

**PUBLIC WORKS AND SAFETY
STANDING COMMITTEE MINUTES
Monday, October 24, 2022**

The meeting of the Public Works and Safety Standing Committee was held on Monday, October 24, 2022, at 5:00 p.m., remotely via Zoom or on-site. The following members were present: Commissioner Bynum, Chairman; Commissioners Ramirez (arrived at 5:37 p.m.), Johnson, Markley, Kane; and BPU Board Member Tom Groneman. The following officials were also in attendance: Bridgette Cobbins, Assistant County Administrator; Casey Meyer, Senior Counsel; Ashley Scott, Director of Animal Services; Troy Shaw, County Engineer; Jeff Miles, Fleet Manager; Dave Reno, Public Works Community Engagement Officer; and Monica Sparks, Acting UG Clerk.

Chairman Bynum said before I call the meeting to order, I want to announce that some committee members, staff, and public are attending by Zoom as well as some on-site.

All participants joining virtually should mute phones when not speaking to avoid background noise. During the meeting, please make sure we announce ourself by name and title when we speak so the public that's watching knows who's speaking. This is critical given the number of remote participants we have. It's also guidance from our current Kansas Attorney General.

The public is allowed to participate by Zoom or submit comments by email prior to the meeting, and those are included in the record of our meeting. The public is also able to indicate their intent to provide remote public comment by contacting our Clerk's Office by 5:00 p.m. the Thursday prior to the meeting. Then the public also has the opportunity to provide comments either by phone, Zoom, or here in the 5th floor conference room this evening.

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

Chairman Bynum said we don't have any revisions to our meeting tonight.

Approval of standing committee minutes from August 22, 2022, meeting. **Commissioner Kane made a motion, seconded by Commissioner Markley, to approve the minutes.** Roll call was taken and there were five “Ayes,” Groneman, Kane, Markley, Johnson, Bynum.

Chairman Bynum said we have an item that we’re placing first tonight. Normally our requests to appear are at the end of our meetings, but we have a citizen who has tried twice to speak on our Public Agenda, and both times our meetings have ran fairly long and she’s not been able to stay online with us. So, we want to allow her to actually go first so that that does not happen again.

Public Agenda

Item No. 1 – 211885...APPEARANCE: CHRISTEN FORNAL-HIGBEE

Synopsis: Appearance by Christen Fornal-Higbee to discuss that the KCK Animal Services is full. Strays are not being picked up because there is no place to house them.

Chairman Bynum asked, Christen Fornal-Higbee, are you here or online, either one? **Ms. Fornal-Higbee** said online. **Chairman Bynum** said thank you for your patience and being able to appear. If you would give us your name and city of residency, you have three minutes to make your comments.

Christen Fornal-Higbee, Kansas City, KS, said I live off of 63rd St. Over the summer, my husband and I found two stray puppies wondering our neighborhood. For the sake of our children and our own pets, we decided to contain them in our garage since we don’t have a fence. The following day, we called Animal Control. We were put on number 14 of the stray pickup list; number 14. It took almost two weeks of checking with Animal Services and reaching out to any other animal shelter within our area and Johnson County before we were able to get these pups placed with the Humane Society.

I have since spoken with Ashley Scott, the Director of Animal Services. She informed me that although the shelter on Park Drive has 65 kennels, they average between 10-20 people on the stray pickup list on any given day. She also added that summer and winter are their highest rates, I guess you would say.

In speaking with you all, I only wish to highlight that these stray animals are a public safety issue for our human community but also our own pets. Parvo is a very vicious and transferrable disease in canines. So, I was just wanting to bring that to you guys' attention. I checked the website for Animal Services and it seems like they're full like every week. This is an ongoing issue that I hope we can pragmatically solve, if there is any way of solving. That's all. Thank you so much for your time.

Chairman Bynum said thank you and thanks again for having patience with our processes and even allowing you to speak. Ashley Scott might be here present in the room. Am I correct. Yes. You certainly may step to the podium and give us some remarks. I have quite a few thoughts of my mine that I probably won't share most of them. But I will say that we need a bigger and better animal shelter. We all know that. Other than that, I'll probably keep my remarks to myself. But if you don't mind, just address it quickly. You're coming up on the agenda anyway. So after that, you can just stay put.

Ashley Scott, Director of Animal Services, said so, yes, I would agree that our busiest time is summer and winter, which have the worst conditions for animals to be out in. So a lot of times, yes, we are very full. I would agree that we do not max out over 25 animals on our stray confine list, which is honestly, I know, not ideal, but it is still very good compared to the rest of the shelters around us.

I have changed, in the last two months, our cat intake and the way we intake small puppies and dogs, and that is helping keep bigger dog kennels open. I can say like two weeks ago, we probably had 15 people on our list. Today we have zero. We have no people on our stray confine list for dogs, we only have 3 people for cats and those will get called Thursday morning after surgeries Wednesday. So, we are doing the best that we can with the resources that we do have.

