STATE OF KANSAS)
WYANDOTTE COUNTY)) SS **SPECIAL SESSION, THURSDAY, FEBRUARY 24, 2022**
CITY OF KANSAS CITY, KS)

The Unified Government Commission of Wyandotte County/Kansas City, Kansas, met in Special Session, Thursday, February 24, 2022, with eleven members present remotely 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; Davis, Commissioner Seventh District; Stites, Commissioner Eighth District; and Garner, Mayor/CEO presiding. The following officials were also in attendance: Emerick Cross, Bridgette Cobbins, Melissa Sieben, Assistant County Administrator's; Brett Deichler, Unified Government Clerk; Monica Sparks, Deputy Unified Government Clerk; Misty Brown, Chief Counsel; Ashley Hand, Director of Strategic Communication; Kathleen VonAchen, Chief Financial Officer; Alley Porter, Commissioner Liaison; and Michael Peterson, Assistant Budget Manager.

MAYOR GARNER said before I call the meeting to order, I want to announce that due to COVID-19, we have individuals attending remotely as well as on-site. All participants joining by phone should mute their phones when not speaking to avoid background noise. During the meeting, please make sure that you announce yourself by name and title every time you speak so the public that is participating knows who is speaking. This is critical given the number of remote participants in his current guidance from the Kansas Attorney General.

MAYOR GARNER called the meeting to order.

MAYOR GARNER said I would ask the Clerk to announce the meeting and call the roll.

ROLL CALL: Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane, Markley, Stites, Garner.

NOTICE OF SPECIAL SESSION of the Unified Government of Wyandotte County/Kansas City, Kansas, to be conducted in a hybrid format on Thursday, February 24, 2022, at 5:00 p.m. regarding a presentation on a PBB Overview refresher. Immediately following there will be an executive session in the 5th floor conference room regarding Labor Negotiations.

Due to COVID-19, the public will be able to observe or listen to the meeting live on YouTube or UGTV, or through Zoom. The public may also view the special session from the lobby of the Municipal Office Building.

CONSENT TO MEETING of the governing body of Wyandotte County/Kansas City, Kansas, accepting service of the foregoing notice, waiving all and any irregularities in such service and in such notice, and consent and agree that we, the governing body, shall meet at the time and place therein specified and for the purpose therein stated.

Mayor Garner said tonight we will have a priority-based budgeting overview refresher and immediately following there will be an executive session regarding Labor issues. I'll turn it over to Kathleen VonAchen, the Unified Government CFO for the overview.

Kathleen VonAchen, Chief Financial Officer, said presenting with me is Michael Peterson, the Acting Budget Director. He is also Assistant Budget Manager so he's going to be making the first part of the presentation and then I'm going to follow along towards the end of the presentation. We thought it would be a really great idea for us to give you a refresher of all that's occurred with priority-based budgeting over the years and where we are today. There are a number of new commissioners so the PBB is new to them. Priority-based budgeting is a process we've been working on for the past few years. I'm going to share my screen now and then let Michael take it over.

Priority Based Budgeting (PBB)

COMMISSION SPECIAL SESSION – FEBRUARY 24, 2022

Michael Peterson, Assistant Budget Manager, said at the present time I'm the Acting Budget Manager for the Unified Government. Tonight we're going to go over just kind of a refresher of what the PBB process is and what we've done so far and then Kathleen is going to talk more about where we are today and what our plan is moving forward from here.

PBB Purpose

To **identify priorities** for our community and then align the **programs** to **meet our goals.**

What is the PBB process? Basically, priority-based budgeting, the purpose is to identify the priorities of the community and then to align our current programs and budgets to meet our goals.

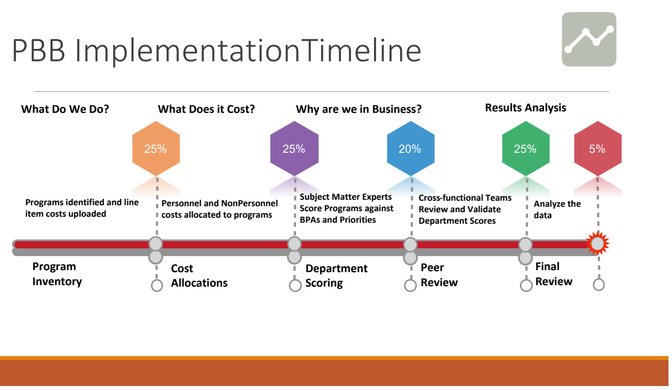
Why are we in business?

To answer this question, we need to **identify the priorities** for the UG and then align the **programs or services with the results**

How much does each program contribute towards our Strategic Goals?

