Agenda:

No revisions to the agenda were reported.

Approval of Previous Minutes: (Discussion Begins 6:42)

Commissioner Davis moved to approve the minutes from the August 26, 2024, meeting. The motion was seconded by Commissioner Hill.

Vote: Motion carried 4-0

- Ayes: Hill, Davis, Kane, Bynum
- Nays: None
- Absent: Ramirez

Committee Agenda:**Item No. 4.1 - RESOLUTION: COOPERATIVE AGREEMENT BETWEEN THE UNIFIED GOVERNMENT AND LEAVENWORTH COUNTY (Discussion Begins 7:18)**

Zee Bishop, Legal Department, presented a resolution codifying the long-standing relationship between the Unified Government and Leavenworth County for the Area Wide Agency on Aging. The Unified Government serves as the primary grant recipient with oversight obligations. Leavenworth County has already approved and signed the agreement.

Commissioner Kane moved to adopt the resolution. The motion was seconded by Commissioner Davis.

Vote: Motion carried 4-0

- Ayes: Hill, Davis, Kane, Bynum
- Nays: None
- Absent: Ramirez

Item No. 4.2 - ORDINANCE/RESOLUTION: REPEALING OR SUSPENDING ENFORCEMENT OF CERTAIN SECTIONS OF THE UNIFIED GOVERNMENT CODE OF ORDINANCES (Discussion Begins 9:52)

Zee Bishop, Legal Department, presented an ordinance to ensure compliance with new federal grant requirements. The presentation detailed federal executive orders and agency guidance affecting DEI programs and immigration initiatives. The ordinance proposed suspending enforcement of code provisions inconsistent with current federal interpretations, while recommending repeal of three specific code sections (18-61, 18-62, and 18-138b). Bishop explained the unified government received almost \$81 million in federal grant funds in the 2024-2025 budget period, with actual spending of \$28 million in 2023. Services funded include housing assistance, infrastructure improvements, senior services, and community health care.

Public Comments Received:

- Logan DeMond (Comment Begins 31:47)
- Matthew Kleimann (Comment Begins 34:50)
- Louis Lynch (Comment Begins 37:10)

Commissioner Kane moved to table item for the new administration. The motion was seconded by Commissioner Ramirez.

Commissioner Kane rescinded his motion. Commissioner Ramirez rescinded his second to the motion.

Commissioner Kane moved to deny. The motion was seconded by Commissioner Davis.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

Item No. 4.3 - RESOLUTION/ORDINANCE: MODIFYING ELIGIBILITY PROVISIONS FOR UTILITY/CITY SALES TAX REBATE PROGRAMS (Discussion Begins 54:06)

Monica Sparks, Unified Government Clerk, presented modifications to increase income eligibility thresholds for utility and sales tax rebate programs. The proposal would align with the state's Senior/Disabled Veterans program threshold of \$58,041, up from the current homestead threshold of \$43,389.

Sparks explained three state programs:

1. Homestead Program: \$43,389 income limit, rebates \$50-\$5,000
2. SAFE Senior Program: \$25,380 income limit, up to 75% tax rebate
3. Senior/Disabled Veterans Program: \$58,041 income limit, can freeze taxes to 2021 levels.

In 2024, the Unified Government rebated \$934,065 to 1,481 applicants through combined local and state programs.

Public Comments

- Eva Garcia (**Comment Begins 1:09:15**)

Commissioner Davis moved to approve the ordinance and adopt the resolution. The motion was seconded by Commissioner Hill.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

Item No. 4.4 - ORDINANCE: AMENDING UNIFIED GOVERNMENT CODE OF PROCEDURES (Discussion Begins 01:12:42)

Monica Sparks, Unified Government Clerk, and Wendy Green Deputy Chief Counsel, presented amendments to Appendix C of Commission rules and procedures to align code with actual practices and improve efficiency. Changes included:

- Updating meeting locations from ninth floor to chambers.
- Correcting standing committee meeting order.
- Electronic notification options for commissioners.
- Establishing agenda deadlines for standing committees.
- Implementing summary minutes.
- Time limits for planning and zoning applicants (15 minutes)
- Updated delivery procedures.

Commissioner Bynum moved to accept with change to section 209 item b to remain as “shall assign” and 513 g removing strike through. The motion was seconded by Commissioner Davis.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

Item No. 4.5 - APPROVAL: REVISIONS TO HUMAN RESOURCES GUIDE POLICY - TRAVEL, TRAINING & MILEAGE (Discussion Begins 01:36:53)

Shakiva Christian, HR manager, presented revisions to align HR travel policy with Resolution R5-4-25 regarding meal and food policy, incorporating federal General Services Administration per diem guidelines and updated Workday processes.

Commissioner Davis moved to approve. The motion was seconded by Commissioner Ramirez.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

Item No. 4.6 - RESOLUTIONS: AMENDING HUMAN RESOURCES GUIDE (Discussion Begins 01:45:04)

Shakiva Christian, HR Manager, presented three options for residency requirement modifications:

- Option A: 30-mile radius with one year to relocate.
- Option B: Wyandotte County residency with two years to relocate.
- Option C: 30-mile radius with two years to relocate.

Christian detailed recruitment and retention challenges, citing survey data showing 50% community support for eliminating residency requirements. She presented comparative analysis of 16 local jurisdictions, with most having no residency requirements or limited requirements for specific positions only.

Public Comments:

- Written comments summarized by Monica Sparks, Unified Government Clerk. Comments were received to this item for the period of October 1 through October 27 of 2025. 83 comments were received by the Unified Government Clerk's Office. All 83 comments were in support of the change as the policy is outdated. It increases the talent pool of qualified applicants and assists with staffing vacancies and retention of employees. Safety concerns of public safety employees and their families. We'll reduce turnover and improve morale, which improves customer service. Forcing workers to live in a geographic area denies them freedom to choose what is best for their families. Other local governments have removed the restriction, and moving can take time, extending to 24 months, recognizes moving challenges. That's a summary of the comments we received. **(Comment Begins 2:13:06)**

In Person Comments:

- Tim Carney (Kansas City, Kansas) **(Comment Begins 2:14:36)**
- Carlos Ulloa (Wyandotte County, Kansas) **(Comment Begins 2:17:12)**
- Jared Altic (Wyandotte County, Kansas) **(Comment Begins 2:19:34)**
- Rachel Erickson (Wyandotte County, Kansas) **(Comment Begins 2:21:44)**

