ADMINISTRATION AND HUMAN SERVICES
STANDING COMMITTEE MINUTES
Monday, November 14, 2022

The meeting of the Administration and Human Services Standing Committee was held on Monday, November 14, 2022, at 5:56 p.m., remotely via Zoom as well as on-site. The following members were present: Commissioner Markley, Chairman; Commissioners Ramirez, Bynum, Johnson, and Kane. The following officials were also in attendance: Bridgette Cobbins, Assistant County Administrator; Monica Sparks, Deputy UG Clerk; Sarah White, Public Works Project Manager; SueZanne Bishop, Assistant Counsel; Ashley Hand, Director of Strategic Communication; Daniel Soptic, Sheriff; Reginald Lindsey, Budget Director; and Brittnie MacDonald, Clerk's Office.

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

All participants joining by phone should mute their phones when not speaking to avoid background noise. During this meeting, please make sure that you announce yourself by name and title every time you speak so the public that is observing knows who's speaking. This is critical given the number of remote participants and is current guidance from the Kansas Attorney General.

The public is allowed to participate by Zoom or submit comments by email prior to the meeting, and those comments will be included in the record of this meeting. The public may also indicate their intent to provide remote public comment by contacting the Clerk's Office by 5:00 p.m. the Thursday before the meeting. The public also will have an opportunity to provide brief comments either by telephone or via Zoom from the 5th Floor Conference Room of the Municipal Office Building.

Chairman Markley called the meeting to order and asked the Clerk to call the roll. Roll call was taken and all members were present as shown above.

Chairman Markley said there was one revision to the agenda. Clerk, please announce the revision.

Monica Sparks, Deputy UG Clerk, said Commissioner, a blue sheet was issued adding Item No. 2, which is a presentation for Resolution of Support R-67-22 for increasing the base salary of Sworn Sheriff's Office employees.

Approval of standing committee minutes from June 27, 2022. **On motion of Commissioner Bynum, seconded by Commissioner Johnson, the minutes were approved as submitted.** Roll call was taken and there were four "Ayes," Johnson, Ramirez, Bynum, Markley.

Chairman Markley said I think I'm getting motion that we are covering Item No. 2 first, which is our blue sheet item.

Committee Agenda:

Item No. 2 – 212109… PRESENTATION: RESOLUTION OF SUPPORT R-67-22 FOR INCREASING THE BASE SALARY OF SWORN SHERIFF'S OFFICE EMPLOYEES

Synopsis: Per the direction of the Commission at special session on Thursday, October 27, 2022, a presentation will detail steps to operationalize Sheriff Deputies' wage increases for the Sheriff's 2023 Budget. The effective date of salary increase will be January 1, 2023. At a future budget workshop, there will be a discussion of operationalizing Sheriff Deputies' increases by amending the 2023 Budget, submitted by Reginald Lindsey, Budget Manager. For information only. This item is being requested to be fast-tracked to the November 17, 2022, Full Commission meeting as information only.

County General FundForecast
2022-2027

County General Fund	2022 Amended Budget	2023 Approved Budget	2024 Forecast	2025 Forecast	2026 Forecast	2027 Forecast
TOTALREVENUES	**$ 76,691,702**	**$ 77,827,782**	**$ 80,835,292**	**$ 84,776,332**	**$ 88,763,131**	**$ 92,936,109**
TOTALEXPENSES	$ 78,204,310	$ 80,263,469	$ 83,310,123	$ 86,431,834	$ 89,724,620	$ 93,216,127
Net Change in FundBalance	$ (1,512,608)	$ (2,435,687)	$ (2,474,831)	$ (1,655,502)	$ (961,489)	$ (280,018)
Cash Basis Ending Fund Balance	$ 12,399,230	$9,963,543	$7,488,713	$5,833,210	**$4,871,722**	$4,591,704
ACFREnding FundBalance	$ 15,440,254	$13,004,567	$10,529,737	$8,874,234	$7,912,746	$7,632,728
Reserve % of Expenditures	19.74%	16.20%	12.64%	10.27%	8.82%	8.19%
Fund Balance 17%Target	*$13,294,733*	*$13,644,790*	*$14,162,721*	*$14,693,412*	*$15,253,185*	*$15,846,742*

Reginald Lindsey, Budget Director, said I do have a document. Basically, what we plan to do tonight is at the direction of the Commission when we presented on October 27th, Sheriff Soptic brought forward his initiative to increase the base salaries of his Sheriff Deputies and all sworn within his department. Commission wanted us to come and talk about it a little more in detail, so that's what we plan to do tonight.

