

CITY OF GRAIN VALLEY BOARD OF ALDERMEN REGULAR MEETING AGENDA

FEBRUARY 25, 2019

7:00 P.M.

OPEN TO THE PUBLIC

LOCATED IN THE COUNCIL CHAMBERS OF CITY HALL
711 MAIN STREET – GRAIN VALLEY, MISSOURI

ITEM I: CALL TO ORDER

- Mayor Mike Todd

ITEM II: ROLL CALL

- City Clerk Theresa Osenbaugh

ITEM III: INVOCATION

- Chris Allen of Valley Baptist Church

ITEM IV: PLEDGE OF ALLEGIANCE

- Alderman Shea Bass

ITEM V: APPROVAL OF AGENDA

- City Administrator Ryan Hunt

ITEM VI: PROCLAMATIONS

- None

ITEM VII: CITIZEN PARTICIPATION

- Citizens are Asked to Please Limit Their Comments to Two (2) Minutes

ITEM VIII: CONSENT AGENDA

- January 22, 2019 – Park Board Meeting Minutes
- February 11, 2019 – Board of Aldermen Regular Meeting Minutes
- February 25, 2019 – Accounts Payable

ITEM IX: PREVIOUS BUSINESS

- None

ITEM X: NEW BUSINESS

- None



ITEM XI: PRESENTATIONS

- Les Boatwright, Central Jackson County Emergency Management Agency

ITEM XII: PUBLIC HEARING

- None

ITEM XIII: EXECUTIVE SESSION

- Hiring, Firing, Disciplining or Promoting of Employees (personnel issues), Pursuant to Section 610.021(3), RSMo. 1998, as Amended
- Individually Identifiable Personnel Records, Personnel Records, Performance Ratings or Records Pertaining to Employees or Applicants for Employment, Pursuant to Section 610.021(13), RSMo 1998, as Amended

ITEM XIV: ORDINANCES

Item XIV (A) B18-23 2 nd Read <i>Introduced by</i> <i>Alderman</i> <i>West</i>	An Ordinance by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Establish the 2019 Full-Time and Part-Time Pay Scale To establish a new full and part-time pay scale
---	--

ITEM XV: RESOLUTIONS

ITEM XV (A) R19-11 <i>Introduced by</i> <i>Alderman</i> <i>Headley</i>	A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Appointing Scott Shafer to the Grain Valley Planning and Zoning Commission for a Two Year Term To appoint Scott Shafer to the Planning & Zoning Commission
ITEM XV (B) R19-12 <i>Introduced by</i> <i>Alderman</i> <i>Totton</i>	A Resolution by the Board of Aldermen of the City of Grain Valley Authorizing the City Administrator to Purchase a 2019 Chevrolet Traverse for Use as a Police Detective Vehicle To provide safe and reliable transportation to and from various police detective duties and crime scenes

ITEM XVI: CITY ATTORNEY REPORT

- City Attorney

ITEM XVII: CITY ADMINISTRATOR & STAFF REPORTS

- City Administrator Ryan Hunt
- Assistant City Administrator Ken Murphy
- Parks & Recreation Director Shannon Davies



- Finance Director Cathy Bowden
- Chief of Police James Beale
- City Clerk Theresa Osenbaugh

ITEM XVIII: BOARD OF ALDERMEN REPORTS & COMMENTS

- Alderman Chris Bamman
- Alderman Shea Bass
- Alderman Bob Headley
- Alderman Jayci Stratton
- Alderman Nancy Totton
- Alderman Yolanda West

ITEM XIX: MAYOR REPORT

- Mayor Mike Todd

ITEM XX: EXECUTIVE SESSION

- Legal Actions, Causes of Action of Litigation Pursuant to Section 610.021(1), RSMo. 1998, as Amended
- Leasing, Purchase or Sale of Real Estate Pursuant to Section 610.021(2), RSMo. 1998, as Amended
- Hiring, Firing, Disciplining or Promoting of Employees (personnel issues), Pursuant to Section 610.021(3), RSMo. 1998, as Amended
- Individually Identifiable Personnel Records, Personnel Records, Performance Ratings or Records Pertaining to Employees or Applicants for Employment, Pursuant to Section 610.021(13), RSMo 1998, as Amended

ITEM XXI: ADJOURNMENT

PLEASE NOTE

THE NEXT SCHEDULED MEETING OF THE GRAIN VALLEY BOARD OF ALDERMEN IS A WORKSHOP ON MARCH 7, 2019 AT 6:00 P.M. THE MEETING WILL BE HELD IN THE WINONA BURGESS ROOM OF THE GRAIN VALLEY COMMUNITY CENTER.

PERSONS REQUIRING AN ACCOMMODATION TO ATTEND AND PARTICIPATE IN THE MEETING SHOULD CONTACT THE CITY CLERK AT 816.847.6211 AT LEAST 48 HOURS BEFORE THE MEETING.

THE CITY OF GRAIN VALLEY IS INTERESTED IN EFFECTIVE COMMUNICATION FOR ALL PERSONS

UPON REQUEST, THE MINUTES FROM THIS MEETING CAN BE MADE AVAILABLE BY CALLING
816.847.6211



INTENTIONALLY LEFT BLANK

Consent

Agenda

INTENTIONALLY LEFT BLANK

GRAIN VALLEY PARK BOARD
MINUTES
January 22, 2019

Meeting called to order at 6:00 P.M. by President Brad Welle.

ROLL CALL:

PRESENT: Brad Welle (President), Norm Combs, Don Caslavka, Chuck Harris, Becky Gray, Alderman Jayci Stratton, Shannon Davies (Director)

ABSENT: Nathan Hays (Vice President), Terry Hill (Secretary), Jared English, Brian Bray

CONSENT AGENDA:

- a. **APPROVAL OF MINUTES:** Motion by Norm Combs and seconded by Chuck Harris to approve the December Minutes. Motion carried.

TREASURER'S REPORT:

- a. **REVIEW OF ACCOUNTS PAYABLE/EXPENDITURES/REVENUES:**
Shannon highlighted and explained the more notable expenditures in the summary report. Shannon reported that the revenue in the Parks line item was down in 2018 due to the number of softball tournaments that were canceled either due to bad weather or low participation. Shannon suggested that we review the 2018 revenue/expenditures in February as some of the 2018 tax revenue has not been received yet and there are still some outstanding 2018 expenses that have not been paid yet.

CITIZEN COMMENTS: none

COMMITTEE REPORTS:

- a. **Veteran's Tribute** – Norm Combs
 - i. Dr. Dowd attended the last meeting. Dr. Dowd has experience running chili competition fundraisers and has connections to participants. The committee is looking at running a chili fundraiser in late spring or early fall and using the pavilion or community center gym.

OLD BUSINESS:

- a. **Park Signage** – Shannon Davies
 - i. Shannon had a small sample of the sign that provided us with texture, weight and color of what our signage will look like. The composition of the sign will make it easy to clean off graffiti and less susceptible for someone to carve into.
 - ii. A draft of the image was represented on the sign. There is still more work/detail that needs to be done with the image. Shannon will get with a graphic designer to recreate the image in a usable format for the sign manufacturer.