- Quinten Johnson (Wyandotte County, Kansas) **(Comment Begins 2:24:00)**
- Devin Baird (Wyandotte County, Kansas) **(Comment Begins 2:26:09)**
- Cedric Saunders (Wyandotte County, Kansas) **(Comment Begins 2:28:00)**
- Robert Jansen (Wyandotte County, Kansas) **(Comment Begins 2:29:15)**
- Annie Erickson (Kansas City, Kansas) **(Comment Begins 2:31:44)**
- Austin Schuler (Kansas City, Kansas) **(Comment Begins 2:34:10)**
- Matthew Chastain (Bonner Springs, Kansas) **(Comment Begins 2:36:15)**
- John Stimach (Kansas City, Kansas) **(Comment Begins 2:38:29)**
- Katelyn Chaistain (Bonner Springs, Kansas) **(Comment Begins 2:40:31)**
- Jarael Hicks (Kansas City, Kansas) **(Comment Begins 2:42:48)**
- Brendon McEvoy (Kansas City, Kansas) **(Comment Begins 2:44:53)**
- Jordan Hill (Wyandotte County, Kansas) **(Comment Begins 2:47:12)**
- Katie Miller (Wyandotte County, Kansas) **(Comment Begins 2:49:52)**
- Adam Bond (Wyandotte County, Kansas) **(Comment Begins 2:52:08)**
- Jess Jansen (Kansas City, Kansas) **(Comment Begins 2:53:46)**
- Taylor Fithian (Kansas City, Kansas) **(Comment Begins 2:55:55)**
- Andrew Mayfield (Kansas City, Kansas) **(Comment Begins 2:58:54)**
- Tamara Wilson (Kansas City, Kansas) **(Comment Begins 3:00:34)**
- Steve Sessions (Kansas City, Kansas) **(Comment Begins 3:02:49)**
- Carolyn Wyatt (Kansas City, Kansas) **(Comment Begins 3:04:46)**
- Mike Achens (Wyandotte County, Kansas) **(Comment Begins 3:06:25)**
- Chris McCarthy (Kansas City, Kansas) **(Comment Begins 3:08:12)**
- Eva Garcia (Kansas City, Kansas) **(Comment Begins 3:09:53)**
- Kim Brown (Business owner in Wyandotte County, Kansas) **(Comment Begins 3:11:32)**
- Nelson (Wyandotte County, Kansas) **(Comment Begins 3:14:18)**
- Sarah Brown (Kansas City, Kansas) **(Comment Begins 3:16:02)**

Commissioner Kane moved to table item for the next standing committee until new administration came in. The motion was seconded by Commissioner Ramirez.

Commissioner Kane amended motion to move item to the next standing committee meeting. The amended motion was seconded by Commissioner Ramirez.

Vote: Motion carried 4-1

- Ayes: Ramirez, Davis, Kane, Bynum
- Nays: Hill

**Item No. 4.7 - UPDATE: HUMAN RESOURCES GUIDE (PUBLIC SAFETY EMPLOYEES)
(Discussion Begins 03:54:38)**

Shakiva Christian presented updates to public safety selection processes including:

- Ongoing recruitment for police and sheriff positions
- Monthly testing procedures
- Workday process integration
- Reducing minimum age for fire department from 19 to 18

Public Comments:

- Carolynn Wyatt (Kansas City, Kansas) **(Comment Begins 3:58:56)**
- Gina Nick (Public Safety Recruiter HR Department) **(Comment Begins 3:58:56)**

Commissioner Davis moved to approve. The motion was seconded by Commissioner Ramirez.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

Adjournment: (Discussion Begins 04:02:46)

Commissioner Kane moved to adjourn the meeting. The motion was seconded by Commissioner Davis.

Vote: Motion carried 5-0

- Ayes: Hill, Ramirez, Davis, Kane, Bynum
- Nays: None

The meeting was adjourned at 9:15 PM.

BM

Unified Government of Wyandotte County and Kansas City, Kansas



Administration and Human Services Meeting
5th Floor Conference Room
701 N. 7th Street Trafficway, Kansas City, KS 66101

Commissioner Melissa Bynum
Commissioner Mike Kane – Commissioner Christian Ramirez –
Commissioner Andrew Davis – Commissioner Evelyn Hill

MINUTES

Monday, November 17, 2025
5:34 PM – 6:09 PM

Attendance:

Committee Members Present:

- Commissioner Bynum (Chair)
- Commissioner Kane
- Commissioner Davis
- Commissioner Burns, substituting for Commissioner Hill

Committee Members Absent:

- Commissioner Hill (absence memo provided)
- Commissioner Ramirez

Staff Present:

- Maiyee Lor (Deputy Unified Government Clerk)
- Wendy Green (Deputy Chief Counsel)
- Angel Ferrara (Director of Parks and Recreation)
- Dr. Shelley Kneuvean (Chief Financial Officer)

Call to Order:

Commissioner Bynum called the meeting to order at 5:18 PM.

Revisions to Agenda: (Discussion Begins: 25:40)

The Chair announced one revision to the agenda: Item 4.1 (Resolution of Adherence to Rules of Procedure and Civil Engagement) was moved to be the last item on the agenda, making it a total of three items.

Approval of Previous Minutes: (Discussion Begins: 26:00)

Commissioner Davis moved to approve the minutes from the September 23, 2024, and October 28, 2024, meetings. The motion was seconded by Commissioner Burns.

Vote: Motion carried 4-0

- Ayes: Davis, Kane, Bynum, Burns
- Nays: None
- Absent: Hill, Ramirez

Committee Agenda:**Item No. 4.2 - RESOLUTIONS: AMENDING HUMAN RESOURCES GUIDE (Discussion Begins: 26:28)**

The Chair stated this item concerned the Unified Government Human Resources Guide and noted it was a matter of long-lasting and critical importance regarding residency requirements.

Commissioner Kane moved to hold this item over for the next Administration and Human Services Committee meeting on January 26, 2026. The Chair concurred that the new mayor and commissioners should have a voice in the issue and that comments should be shared with the incoming administration. The motion was seconded by Commissioner Burns.

Vote: Motion carried 4-0

- Ayes: Davis, Kane, Bynum, Burns
- Nays: None
- Absent: Hill, Ramirez

Item No. 4.3 - ORDINANCE: AMENDING LEVY OF TRANSIENT GUEST TAX (ADDED PER AGENDA UPDATE) (Discussion Begins: 32:25)

Wendy Green, Deputy Chief Counsel, presented the changes to the transient guest tax ordinance. She clarified the distinction between "3% of receipts derived from the tax" versus "3% of the tax generated," explaining that 3% of the tax would generate more funds for both Park's capital improvements and Visit KC.

- The ordinance includes:
 - A. Increase in transient guest tax rate to 10%
 - B. Two-year sunset provision (rate returns to 8% after approximately 2.5 years due to implementation timing)
 - C. 3% allocation to Parks for capital improvement projects
 - D. 3% allocation to Convention and Visitors Bureau (Visit KC)
 - E. Remaining funds to the Convention and Tourism fund
 - F. Effective date: April 1, 2026

Commissioner Davis inquired about the language specificity and contract renegotiation with Visit KC. Ms. Green confirmed they would need to renegotiate the contract in good faith and noted that only the 10% rate would be sunset, while the percentage allocations would remain permanent.

Angel Ferrara, Parks Director, discussed capital projects and confirmed the department has a prioritized list of projects that go through the annual budget process. The Wyandotte County Lake rock wall repair project has an estimated cost of \$824,000 in the budget.