I do appreciate you taking the time and patience with us. I know sometimes it is a longer process before we can get an animal in, but we try to provide resources for those people that are willing to hang onto those animals such as food, cages, shelter, anything that could possibly help, and we try to get you in as fast as we can.

Chairman Bynum said I appreciate your comments. I will say that in our communications over the last few months, you've indicated to me that we've made great strides in hiring. We were down quite a significant number of Animal Services officers and you've made a lot of headway with that. It really does matter as far as not only space, but enough staff to respond. **Ms. Scott** said people to care for them.

Chairman Bynum said I'm willing, in spite of the fact that I, 100% believe we need a new bigger shelter. You've done a remarkable amount of work in bringing us as far as you have. It is very much appreciated. People do understand that once they interact with Animal Services and see the work you're trying to do.

Ms. Scott said we do have people that are very patient, very willing once we explain our processes. Like you said, it is about that too a lot of the time. But, again, we try to provide them resources to get them through that time. They're usually very willing to do that for us.

Chairman Bynum said we're grateful for people like this lady who's willing to keep the dog for two weeks until we can take it or the Humane Society takes it. So, we're grateful to that population as well.

Action: For information only.

Committee Agenda

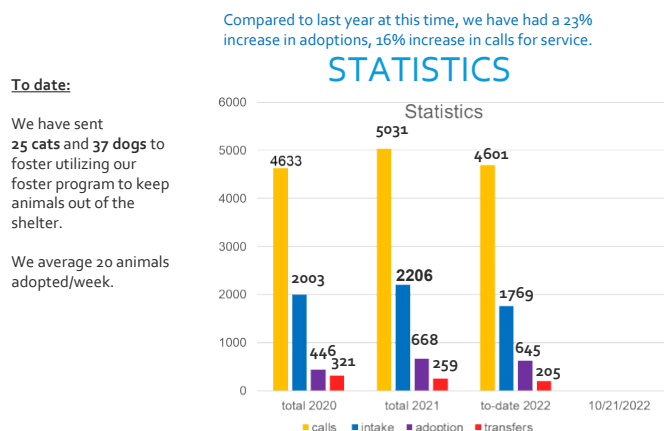
Item No. 1 – 212028...ORDINANCE: ORDINANCE AMENDING CHAPTER 7 (ANIMAL REGULATIONS) OF THE CODE OF ORDINANCES

Synopsis: Requesting approval for amendments to Chapter 7 of the Animal ordinances: Sections 7-2 (Penalty), 7-79 (Cruelty and Neglect of Animals), 7-216 (Dangerous Animals), 7-217 (Vicious Animals), and adding new Section 7-82 regarding a Reckless Pet Owner declaration and violation, submitted by Casey Meyer, Senior Counsel; and Ashley Scott, Director of Animal Services.

Chairman Bynum said, Casey Meyer, I'll let you start it off and then we'll take it from there.

Casey Meyer, Senior Counsel, said Animal Services, specifically, the Director Ashely Scott, requested these amendments. When we were discussing this, we met with County Administration, Bridgette Cobbins; and Municipal Court, we included Meghan Shultz; as well as the Prosecutor's

Office. The Prosecutor could not be here tonight. We just wanted to make sure everybody was on the same page and that we understood everything that we were trying to do. I'm going to let Ashley take it from there.



Ashley Scott, Director of Animal Services, said the first slide, I just wanted to share some information for everyone. It's just some statistics for you guys. You can kind of see, obviously, COVID kind of messed some things up. So, 2020 is an "eh" year. 2021 is when we really started to kind of getting back into real numbers. As you can see, total adoptions for 2021 was 668. Today, this morning, we're at 645. So, I expect to hit that. My goal is to hit that 700 number by December 31st, which I think that we easily can make.

You can see that we still transfer animals as much as possible. Our intake, I would expect that it probably would be actually greater than what you're seeing today, but, again, we had one officer for almost probably five months of this year, which was during the summer, which was our busiest season, so we were limited on the amount of animals we were able to take or else I'd see that number probably greater than 2021 already.

Calls. You can see even though we only had one officer the majority of the year, our calls are almost at 2021 and we still have two months to go. So, our call rate is increasing significantly. I expect that number to probably skyrocket as we get our new officers trained and we're able to answer more calls.

I did start a foster program about April of this year. So far, we have had 25 cats and 37 dogs that went to foster. They pretty much stayed in foster and got adopted through the foster program. So, that's 37 dogs and 25 cats that did not take a single kennel this year. I know it's a small number, but it's still a big deal for us because those dogs could have sat there a lot longer in

our kennels than that two-week timeframe to get adopted in the Foster. I will say right now, we kind of average about 20 animals adopted per week. About 50-63 animals adopted per month. So, we still do very well considering we're such a small shelter.

SEC. 7-2. PENALTY.