- iii. Shannon will have final sample at next meeting for approval so that we can make the order ASAP.
- b. **Cross Creek Trail Project** – Shannon Davies
 - i. Not much additional work has been completed at the site since the last meeting due to wet/freezing weather.
 - ii. Shannon is scheduled to meet with Craig Gump next week to discuss upcoming construction timelines, ADA requirements, and project funding.
- c. **Additional Park Land (Butterfly Trail)** – Shannon Davies
 - i. Shannon provided an aerial illustration of the land that also identified potential facilities/amenities that we could provide in that space, assuming the City were to deed that land over to Parks.
 - ii. There was discussion about possible park facilities/amenities and the potential for the land, but nothing was decided.
 - iii. The Park Board wants to have the proposal finalized and presented to the Board of Aldermen in February.
- d. **Park Land North of I-70** – Shannon Davies
 - i. Nothing to report.
- e. **Bond Issuance for Trails** – Shannon Davies
 - i. This item was tabled to next meeting when we have more Park Board members present.

NEW BUSINESS:

- a. **Grant Application** – Shannon Davies
 - i. Shannon stated that we will be applying for funding through the Recreational Trails Program (RTP) for the Dillingham Connector Trail. This grant is an 80/20 Match.
 - ii. There was initial thought to apply for a Land, Water, Conservation Fund grant for a portion of the Cross Creek Trail Project but there are too many unknowns at this time and the timing of the construction is scheduled to be close to completion before the announcement of the award.
 - iii. The deadline to have the RTP application submitted is February 15th.

DIRECTOR'S REPORT

- 1. **Operational Updates**
 - a. The change in Hour of Operation for the Community Center became effective January 1, 2019.
 - b. The Christmas Tree Drop-off Site got quite a bit of use this season.

- c. We are currently placing the 2nd application of ag-lime on the infields at Monkey Mountain Park.
- d. The water line replacement at Monkey Mountain Park has come to a standstill due to the bad weather.

1. City Updates

- a. RFQ for Architectural Services: SAPP Design + Helix is the firm that the City has selected.
- b. 2019 Citizens Police Academy – January 8 thru March 5
- c. Jeff Coleman has stepped down from the Board of Aldermen now that he has been elected state representative.
- d. Community Development Director Rick Arroyo has accepted a new position with the City of Independence. His last day is February 15th.
- e. Finance Director Cathy Bowden is retiring. Her last day is May 31st.

2. Past/Current Programs/Special Events

- a. Mini Munchkins

3. Upcoming Programs/Special Events

- a. Princess Party – January 19
- b. Father-Daughter Valentine Dance – February 2
- c. Mini Munchkins – February 7
- d. Spring Karate – February 12

TOPICS FOR NEXT MEETING:

- a. Park Signage
- b. Cross Creek Park Trail Project
- c. Additional Park Land Designation (Butterfly Trail)
- d. Park Land North of I-70
- e. Bond Issuance for Trails
- f. Grant Application
- g. Picnic Table Shelters
- h. Trails Master Plan Review

ADJOURNMENT:

Motion by Norm Combs, seconded by Becky Gray, to adjourn. Motion carried.
Meeting adjourned at 6:55 PM.

Next regular meeting will be February 12, 2019.

INTENTIONALLY LEFT BLANK



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 1 OF 11

ITEM I: CALL TO ORDER

- The Board of Aldermen of the City of Grain Valley, Missouri, met in Regular Session on February 11, 2019 at 7:01 p.m. in the Council Chambers located at Grain Valley City Hall
- The meeting was called to order by Mayor Todd

ITEM II: ROLL CALL

- City Clerk Theresa Osenbaugh called roll
- *Present: Bamman, Headley, Stratton, Totton, West*
- *Absent:*

-QUORUM PRESENT-

ITEM III: INVOCATION

- Invocation was given by Derek Steinmuller

ITEM IV: PLEDGE OF ALLEGIANCE

- The Pledge of Allegiance was led by Conner Merritt, Boy Scouts of America

ITEM V: APPROVAL OF AGENDA

- City Administrator Hunt requested that the agenda be amended, moving the second read of B19-04 to Item XII, before the Elected Official Oath of Office
- *Alderman Headley made a Motion to move the second read of B19-04 to Item XII, before the Elected Official Oath of Office*
- *The Motion was Seconded by Alderman Stratton*
- *Motion to move the second read of B19-04 to Item XII, before the Elected Official Oath of Office was voted on with the following voice vote:*
 - *Aye: Bamman, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Motion Approved: 5-0-

ITEM VI: PROCLAMATIONS

- None

ITEM VII: CITIZEN PARTICIPATION

- None

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 2 OF 11

ITEM VIII: CONSENT AGENDA

- January 28, 2019 – Board of Aldermen Regular Meeting Minutes
- January 2019 – Court Report
- February 11, 2019 – Accounts Payable
- *Alderman West made a Motion to Approve the Consent Agenda*
- *The Motion was Seconded by Alderman Totton*
 - No Discussion
- *Motion to Approve the Consent Agenda was voted on with the following voice vote:*
 - *Aye: Bamman, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-MOTION APPROVED: 5-0-

ITEM IX: PREVIOUS BUSINESS

- None

ITEM X: NEW BUSINESS

- None

ITEM XI: PRESENTATIONS

- None

ITEM XII: ORDINANCES

Bill No. B19-04: An Ordinance Amending Section 505.011 of the Code of Ordinances of the City of Grain Valley, Missouri, Pertaining to Definitions Permitting Towers, Related Tower Structures, and Equipment for Wireless Communications in the Right-Of-Way

City Administrator Ryan Hunt read **Bill No. B19-04** for its second reading by title only

- *Alderman Totton moved to accept second reading of Bill No. B19-04 making it Ordinance #2457*
- *The Motion was Seconded by Alderman Headley*
 - Code of Ordinances is being updated to reflect state statute
- *Bill No. B19-04 was voted upon with the following voice vote:*
 - *Aye: Bamman, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 3 OF 11

-Bill No. B19-04 BECAME ORDINANCE #2457: 5-0-

**-MAYOR TODD CALLED FOR A RECESS AT 7:07PM; THE REGULAR MEETING WAS
CONTINUED AT 7:27PM-**

ITEM XIII: ELECTED OFFICIAL OATH OF OFFICE

- City Clerk Theresa Osenbaugh administered the Oath of Office to the Shea Bass, Alderman Ward III

ITEM XIV: ORDINANCES

Bill No. B19-05: An Ordinance by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Amend the 2019 Budget to Allocate Funding from the General Fund Reserves for the Planning and Design of a Municipal Complex

City Administrator Ryan Hunt read **Bill No. B19-05** for its first reading by title only

- *Alderman West moved to accept the first reading of Bill No. B19-05 bringing it back for a second reading by title only*
- *The Motion was Seconded by Alderman Bamman*
 - Staff have been working to select an architectural firm for planning a possible municipal complex; in order to complete the process additional money needs to be transferred from reserves into the project line item; \$200,000 from reserves will be transferred from the \$2.7 million in reserves; there are no concerns that this will have a negative impact on the reserve accounts
 - Alderman Bamman asked for the total budget for design fees; approximate budget is \$380,000; this transfer will cover costs for the engagement of a Construction Manager At Risk as well
- *Bill No. B19-05 was voted upon with the following voice vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Bill No. B19-05 Approved for a Second Reading: 6-0-

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 4 OF 11

Bill No. B19-05: An Ordinance by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Amend the 2019 Budget to Allocate Funding from the General Fund Reserves for the Planning and Design of a Municipal Complex