Public Comment:

- Steve Sessions (Kansas City, Kansas) (**Comment Begins 47:06**)

Upon conclusion of public comments, Dr. Shelley Kneuvean provided financial projections via Zoom:

- Current 8% rate generates approximately \$4.9 million annually
- Each 1% increase generates an additional \$620,000
- At 10% rate, total projected collections: \$6.2 million
- Parks would receive approximately \$1.86 million (30% of the total tax)
- Visit KC would receive approximately \$1.86 million (30% of the total tax)
- The remaining \$2.48 million would go to the convention and tourism funds.

Commissioner Kane moved to approve the ordinance and adopt the resolution with the clarification that the language would reference "3% of the tax" rather than "3% of the receipts". The motion was seconded by Commissioner Davis with the same understanding regarding the language change.

Vote: Motion carried 4-0

- Ayes: Davis, Kane, Bynum, Burns
- Nays: None
- Absent: Hill, Ramirez

Item No. 4.1 - RESOLUTION: ADHERENCE TO RULES OF PROCEDURE AND CIVIL ENGAGEMENT (Discussion Begins: 54:31)

The Chair noted this item was requested by Commissioner Ramirez, who was unable to join the meeting. The Chair referenced a memo received from the Legislative Auditor's office in September regarding meeting decorum, civility, and professionalism, noting that maintaining order is the responsibility of the Board of Commissioners.

Wendy Green, Deputy Chief Counsel, confirmed she had reviewed the resolution language for Commissioner Ramirez as required by the Legal Department.

Commissioner Davis moved to adopt the resolution. The motion was seconded by Commissioner Burns.

Vote: Motion carried 4-0

- Ayes: Davis, Kane, Bynum, Burns
- Nays: None
- Absent: Hill, Ramirez

Adjournment: (Discussion Begins: 57:51)

Commissioner Burns moved to adjourn the meeting. The motion was seconded by Commissioner Davis.

Vote: Motion carried 4-0

- Ayes: Davis, Kane, Bynum, Burns
- Nays: None
- Absent: Hill, Ramirez

The meeting was adjourned at 6:09 PM.

ML



Report to
Administration & Human Services Standing Committee

MEETING DATE	PRESENTER	DEPARTMENT
	<div data-bbox="586 386 1036 478" style="border: 1px solid black; padding: 2px;"> Reed Partridge, Senior Audit Manager </div> RPartridge@wycokck.org x8043	Legislative Auditor
AGENDA ITEM #4.1.		
PRESENTATION: NON-PROFIT ORGANIZATIONS' USAGE OF UNIFIED GOVERNMENT FACILITIES		
BACKGROUND		
At the request of the County Administration, identify non-profit organizations using Unified Government facilities at no cost.		
RECOMMENDATION		
For information only		
BUDGET IMPACTS / FINANCIAL CONSIDERATIONS		
N/A		
LEGAL/ POLICY CONSIDERATIONS		
ATTACHMENTS		
LAO Non-profit Usage of UG Facilities, June 2025		

Approved by Mayor/Administrator to add to agenda.



LEGISLATIVE AUDITOR

NON-PROFIT USAGE OF UG

FACILITIES

JUNE 2025

Background

LEGISLATIVE AUDITOR

- *Established by Charter*
- *Appointed by District Court Judges*
- *Internal Performance Audit Program*
- *Ethics Program*

Non-Profit Usage of UG Facilities

Audit Objective:

At the request of County Administration, identify non-profit organizations using UG facilities at no cost.

Organizations with Waived Fees

Community Center	Organization	Schedule
Armourdale	Los Bailadores de Kansas City	Tue and Thurs, 6-8PM
Armourdale	Armourdale Renewal Association	3rd Thurs/Month
Armourdale	Cascarita (ARA program)	Fri, 6:30-8PM
Armourdale	USA Dodgeball	Every Thurs, 6-8PM
Eisenhower	Leavenworth Road Association	2nd Tue/Month
Eisenhower	Girl Scouts	Every Fri, Aug - May
Eisenhower	Homestead Neighborhood Group	3rd Thurs/Month

Organizations with Waived Fees

Community Center	Organization	Schedule
Beatrice L. Lee	NAACP	1st Tue/Month
Beatrice L. Lee	Northeast Sumner Douglas	2nd Tue/Month
Beatrice L. Lee	Shuffler's Club	3rd Fri/Month
Beatrice L. Lee	Groundworks NRG	Full time
Parkwood	Economic Opportunity Foundation	Full time
Earl Watson	BNSF Railroad Group	4th Tue, Mar-Nov
Kensington Park	Neighborhood Group	2nd Sat, Qtrly
Memorial Hall	First Suburbs Coalition	One day
Memorial Hall	2020 Leadership Luncheon	One day
Memorial Hall	2020 Leadership	One day
Memorial Hall	NE KS Daughters of the Revolution	One day

Significant Issues

- Parkwood Center
Economic Opportunity Foundation
- Beatrice L. Lee Community Center
Groundworks NRG
- Memorial Hall
Various