The first step in the priority-based budgeting process is to identify why. Why are we in business, why are we functioning as the Unified Government so to answer this question we need to identify the priorities for the Unified Government, and then we need to align the programs or services with the results. Some examples of why we are in business as identified by the Commission and the organization in the past, a few of the examples of the community goals would be something like community health, improving community safety or the perception of safety in the community or to assist with improving infrastructure or maintaining infrastructure.

Once we identify why we are in business, we identify how much—we identify the various programs that are across the UG and how much each program contributes towards the strategic goal.

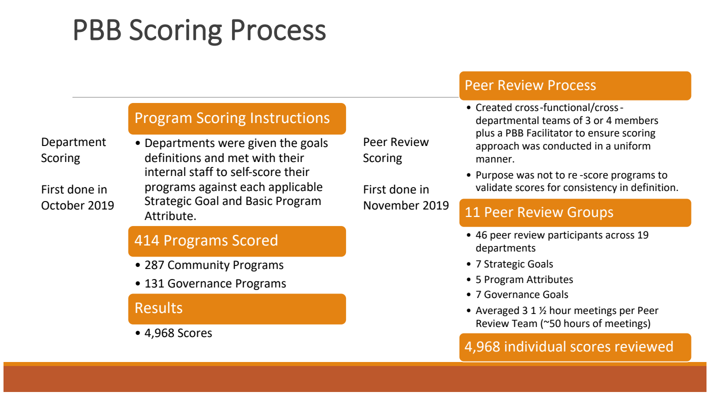


What have we done so far? Starting off, priority-based budgeting, basically what we used to start with was we used the financial structure that we have in our financial system. We worked with the departments to identify a program inventory across the Unified Government, so basically, what that means is we asked departments to identify all the different programs and services that they provide to the community and that they provide to the Unified Government. In the case of a department such as the Police Department, it would be like police patrol, would be an example or Animal Services whereas in Finance some examples might be just doing the annual budget process or Accounting or Payroll.

Then after we identified the costs, departments went into the tools. We worked with departments to identify how much each of those programs cost. All the different personnel positions and non-personnel costs were loaded in the priority-based budgeting and departments were asked to identify what percentage of a person's time or what percent or what dollar amount or what percentage of a budget was aligned with each program. In working with the Commission and the County Administrator's Office, the goals for the organization were identified, and then we worked with departments to score each of the programs that were costed and identified against their strategic goals. Each department was asked to go back with their subject matter experts and work against each strategic goal that the community has and score each program.

After that process was completed, we undertook peer view, and I'm going to go into more of this in detail, but peer review is conducted by forming cross-functional teams across the organization to review and validate the department scores, so whereas, the departments were looking at one score for all the different goals for one program, the peer review team has looked at all programs for one goal and tried to align the different scores in a way that was continuous and made sense across the organization.

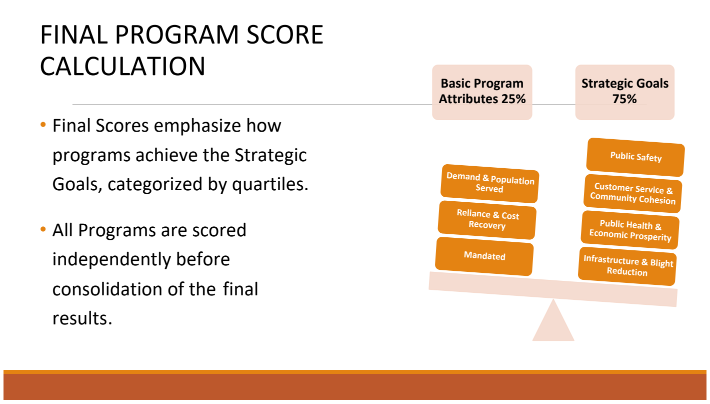
Basically, this sets up the basis for the program, the basis for the baseline for what we're doing and now we're working on the step of analyzing and implementing the data.



Just to give you an idea of what happened during the PBB scoring process, about 400 programs were identified and this is subject to change so each year as new programs are added or programs change, that number can change, but there were roughly about 300 Community Programs that were identified and 127 Governance Programs that were identified. The difference between those is that a Community Program is a program that serves the public, so it's a program that is outward-facing that the Unified Government provides and the Governance Program is an internal (inaudible), so something like technology services or Finance or Human Resources would be a Governance Program. Departments such as the Police Department or Fire Department, or Parks & Rec would be examples of community-facing programs.