City Administrator Ryan Hunt read **Bill No. B19-05** for its second reading by title only

- *Alderman West moved to accept second reading of Bill No. B19-05 making it Ordinance #2458*
- *The Motion was Seconded by Alderman Bamman*
 - None
- *Bill No. B19-05 was voted upon with the following voice vote:*
 - Aye: Bamman, Bass, Headley, Stratton, Totton, West
 - Nay: None
 - Abstain: None

-Bill No. B19-05 BECAME ORDINANCE #2458: 6-0-

ITEM XV: RESOLUTIONS

Resolution No. R19-04: A Resolution by the Board of Aldermen of the City of Grain Valley Authorizing the City Administrator to Purchase a 2019 Chevrolet Colorado Work Truck for Use by the Codes Enforcement Officer

- City Administrator Ryan Hunt read **Resolution No. R19-04** by title only
- *Alderman Totton moved to accept Resolution No. R19-04 as read*
- *The Motion was Seconded by Alderman Headley*
 - *Vehicle is replacing a 2005 vehicle that has been pushed back on the VERP; item is budgeted in the current fiscal year budget*
- *Resolution No. R19-04 was voted upon with the following voice vote:*
 - Aye: Bamman, Bass, Headley, Stratton, Totton, West
 - Nay: None
 - Abstain: None

-Resolution No. R19-04 Approved: 6-0-

Resolution No. R19-05: A Resolution by the Board of Aldermen of the City of Grain Valley Authorizing the City Administrator to Purchase a 2019 Ford F-150 for the Engineering Inspector

- City Administrator Ryan Hunt read **Resolution No. R19-05** by title only
- *Alderman Totton moved to accept Resolution No. R19-05 as read*
- *The Motion was Seconded by Alderman Stratton*

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 5 OF 11

- *Vehicle is budgeted in the current fiscal year budget and the vehicle came in approximately \$1,000 below budget*
- *Community Development Director Arroyo noted that this is a new vehicle; this position is currently using a Taurus to conduct inspections which is not ideal; Alderman Headley asked what would be done with the current vehicles; the Taurus is actually a Directors vehicle so it will be retained and the Codes Enforcement vehicle being replaced will be put up for auction*
- *Resolution No. R19-05 was voted upon with the following voice vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Resolution No. R19-05 Approved: 6-0-

Resolution No. R19-06: A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Apply for Grant Funding Through the Recreational Trails Program (RTP) for the Grain Valley Trail System

- *City Administrator Ryan Hunt read Resolution No. R19-06 by title only*
- *Alderman Stratton moved to accept Resolution No. R19-06 as read*
- *The Motion was Seconded by Alderman Totton*
 - *Grant funds would be used for additional trails on the Trails Master Plan; grant is an 80/20 match and the trail is a capital project; if grant is received the money would not need to be expended as budgeted*
 - *Parks and Recreation Director Davies shared that the proposed trail is in the Master Plan and is a connector trail; parts of the trail have been completed-from Duncan to Persimmon Drive and in the new addition of Rosewood; there is a gap in the trail from Persimmon Drive to Hedgewood Drive and this project connects the trails; grant is federally funded and state administered; money is budgeted for the project but this would offset the City's costs*
- *Resolution No. R19-06 was voted upon with the following voice vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Resolution No. R19-06 Approved: 6-0-

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 6 OF 11

Resolution No. R19-07: A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Purchase Twenty-Four (24) Picnic Tables for the Grain Valley Park System

- City Administrator Ryan Hunt read **Resolution No. R19-07** by title only
- *Alderman Stratton moved to accept Resolution No. R19-07 as read*
- *The Motion was Seconded by Alderman Bamman*
 - Picnic tables are being replaced due to the age of the existing tables
- *Resolution No. R19-07 was voted upon with the following voice vote:*
 - Aye: Bamman, Bass, Headley, Stratton, Totton, West
 - Nay: None
 - Abstain: None

-Resolution No. R19-07 Approved: 6-0-

Resolution No. R19-08: A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Purchase a 2-Flume Pool Slide for the Grain Valley Aquatic Center

- City Administrator Ryan Hunt read **Resolution No. R19-08** by title only
- *Alderman Stratton moved to accept Resolution No. R19-08 as read*
- *The Motion was Seconded by Alderman Headley*
 - Parks and Recreation Davies shared that the existing 2 flume slide was installed in 2002; maintenance costs have been increasing and some components are failing but many of the pieces are no longer fabricated; slide can be moved to a new facility if needed; nearly identical to the existing unit
- *Resolution No. R19-08 was voted upon with the following voice vote:*
 - Aye: Bamman, Bass, Headley, Stratton, Totton, West
 - Nay: None
 - Abstain: None

-Resolution No. R19-08 Approved: 6-0-

Resolution No. R19-09: A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Purchase Water Meters for the 2019 Meter Replacement Program

- City Administrator Ryan Hunt read **Resolution No. R19-09** by title only
- *Alderman Totton moved to accept Resolution No. R19-09 as read*
- *The Motion was Seconded by Alderman Bamman*

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 7 OF 11

- Alderman Totton asked how many meters would be replaced; meters are replaced every 15 years; this resolution is for 374 meter replacements
- *Resolution No. R19-09 was voted upon with the following voice vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Resolution No. R19-09 Approved: 6-0-

Resolution No. R19-10: A Resolution by the Board of Aldermen of the City of Grain Valley, Missouri Authorizing the City Administrator to Enter Into an Agreement with Sapp Design Associates, Architects P.C. for Architectural Services Related to Planning and Design of a Municipal Complex

- City Administrator Ryan Hunt read **Resolution No. R19-10** by title only
- *Alderman Bamman moved to accept Resolution No. R19-10 as read*
- *The Motion was Seconded by Alderman Headley*
 - RFQ process was held to solicit an architectural firm for the property; \$380,000 was the negotiated price for the engagement of the firm
 - Assistant City Administrator Murphy shared that the RFQ was issued in September, 2017; 6 responses were received and reviewed by staff; 3 were selected for interviews; each finalist was given a tour of the site prior to the interview process
 - Michael Sapp and Doug Stockman provided a presentation to the Board of Aldermen regarding the project
 - Alderman Bamman asked for more information regarding goals; sustainable design alternatives and building codes followed already have those designed into it; firm is Lead Certified on different projects but the City would be the one directing that process
 - Alderman Bamman asked if the contract was an AIA document for owners and architects; document is an AIA document with a construction manager as an addition; there are edits in the contract including anything colored in red are filled in areas
 - Alderman Bamman asked for more information about the level of engagement from all consultants through construction to ensure quality assurance and quality control; protocol is that all consultants follow the project through the cycle and at a minimum of one year through occupancy
 - Alderman Headley asked for more information on the firm's experience

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 8 OF 11

when a community, even after engagement, doesn't agree at ballot time to move forward; in 31 years this has happened one time; protocols being utilized have stop and start points so a pulse on the community's thoughts is maintained