- (f) Any person violating section 7-216 shall, upon conviction, be punished by a fine of not less than \$500.00 nor more than \$1,000.00, by imprisonment in the county jail for a term not to exceed 180 days, or by both such fine and imprisonment. The court may, in its discretion, revoke the license for the animal(s), or refuse to return the animal(s) back to the owner, keeper, or harborer. In addition to the foregoing penalties, any person who violates this article shall pay all expenses, including shelter, food, handling, and veterinary care necessitated by the enforcement of this article.
- (g) Any person violating section 7-217 shall, upon conviction, be punished by a fine of not less than \$500.00 nor more than \$1,000.00, by imprisonment in the county jail for a term not to exceed 180 days, or by both such fine and imprisonment. Violation of section 7-217 shall constitute a misdemeanor. Upon conviction of keeping a ~~dangerous~~ vicious animal, the municipal court judge may order restitution be paid to the victim up to the maximum amount allowed by law. The owner of a vicious animal shall pay all costs associated with impoundment, removal, or euthanasia of said animal. The owner shall pay any other associated costs incurred.

Getting into the ordinance changes that I have. The first one I would like to bring up will be this. It's pretty simple. It's simply changing the dangerous animal to vicious animal. That is because it is referencing 7-217, which is Vicious Animal. The language, to me, is wrong and it needs to stay consistent with the section. So, I'm just asking to make it consistent.

SEC. 7-79. CRUELTY TO AND NEGLECT OF ANIMALS.

- (h) Tethered animals must not:
 - (1) Be tethered unattended to any utility pole, parking meter, building, structure, fence, sign, tree, shrub, bench or other object on public property or on private property without the prior permission of the person or agency in charge thereof, and no pet animal shall be tethered within ten feet of, or in such a manner as to permit it to intrude upon, neighboring property, a public sidewalk or street;
 - (2) Be tethered directly with chains or other tethers, restraints or implements without the proper use of a collar, harness or other device designed for tethering;
 - (3) Be tethered with a chain, leash, rope or tether that is shorter than ten feet in length;
 - (4) Be tethered with a chain, leash, rope, collaring device, tether, or any assembly or attachments thereto that due to weight, inhibit the free movement of the animal within the area tethered;
 - (5) Tether ~~a dog~~ any animal in such a manner as to cause injury, strangulation, or entanglement of the ~~dog~~ animal on fences, trees, posts or other man-made or natural obstacles.

The second thing I would like to respectfully ask to change would be tethering any animal in such a manner as to cause injury, strangulation, or entanglement of the animal on fences, trees, posts, or other man-made or natural obstacles. I'm asking to change that from dog to any animal because I see so many times other animals are chained where they're not supposed to be chained or shouldn't be chained and it's caused strangulation or other issues. So, it's not just dogs. It's other

animals in our city that have this problem and it's not right so I would like to change that to make it, again, consistent with the other animals that are suffering because of this.

SEC. 7-216. DANGEROUS ANIMALS.

- (a) It shall be unlawful for the owner of any animal to keep or maintain such animal in the city so as to constitute a dangerous animal. A dangerous animal is any animal which has done any of the following:
 - (1) Caused a bite injury, other than a bite that resulted in great bodily harm, disfigurement, or death, to any person, or
 - (2) Killed another dog or cat.
- (b) A "bite injury" is any contact between an animal's mouth and teeth and the skin of a bite victim which causes visible trauma, such as a puncture wound, laceration, abrasion, ~~bruise~~ or other piercing of the skin.

The next thing I'd like to talk about would be the dangerous animals. I would like to change the word bruise and remove that and bite injury so that it would read, a bite injury is any contact between an animal's mouth and teeth and the skin of a bite victim which causes visible trauma, such as a puncture wound, laceration, abrasion, or other piercing of the skin.

From my research, we pretty much are the only one in the KC metro or really in Kansas that have the word bruise included in there. So, I would just like to make it consistent matching the rest such as Lawrence and Olathe, for instance, have the same wording without the bruise in there.

SEC. 7-216. DANGEROUS ANIMALS.

- (h) Upon conviction of keeping a dangerous animal, and the animal returning to its owner, the animal shall be kept subject to the following standards:
- (5) *Insurance.* All owners, keepers or harborers of dangerous animals must within ten days of conviction provide proof to the director of animal control of public liability insurance in a single incident amount of ~~\$4,000,000~~ 500,000 for bodily injury to or death of any person or persons or for damage to property owned by any persons which may result from the ownership, keeping or maintenance of such animal. The insurance policy will provide that no cancellation of the policy will be made unless ten days written notice is first given to the director of animal control.

The next thing about the dangerous animal violation or ordinance, I would like to ask that the \$1M insurance policy be changed to \$500K. That's simply because for a lot of people, that's just not realistic. They're not able to meet that, which means they're not in compliance with us. This is still one of the higher numbers in the area. It mimics Lawrence Humane Society, which also has a \$500K. Other cities around us such as Olathe and even Kansas City, MO, have \$100K. I think \$500K is still sufficient because we still want it to be enough, but \$1M is not realistic.