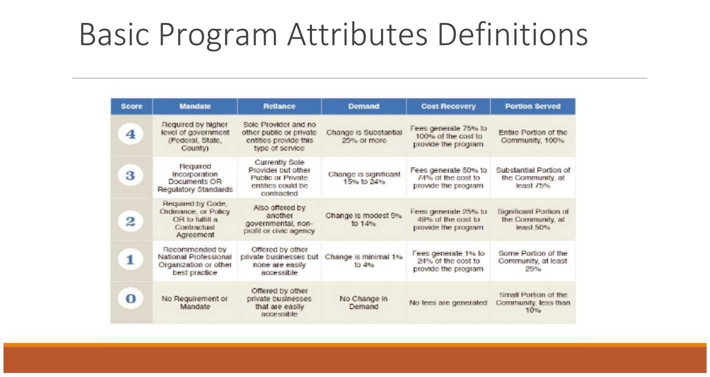
With all the various scores, that resulted in about 5,000 individual scores across those programs that needed to be evaluated, so once those were scored, at the end of 2019, that's when we started completing our first peer review process. We had 46 representatives participate across 19 departments, so those are not saying that all departments did not participate in the process, those are just the departments that I guess—individuals came from who were part of the peer review groups. Those 46 people were split up amongst the seven strategic goals, five basic program attributes, and several governance goals across the Unified Government. We spent about 50 hours of meetings evaluating the different scores that the departments scored.

Just to kind of give a review of the goals that were scored, so I'm sure this is familiar. This is the strategic goals as identified by the Commission. Each Community Program was scored against prior reduction of increasing safety and perception of safety, increasing community health, increasing economic prosperity of the community and opportunity for residents, improving customer service and communication, increasing community cohesion, and improving infrastructure.



The basis of the program scores, in the end, is 75% against the strategic goals and 25% against the basic program attributes. Each score of each program, 75% of the final score for each program gets one final score, 75% of that score is made up of the different scores as they were viewed against the strategic goals and 25, so those are heavier weighted and then 25% of the—is the scores that they received for basic program attributes. All programs were scored independently before they were consolidated into the final analysis.

To give a review of what the basic program attributes are, these are just attributes that each program across the Unified Government has. So, for example, this would be a mandate. So, is this program required by a higher level of government, or is this program just—is there no requirement or mandate that we perform the program. For reliance, are we the sole providers, the Unified Government, of that program or is it easily accessible to the public in other ways. Has demand changed substantially for the program or is there no change in demand? Cost recovery, and these are all continuums, so does the program recover 75% or more of its cost, or does it not recover any cost. Portion of the community served; does it serve the entire community or does it only target a small percentage of the community.



Basic Program Attributes Definitions

Score	Mandate	Reliance	Demand	Cost Recovery	Portion Served
4	Required by higher level of government (Federal, State, County)	Sole Provider and no other public or private entities provide this type of service	Change is Substantial 25% or more	Fees generate 75% to 100% of the cost to provide the program	Entire Portion of the Community, 100%
3	Required Incorporation Documents OR Regulatory Standards	Currently Sole Provider but other Public or Private entities could be contracted	Change is significant 15% to 24%	Fees generate 50% to 74% of the cost to provide the program	Substantial Portion of the Community, at least 75%
2	Required by Code, Ordinance, or Policy OR to fulfill a Contractual Agreement	Also offered by another governmental, non-profit or civic agency	Change is modest 5% to 14%	Fees generate 25% to 49% of the cost to provide the program	Significant Portion of the Community, at least 50%
1	Recommended by National Professional Organization or other best practice	Offered by other private businesses but none are easily accessible	Change is minimal 1% to 4%	Fees generate 1% to 24% of the cost to provide the program	Some Portion of the Community, at least 25%
0	No Requirement or Mandate	Offered by other private businesses that are easily accessible	No Change in Demand	No fees are generated	Small Portion of the Community, less than 10%

One of the more important things that we looked at last year just to update, is we went in detail across the UG and looked at all the mandate scores and verified and tried to identify exactly what was mandated in each program and if the scores were correct on that specific goal and that's something that as time goes by we're looking to improve upon each of these scores just to make sure we can slice and kind of pull out the data that we need on any given scenario.