Basically, the first financials that I have on screen are basically the County General Fund that we approved back on September 15th for our 2023 Budget. One of the things that we can see here is that the budget that we approved was an $80.2M budget and initially we tried to have a 17% fund balance, but in 2023 we do not have a 17% fund balance. Then, as we get into going five years out, we still don't have a 17% fund balance. Those are just some of the things to keep in mind. Some of the key things about the County General Fund budget is the Sheriff's budget is a $37M budget, which is about 47% of that budget. Sheriff Soptic has 295 FTEs. Of those FTEs he has 174 sworn and that's about 60% of his personnel within his budget. County FTEs are 675 and Sheriff Soptic's is about 45% of the FTEs in the County General Fund budget.

Also, there are some of the things that were built initially into our County General Fund. We have COLAS built in for 2023 and going out to 2027 which we see on the screen. Then we also have contractual obligations that we have built out. We included increases for cost-of-living for our employees and increase inflationary for contracts and commodities out into the future. Then, we also do have Capital growth that is built into the model also.

Then, during the budget process in the County General Fund that we approved on September 15th we did shift some of the levies to other funds. That is also built into this fund.

County General FundForecast
2022-2027
Including Sheriff's Office CompensationRealignment

County General Fund	2022 Amended Budget	2023 Forecast	2024 Forecast	2025 Forecast	2026 Forecast	2027 Forecast
TOTALREVENUES	**$ 76,691,702**	**$ 77,827,782**	**$ 80,835,292**	**$ 84,776,332**	**$ 88,763,131**	**$ 92,936,109**
TOTALEXPENSES	$ 78,204,310	$ 81,556,050	$ 84,654,407	$ 87,829,889	$ 91,269,471	$ 94,822,772
51a:Sheriff's Office Compensation Realignment		$ 1,292,581	$ 1,344,284	$ 1,398,055	$ 1,544,851	$ 1,606,645
Net Change in FundBalance	$ (1,512,608	$ (3,728,268)	$ (3,819,115)	$ (3,053,557)	$ (2,506,340)	$ (1,886,663)
Cash Basis EndingFund Balance	$ 12,399,23(	$8,670,963	$4,851,848	$1,798,290	**($708,049)**	**($2,594,713)**
ACFREnding Fund Balance	$ 15,440,254	$11,711,987	$7,892,872	$4,839,314	$2,332,975	$446,311
Reserve % of Expenditures	19.74%	14.36%	9.32%	5.51%	2.56%	0.47%
Fund Balance 17%Target	*$13,294,733*	*$13,864,528*	*$14,391,249*	*$14,931,081*	*$15,515,810*	*$16,119,871*

The Sheriff's realignment to realign his salaries at 100% parity with the Police Department is included in this model. Basically, some of the key things I'd like to point out here is when we start to build Sheriff's information into forecasts going out to 2023 to 2027, it does shift the numbers. Initially, when the Sheriff' Soptic had brought this information forward he was looking to start the salary increase in 2022. We're now shooting for January 1, 2023. With that, in 2023 we can see that it adds almost $1.3M to the budget. e were at a 16% fund balance and it does slightly drop us to 14% which would include the Sheriff's realignment salaries within the 2023 Budget. As we move out into the outer years, in 2026 we can see that our cash fund balance does go into the negative. We would definitely, before we got here to 2026, definitely need to do some work to figure out how to shift things around within the County General Fund so that we wouldn't go into a negative cash balance.

Also, I'll just point out in 2024, we're at a single digit for our reserve as a cash fund balance percentagewise. We dropped below 9%, we were at 13% when we initially approved the budget. There would be some places that we would need to look at to adjust the budget and some of the things I mentioned when we were looking at the fund balances. We do have things built in, so maybe there are some places where we can start looking.

Also, just kind of an FYI with the Sheriff's salary realignment. The pay for his starting Deputies right now stands at $45,000. This would increase their salaries to $56,000, bringing them in parity with the Police Department.