Commissioner Kane asked, how much does \$500K cost the people? **Ms. Scott** said I wouldn't know that. **Commissioner Kane** asked, can we find out? **Ms. Scott** said um-hum. **Commissioner Kane** said all right. Thank you.

SEC. 7-217. VICIOUS ANIMALS.

It shall be unlawful to keep, possess, or harbor a vicious animal within the city limits. A vicious animal means any animal which has caused great bodily harm, disfigurement, or death to any person.

(a) A vicious animal does not include an animal that has caused great bodily harm to any person while a person was committing a criminal offense on the property of the owner, keeper, harbinger of the animal. The provisions of this article shall not apply to a police dog being used to assist one or more law enforcement officers acting in an official capacity.

(b) Upon conviction, the court shall order that the animal be removed from the city/humanely euthanized and direct the director of animal control to ensure that the order is enforced. Upon an order of removal, the owner, keeper or harbinger of the animal shall remove it within fourteen days of the order/humanely euthanized, and direct the director of animal control to ensure that the order is enforced.

(c) If the court orders removal per subsection (b), the owner shall provide proof of removal to the Municipal Court clerk through an affidavit with the address at which the animal will reside, no later than five business days after the fourteen day removal period.

(d) Failure to comply. It shall be unlawful for the owner, keeper, harbinger of an animal ordered removed from the city per subsection (b) to fail to comply with the provisions of this section. In addition, failure to comply with the provisions of (b) or (c) is deemed a separate offense. Any animal found to be the subject of a violation of (b) shall be subject to immediate seizure and impoundment. Upon conviction of a violation of subsection (b), the court shall order that the animal be humanely euthanized. If an appeal is timely filed, the Municipal Court shall suspend the euthanasia order pending the final determination of the court in which the appeal is under review.

Ms. Scott said the next thing would be vicious animals. I kind of requested and we had a lot of discussion about how to add more to this because simply, it was basically saying what a vicious animal was and if you were found guilty of owning a vicious animal, you either removed it from the city or have it humanely euthanized; but there's nothing, just like the dangerous animal ordinance, there's not a failure to comply. So, I think it's just a good idea to have that failure to comply in case the animal is still found within the city limits, then what do we do. I don't want that situation to happen. Again, these animals have usually disfigured someone or caused great bodily harm. They should not be—not following court orders. So, I am asking to add in several things.

One, have it changed to, upon conviction, the court shall order the animal be removed from the city or humanely euthanized and direct the Director of Animal Control to ensure that the order is enforced. Upon an order of removal, the owner, keeper or harbinger of the animal shall remove it within 14 days. So, previously we did not have even the 14 days, so it is really hard to enforce. As Animal Control, we don't have a set amount of days that the animal should be removed from the city so, again, it just gives more specifics to that ordinance.

If the court orders removal per subsection (b), the owner shall provide proof of removal to the Municipal Court Clerk through an affidavit with the address at which the animal resides, no later than 5 business days after the 14-day removal period.

It goes into then the failure to comply. It shall be unlawful for the owner, keeper or harbinger of an animal ordered removed from the city per subsection (b) to fail to comply with the provisions

of this section. In addition, failure to comply with the provisions of (b) or (c) is deemed a separate offense. Any animal found to be the subject of a violation of (b) shall be subject to immediate seizure and impoundment. Upon conviction of a violation of subsection (b), the court shall order that the animal be humanely euthanized. If an appeal is timely filed, the Municipal Court shall suspend the euthanasia order pending the final determination of the court in which the appeal is under review.

A lot of this language did come from the dangerous animal ordinance failure to comply, so I don't see any reason why we wouldn't have one for vicious animals considering it's a greater scale of harm to the community.

Commissioner Townsend said I'd like to commend the Animal Control Division for what they do; the great job they do with limited resources. The question I have goes back to the desire to lower insurance limits. Do we know or is there a record kept in your office of bites or dog bites? How do we know that if we lower, that would still be sufficient coverage? Do we have any idea in a year how many dog bites or other injuries are caused by animals in the city/county?

Ms. Scott said I would be able to get that number. I don't have it with me tonight, but I would be able to get that number, yes.

Commissioner Townsend said okay. Thank you. I think that is something worth knowing before we talk about lowering insurance limits. What do the numbers show us has happened in the past to citizens. Again, my compliments to you and your staff for what you do with limited resources. I agree with Commissioner Madam Chair. We have to look at something that will enable us to augment your facility. Thank you.

Chairman Bynum said I would suggest that—I'm sorry. Is your presentation complete? I didn't mean to stop you. **Ms. Scott** said I have a few more slides. **Chairman Bynum** said okay. Please continue.