UPDATED GOALS AND DEFINITIONS

REDUCE BLIGHT	INCREASE ECONOMIC PROSPERITY OF THE COMMUNITY AND OPPORTUNITIY FOR OUR RESIDENTS	INCREASE SAFETY AND PERCEPTION OF SAFETY	IMPROVE COMMUNITY HEALTH	IMPROVE CUSTOMER SERVICE AND COMMUNICATION	INCREASE COMMUNITY COHESION	IMPROVE INFRASTRUCTURE
Redevelopment, renovation, and repurposing emphasizing blight reduction and infill development	Promotes and supports well-planned, quality development and redevelopment	Offers protection, enforces the law, administers justice, and fosters an environment of personal safety and security	Promotes and ensures access to treatment, prevention, and education services that facilitate improved public health and wellness	Offers efficient, affordable, and responsive services	Fosters a sense of community pride and shared responsibility that values and supports a diverse population	Provides for proper maintenance of existing infrastructure
Revitalization of the community by ensuring vacant and abandoned buildings are rehabilitated or removed	Increase workforce readiness and support the expansion and retention of high quality jobs that meet the unique needs of the community	Proactively prepares, promptly alerts, and swiftly responds to emergencies	Collaboratively provides for the basic physical, mental, economic, and social well-being of a multi-generational community	Through strategic marketing and communications, informs and engages the community about activities, initiatives, outreach programs, and other available opportunities	Supports neighbors and businesses coming together for the good of their community	Improves life cycle costings, manages costs or reduces costs of facility operations and maintains the portfolio of UG buildings and parking infrastructure
Reduce number of tax delinquent properties	Offers efficient, affordable, and responsive public services to support economic development	Focuses on proactive prevention, intervention, and education	Provides accessible, well-maintained parks, trails, and open spaces, as well as a variety of quality recreational opportunities that promote an active and healthy lifestyle	Increased transparency and accountability with the public through open data sharing	Supports and provides community events, neighborhood gatherings, and culturally enriching opportunities that connect the community	Provides for intergrated management of capital improvements - asset management
Improve the variety and quality of housing stock in the community	Develops and sustains a safe, convenient, and efficient public transportation system that is coordinated with adjacent municipalities and counties	Builds an informed, engaged, and educated community that shares in the responsibility for its safety and well-being	Fosters a community that helps families meet the health, security, nutritional, and developmental needs of their children	Fosters training and cooperation across departments breaking down silos and working collaboratively to solve problems	Informs and educates citizens about activities, initiatives, outreach programs, and other available opportunities	Provides the community with parks, recreational opportunities and amentities that are accessible to all, well-maintained, and promotes an active and healthy lifestyle
Enforce property maintenance codes	Attracts and retains employers to the area that will provide residents and living wage and good benefits to enable them to live their desired quality of life	Visible and approachable public safety presence	Increase access to healthy foods in the community	Adapts innovative approaches to better help the community and streamline processes	Build collective efficacy in and between neighborhoods resulting in neighbors coming together for the good of their community	Plans for and provides proper design and construction of new infrastructure in public projects and private development
Maintenance of existing infrastructure - sidewalks, curbs, and alleys	Manages growth through well-planned development that promotes community and values open spaces and sustainable community building	Connecting the neighbors to each other and providing a safe environment that attracts people to our homes, businesses, and public places	Increasing the walkability and bikeability in the community and around schools			Design future neighborhoods and enhance existing neighborhoods that serve residents day to day needs and provide a high quality of life
Maintain vacant lots		Supports improvement of the local criminal justice system				Develops and maintains well designed, safe and sustainable multi-modal transportation network
Provide for efficient, effective removal of residential solid waste		Creates an environment where residents feel safe and secure in their homes, neighborhoods, and public places				Ensures compliance with all federal and state regulations related to stormwater and wastewater

On the strategic goals for the community, the departments were given this chart, so within each strategic goal, definitions were defined to assist departments with identifying how well their programs were meeting up against the strategic goals. Some examples of that would be for blight reduction, does their program assist with maintaining vacant lots, does it help reduce the number of tax delinquent properties, or for increasing safety or perception of safety. Does a program promote, alert or simply respond to emergencies for improving community health, does the program increase the walkability and bike-ability in the community around schools. As the departments read through their various programs and identified programs, they were supposed to ask themselves against each of these definitions in each of these goals how strongly aligned their programs were to these goals.

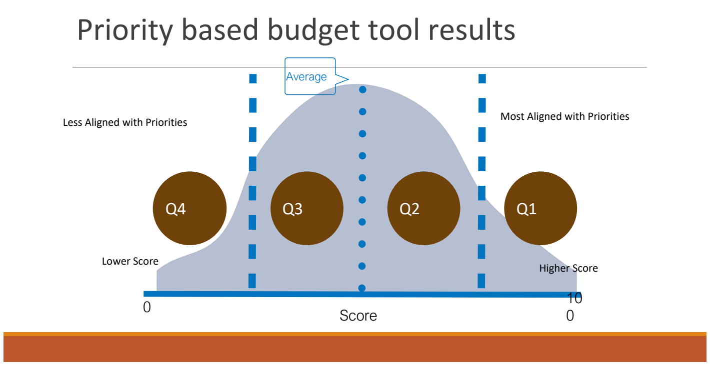
Program Scoring Guidance

Within the context of the Goal's definitions, do you believe that the program has a high degree of influence in achieving the overall Result?