- Alderman Headley asked how much involvement of the City staff and leadership time will be needed; as much time as the City can give is always welcomed but the request for involvement will be reasonable; City Administrator Hunt noted that there will be a lead project manager who will be very involved with the project
- Alderman Stratton asked if workshops are the only way the community will be involved and shared concerns about those who wouldn't participate in that format; online protocols for engagement will be used including mind mixer
- City Administrator Hunt shared that there were two groups that included Mr. Barr in their presentation and Sapp utilized Mr. Barr in an impressive way; Mr. Barr will be a check and balance point to see if what the City is designing is feasible and sustainable
- City Administrator Hunt felt comfortable that this firm also works with Midcontinent Public Library; Sapp helped the City with the process for engaging the library in considering the site; several staff members listened to the presentations and individually ranked the firms and Sapp came out on top
- *Resolution No. R19-10 was voted upon with the following voice vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-Resolution No. R19-10 Approved: 6-0-

ITEM XVI: CITY ATTORNEY REPORT

- Mr. Joe Lauber introduced himself to the Board of Aldermen; Mr. Lauber has been the City's Economic Development Council and Lauber Municipal will be serving as the City's Interim Attorney; Lauber Municipal provides City Attorney services for 34 cities in Missouri, prosecutor services for 6 cities and special counsel for two dozen cities; City Administrator Hunt will be providing the Board of Aldermen with the firm profile; Mr. Lauber will be sharing the role for Board of Aldermen meetings with another attorney

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 9 OF 11

ITEM XVII: CITY ADMINISTRATOR & STAFF REPORTS

- City Administrator Ryan Hunt
 - City representatives enjoyed their time at the Grain Valley Assistance Council trivia event
 - Received several compliments on the treatment and response to the storm; thanked Community Development Director Arroyo for the hard work of the Public Works Department
 - Thanked Community Development Director Arroyo for his time with the City as this is his last Board Meeting before moving accepting a position with another municipality
- Assistant City Administrator Ken Murphy
 - None
- Parks & Recreation Director Shannon Davies
 - Registration for Youth Baseball and Softball is open
- Community Development Director Rick Arroyo
 - Provided a report on the Winter Storm from the past week; 40 tons of material were used; delivery of material is expected on Wednesday
- Finance Director Cathy Bowden
 - Residents have multiple options online to pay their water bill now, in addition to traditional methods of payment; residents can print their own water bills and see consumption history online as well
- Chief of Police James Beale
 - None
- City Clerk Theresa Osenbaugh
 - The Board of Aldermen Incentive workshop has been rescheduled for March 21st; meeting dates are now February 21st, March 7th, and March 21st

ITEM XVIII: BOARD OF ALDERMEN REPORTS & COMMENTS

- Alderman Chris Bamman
 - None
- Alderman Bob Headley
 - Congratulated Mr. Arroyo on his new role
- Alderman Jacyi Stratton
 - Welcomed Alderman Bass to the Board of Aldermen
 - Complimented Mr. Arroyo on the handling of the winter weather events; thanked him for his work at the City

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jacyi Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 10 OF
11

- Alderman Nancy Totton
 - Welcomed Alderman Bass to the Board of Aldermen
 - Shared sentiments to Mr. Arroyo
- Alderman Bass
 - Shared that he looks forward to working with the Board of Aldermen
- Alderman Yolanda West
 - Wished Mr. Arroyo luck

ITEM XIX: MAYOR REPORT

- Mayor Mike Todd
 - Welcomed Alderman Bass
 - Thanked Mr. Arroyo for his time with the City and wished him luck in the future

ITEM XX: EXECUTIVE SESSION

- Mayor Todd stated a need to hold an Executive Session for Legal Actions, Causes of Action of Litigation Pursuant to Section 610.021 (1) RSMo. 1998, as Amended, Hiring, and Individually Identifiable Personnel Records, Personnel Records, Performance Ratings or Records Pertaining to Employees or Applicants for Employment, Pursuant to Section 610.021 (13) RSMo 1998, as Amended
- *Alderman Headley moved to close the Regular Meeting for items related to Section 610.021 (1) and Section 610.021 (13), RSMo. 1998, As Amended*
- *The motion was seconded by Alderman Stratton*
 - No Discussion
- *The motion was voted on with the following roll call vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

-MOTION CARRIED: 6-0-

-THE REGULAR MEETING CLOSED AT 8:34PM-

- *Alderman West moved to open the Regular Meeting*
- *The motion was seconded by Alderman Totton*
 - No Discussion
- *The motion was voted on with the following roll call vote:*
 - *Aye: Bamman, Bass, Headley, Stratton, Totton, West*
 - *Nay: None*
 - *Abstain: None*

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies



CITY OF GRAIN VALLEY
BOARD OF ALDERMEN MEETING MINUTES
Regular Session

02/11/2019
PAGE 11 OF
11

-MOTION CARRIED: 6-0-

-THE REGULAR MEETING OPENED AT 10:19 PM

- City Administrator Hunt shared that Mr. Murphy, Ms. Osenbaugh and himself will be attending the Missouri Municipal League Legislative Conference this week in Jefferson City

ITEM XXI: ADJOURNMENT

- The meeting adjourned at 10:20 P.M.

Minutes submitted by:

Theresa Osenbaugh
City Clerk

Date

Minutes approved by:

Mike Todd
Mayor

Date

ELECTED OFFICIALS PRESENT

Mayor Mike Todd
Alderman Chris Bamman
Alderman Shea Bass
Alderman Bob Headley
Alderman Jayci Stratton
Alderman Nancy Totton
Alderman Yolanda West

ELECTED OFFICIALS ABSENT

STAFF OFFICIALS PRESENT

City Administrator Ryan Hunt
Assistant City Administrator Ken Murphy
City Clerk Theresa Osenbaugh
Community Development Director Rick Arroyo
Finance Director Cathy Bowden
Chief of Police James Beale
Parks and Recreation Director Shannon Davies

INTENTIONALLY LEFT BLANK

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
NON-DEPARTMENTAL	GENERAL FUND	MO DEPT OF REVENUE	MISSOURI WITHHOLDING	1,924.08
			HSA - GRAIN VALLEY, MO	443.33
		HSA BANK	HSA - GRAIN VALLEY, MO	347.71
			FLEX - DEPENDENT CARE	103.50
		CITY OF GRAIN VALLEY -FLEX	ICMA 457 %	354.01
			ICMA 457	321.60
		INTERNAL REVENUE SERVICE	ICMA ROTH IRA	30.00
			FEDERAL WH	5,191.30
			SOCIAL SECURITY	3,838.98
			MEDICARE	<u>897.82</u>
			TOTAL:	13,452.33
HR/CITY CLERK	GENERAL FUND	GENERAL CODE LLC	MUNI CODE SUPPLEMENT	658.24
			HSA - GRAIN VALLEY, MO	37.50
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	56.86
			MEDICARE	<u>13.30</u>
			TOTAL:	765.90
BLDG & GRDS	GENERAL FUND	COMCAST - HIERARCY ACCT	CITY HALL	97.63
			CITY HALL	213.06
		COMCAST	CITY HALL PHONE CHARGES	194.84
			Custodial Services	1,579.05
		SC REALTY SERVICES	Custodial Services	1,579.05
			624 JAMES ROLLO CT	40.90
			711 S MAIN ST	<u>121.02</u>
			TOTAL:	3,825.55
ADMINISTRATION	GENERAL FUND	HAMPEL OIL INC	BULK GASOHOL/DIESEL	24.04
			HSA - GRAIN VALLEY, MO	22.88
		HSA BANK	HSA - GRAIN VALLEY, MO	100.00
			EMPLOYEE DEDUCTIONS	105.68
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	282.46
			MEDICARE	<u>66.07</u>
			TOTAL:	601.13
LEGAL	GENERAL FUND	JAMES T COOK	CITY ATTORNEY	<u>525.00</u>
			TOTAL:	525.00
FINANCE	GENERAL FUND	MO DEPT OF REVENUE	MISSOURI WITHHOLDING	0.50
			CHIESA: MEALS FOR GFOA CON	83.50
		MALLORY CHIESA-CULLUM	HSA - GRAIN VALLEY, MO	75.00
			SOCIAL SECURITY	152.48
		INTERNAL REVENUE SERVICE	MEDICARE	<u>35.66</u>
			TOTAL:	347.14
COURT	GENERAL FUND	JAMES T COOK	CITY PROSECUTOR	1,437.50
			HSA - GRAIN VALLEY, MO	75.00
		HSA BANK	HSA - GRAIN VALLEY, MO	6.63
			SOCIAL SECURITY	113.49
		INTERNAL REVENUE SERVICE	MEDICARE	<u>26.55</u>
			TOTAL:	1,659.17
VICTIM SERVICES	GENERAL FUND	HSA BANK	HSA - GRAIN VALLEY, MO	100.00
			SOCIAL SECURITY	149.54
		INTERNAL REVENUE SERVICE	MEDICARE	<u>34.97</u>
			TOTAL:	284.51