SEC. 7-82. RECKLESS PET OWNER; DECLARATION; VIOLATION

- (a) Upon a fourth conviction of any violation of Chapter 7 within a 36-month time period, the convicted person shall be deemed a Reckless Pet Owner. Upon the fourth conviction, the Municipal Court may issue a notification of the declaration of Reckless Pet Owner to the person with the following:
 - (1) Name and address of the person subject to the declaration, and;
 - (2) Description, violation, and convictions that lead to the declaration, and;
 - (3) Name and description of all pets subject to the effects of the declaration, and;
 - (4) Instructions on appealing the declaration to District Court.
- (b) Violation. Once declared a Reckless Pet Owner, a person shall not own, keep, possess, or harbor any additional animals for a period of five (5) full years from the date of the declaration. No Reckless Pet Owner will be allowed to own, keep or possess an animal deemed dangerous by the Municipal Court. If convicted of possessing a dangerous animal or any additional animal after being declared a Reckless Pet Owner, that violation constitutes a separate and distinct offense subject to the penalty provisions of Section 7-2.

Ms. Scott said the next ordinance I'd like to bring up would be an addition to our ordinances, would be the Reckless Pet Owner Declaration. I would want to adopt this from Lawrence Humane Society. It states, upon a fourth conviction of any violation of Chapter 7 within a 36-month time period, the convicted person shall be deemed a reckless pet owner. Upon the fourth conviction, the Municipal Court may issue a notification of the declaration of reckless pet owner to the person with the following: name and address of the person subject to the declaration; description, violation, and convictions that lead to the declaration; name and description of all pets subject to the effects of the declaration; instructions on appealing the declaration to District Court.

The violation. Once declared a reckless pet owner, a person shall not own, keep, possess, or harbor any additional animals for a period of five full years from the date of the declaration. No reckless pet owner will be allowed to own, keep or possess an animal deemed dangerous by the Municipal Court. If convicted of possessing a dangerous animal or any additional animals after being declared a reckless pet owner, the violation constitutes a separate and distinct offense subject to the penalty provisions of Section 7-2.

I ask to add this to our ordinance because what I see most often is I guess I'm going to get someone that I call repeat offenders. We have animals running at-large from the same households. What happens is a bite incident is going to occur at some point whether it's with that specific dog or a month or two when they get a different dog. I really like that it says, they cannot own any additional animals. I really like that it says, they can't own a dangerous animal after being declared because, again, the issue that we see, or what I have seen in my experience working as an officer and now as the director, is these households are coming back with now a dangerous animal because they've refused to listen to simple running at-large citations.

I think it would also be beneficial for anything such as major neglect cases when we're seizing animals based off of pretty severe neglect. If you remove all the animals and they have four violations, then they would not be allowed to own additional animals for five full years. I think we can really use this to our benefit to, again, help protect animals and the community.

Chairman Bynum said question, and it may be on your next slide, but if I fall under Section 7-82(b), what's the penalty for me violating that if I just continue to get animals? If I violate 7-82(b), what's the penalty?

Ms. Scott said the penalty provisions go back to 7-2. **Chairman Bynum** said we go back to the other penalties. **Ms. Scott** said correct. We'd be able to write the citation and it would—the penalty provisions of 7-2, which we already have. **Chairman Bynum** said okay.

Chairman Bynum asked, Judge Schultz, did you have something to add to our presentation? **Meghan Schultz, Judge,** said no. I'm just here to answer questions if the commissioners have any.

Chairman Bynum said I think the question that Commissioner Kane has asked tonight, and then also Commissioner Townsend had questioned like when we bring this, we pass it tonight to full Commission, perhaps we could be ready with that information at the full Commission meeting. **Ms. Scott** said yeah.

Chairman Bynum said so the two things were: What would the average additional cost be on a homeowner's policy for making sure you have the \$500K in liability coverage; and secondarily, Commissioner Townsend was asking if you could bring us the number of cases, maybe average per year. You all will know that in Municipal Court, I imagine, of how many vicious dog cases you've seen or had to adjudicate, or maybe it's citations because that's not always going to find its way to the court, is it?

Judge Shultz said I'm not 100% sure that each bite incident results in a summons. I can definitely get the statistics on the number of cases that are either filed as dangerous animal or vicious, but I believe Ms. Scott would maybe have a larger number...**Ms. Scott** said most likely...**Judge Shultz** said than the number of bite incidents in general.

Chairman Bynum said correct. So, maybe both of those numbers, if possible, for when we see this again at full Commission. **Ms. Scott** said yeah.

Chairman Bynum asked, are there other questions among the committee members? Can you see, Madam Clerk, anybody online that's asking to—either a committee member or a member of the public, asking to speak? **Ms. Sparks** said there are no hands raised.

Chairman Bynum said all right. If there's no other discussion or questions, I would be willing to take a motion on the changes to the ordinance.

Action: **Commissioner Markley made a motion, seconded by Commissioner Kane, to approve the changes.**

Chairman Bynum said we have a motion and a second on the ordinance changes. I would ask for a roll, please.

Roll call was taken and there were four “Ayes,” Groneman, Kane, Markley, Bynum. (No response from Johnson and Ramirez.)

Chairman Bynum said thank you to all of you for the work on it. Really appreciate it.

Chairman Bynum said Johnson said Aye, by the way.