Programs are scored from 0 to 4 based on how they influence the result

0	1	2	3	4
None	Minor	Some	Strong	Essential

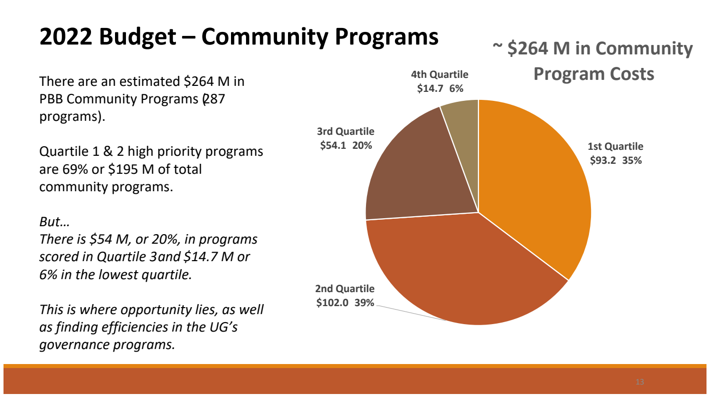
The way they were scored, if a program was deemed as being essential towards meeting any of these definitions or goals, it was scored a four which is the highest score, if it had no alignment at all towards the strategic goal, it was scored as a zero. These are the scores that were composited into the final distribution.



The final scores across the entire Unified Government, the Community Programs, and the Governance Programs are consolidated together and allocated in quartiles. So, basically, the more goals a program scores highly against, the higher the score of the program, the less—the fewer goals the program scores highly is it being essential or strongly aligned with the less aligned to that program is with the priorities of the Commission and with the priorities of the community. Basically, the way it's laid out is of all the programs across the UG, about 25% of the programs are going to be mostly aligned with priorities or the highest-scoring programs are going to be in quartile one, then the next 25% are going to be in about quartile two followed by quartile three and quartile four.

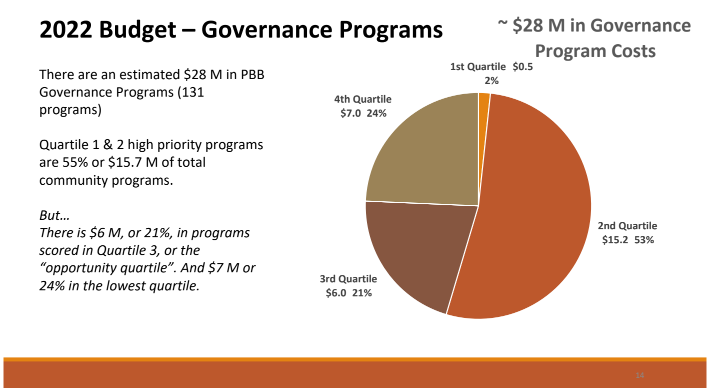
Let's talk a little bit more about what that means through some strategies, but the goal of priority-based budgeting is to maximize the investment in the community towards the programs that are most aligned with the strategic goals, the community, and make the most impact with the citizen's tax dollars.

Ms. VonAchen said I'm going to take it from here.



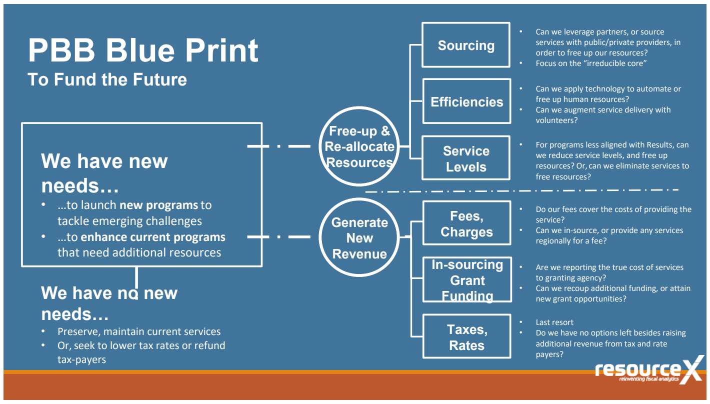
We recently updated the database for priority-based budgeting, our software system, to include the 2022 Budget data. Here you can see how the Community Programs, those roughly 300 programs that are services that are provided to the public, how they scored or how they were ranked amongst the four quartiles. All these Community Programs totaled $264M and of the $264M, 69% were in quartile one and two which is this pie and this pie here and they total about $195M.

The opportunity quartiles are in quartiles three and four and those amount to about $54M or 20% and $15M or 6%, so that's where there are opportunities for us to evaluate whether there are chances to reallocate some of those costs to other higher priority programs. Then, of course, there's also finding efficiencies amongst the UG Governance Programs which is the next slide.



The Governance Programs were roughly 131 programs in total and they totaled $28M. Of those programs, a good proportion, or 55% of them are in quartiles one and two which is here and here and then there were a number of quartiles or two—the quartiles three and four comprise the other roughly 45%, so $6M and $7M.