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
FLEET	GENERAL FUND	HSA BANK	HSA - GRAIN VALLEY, MO	37.50
			SOCIAL SECURITY	54.37
		INTERNAL REVENUE SERVICE	MEDICARE	<u>12.72</u>
			TOTAL:	104.59
POLICE	GENERAL FUND	HAMPEL OIL INC	BULK GASOHOL/DIESEL	597.22
			BULK GASOHOL/DIESEL	120.87
			BULK GASOHOL/DIESEL	699.06
			BULK GASOHOL/DIESEL	106.95
		HSA BANK	HSA - GRAIN VALLEY, MO	750.00
			HSA - GRAIN VALLEY, MO	800.00
		METRO FORD	VEH 1005 WATER PUMP	1,149.67
		CREATIVE PRODUCT SOURCING INC	T-SHIRTS	1,518.00
			CARDS	150.00
			CERTIFICATES	29.00
			BIKE BOTTLES	400.00
		INTERNAL REVENUE SERVICE	COINS	60.00
			SHIPPING	172.56
			SOCIAL SECURITY	2,690.16
			MEDICARE	<u>629.15</u>
			TOTAL:	9,872.64
PLANNING & ENGINEERING GENERAL FUND		HAMPEL OIL INC	BULK GASOHOL/DIESEL	12.78
			BULK GASOHOL/DIESEL	19.54
		HSA BANK	HSA - GRAIN VALLEY, MO	216.88
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	339.67
			MEDICARE	<u>79.45</u>
			TOTAL:	668.32
NON-DEPARTMENTAL	PARK FUND	MO DEPT OF REVENUE	MISSOURI WITHHOLDING	343.60
			SMITH CASE 91316387	138.46
		HSA BANK	HSA - GRAIN VALLEY, MO	67.50
			HSA - GRAIN VALLEY, MO	103.54
		UMB BANK	COP SERIES 2006 MARCH INTE	1,331.94
		CITY OF GRAIN VALLEY -FLEX	FLEX - DEPENDENT CARE	220.83
			FLEX PLAN	112.50
		ICMA RC	ICMA 457 %	186.71
			ICMA 457	498.50
			ICMA ROTH IRA	38.86
			ICMA ROTH IRA	1.00
		INTERNAL REVENUE SERVICE	FEDERAL WH	931.11
			SOCIAL SECURITY	780.35
			MEDICARE	<u>182.50</u>
			TOTAL:	2,273.52
PARK ADMIN	PARK FUND	COMCAST - HIERARCY ACCT	CITY HALL	16.36
			CITY HALL	34.87
			TYER RD	124.85
		HAMPEL OIL INC	BULK GASOHOL/DIESEL	162.68
			BULK GASOHOL/DIESEL	48.59
		COMCAST	CITY HALL PHONE CHARGES	32.47
		HSA BANK	HSA - GRAIN VALLEY, MO	22.50
			HSA - GRAIN VALLEY, MO	220.00
		VISA-CARD SERVICES 9115	MPRA Conference	1,140.00
		ICMA RC	EMPLOYEE DEDUCTIONS	21.14
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	333.28

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			MEDICARE	<u>77.93</u>
			TOTAL:	2,234.67
PARKS STAFF	PARK FUND	WEST CENTRAL ELECTRIC COOP INC	12/27-01/26 BALLPARK COMPL	178.71
		HSA BANK	HSA - GRAIN VALLEY, MO	150.00
			HSA - GRAIN VALLEY, MO	100.00
		SPIRE	600 BUCKNER TARSNEY RD	128.46
			624 JAMES ROLLO CT	20.42
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	259.95
			MEDICARE	<u>60.80</u>
			TOTAL:	898.34
COMMUNITY CENTER	PARK FUND	MELODY TAYLOR	01/28-02/04 SILVERSNEAKERS	25.00
			01/28-02/08 SILVERSNEAKERS	100.00
		ETS CORPORATION	MONTHLY FEES	169.20
		COMCAST - HIERARCY ACCT	COMM CENTER	188.75
		SPIRE	713 S MAIN ST	468.76
			713 S MAIN ST A	32.83
		FREDAH JOHNSTON	01/29-02/07 LINE DANCING	85.00
		UMB BANK	COP SERIES 2006 MARCH INTE	16,500.00
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	187.12
			MEDICARE	<u>43.77</u>
			TOTAL:	17,800.43
NON-DEPARTMENTAL	TRANSPORTATION	MO DEPT OF REVENUE	MISSOURI WITHHOLDING	134.30
		FAMILY SUPPORT PAYMENT CENTER	DZEKUNSKAS CASE 41452523	30.00
		HSA BANK	HSA - GRAIN VALLEY, MO	32.67
			HSA - GRAIN VALLEY, MO	32.00
		CITY OF GRAIN VALLEY -FLEX	FLEX - DEPENDENT CARE	29.53
		ICMA RC	ICMA 457	41.34
			ICMA ROTH IRA	0.62
		INTERNAL REVENUE SERVICE	FEDERAL WH	424.60
			SOCIAL SECURITY	265.88
			MEDICARE	<u>62.19</u>
			TOTAL:	1,053.13
TRANSPORTATION	TRANSPORTATION	CUES	ANNUAL SOFTWARE CONTRACT	900.00
		COMCAST - HIERARCY ACCT	CITY HALL	9.83
			CITY HALL	20.93
			PW	21.97
			PW	23.23
			PW	48.23
		CENTRAL SALT LLC	STREET SALT	4,308.70
			STREET SALT	4,303.92
		VANCE BROTHERS INC	ASPHALT	650.00
		HAMPEL OIL INC	BULK GASOHOL/DIESEL	89.58
			BULK GASOHOL/DIESEL	192.15
		COMCAST	CITY HALL PHONE CHARGES	19.48
		VISA-CARD SERVICES 1523	COOLER FOR TRUCK 73108	600.00
		HSA BANK	HSA - GRAIN VALLEY, MO	100.64
			HSA - GRAIN VALLEY, MO	104.85
		SPIRE	405 JAMES ROLLO DR	93.14
			624 JAMES ROLLO CT	40.90
			711 S MAIN ST	10.38
			618 JAMES ROLLO CT	150.64
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	265.88