Parkwood Center

*Economic Opportunity Foundation (EOF)
occupies entire top floor*

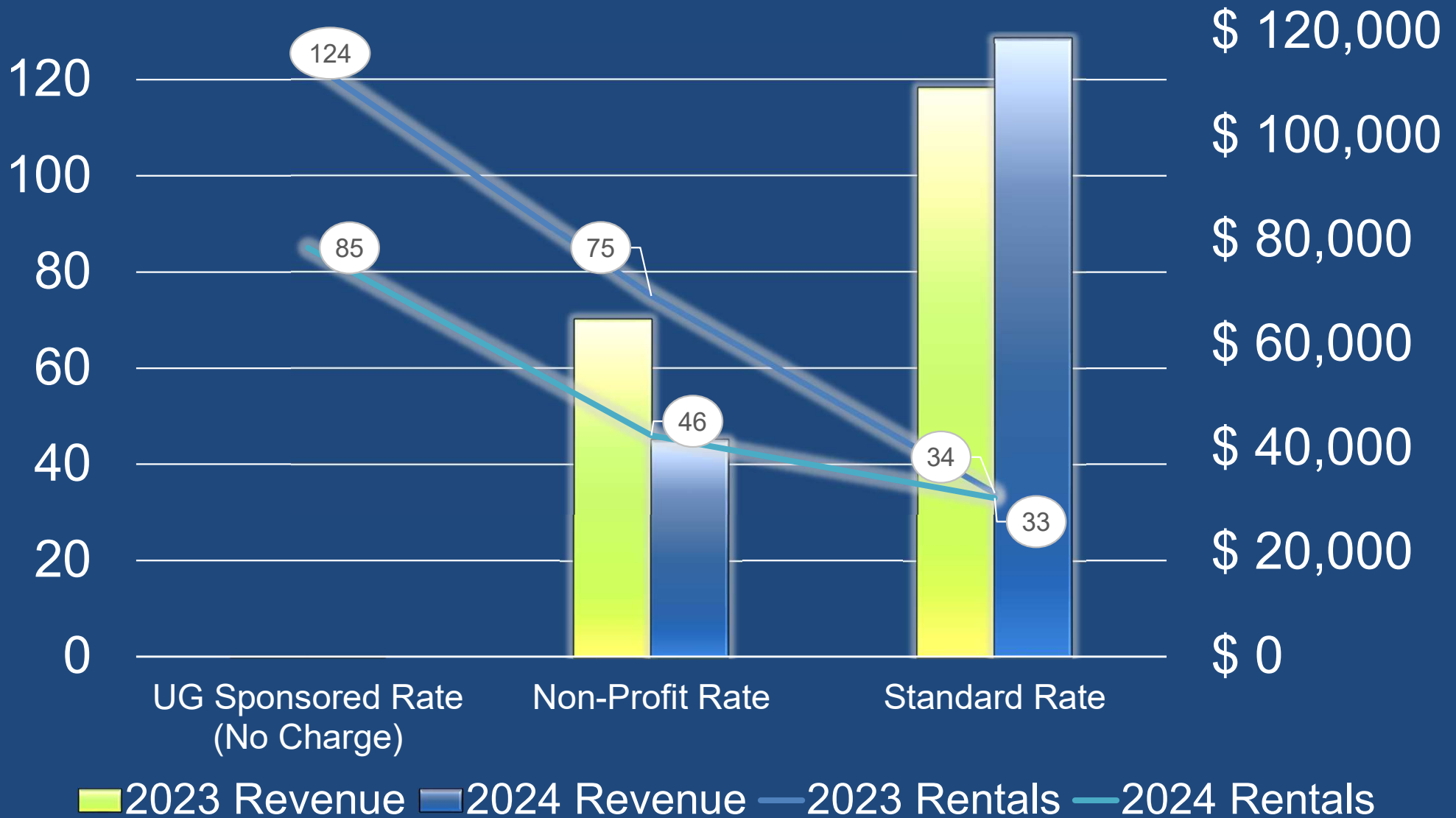
- Approximately 5,400 square feet
- Five offices
- Kitchen
- Conference room
- Bathrooms

Beatrice Lee

Groundworks NRG occupies one office

- Approximately 250 sq ft, used for storage
- Groundworks NRG utilizes other parts of the facility periodically when they host events

Memorial Hall



Program Recommendations

- Executed rental agreements approved by County Administration
- Adhere to fee schedule
- Document approval of exceptions to fee schedule
- Ensure non-profits using UG facilities have all applicable licenses/permits
- Track building usage regardless of fee amount

Policy Considerations

When is it appropriate to offer usage of UG facilities to community organizations at reduced costs?

QUESTIONS?



Report to Administration & Human Services Standing Committee

MEETING DATE	PRESENTER	DEPARTMENT		
	<table border="1"> <tr> <td data-bbox="581 386 1037 445">J. Renee Ramirez, Director</td> </tr> <tr> <td data-bbox="581 445 1037 504">Shakeva Christian, Manager</td> </tr> </table> <p data-bbox="581 541 1037 651">rramirez@wycokck.org, schristian@wycokck.org x5665, x5661</p>	J. Renee Ramirez, Director	Shakeva Christian, Manager	Human Resources
J. Renee Ramirez, Director				
Shakeva Christian, Manager				
AGENDA ITEM #4.2.				
RESOLUTIONS: AMENDING HUMAN RESOURCES GUIDE				
BACKGROUND				
<p>Resolutions to amend the UG Human Resources Guide as follows:</p> <p>A. Amending the UG Human Resources Guide to change the residency requirement for all UG employees from residency in the County to residency within 30-miles of the Municipal Office Building;</p> <p>B. Amending the UG Human Resources Guide to change the time to establish residency for new employees from 12 months to 24 months;</p> <p>C. Amending the UG Human Resources Guide to change both the residency requirement to a 30-mile radius and the time to establish residency for new employees from 12 months to 24 months.</p> <p>The governing body may elect to approve A. or B. If the governing body elects to approve both items, C. would be the option to approve both items.</p>				
RECOMMENDATION				
Approve				
BUDGET IMPACTS / FINANCIAL CONSIDERATIONS				
n/a				
LEGAL/ POLICY CONSIDERATIONS				
ATTACHMENTS				
Unified Government Residency Requirement FInal.AHS.111725				

Approved by Mayor/Administrator to add to agenda.



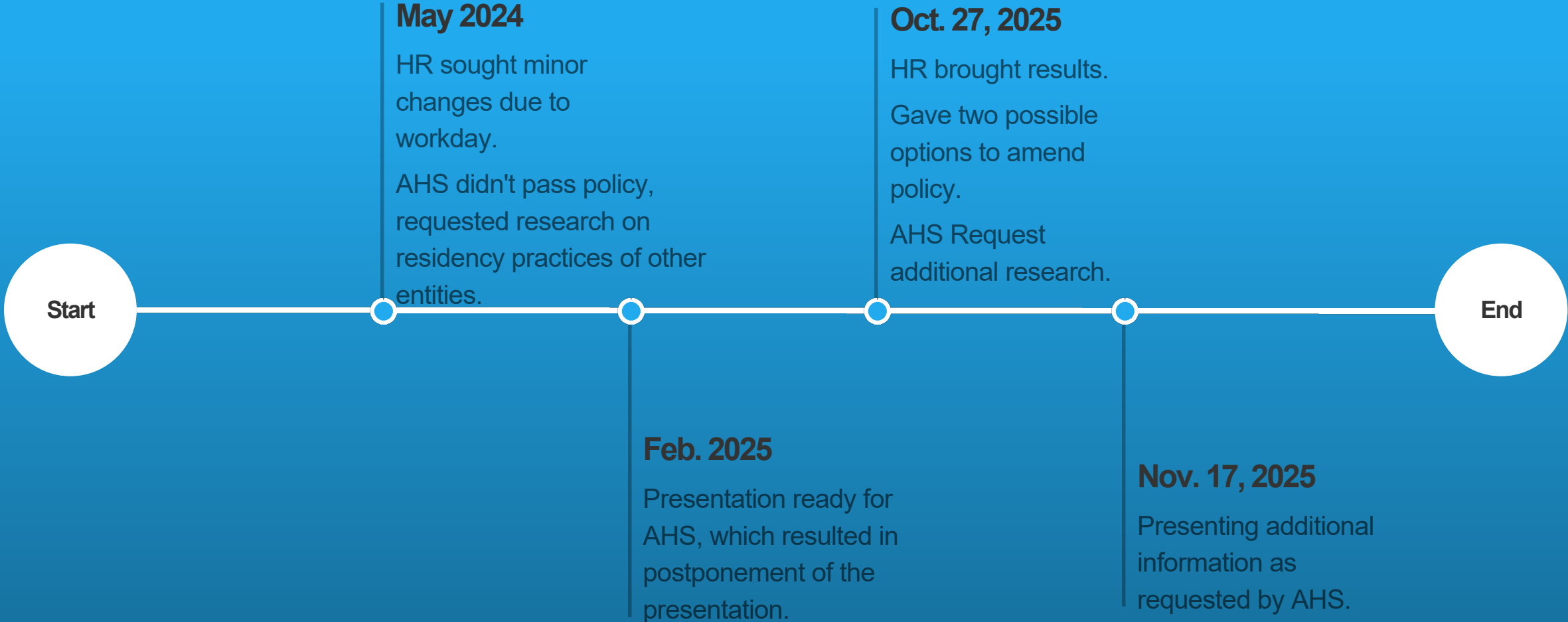
Unified Government Residency Requirement