Also, when we've met before on this, Commissioner Bynum, I know you had some questions about why we were going into the negative so quickly. I don't know if you remember that question or not, but one of the reasons is because if you look at the net change in fund balance, you can see that kind of stays the same as far as $3.8M/$3M in 2024 and then as you move to 2025, it still stands at $3M. But the budget that we approved, the fund balance, did not fall as quickly because our expenditures weren't that far apart from what our revenues were. So that's why we see the sudden drop.

Also, the other thing I would like to point out is as we get to 2027, we do see where we drop below a 1% fund balance. But that's not something we plan on getting to, that's just kind of something I would point out if we don't do anything. We've already started work to do things to afford the budget.

Estimated Budget Impact of Matching FOP 40 Positions to FOP 4 Positions*

Note: Only filled positions analyzed

Position	Annual Pay Difference (100% of Police Dept. Pay)**	# Positions
DEPUTY	$1,237,850	107
SHERIFF SERGEANT	$206,898	13
SHERIFF CAPTAIN	$152,131	6
SHERIFF	$70,616	1
SHERIFF MAJOR	$55,786	2
SHERIFF INVESTIGATOR	$48,027	3
SHERIFF LT. COLENEL	$29,390	1
SHERIFF WARDEN COMMANDER	$25,272	1
CHIEF DEPUTY	$19,906	1
TOTAL ESTIMATED PAY DIFFERENCE	**$1,845,876**	**135**
Additional KPERS Payments (KPERS Sheriff Rate (22.86%) Paid by UG to KPERS)	**$421,967**	
TOTAL ESTIMATED BUDGET IMPACT	**$2,267,843**	

*FOP 40 (Sheriff) positions were matched to comparable FOP 4 (Police Dept.) positions. Annual pay difference based on 100% of Police Dept. pay.

**Annual pay difference derived by multiplying hourly base pay difference by 2080 hours.

R:\Personnel\sheriff_rangers\2022 Analysis\FOP 40 Position Pay Adjustment_June 2022 Payroll.xlsx PIVOT SUMMARY

This next item is basically a breakdown of the Sheriff's Department and the raises that will happen for sworn personnel. Just to kind of dig into where you see we have Deputies, Sheriff's Sergeants, Sheriff's Captain, the Sheriff, Sheriff Major, Sheriff Investigators, all the way down to Sheriff Chief Deputy. What we have is the annual pay difference at 100% parity for each of those positions and the number of positions that are currently filled right now. We're at $2.2M which would be added additionally to the budget. I did show like $1.2M, but as we get into more of the financials that I'm showing, I'm expecting salary savings as the Sheriff had leftover and then also overtime savings to not make it a full $2.2M. At the 95% parity, where we spoke about on October

27th, it was like $1.6M. During that meeting, I was doing some figures in my head, and I did kind of misspeak where I thought it was like a $200,000 difference, but it's more like a $600,000 difference after going through all the positions.

Commissioner Bynum asked do you mean between 95 and 100%? **Mr. Lindsey** said, yes. **Commissioner Bynum** said, okay, thanks.

Estimated Budget Impact of Matching FOP 40 Positions to FOP 4 Positions at 100% Pay

Note: Only filled positions analyzed

Position	# Positions	2023	2024	2025	2026	2027
DEPUTY	107	1,237,850	1,287,364	1,338,859	1,392,413	1,448,109
SHERIFF SERGEANT	13	206,898	215,174	223,781	232,732	242,041
SHERIFF CAPTAIN	6	152,131	158,216	164,545	171,127	177,972
SHERIFF	1	70,616	73,441	76,378	79,433	82,611
SHERIFF MAJOR	2	55,786	58,017	60,338	62,752	65,262
SHERIFF INVESTIGATOR	3	48,027	49,948	51,946	54,024	56,185
SHERIFF LT. COLENEL	1	29,390	30,566	31,788	33,060	34,382
SHERIFF WARDEN COMMANDER	1	25,272	26,283	27,334	28,428	29,565
CHIEF DEPUTY	1	19,906	20,702	21,530	22,392	23,287
TOTAL ESTIMATED PAY DIFFERENCE	**135**	**$ 1,845,876**	**$ 1,919,711**	**$ 1,996,499**	**$ 2,076,359**	**$ 2,159,414**
Additional KPERS Payments (KPERS Sheriff Rate (22.86%) Paid by UG to KPERS)		**421,967**	**438,846**	**456,400**	**474,656**	**493,642**
TOTAL ESTIMATED BUDGET IMPACT		**2,267,843**	**2,358,557**	**2,452,899**	**2,551,015**	**2,653,056**