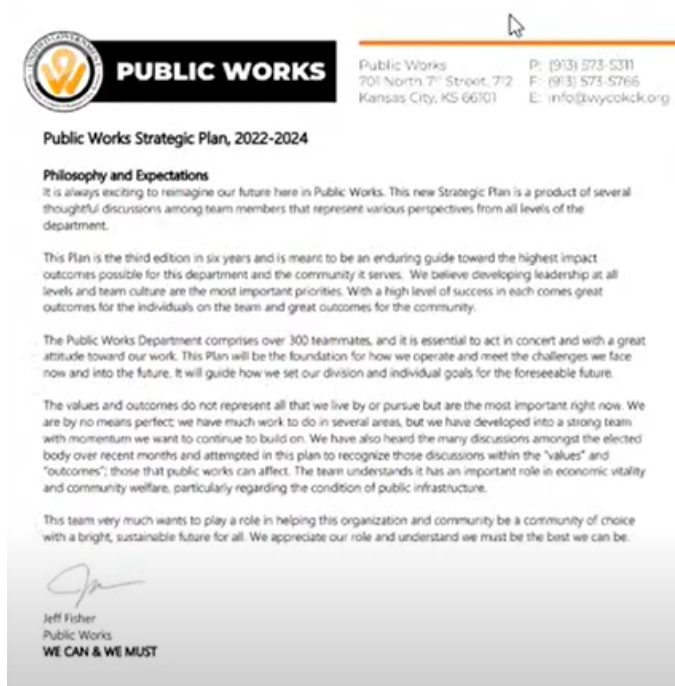
Item No. 2 – 212013...PRESENTATION: PUBLIC WORKS STRATEGIC PLAN

Synopsis: The Public Works team will provide an update on the strategic plan, submitted by Jeff Fisher, Executive Director of Public Works.

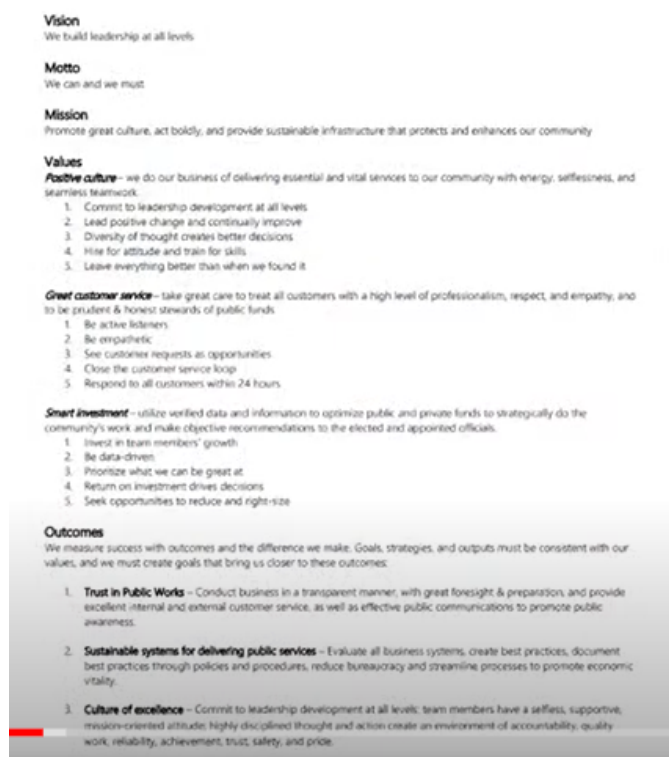
Chairman Bynum said I would like to invite Troy Shaw, David Reno, and Jeff Miles. Troy, are you going to lead us off? Thanks for being here.

Troy Shaw, County Engineer, said we have three members of Public Works staff here: myself, Jeff Miles, and then self-proclaimed handsome Dave Reno. We'll be glad to talk to you. Thanks for the two hours you're providing us to go over our 42-page strategic plan. One thing you'll find that's unique about the strategic plan we just completed is, it is incredibly short compared to a lot that you see elsewhere, and that was by design and what we came up with. Since Jeff Fisher has been Public Works Director, this is our third iteration of our strategic plan. We try to get to it every two to three years to revise it.

So over the last year, we've had some continuous improvement meetings. Everybody in Public Works has been invited to. Every level of Public Works is invited. I think some of the commissioners have even attended one or two of the meetings before. From that input and discussions we've had in that meeting, we've modified our strategic plan. What we've done in the past and we really think we've brought what Public Works is looking for in the strategic plan.



It starts out with an introductory letter by Mr. Fisher and then we'll go on to this strategic plan. We can read this. I'm not going to read it all, but if Dave gets to the next one at some point. But like I said, it's a much shorter plan than what you're used to in strategic plans. I think it's two pages now just to make it legible, but we've actually had it on one a while ago. We worked to condense it and just show what we really needed.



Dave does have it on one page, on the screen at least. I'll do a quick introduction. So, to start with, we look at our vision. You'll really see a theme when you look at the vision and what we have going on here. The vision we have is, we build leadership at all levels. It's that simple. We think that everything we do starts with leadership, and if we build great leaders, we will have a great team and we'll have a great output to this community.