Administration & Human Services Standing Committee Meeting

November 17, 2025



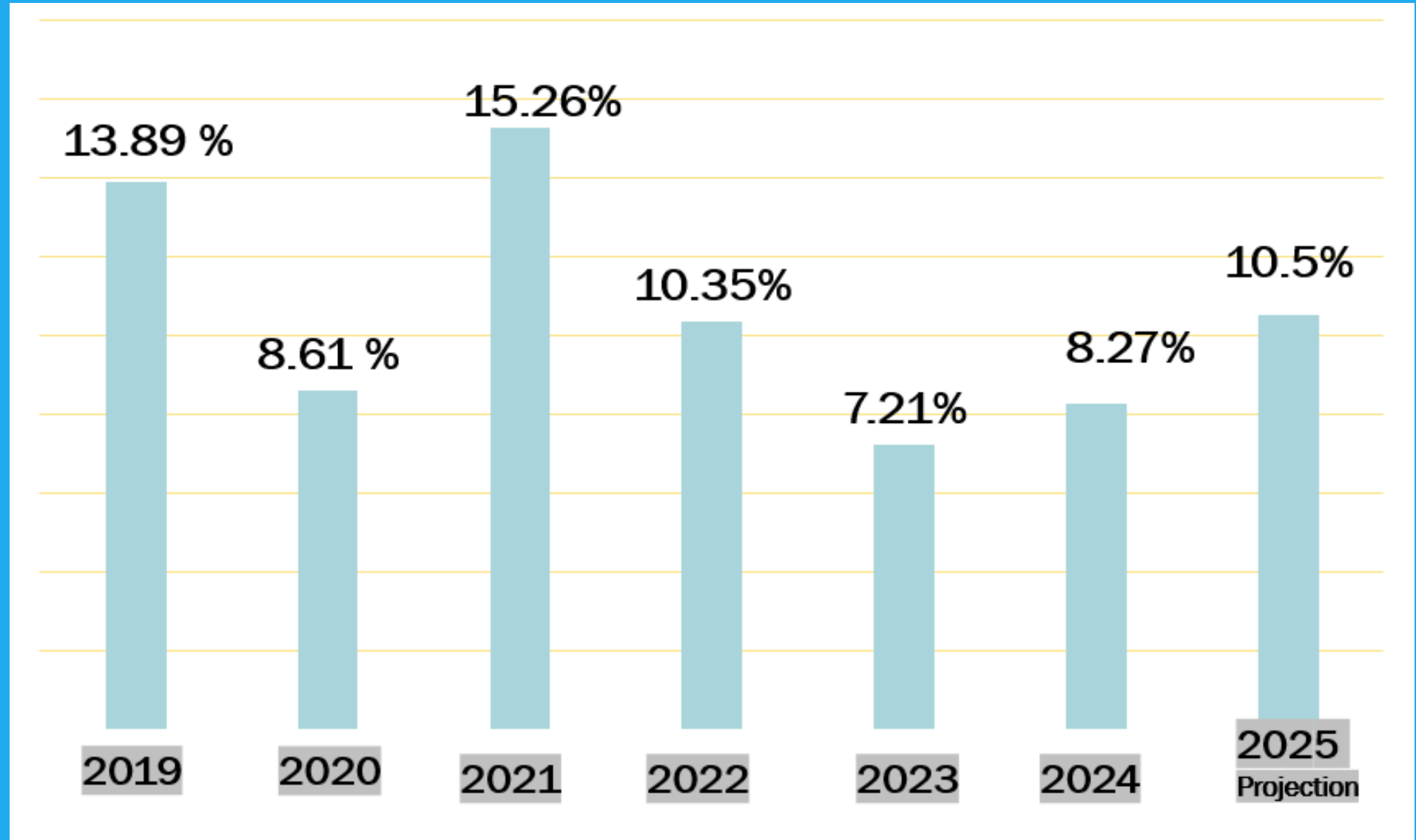
Residency Policy Discussion Timeline



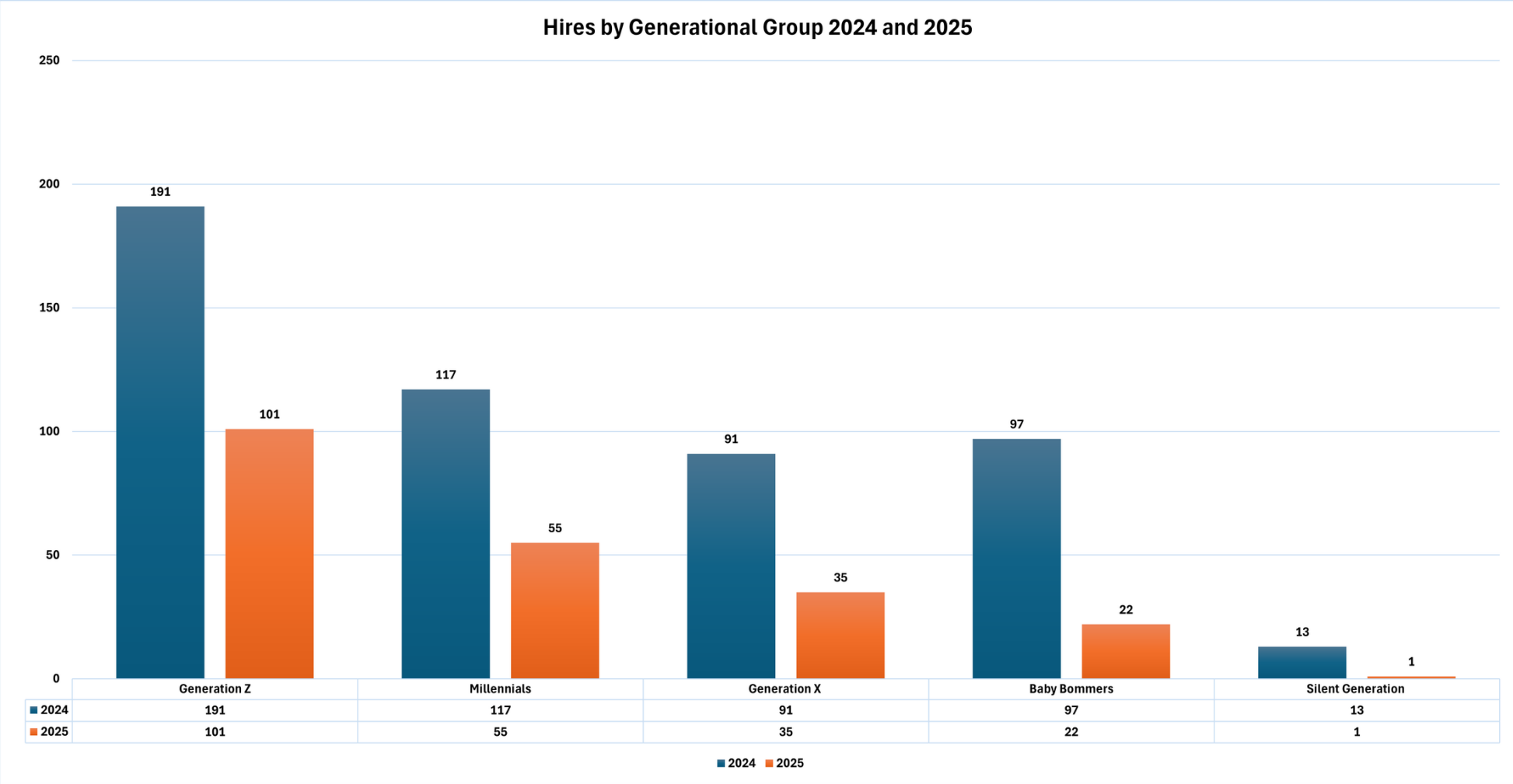
Review

- **UG Turnover Trend**
- **UG Employees by Generation**
- **2022 Community Survey**
- **2025 February Survey**
- **Residency Policy Alternatives**

UG Turnover Trend



UG Employees by Generation



Community Survey 2022 Results



33% Do Not Support/Strongly Oppose elimination of residency



30% strongly support elimination of residency requirement



20% Somewhat support the elimination of the requirement



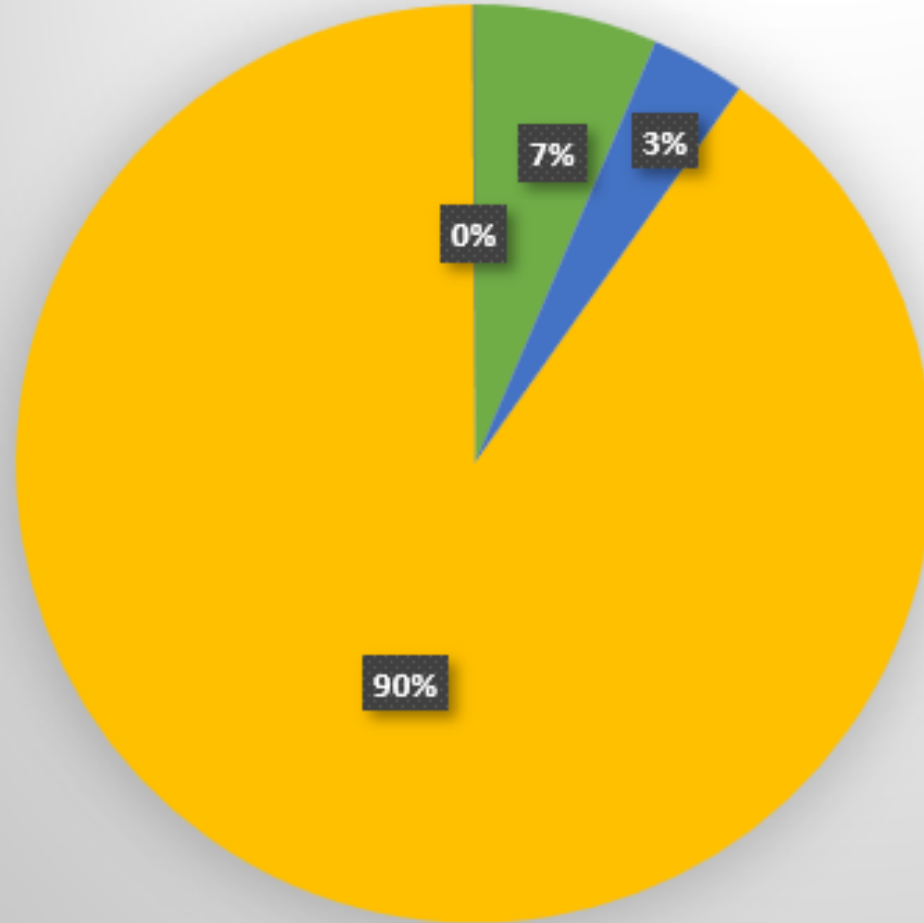
17% Neutral

Unified Government Employees. The Unified Government, like many employers, faces an aging workforce and labor shortages with several departments' operation short-staffed. What action would you support to ensure there is a skilled, capable workforce to support our community into the future? Using a scale of 1 to 5, where 5 means "Strongly Support" and 1 means "Strongly Opposed, rate the following.

**February 2025
Survey**

**"Your Mayor
Wants to
Know..."**

Should there be a residency requirement?



- 7% Yes, all employees should have to live in WyCo.
- 3% Yes, some, but not all, employees should be required to live in WyCo.
- 90% No, residency should not be a requirement for employment.
- 0% Don't know.

Residency Policy
Alternatives Discussed
at 10/27/25 AHS

30 Mile Radius w/1 year to relocate



Wyandotte County Residency w/2
years to relocate



30 Mile Radius w/2 years to relocate

Part 2

Additional Research Conducted on Residency

Local Government Survey