Y:\Personnel\Department\0200 - Sheriff\2022\Match FOP 40 to FOP 4\Admin-Health Standing Commitee\Sheriff FOP 40 Budget Impact

Mr. Lindsey said the financial is on the screen now, basically the same view that we just came from, but it does go out to 2027 just to kind of show the impact of the 100% payout until 2027. We can see 2023 we're expecting $2.2M and as we get out to 2027 it ends up being $2.6M. The purpose of this is to kind of show what it looks like long-range.

Commissioner Bynum said I have another question. On this slide, the one prior to this one, where you at the bottom Sheriff rate, additional KPERS payments, KPERS Sheriff rate 22.86% paid by the UG to KPERS. 22.86% of what? **Mr. Lindsey** said that is of the deputy's base salary. **Commissioner Bynum** asked that's the payment the Unified Government makes into the retirement system based on the base rate of pay of the Sheriff's Deputies? **Mr. Lindsay** said yeah, that is correct and also if they work overtime, it picks up that additional funding also.

Commissioner Bynum said, Sheriff, help me out here, and I'm not trying to muddy the water at all, just trying to understand. The KPERS contribution on the part of the Unified Government into the retirements of the employees is 22.8% of their annual pay. **Mr. Lindsey** said that is correct. **Commissioner Bynum** said I have no idea how that relates to anybody else's retirement contribution and I'm not questioning that. How is the rate determined? Is it set by state law, who set's the rate? **Mr. Lindsey** said KPERS does. **Commissioner Bynum** said, okay, is it different for law enforcement or Public Safety by chance? **Mr. Lindsey** said, yes, and it fluctuates each year and it's based on prior year, the amount of people that retired within the Sheriff's Department. That's not the only thing, there's a lot of different fluctuations with the numbers. **Commissioner Bynum** said, okay. **Mr. Lindsey** said when I say fluctuations, it only goes by like 1% to 2% up or down. Some years we can have it where it will go down. **Commissioner Bynum** said, okay. I was just curious, thank you.

Sheriff Full Time Equivalents (FTEs)

POSITION	Current FTE	Budgeted FTE	Variance FTE
DEPUTY	107	141	-34
SHERIFF SERGEANT	13	13	0
SHERIFF CAPTAIN	6	8	-2
SHERIFF	1	1	0
SHERIFF MAJOR	2	4	-2
SHERIFF INVESTIGATOR	3	4	-1
SHERIFF LT.COLONEL	1	1	0
SHERIFF WARDEN COMMANDER	1	1	0
CHIEF DEPUTY	1	1	0
TOTAL FTE	**135**	**174**	**-39**

Mr. Lindsey said current information is a breakdown of Sheriff Soptic's sworn positions, and we had already been looking at them. But one of the things that this current information does, it shows its current FTE and then it also shows his budgeted FTE. We can see where he has the highest vacancy among his positions and that is in his Deputy positions where—at the point in time we did this, he was 34 down, but this number can fluctuate between 34 to 41 to 42 people. Would that be the correct statement, Sheriff? **Sheriff Soptic** said, yes.

Commissioner Bynum said, Sheriff, just another question, not that I want you to be down 34 people, but is that providing some cost savings that might be helping to pay for the pay increases? **Sheriff Soptic** said correct, I don't want to get ahead of you. **Commissioner Bynum** said okay, thanks.

Mr. Lindsay said some of the things Sheriff Soptic—from time to time he can run a 25-35% vacancy rate. This kind of just shows that breakdown and we can see in some of the other positions that he doesn't have—I'm not going to say he doesn't have an issue filling them, but just the amount of people that are vacant in other positions are definitely not as high as the Deputies.