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			MEDICARE	62.17
			TOTAL:	12,016.62
NON-DEPARTMENTAL	MKTPL TIF-PR#2 SPE UMB BANK		PRO #2 PROP TAX	80,319.10
			PRO #2 2ND QTR CJC	16,842.57
			TOTAL:	97,161.67
NON-DEPARTMENTAL	MKT PL CID-PR2 SAL UMB BANK		CID/USE	2,310.59
			CID/USE UNCAPTURED	2,241.27
			TOTAL:	4,551.86
NON-DEPARTMENTAL	WATER/SEWER FUND	MO DEPT OF REVENUE	MISSOURI WITHHOLDING	904.52
		FAMILY SUPPORT PAYMENT CENTER	DZEKUNSKAS CASE 41452523	120.00
		MISCELLANEOUS GAVERTH, KEN	10-134110-01	29.04
		MCWHERTER, ANTHONY	10-256002-06	64.13
		ROBBINS, ILENE	10-494800-11	65.54
		JASMINE INVESTMENTS	10-546700-03	9.03
		LONG, JULIE	10-557301-00	3.64
		BELTZ, LETA E.	10-820120-04	74.50
		STONE, DARRELL	10-830237-01	7.44
		FOLEY, ROSALIE	10-900740-03	38.45
		HSA BANK	HSA - GRAIN VALLEY, MO	267.74
			HSA - GRAIN VALLEY, MO	272.16
		CITY OF GRAIN VALLEY -FLEX	FLEX - DEPENDENT CARE	187.80
		ICMA RC	ICMA 457 %	215.68
			ICMA 457	306.06
			ICMA ROTH IRA	13.38
		INTERNAL REVENUE SERVICE	FEDERAL WH	2,895.88
			SOCIAL SECURITY	1,804.13
			MEDICARE	421.96
			TOTAL:	7,701.08
WATER	WATER/SEWER FUND	PEREGRINE CORPORATION	JAN 19 BILL PRINT & MAIL	424.53
			JAN 19 BILL PRINT & MAIL	82.05
		CITY OF INDEPENDENCE UTILITIES	18635 CCF 12/21-01/16	28,995.41
		ETS CORPORATION	MONTHLY FEES	1,078.61
			MONTHLY FEES	1,030.86
		COMCAST - HIERARCY ACCT	CITY HALL	19.61
			CITY HALL	41.83
			PW	43.94
			PW	44.63
			PW	94.71
		HAMPEL OIL INC	BULK GASOHOL/DIESEL	179.13
			BULK GASOHOL/DIESEL	396.31
		COMCAST	CITY HALL PHONE CHARGES	38.97
		MICRO-COMM INC	ANNUAL SERVICE CONTRACT	5,800.00
		VISA-CARD SERVICES 1523	COOLER FOR TRUCK 73108	1,200.00
		HSA BANK	HSA - GRAIN VALLEY, MO	306.05
			HSA - GRAIN VALLEY, MO	334.26
		SC REALTY SERVICES	Custodial Services	95.70
			Custodial Services	95.70
		SPIRE	405 JAMES ROLLO DR	186.17
			624 JAMES ROLLO CT	51.08
			711 S MAIN ST	20.73
			618 JAMES ROLLO CT	301.64
		ICMA RC	EMPLOYEE DEDUCTIONS	42.27

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		NEPTUNE TECHNOLOGY GROUP INC	SOFTWARE RENEWAL	1,494.00
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	902.05
			MEDICARE	<u>210.97</u>
			TOTAL:	43,511.21
SEWER	WATER/SEWER FUND	PEREGRINE CORPORATION	JAN 19 BILL PRINT & MAIL	424.52
			JAN 19 BILL PRINT & MAIL	82.06
		ETS CORPORATION	MONTHLY FEES	1,078.61
			MONTHLY FEES	1,030.86
		CUES	ANNUAL SOFTWARE RENEWAL	900.00
		COMCAST - HIERARCHY ACCT	CITY HALL	19.61
			CITY HALL	41.83
			PW	43.94
			PW	44.63
			PW	94.71
		HAMPEL OIL INC	BULK GASOHOL/DIESEL	179.13
			BULK GASOHOL/DIESEL	396.31
		COMCAST	CITY HALL PHONE CHARGES	38.97
		VISA-CARD SERVICES 1523	COOLER FOR TRUCK 73108	1,200.00
		HSA BANK	HSA - GRAIN VALLEY, MO	306.05
			HSA - GRAIN VALLEY, MO	334.26
		SC REALTY SERVICES	Custodial Services	95.70
			Custodial Services	95.70
		SPIRE	405 JAMES ROLLO DR	186.30
			624 JAMES ROLLO CT	51.13
			711 S MAIN ST	20.76
			618 JAMES ROLLO CT	301.64
		ICMA RC	EMPLOYEE DEDUCTIONS	42.26
		NEPTUNE TECHNOLOGY GROUP INC	SOFTWARE RENEWAL	1,494.00
		INTERNAL REVENUE SERVICE	SOCIAL SECURITY	902.03
			MEDICARE	<u>210.96</u>
			TOTAL:	9,615.97
NON-DEPARTMENTAL	GENERAL FUND	KCMO CITY TREASURER	KC EARNINGS TAX WH	28.41
		FRATERNAL ORDER OF POLICE	EMPLOYEE DEDUCTIONS	294.00
		HAMPEL OIL INC	CJC FUEL	182.04
			CJC FUEL	152.09
		AFLAC	AFLAC AFTER TAX	62.51
			AFLAC CRITICAL CARE	6.78
			AFLAC PRETAX	184.67
			AFLAC-W2 DD PRETAX	169.11
		MIDWEST PUBLIC RISK	DENTAL	116.11
			OPEN ACCESS	389.76
			OPEN ACCESS	151.58
			HSA	210.70
			HSA	1,071.96
			VISION	7.74
			VISION	36.56
			VISION	66.43
			VISION	31.92
		GRAIN VALLEY PARTNERSHIP	REEVE RESTITUTION	329.09
		SHERIFFS RETIREMENT SYSTEM	JAN 2019 SHERIFF RETIREMEN	230.28
		MARK LAMANNO	LASOSKI RESTIUTION	100.00
		JEREMIAH ROBERTS	NELSON RESTITUTION	100.00
			NELSON RESTITUTION	150.00
		SHARON COSTANZA	FINCH RESTITUTION	150.00