- When requesting supplemental data of the 16 organizations previously surveyed regarding their residency policies, 5 organizations (Wichita, St. Louis, Lee's Summit, Topeka and Jackson County) did not respond to our requests for supplemental data. Except for Kansas City, MO, most entities reported that they do not have record or specific data to provide regarding how modifying their residency requirement either positively or negatively impacted their recruitment. Most reported that there was a positive impact on recruitment, however, there was no specific data to share with regard. Kansas City, MO reported no significant impact when changing its residency for Police Officers. Below is an overview of our findings:
 - **3 organizations that have no residency requirement at all**
 - 2 have no record of ever having a residency policy (Merriam and Johnson Co)
 - 1 (Overland Park) previously had a residency policy for police only, but it was lifted 25 years ago. They have no data on how it impacted recruitment/retention
 - **1 organization has no residency except for specific positions that require a specific response time:**
 - Douglas County lifted its residency policy in the late 1990s. They have no record of how it impacted recruitment/retention.
 - **4 organizations that have position specific residency requirement:**
 - All (Leavenworth, Lansing, Lawrence, and Lenexa) reported that lifting their residency requirement positively impacted their recruitment and retention, but they have no specific data to share.
 - **1 organization with a state of Kansas Residency:**
 - Sedgwick County has no record of ever having a county specific residency. State-wide residency has no impact on recruitment/retention.