SHERIFF'S DEPARTMENT OVERTIME PAY

Year		Amended Budget		YTD Actual Expenditures	Budget Balance	% Bud Aval
2022	$	1,006,794.00	$	1,981,341.50	$974,547.50	96.8
2021	$	1,006,794.00	$	1,891,317.40	$884,523.40	87.9
2020	$	1,006,794.00	$	2,027,331.84	$1,020,537.84	101.4
2019	$	1,006,794.00	$	2,046,903.59	$1,040,109.59	103.3
2018	$	956,794.00	$	1,803,937.54	$847,143.54	88.5

Mr. Lindsey said this information right here is basically a breakdown of Sheriff Soptic's overtime. He hasn't been the Sheriff from back since 2018, but just the Sheriff's Department overtime that has been spent. We can see we're starting this year in 2022—we've already spent almost $2M in overtime and we budget like $1M for the overtime, so we're like $9,975 over in overtime. One thing I expect to happen is once we start filling these positions, this overtime will go down and the money that we have been spending on overtime can go to help pay some of the salaries that Sheriff Soptic is proposing to put into our 2023 Budget.

We can see in 2021 we were pretty close at almost $1.9M. Also, in 2021 I'll add that since we didn't have all his positions filled, it was like a $700,000 surplus in positions not being filled with the Deputies also. In combination with going over in overtime and filling positions, the numbers that I provided like that $1.2M for next year, I think is a good number for Sheriff Soptic's base salary increases.

Also, with the $1.2M which we're starting that on January 1, we could get to the point of time where we amend the budget for 2023 in the County General Fund, but at that point in time we would definitely need to have funding in place to finish the year because the County General Fund wouldn't be able to finish the year if we did not amend the budget.

During the budget process, we would definitely need to take steps to amend the budget for about $1.3M. That was the information that I wanted to go over, I don't know if Sheriff Soptic or Bridgette has anything to add.

Sheriff Soptic said I think I would just add, hopefully, to clarify to your question. The goal would be to cover some of those shortages now in salary money that we're not expending because we're so short staffed. You know obviously, at some point the goal would be to fill those positions and that money would not be there, and I think to Reggie's point, you know when that time comes there's going to need to be some money injected in, but until then we can cover. Fortunately, we can cover the majority of it just in, I won't use the word extra, but unexpended salary money. So, it doesn't have an immediate impact anyway.

Chairman Markley said it's a good news, bad news situation. Clerk, are they any hands raised online? **Ms. Sparks** said Commissioner Johnson has his hand raised.

Commissioner Johnson said, Sheriff, I just want to get clarity now. These increases will help to put you on par with what is offered by the Police Department, is that correct? **Sheriff Soptic** said that is correct, Commissioner. The goal would be to have a complete parity between us, of the two agencies, so the exact same pay. **Commissioner Johnson** said well, I would say to your credit this is not something that has come around to us at the eleventh hour. You've been making this known to us on at least two other occasions prior to the adoption of the budget. I want to thank you for that. Reggie, I think you're doing as good as job as you can trying to make the numbers make sense. I'm glad you're the one doing that and not me because trying to balance how many overtime versus the number of vacancies, I t would just make me want to pull whatever hair I have out in my head.

For the record, I just want to say this, and I don't want to sound snarky, but I think that this is a conversation that we're going to continue to have to have over the next year because there are a lot of needs that our budget as it was adopted, it doesn't always add up. I think that just for the record, we're going to have to get used to having these types of conversations. I will say to your credit here, you brought this to us well ahead of schedule for us to be made aware of this and I appreciate that. I'm in full support of it. **Sheriff Soptic** said thank you, Commissioner.

Chairman Markley asked anyone else online. **Ms. Sparks** said no other hands were raised.

Chairman Markley said this is not an action item for us tonight. My understanding is it will be presented to the Full Commission on November 17, is that still the plan? **Mr. Lindsey** said yes, it is.

Action: For information only.

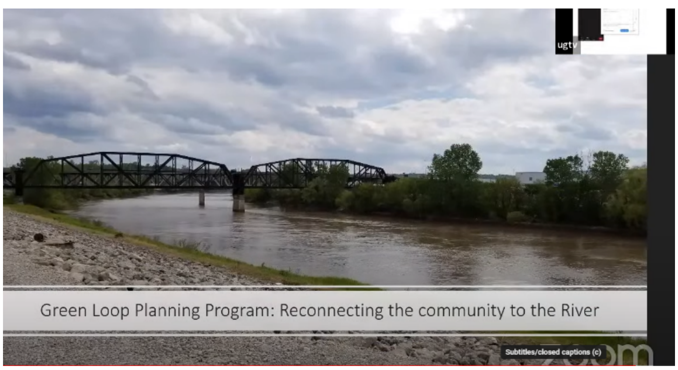
Chairman Markley said thank you very much for coming and bringing it to us tonight. And we're going to leap back to Item No 1. I'm told that Sarah White is with us online to make a presentation on this grant.