The motto, everyone's heard that, we can and we must. It's been on a lot of things over the last few years. So, we have that.

Then our mission is, promote great culture, act boldly, and provide sustainable infrastructure that protects and enhances our community. So, I kept it short and concise, but that's really what our vision and mission are.

I'll turn it over to Jeff Miles to talk about the values.

Jeff Miles, Fleet Manager, said our values. Three main values: positive culture, great customer service, and smart investment. You'll see below, we have narrowed it down to five. We had tons more, but as a group, we really debated back and forth, back and forth on what are our top five for each of these values. I'll touch on a couple of them. Some of them we feel that we're already

good at that we need to be great at, and some of these we feel needs attention; but all of these goals that are underneath these values we feel are attainable if we just put our mind and effort to it.

Positive culture. A couple of things that jumped out to me are hire for attitude and train for skills. We feel that's a big step forward in how we're really looking at teammates today.

Great customer service. Close the customer service loop. That was something that we heard loud and clear that if community members put in a request for something in our community, we should be able—we have the technology, we have the people, to close that customer service loop meaning, touch that customer after that repair is made.

Respond to all customers within 24 hours even if we don't have an answer. If somebody takes the time to put in a request, we should be able to at least contact them within the next 24 hours. I'll expand off of that a little as well. We'll hold the rest of the departments and divisions within the Unified Government to the same standards that we're setting with the community because we rely on a lot of them to do our jobs, so we're going to expect that same 24-hour response out of them as well.

Smart investment. You guys heard this a lot. Be data driven. Everything from Fleet, Buildings & Logistics, Street Department, you name it, we're data drive. That's the decisions that we're making.

I'm going to hand it off to David Reno. He's going to talk about outcomes.

Dave Reno, Public Works Community Engagement Officer, said you'll notice that we don't have goals this time around. This time we have outcomes. The group spent quite a bit of time talking through whether we should have outcomes versus goals. If you recall, outcomes are the difference that you make, right? It's the improvement that you make. Whatever that might be, it's the difference made.

We have a lot of divisions in Public Works and not everyone is going to have the same goals. We thought we can't make something that fits everybody because needs are different across all the divisions; however, we can come up with some outcome statements that everyone can look at and reference in order to build their goals, not just within their division, but at the supervisor level, at the manager level, all the way down to that field worker who's been here three days. It's time to set goals. The hope is by using these outcomes, we can align ourselves behind them and ultimately produce goals that help us achieve the outcomes that we're after and, of course, the

outcomes themselves are related to the Commission's much larger goals across that pie chart that we've all seen.

We have three primary outcomes. First is trust in Public Works. There's a little description after each one of these. Conduct business in a transparent manner, with great foresight and preparation, as well as produce effective communications. Not just information for the public, but information that folks can actually understand. Unfortunately, the work that we do is pretty complex. It comes with a whole lot of jargon, but if we spend the time to use plain language, hopefully, folks can understand what it is we're trying to do to help complete their business.

Sustainable systems for delivering public services. That was very similar to one we had last time.

Then, of course, the culture of excellence. Over the last several years, Public Works has worked really, really hard to improve the culture in our department with the belief that if we have people who show up and are happy to be here, they're going to go out and they're going to take great care of the residents and the community that we serve. We did take safety out of this as an outcome because safety is, frankly, fundamental. You'll see it down there at the very end, culture of excellence. We want to save environments as well. This is especially true for everyone at the Unified Government, not just Public Works. We want our teammates to come into work, do a great job, and then go home exactly the same way that they came here.

I'll hand it back over to Mr. Miles with a little last minute update.

Mr. Miles said we're going to tie the culture of excellence into just a little bit of shout-out to a couple of individuals that are here tonight. Before I joined the Unified Government, I worked with the American Public Works Association, the Technicians Competition for the metro area. That's where some of the top technicians in the metro area compete against each other to see, basically, who's the best in the metro area.

When I joined the team three years ago, I encouraged several of our teammates in Fleet to go out and represent. That was their first time and the results were not any of us were proud of. We knew we could do better. I wanted tonight, I actually invited two of them, the two tops. One was unable to make it, but I'm happy to say they did compete two weeks ago for the second time. Not only did they all six of them represent the Unified Government well, but not only did we take second place, we took first place as well over the city of Olathe, Lawrence, Independence,

Shawnee, a lot of metro areas. So it's something that I believe our strategic plan really echoes of where we're aiming to be. We want to be the best. So, if you don't mind, I want to bring Andrew up. He's going to bring the two trophies, and if we could give them a round of applause when he comes up.

There we go. Great job. As you see on his arm, he proudly wears his ASC certified. He did that outside of work hours to bring that certification to his job responsibility. He does above and beyond along with all the Fleet team members. Thank you.