Additional Research Requested

from AHS 10/27/2025

- **Supplemental data from agencies we surveyed**
 - Impact of changing residency on retention/recruitment
- **Provide synopsis of DePaul Study on Residency & other similar studies**
- **Comparison of Peer Department Vacancies**
 - Are there trends re: residency & departments with low vacancy rate?
- **Options for regarding residency policy**
 - Leave policy as is, with minor modifications
 - 30-mile radius from MOB (Municipal Office Building)
 - 30-mile radius from MOB (Municipal Office Building) excluding Missouri
 - 15-mile radius from County Line
- **UG leadership required to live in Wyandotte County.**
 - Administration
 - Public Safety

Residency Requirements: DePaul University Study Summary

- Examined whether residency rules improve community trust or safety.
- Compared Chicago (with residency requirement) vs. New York (no residency requirement).
- Analyzed 14 years of crime and citizen complaint data.
- Focused on long-term patterns to assess whether residency impacted performance or trust.

Key Findings

- No measurable link between residency requirements and lower crime or fewer complaints.
- Residents viewed officers who lived within the community as more connected & trustworthy.
- Community perception—not residency status—most influenced cooperation and safety.
- Data suggests relationship-building and legitimacy training may have stronger effects than location.
- Flexibility in residency policy could balance community presence with recruitment needs.
 - The study suggested considering flexibility—allowing choice or distance ranges—to maintain both recruitment and local connection.

Supporting Evidence

- **UCLA (2025): Modest diversity gains but linked to morale challenges.**
 - Reviewed 800 U.S. cities over three decades.
 - Found modest increases in diversity but also higher stress and morale issues under strict residency rules.
 - Suggested performance depends more on engagement strategies than address requirements.
- **Philadelphia City Controller (2022): Found community trust and equity tied to engagement, not residency.**
 - The audit recommended community-informed staffing rather than strict geographic mandates.
- **ICMA (2020): Recommends flexible residency policies and incentives for local investment.**
 - Advised cities to evaluate residency flexibility based on workforce trends.
 - Encouraged focusing on trust, inclusion, and local involvement incentives.

Comparison of Internal UG Departments Vacancy Rates and Implications on Residency

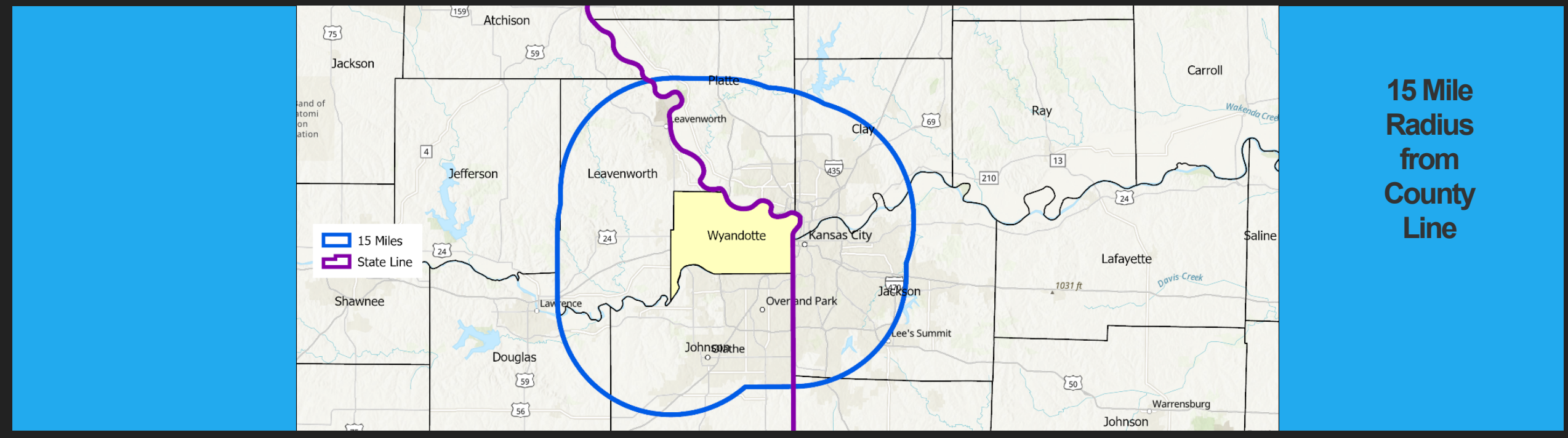
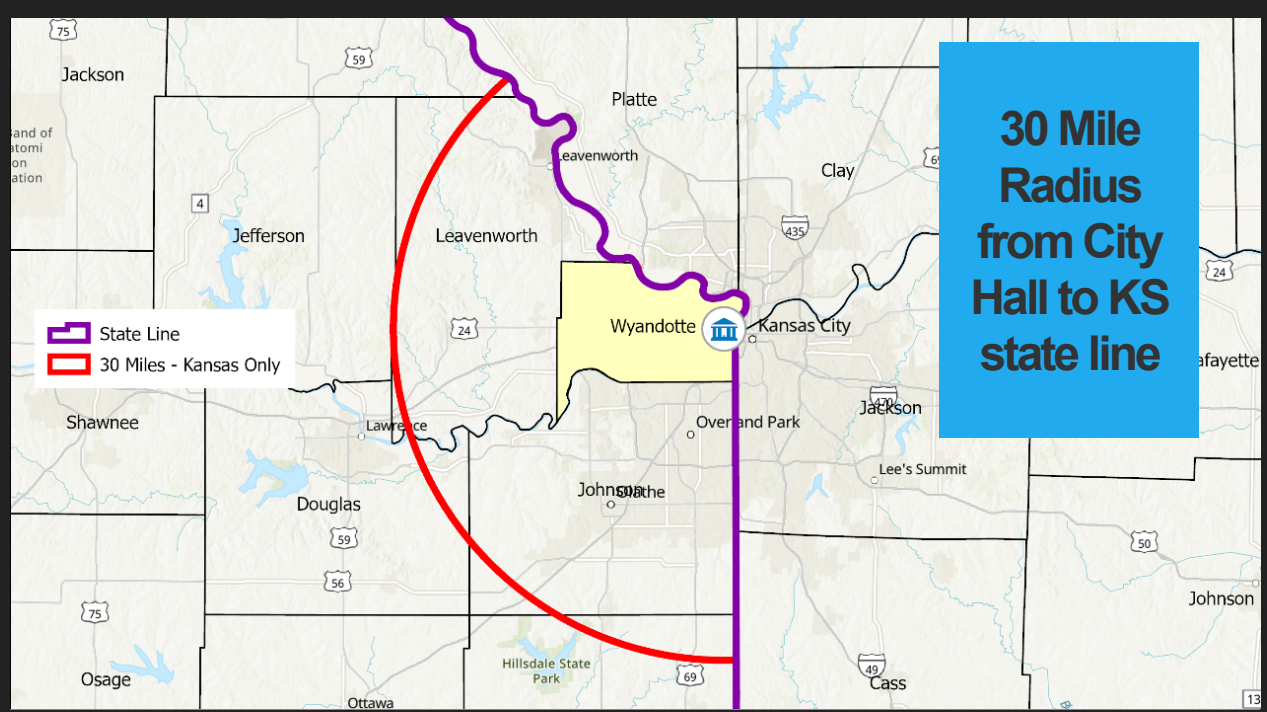
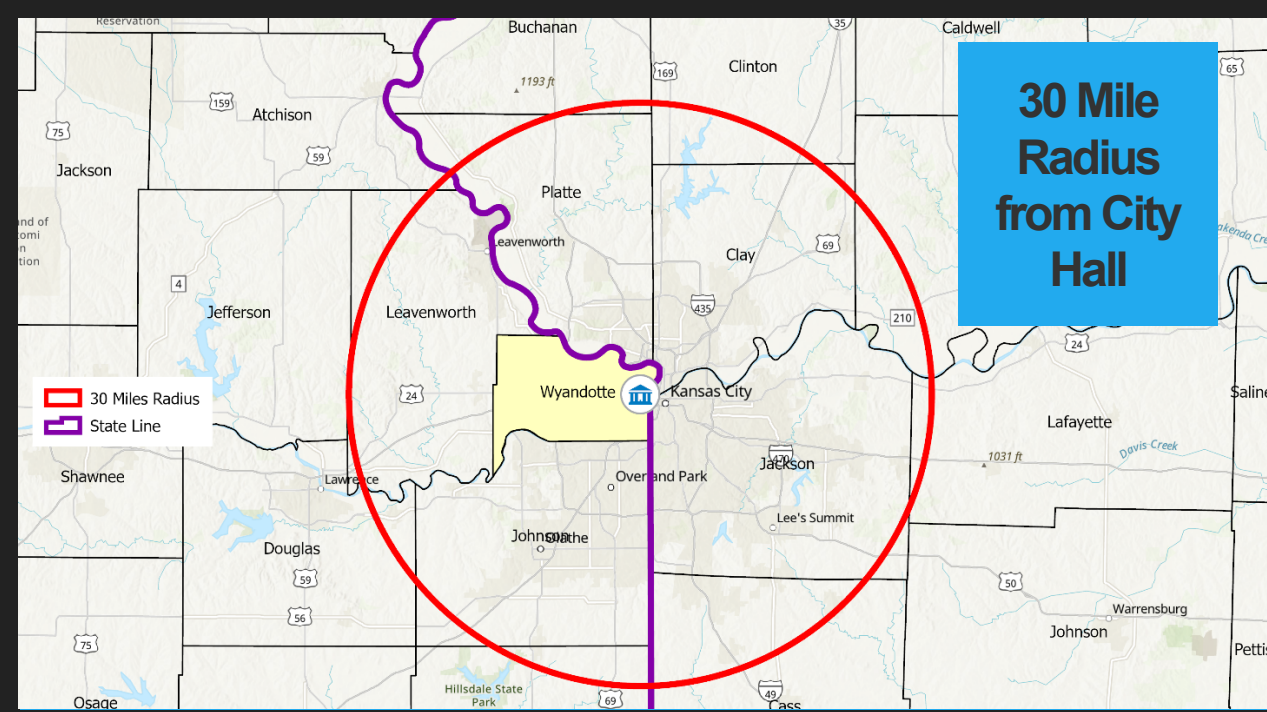
- Human Resources compiled a list of UG's largest departments and divisions and their current vacancy rates. Fire currently has the lowest vacancy rate at 0.82% whereas Environmental Services has the highest vacancy rate at 23%.
- Because there are varying factors that impact why employees leave, it is difficult to state that residency is the single factor for why the departments experience turnover at the rates upon which they do. Other elements such as compensation, benefits, work environment, work schedules also impact recruitment and retention.
- For example, the Sherrif's department is the only department on the list that has a current exception to relocate within 24 months. They have one of the highest vacancy rates at 10.30%. This potentially illustrates that extending the period to relocate does not have a major impact on recruitment and retention and that more drastic measures such as lifting the residency requirement may yield a better result.