Item No. 1 - GRANT: 212035…RECONNECTING COMMUNITIES PLANNING GRANT

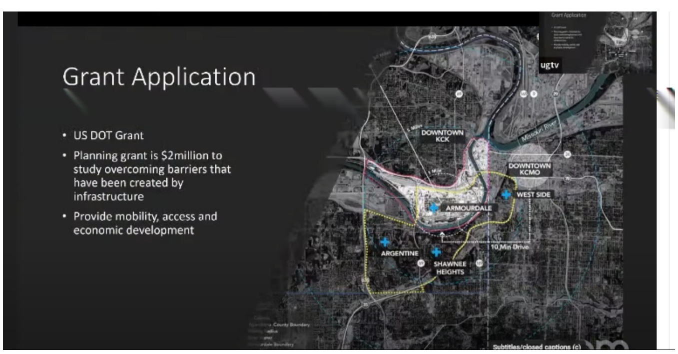
Synopsis: Retroactive approval to pursue the Federal Reconnecting Communities Planning Grant for the areas between Kaw Point and Armourdale along the Kansas River, submitted by Gunnar Hand, Director of Planning & Urban Design.

Sarah White, Public Works, said I'm in DC representing MOARK and the Unified Government with talking all things water with all of our reps. I'm out here all week, busy pounding the pavement in DC. Thank you for letting me join virtually. It was not going to be possible to get back, but let me just share really quick, share my screen.

This is the Reconnecting Communities Pilot (RPC) Program. This was something that the Unified Government partnerships between Planning and Public Works/Engineering to put together this grant application and presented to you tonight.



The Green Loop Planning Program, and this is reconnecting the community to the river.



The grant application is through the US DOT. They have two sections that you could apply for. One was for planning, and one was for actual construction. This one is—we went through on the planning side, this is a max of a $2M planning grant. The purpose of it, and how you become eligible is, it's really looking at communities that are trying to reconnect. These are from barriers that were created through railways, highways, and natural stuff like the river. This is looking at how do we reconnect with some of those barriers that were put into place. The main purpose of this is to provide mobility, access, and economic development.

The Green Loop is really looking at how do we connect to the Kansas River, across the Kansas River, and connecting some of the communities of Armourdale, and then to the Historic West Bottoms, and the Central Business District in KCMO. This is looking at all of it from the area from the confluence of the Kansas and Missouri River all the way to the upstream of the Kansas Avenue Bridge. Looking at all those different connections, we have kind of a hodgepodge of different infrastructure there and it all kind of creates a barrier with the railways and the highways as well as the topography of the area. This plan will take all of the other Master Plans that are currently either have been adopted or are in process and combine these so that we have an overall planning of this area. The Green Loop really trying to get connections for economic development as well as connecting our existing residents to this wonderful resource, which is the Kansas River.

That's really all I have for this presentation. I know included in your packet was the actual grant application and a big summary of that. I'll entertain—real quick we should find out by the end of the year if we were awarded this grant.

Chairman Markley asked does this great anticipate a match? **Ms. White** said this match would be 10%, sorry it is 20%, is the match for this. We asked for the max of the $2M, so the plan would be to utilize the matching funds that have been set aside to go after these grants.

Chairman Markley asked any questions. Any questions online? **Ms. Sparks** said no hands raised.

Action: **Commissioner Johnson made a motion, seconded by Commissioner Bynum, to approve.** Roll call was taken and there were four "Ayes," Johnson, Ramirez, Bynum, Markley.

Chairman Markley said I'll entertain a motion to adjourn.

ADJOURN

Commissioner Bynum made a motion, seconded by Commissioner Johnson, to adjourn. Roll call was taken and there were four "Ayes," Johnson, Ramirez, Bynum, Markley.

Meeting was adjourned at 6:17 p.m.