Chairman Bynum said I was going to ask before I saw the trophies so my question might be a little bit redundant at this point, but I'm really interested in the leadership development component of what's happening within the department. It was interesting for me, when I joined you at one of the roundtable sessions that you held with staff, to see the broad representation of the department participating and kind of the way that you are working with staff to make everyone a leader basically. I was curious, beyond the trophy representation, which is fantastic and you should be very proud, is there an anecdote, not to put you on the spot, but is there an anecdote that you might share from the department where you truly believe that some action or outcome was achieved because of the hard work that you all have been doing with leadership development?

Mr. Miles said yes. The roundtables are very valuable to us. As you've seen, we have everybody from every level sitting right next to each other. It's an open forum so talk openly and honestly. But back to the Fleet Division, I'm actually giving a presentation tomorrow, the UG Forward, on this very topic. What I consider—it's the same team that was there three years ago. Definitely not my doing. It was just a belief in them, to trust them, to empower them to make decisions on their future and they've taken the ball and ran with it way further than I could ever guess they would. It's the same team by just trusting them and empowering them.

Mr. Reno said, Commissioner, if I could add. I would say one of the things that we've certainly noticed is that folks don't wait around anymore to be told what to do. We've really worked to empower them to go out, make those great decisions, implement those great changes. We don't have to say, hey, let's go try this. They show up and say, guess what we did? It's wonderful.

Final leadership thought, too, I think it's a commitment. We've really committed to it. You don't develop leaders in a week. We've been doing this now—my fourth year was October

18th, so we've been doing this for at least four years. Mr. Fisher has been here for five or six now and he started it. You have to get up every day and say, yep, we're gonna do that.

Mr. Shaw said I'll say one thing. I've been really impressed with after the continuous improvement meetings is seeing the people that are willing to open up and discuss and share their thoughts and help us improve as an organization as a whole. One of them we had someone who had been here for two months and came in and was sitting in a room with a bunch of managers and felt comfortable enough that they could share their thoughts and what they expected and how they thought their first two months went. That helps us be able to improve it for the future employees as well.

Chairman Bynum said that's fantastic; all of that. That's the kind of feedback I was looking for. I really appreciate it.

Chairman Bynum asked, commissioners, any comments?

Commissioner Markley said I always say it, but I'll say it again, you're a poster child for what our departments should be doing throughout the UG. I think the next step for us is we know you guys are doing great work. We need to figure out how you can pass that information along so that other departments can do the same thing and we can build leaders throughout the organization.

Commissioner Ramirez said I echo everything Commissioner Markley said. We all know during the subcommittee meetings that open, honest conversation helps. We all, both staff and commission, we all put our cards on the table, had those hard conversations so it can work. It does works. So, as Commissioner Markley said, you're the poster child of what our UG departments should continue to do. Thank you, thank you, thank you for all that you do every single member/employee of the Public Works Department. Thank you.

Commissioner Townsend said I wanted to add my congratulations to the entire team there in Public Works, and just wanting to get a little bit more detail about the award that was won. I see on TV all the time the different "rodeos" that Public Works departments across the metro

participate in. There was one recently, I think, for people who are planning to keep our streets clean and snow and ice-free coming up. So, I would like to know a little bit more about what specifically the award recognized. Again, my congratulations to everyone in Public Works for the hard job you do, again, with limited resources; and where you're going, as my other fellow commissioners have mentioned, in terms of developing staff and personnel.

Mr. Miles said thank you for those kind words. I'm going to speak on behalf of Vinnie Billaci, the Street Manager. He's done an outstanding job. A few years ago, him and his team started the internal rodeo where they competed against each other and ultimately different snow districts and then competed against each other, ultimately, internally.

Next year they're planning on sending them to that regional competition, but they really wanted to perfect the internal side first. I know Vinnie and his team have that goal to join that metro competition next year.

If anybody ever wants to come out and see it or even next year want an opportunity to drive one of those trucks, it's very, very challenging to go through the cones and hit the pylons. It's an excellent training opportunity as well as in a safe environment. It's right there at 5th & Minnesota. B&L helped us with the parking lot there. We get to do a lot of training as well as that competition.

They just had it a few weeks ago. I do not know the winner off the top of my head of who here, within the UG, won it. It was a great event; a multi-day event. Prairie Village actually came out and used our course as well. It's quickly growing.

Chairman Bynum said thank you very much. Any other comments or questions from the committee?

Is there anyone here in person that wants to address any of this item?

Chairman Bynum said it is an information only item. We, again, always appreciate it very much.

Action: **For information only.**

Chairman Bynum said that item does conclude the Public Works and Safety meeting.

ADJOURN

Chairman Bynum said I would entertain a motion to adjourn this meeting.

Action: **Commissioner Markley made a motion, seconded by Commissioner Ramirez, to adjourn.**

Chairman Bynum said I have a motion and a second. Roll call, please.

Roll call was taken and there were four “Ayes,” Markley, Johnson, Ramirez, Bynum. (No response from Groneman or Kane.)

The meeting was adjourned at 5:52 p.m.

cg