Department Vacancy Percentages

Department	Total Dept Count	Vacancy Count	Vacancy %-age
Fire	486	4	0.82%
NRC	55	1	1.80%
Police	479	27	5.60%
PW/Fleet	27	2	7.40%
PW/Engineering	21	2	9.50%
Sheriff	261	27	10.30%
PW/Streets	52	9	17.30%
Parks and Rec	104	20	19.30%
PW/Environmental Service	121	28	23%

Policy Options

- **Leave current residency policy in place**
 - Minor modifications to align with Workday processes
 - Modify documents that can be presented for proof of residency
 - County Administrator has the authority to grant 24 months for hard to fill classifications
 - County Administrator has the authority to grant extensions to comply with the residency policy.
- **Change residency requirement for all employees except:**
 - County Administrator
 - Assistant County Administrators
 - Executive Directors
 - Director Level
 - Public Safety Leadership
 - Fire Chief, Deputy Chief, Assistant Chief & Battalion Chief
 - Police Chief, Colonel Deputy, Major, & Captain
 - Sheriff, Under Sheriff, Warden to Captain
- **15-mile radius from the county lines in all directions**
- **Allowing 24 months to relocate to Wyandotte County for up-and-coming leaders of both public safety and UG leadership when promoted to one of the classifications which are required to maintain Wyandotte County residency.**
- **30-mile radius from City Hall (Municipal Office Building)**
- **30-mile radius from City Hall (Municipal Office Building) but not including Missouri**



Considerations



Impact on Employee Morale

Modify the residency requirement could impact employee morale, either positively or negatively, depending on how the change is communicated and implemented.



Changes to the Take Home Vehicle Policy

If the residency requirement is modified, the Unified Government may need to review and update its take-home vehicle policy to ensure appropriate usage and cost management.



Potential Elimination of Bonuses

The Unified Government may need to consider whether to eliminate the current sign-on and retention bonuses if the residency requirement is modified.

The Unified Government must carefully consider the various implications of changes to the residency requirement, including impacts on employee morale, on other policies, and potential cost savings.



Report to Administration & Human Services Standing Committee

MEETING DATE	PRESENTER	DEPARTMENT
		UG Clerk
AGENDA ITEM #4.3.		
DISCUSSION: COMMITTEE WORKING PLAN		
BACKGROUND		
<p>Discussion of creating a Committee Plan for the year. This will detail the policy issues to address and help guide the policy creation for the year. It will also be a tool to guide the full Commission during policy review and discussions.</p> <p><i>Item added per the request of the Administration & Human Services Standing Committee Chair.</i></p>		
RECOMMENDATION		
For information only		
BUDGET IMPACTS / FINANCIAL CONSIDERATIONS		
N/A		
LEGAL/ POLICY CONSIDERATIONS		
ATTACHMENTS		

Approved by Mayor/Administrator to add to agenda.