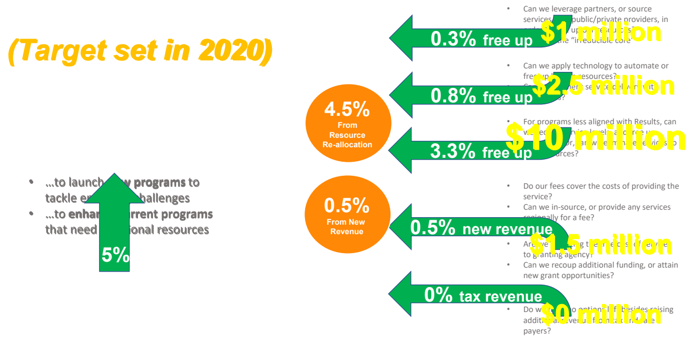
I did want to point out that in the coming months as we embark on the strategic planning process that is currently being scheduled and as we further delve into the priority-based budgeting process for this year, we're going to share with you what these programs are, specifically what programs are in the third and fourth quartile. Tonight is just kind of a refresher.



One thing that PBB likes for us to frame our view of the budget is to what they call the PBB Blueprint, how to fund the future and basically what we're trying to ask ourselves is, do we have new needs, do we want to launch new programs or enhance current programs or do we feel like we have no new needs and we just want to preserve the status quo or seek to lower tax rates or refund funds to the taxpayers. Those are the questions you would ask yourself. The next step then would be to decide if there are new needs or if we want to lower taxes, we need to free up resources in order to do that by reallocating resources. Here are a couple of options or approaches for freeing up resources. We can leverage with partners or source out services with the private sector in order to free up resources or we can focus on redundancies. We can maybe—can we apply technology to automatic or free up Human Resources. Can we augment our service delivery with volunteers and then the last one, of course, is service delivery for those programs less aligned with the results. Can we reduce service level to free up resources or can we eliminate services to free up resources?

The last part here is about fees. You know, do our fees cover the cost of providing services, can we in-source or provide services regionally for a fee, or at what percentage does the Unified Government Commission want to subsidize certain programs or charges or services that we're providing. Then there are opportunities for grants. Are we reporting the true cost of services to our granting agencies, can we recoup additional funding or attain new grant opportunities to fund our operations.

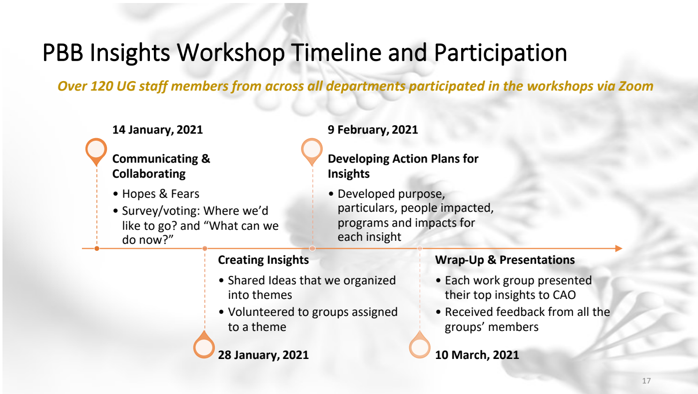
The very last resort was regarding high—increasing taxes or do we have no option left but to raise taxes or what can we do to reduce taxes in which case we would have to come back up here and find services that can be provided more efficiently or at a lower service level. So, that's how, you know, it's just kind of a chart that puts it all together, the whole process.



Back a couple of years ago we worked with the Commission on setting ourselves with some targets. What we decided was, that we don't want to—at a minimum, back a couple of years ago, we don't want to have any kind of fee increase or charges for tax increases so as a result we still need to find roughly $15M across the Community Program in order to achieve the target of 5% of the total, so roughly $300M in Community Programs, 5% is $15M. That was the amount that we set for ourselves two years ago to increase our investment in various service delivery increases or new programs, for example, for improving our cash-funded street maintenance.

In order to achieve this $15M, the first thing we were going to look at is reducing service delivery by $10M followed by finding efficiencies in the amount of $2.5M and potentially freeing up some resources through outsourcing at $1M. Lastly, potentially increasing our fees by $1.5M., you know, over the—throughout the UG-wide budget. Those three amounted to 4.5% and then the fees were about half of a percent. This is what the target was that we set back in 2020 before the pandemic and the goal was to achieve this by the year 2024. So, we're about to—the pandemic hit, so of course, a lot of things have happened since then, but this is just a reminder of what we discussed a couple of years ago.