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		TARA DIEHL	MILLER RESTITUTION	50.00
		RICKY WOODERSON	SKILLMAN RESTITUTION	500.00
		HOPE HOUSE	JAN 19 DOMESTIC VIOLENCE	316.00
		MO DEPT OF REVENUE	JAN 19 CVC FUNDS	549.01
		MO DEPT OF PUBLIC SAFETY	JAN 19 TRAINING FUND	<u>77.00</u>
			TOTAL:	5,713.75
HR/CITY CLERK	GENERAL FUND	BATTS COMMUNICATIONS SERVICES INC	NON STOCK CABLING:ISO PROX	472.94
		MISSOURI MUNICIPAL LEAGUE	OSENBAUGH: MML CONFERENCE	135.00
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	73.87
		MIDWEST PUBLIC RISK	DENTAL	8.80
			HSA	120.40
		THE EXAMINER	COMBINED STATEMENT OF REV	333.40
		MVP AWARDS & MORE	10X2 PLATE/10X4.5 PLATE	<u>54.00</u>
			TOTAL:	1,198.41
INFORMATION TECH	GENERAL FUND	ONSTAR	MONTHLY REOCCURRING CHARGE	<u>10.00</u>
			TOTAL:	10.00
BLDG & GRDS	GENERAL FUND	AAA DISPOSAL SERVICE INC	JAN SERVICE	77.50
		GENERAL ELEVATOR	FEBRUARY SERVICE	<u>141.00</u>
			TOTAL:	218.50
ADMINISTRATION	GENERAL FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	348.33
		SAMS CLUB/GEGRB	SUPPLIES	34.22
		AMAZON.COM	AMAZON PRIME MEMBERSHIP	119.00
		QUIKTRIP #00150	HUNT: FUEL FOR VEHICLE	31.34
		AFLAC	HUNT PREMIUMS	2.25
			HUNT PREMIUMS	27.96
			HUNT PREMIUMS	32.19
		LINKED IN	LINKEDIN MONTHLY MEMBERSHI	59.99
		MIDWEST PUBLIC RISK	ADMIN HEALTH	337.11
			DENTAL	21.85
			DENTAL	14.17
			DENTAL	17.28
			OPEN ACCESS	154.68
			HSA	198.66
			HSA	73.46
			VISION	5.48
		JOHNNYS TAVERN	HUNT: LUNCH WITH ALD BAMMA	37.53
			HUNT1 LUNCH OG SCHOOL BOAR	17.68
		CASEYS GENERAL STORE	HUNT: FUEL VEHICLE	41.98
			FUEL FOR HUNT VEHICLE	<u>58.08</u>
			TOTAL:	1,633.24
ELECTED	GENERAL FUND	JIMMY JOHNS #1039	GV YES MEETING	62.99
		MVP AWARDS & MORE	PLAQUE FOR COLEMAN	<u>18.00</u>
			TOTAL:	80.99
FINANCE	GENERAL FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	190.32
		MIDWEST PUBLIC RISK	DENTAL	8.80
			DENTAL	17.28
			HSA	<u>240.80</u>
			TOTAL:	457.20
COURT	GENERAL FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	147.57

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		PETTY CASH	PRISONER LUNCH	5.41
		ETS CORPORATION	MONTHLY FEES	15.09
		MIDWEST PUBLIC RISK	DENTAL	17.59
			DENTAL	2.29
			HSA	240.79
			HSA	34.64
		ROSS MILLER CLEANERS	JAN 2019 CLEANING	<u>89.75</u>
			TOTAL:	553.13
VICTIM SERVICES	GENERAL FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	127.87
		MIDWEST PUBLIC RISK	DENTAL	34.56
			HSA	<u>522.52</u>
			TOTAL:	684.95
FLEET	GENERAL FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	68.76
		ADVANCE AUTO PARTS	SUPER MULTI-PURPOSE/FUNNEL	13.89
			XTREME BLUE 20WWF 1 GL	13.14
		OREILLY AUTOMOTIVE INC	80OZ DSLSPMLT	50.97
			AIREVAC	146.99
			JUMP STARTER	483.99
			WIRE TERM	11.30
		MIDWEST PUBLIC RISK	DENTAL	17.28
			HSA	120.40
		CINTAS CORPORATION # 430	PW/WOLTZ UNIFORMS	9.76
			PW/WOLTZ UNIFORMS	9.76
			PW/WOLTZ UNIFORMS	<u>9.76</u>
			TOTAL:	956.00
POLICE	GENERAL FUND	FELDMANS FARM & HOME	FOOTWEAR FOR PATROL	97.71
		MISSOURI LAGERS	EMPLOYER CONTRIBUTIONS	3,827.63
			MONTHLY CONTRIBUTIONS	257.15
		PETTY CASH	CITIZEN ACADEMY CLASS SNAC	23.43
			KEYS FOR RECORD ROOM	9.13
			CITIZEN ACADEMY BOMB SQUAD	13.83
			KITCHEN SUPPLIES	11.12
		SAMS CLUB/GEGRB	SUPPLIES	104.12
		BEST BUY	CAMERA FOR ID CABLE EXT	92.61
		OREILLY AUTOMOTIVE INC	1-PC ROTOR/DISC PAD SET	368.41
		INTERSTATE ALL BATTERY CENTER	7.4V900MAH 6.66WH LION NIK	69.99
		LEXISNEXIS RISK DATA MGMT INC	JAN 19 ACTIVITY	72.25
		RAD SYSTEMS	2 LARGE EQUIPMENT BAGS	235.40
		MENARDS - INDEPENDENCE	FAN FOR OFFICE	24.92
		MCADSV	2019 DUES	310.50
		MIDWEST PUBLIC RISK	DENTAL	193.49
			DENTAL	345.60
			OPEN ACCESS	309.35
			OPEN ACCESS	1,342.58
			OPEN ACCESS	590.86
			HSA	794.62
			HSA	2,407.90
			HSA	3,135.12
		METRO FORD	BRACKET	59.60
			BOLT/SEAL	25.48
		JOHN DEERE FINANCIAL	FOOTWEAR FOR PATROL	21.71
		CHEWY.COM	PURINA DOG FOOD	64.60
		COPQUEST	CUSTOM PATCH/NAME TAPE	49.83

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		HRMVIDEO.COM	DARE VIDEO: VAPING: MORE D	164.95
		MIRROR IMAGE EXPRESS CARWASH	JAN 19 VEHICLE WASHES	<u>72.00</u>
			TOTAL:	15,095.89
PLANNING & ENGINEERING GENERAL FUND		KANSAS CITY STAR	ENGINEERING ADS	958.10
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	440.78
		SAMS CLUB/GEGRB	KITCHEN SUPPLIES	9.98
			SUPPLIES	34.64
		ADVANCE AUTO PARTS	20" FLEX/12-E EXACT FIT RE	31.27
		INTERNATIONAL CODE COUNCIL	ALTON RENEWALS	95.00
		MIDWEST PUBLIC RISK	DENTAL	48.22
			DENTAL	5.18
			HSA	696.31
		AMERICAN SOCIETY OF	ARROYO: MEMBERSHIP DUES	<u>260.00</u>
			TOTAL:	2,579.48
NON-DEPARTMENTAL	PARK FUND	KCMO CITY TREASURER	KC EARNINGS TAX WH	17.84
		AFLAC	AFLAC CRITICAL CARE	3.48
			AFLAC PRETAX	15.38
			AFLAC-W2 DD PRETAX	18.66
		MISCELLANEOUS	GV SPORTS LEAGUE:	60.00
		MIDWEST PUBLIC RISK	DENTAL	29.21
			HSA	261.27
			VISION	15.48
			VISION	<u>4.30</u>
			TOTAL:	425.62
PARK ADMIN	PARK FUND	MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	460.75
		NATIONAL REC AND PARK ASSOCIATION	STRADER CPRP	70.00
		FOOD SAFETY TRAINING	STRADERS FOOD HANDLER	24.95
		AFLAC	HUNT PREMIUMS	0.45
			HUNT PREMIUMS	5.59
			HUNT PREMIUMS	6.44
		MISSOURI PARK & REC ASSN	2019 MPRA CONF REGISTRATIO	1,140.00
			2019 MPRA CONF REGISTRATIO	1,140.00-
		MIDWEST PUBLIC RISK	ADMIN HEALTH	67.42
			DENTAL	4.37
			DENTAL	5.28
			DENTAL	76.04
			OPEN ACCESS	30.94
			HSA	834.35
			HSA	72.24
			VISION	1.10
		MOBILE TEXT ALERTS	TEXT ALERTS	<u>228.00</u>
			TOTAL:	1,887.92
PARKS STAFF	PARK FUND	K C BOBCAT	BELT, DRIVE	96.20
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	247.44
		KORNIS ELECTRIC SUPPLY INC	SHELTER 1 & 3 LIGHTBULBS	75.73
		MIDWEST PUBLIC RISK	DENTAL	35.18
			DENTAL	34.56
			HSA	397.31
			HSA	<u>481.58</u>
			TOTAL:	1,368.00
COMMUNITY CENTER	PARK FUND	AAA DISPOSAL SERVICE INC	JAN SERVICE	58.00