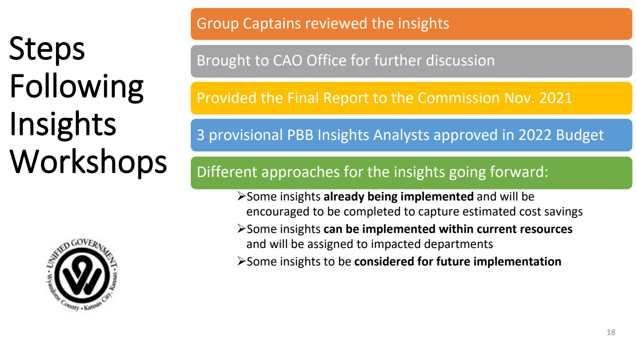
We are looking forward to continuing this conversation once we have the strategic planning process so that we can update this target and get your feedback on how do you want to change this going forward.



One of the other things we did last year, we held what was called priority-based budgeting insights workshops. Here's kind of an example of the timeline and participation of the insights. The purpose of the insights workshops was to work with staff down in the department level that had great ideas for how to find efficiencies and to make the Unified Government provide better services to our residents. We started out, we had about 120 UG staff members last January, all on Zoom, and it was facilitated by Eric Keck who you all met during a follow-up presentation that we gave last year. First, we started out with improving or helping to develop better communication of collaboration amongst all of the 120 UG staff members that were on those Zoom meetings. We did a survey and voted where we would like to go and what can we do now.

The next workshop, they all worked on developing action plans for various insights that were developed as part of the first workshop and they figured out what the purpose was for each insight and the particulars. You know, what is it going to take to implement it, what people would be impacted and what programs did we need to look at in order to implement the insight. Actually, on January 28th we had created the insights and shared the ideas and we organized them into themes and then we developed groups that developed these themes.

The very last workshop was a presentation by each of the workgroups to the County Administrator at the time so that all of the insights could be—well, so that the workgroups could personally explain what it is that they were hoping to do with each of the insights and how those insights would benefit the community.



So, that was in March and then after that, the group captains reviewed each of the insights. We brought them back before the County Administration Office for further discussion and it all culminated in a report which we distributed to the commissioners in November. Most of you have that report and we can email it back out to you all so you can see it again.

The other thing that happened was that three provisional priority-based budget insight analysts were approved as part of the 2022 Budget in order to help us implement these 50 or more insights that were identified by the 120 folks that participated in the workshops. We did figure out that amongst the insights, there were three different approaches for implementation. Some of those insights have already started to be implemented and so, basically, what we're doing now is encouraging that the implementation continues so that we can capture the estimated cost savings. One example is the implementation of our Enterprise Resource Planning, our ERP system, you know, switching from Cayenta to Workday is going to provide tremendous efficiency amongst our organization.

The second approach is how can it be implemented and whether we can implement it with current resources. Some of these insights require some money and so the ones that required start-up money were put in the future consideration bucket, so that's basically how we broke up all those insights. The PBB insight analysts that were approved as part of the budget are also within their work plan are going to be looking at how can we develop regional partnerships so that we can potentially provide more efficient centralized shared services say with other regional governments in the area.

Discussion

So, that's it. That's all we have. It was a pretty quick presentation and we're happy to answer any questions.

Mayor Garner said thank you for the overview. Are there any comments or questions from our commissioners?

Commissioner Markley said this can seem very dry so I kind of wanted to give some context to how I feel like this came about. Kathleen's like, no, it's not dry, it's wonderful and fun. Really, what brought us to this point was the Commission constantly asking how do we know what the low-hanging fruit is, how do we know which things we're required to do because some state statutes require us to do it or an ordinance requires us to do, and what things we're doing because somebody somewhere in the line thought we should do it. When we have to cut something, how can we, as a Commission, get a better idea of what we can cut and what we can't cut without really impacting the majority of our community? This program helps us to make those decisions. We can now look at these scores and we can say these programs have the greatest impact and most of our money should go towards those. These programs have less impact on our community, we should be spending less money on those programs and if we're spending more money on the programs that are showing as not being a priority, then we need to figure out how we can reallocate our funds. That was the purpose of all this information.

The other thing I wanted to say is, and what I think has been amazing, is that this process has required our departments to work with each other across—you know, we talk about silos, they got to work with each other across all those different departments and all those different programs to analyze these different portions of our Unified Government and the different programs we provide. I think that's been a great experience for our staff and maybe staff can talk to that a little bit as well, but I feel like it has been a good experience for our staff and that they learned a lot about what each other's departments and programs do and how they can work together. I feel like some of the efficiencies we found come out of all of this data, but some of these efficiencies just come out of our employees sitting down and talking to each other and saying, well, yeah, why don't we do it this way instead. So, not only has it been a great data gathering exercise for us to be able to use the data to make good budget decisions, it's been an amazing exercise just in strategy and in working together and in finding efficiencies for our staff and I really appreciate all the staff hours that have gone into providing us both with the data and with those efficiencies that came up more organically.

Ms. VonAchen said you're absolutely right. Thank you, commissioner.

Commissioner Ramirez said thank you Kathleen and Michael for your presentation. I second everything Commissioner Markley said. I know when I came on to the Commission we were going full steam ahead on PBB. I remember having our retreat of the stop and go. I will say that was one of my favorite exercise that we did because it was amazing to see how many programs we did have that I didn't even know that we had. I loved that exercise we did. I'm happy that we as a Commission we're finally coming back to the conversation and back to PBB. I know COVID put a stop in us as a Commission continuing that conversation. We're just trying to, quote unquote, hemorrhage the impact of COVID, but I'm happy we're coming back to the conversation and moving forward. I think this is a very good program and it's something that we need.

The one question I have, because I cannot remember, and I would have to dig through a drawer of information; briefly, which insights are actually being currently implemented? I remember them being a part of the budget, but I don't remember which ones.

Ms. VonAchen said I don't remember offhand. There was like a whole list of them. I should have refreshed my memory, but for sure one of them is the ERP system. That's a big one and we anticipate that once the ERP goes live the middle of next year—oh no, the middle of this year, once that goes live, we're anticipating that we're—based on the business case analysis that we conducted, we anticipate saving $5M a year in efficiencies, so that's a big one. When I provide you the report again of all the insights, in case you didn't save it the last time, I can point out which ones we're currently implementing. **Commissioner Ramirez** said that would be great and if you could send over that report again, that would be amazing.

That was the only question I had. Thank you Kathleen to you and your department. Thank you Michael for everything you're doing for this program. I agree with Commissioner Markley, it's good that our departments were talking and working together. Hopefully that continues moving forward, not just in PBB, but in general.

Ms. VonAchen said I would like to add that our thought is that once we have the strategic planning session to reevaluate the current goals that the—just to have an opportunity to reevaluate the strategic goals, the seven strategic goals. Once that takes place, our thought is that we would again have one of those red light, yellow light, green light exercises and so we send you home with some homework and then you come back and you take a look at all the programs and you tell us which ones should we stop, which ones do you want to continue, so that we can get your feedback on all of the programs and you can get a better idea so that—you know, we would just refresh that exercise that you all did two years ago.

Commissioner Johnson said thank you to Kathleen and Michael for the work you've done. Of course, I've been a proponent of the PBB process since we started it and I'm looking forward to the continuation of that. I was also heartened when we were interviewing our Interim Administrator in the fact that she was very familiar with PBB and was a champion of that in some of the other areas. I'm curious and would love to know her input on it. I don't know if she's there today. I don't see her there, but I would love to see her take on where we are right now and, you know, I think there's just different nuisances depending on the set of eyes that are looking at the process and would be very interested to hear. I've already expressed that to her as well, her take on where we are right now and how she sees this process moving forward.

Ms. VonAchen said I don't know if she is on or not, but we did visit about priority-based budgeting so Cheryl is very up on it. She understands the concept and knew exactly where we are in this process, so I was thrilled about that too.

Mr. Peterson said we're definitely looking forward to continuing to make it a bigger part of our budget process each year.

Mayor Garner said thank you for the overview. At this time the Commission will go into executive session for consultation with our Legal team. Do we have a motion for executive session to discuss matters related to employer/employee negotiations?

Executive Session: 5:38 p.m.

Commissioner McKiernan made a motion, seconded by Commissioner Markley, to go into executive session until 6:45 p.m. to discuss matters relating employer-employee negotiations, regarding the status and future direction of labor negotiations 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 6:45 p.m. here in the 5th floor conference room.

Roll call was taken on the motion and there were eleven "Ayes," Davis, Bynum, Burroughs, Townsend, McKiernan, Ramirez, Johnson, Kane, Markley, Stites, Garner.

Present for the Executive Session: Bynum, Commissioner At-Large First District; Burroughs, Commissioner At-Large Second District; Townsend, Commissioner First District; McKiernan, Commissioner Second District; Ramirez, Commissioner Third District; Kane, Commissioner Fifth District; Markley, Commissioner Sixth District; Stites, Commissioner Seventh District; Davis, Commissioner Eighth District; and Mayor Garner presiding. **Staff Present:** Melissa Sieben and Emerick Cross, Assistant County Administrator's; Misty Brown, Chief Counsel; Susan Alig, Senior Counsel; Sheriff Soptic; Renee Ramirez, Director of Human Resources; and Shakeva Christian, Manager in Human Resources.

6:45 p.m.

Mayor Garner said we are out of executive session. We are now back in open session and this meeting is adjourned.

MAYOR GARNER ADJOURNED
THE MEETING AT 6:46 p.m.

____
Monica Sparks
Deputy Unified Government Clerk

dt