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
		UNIFIRST CORPORATION	APP CREDIT TWICE:INV226055	14.25
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	133.40
		AMAZON.COM	FATHER DAUGHT DANCE/SENIOR	82.73
			MICROPHONE CLIP	17.85
		AUTHORIZE.NET	JAN 19 SIGNUPS	51.40
		PARTY CITY	FATHER DAUGHTER DANCE SUPP	105.95
		HOME DEPOT CREDIT SERVICES	MARKING PAINT	27.68
		MIDWEST PUBLIC RISK	DENTAL	17.59
		REWIND FITNESS LLC	PREVENTATIVE MAINT	277.00
		UMB BANK NA	COP S/2006 ADMIN FEES	2,120.00
		BILLS FLOOR MACHINE SERVICE	COMM CENTER FLOOR BUFFER	<u>128.25</u>
			TOTAL:	3,034.10
NON-DEPARTMENTAL	TRANSPORTATION	AFLAC	AFLAC PRETAX	6.66
			AFLAC-W2 DD PRETAX	13.76
		MIDWEST PUBLIC RISK	DENTAL	12.78
			OPEN ACCESS	21.65
			HSA	16.86
			HSA	128.72
			VISION	1.55
			VISION	1.76
			VISION	<u>4.23</u>
			TOTAL:	207.97
TRANSPORTATION	TRANSPORTATION	FOLEY INDUSTRIES	EDGE-CUTTING/LOCKNUT/SCREW	49.92
		CARTER WATERS	BULK TYPE F	154.00
			BULK TYPE F	154.00
		CLARKS TOOL & EQUIPMENT	CIRC BLADE 7-1/4" 48T	101.40
		FELDMANS FARM & HOME	BYRD: STEEL TOE BOOT	3.99
			3/4 X 1/8 PER FT REIN FORC	60.70
			3/4" 150' RUBBER HOSE PER	8.36
			CREDIT REFUND	2.01-
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	338.24
		PETTY CASH	SNOW TEAM MEALS	4.40
			SNOW TEAM MEALS	2.79
		SAMS CLUB/GEGRB	SUPPLIES	8.25
		ADVANCE AUTO PARTS	18) 15W40 GAL	46.76
		OREILLY AUTOMOTIVE INC	TOGGLE/CONNECTOR	17.16
			OIL FILTER	18.34
		COSENTINOS PRICE CHOPPER	SNOW TEAM A MEALS	7.83
			SNOW TEAM B MEALS	6.40
			SNOW TEAM MEALS	2.96
			SNOW TEAM B MEALS	9.16
		CONTINENTAL RESEARCH CORP	5) TAR JEL 5 GAL	328.01
			TEFLA PENT/MELT AWAY DE-IC	437.55
		FASTENAL COMPANY	13POCKET POLY TOOL BAG	8.90
			L BLACK GPHD GLV	2.99
			STNDRD GRD LHRD SHVL	8.00
		COMMENCO INC	PARTS AND TECH SERVICE	17.75
		HOME DEPOT CREDIT SERVICES	36" NIFTY NABBER/1/6 HP PL	27.63
		GOODYEAR COMMERCIAL TIRE	2) GY 265/70R18 WRL AT ADV	76.40
		KC WHOLESALE	EGR COOLANT TUBE	24.40
			BELT TENSIONER	66.00
		MIDWEST PUBLIC RISK	DENTAL	20.95
			DENTAL	48.33
			OPEN ACCESS	102.08

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			HSA	79.46
			HSA	323.07
			HSA	443.34
		BULLETPROOFDIESEL	COOLER FOR PW TRUCK	279.56
			COOLER FOR PW TRUCK	600.00
			COOLER FOR PW TRUCK	600.00-
		CINTAS CORPORATION # 430	PW/WOLTZ UNIFORMS	23.16
			PW/WOLTZ UNIFORMS	23.16
			PW/WOLTZ UNIFORMS	23.16
		KLEINSCHMIDTS WESTERN STORE	STEEL TOE/ARTIC SPORT BLK/	95.97
			ENTRY: BOOTS	19.99
		SCHULTE SUPPLY INC	NUPLA ROUND POINT LONG HAN	<u>14.00</u>
			TOTAL:	3,486.51
PUBLIC HEALTH	PUBLIC HEALTH	AMAZON.COM	FATHER DAUGHT DANCE/SENIOR	114.78
		COSENTINOS PRICE CHOPPER	SENIOR LUNCHEON RAFFLE PRI	<u>44.37</u>
			TOTAL:	159.15
NON-DEPARTMENTAL	WATER/SEWER FUND	KCMO CITY TREASURER	KC EARNINGS TAX WH	8.21
		AFLAC	AFLAC PRETAX	40.58
			AFLAC-W2 DD PRETAX	112.54
		MIDWEST PUBLIC RISK	DENTAL	79.28
			OPEN ACCESS	86.62
			HSA	101.13
			HSA	619.72
			HSA	117.99
			VISION	6.19
			VISION	12.12
			VISION	16.94
			VISION	<u>7.98</u>
			TOTAL:	1,209.30
WATER	WATER/SEWER FUND	AAA DISPOSAL SERVICE INC	JAN SERVICE	38.75
		FOLEY INDUSTRIES	EDGE-CUTTING/LOCKNUT/SCREW	99.82
		FELDMANS FARM & HOME	BYRD: STEEL TOE BOOT	8.00
			3/4" 150' RUBBER HOSE PER	16.71
			CREDIT REFUND	3.99-
		MO DEPT OF NATURAL RESOURCES	MARTIN: OPERATOR CERT 9576	22.50
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	1,150.42
		MISSOURI RURAL WATER ASSOC	MARTIN: MRWA NW TRAINING D	62.50
			2019 DUES MARTIN	15.00
		PETTY CASH	SNOW TEAM MEALS	8.78
			SNOW TEAM MEALS	5.60
		SAMS CLUB/GEGRB	SUPPLIES	16.50
		ADVANCE AUTO PARTS	18) 15W40 GAL	93.53
		VANCO SERVICES LLC	JAN 2019 GATEWAY ES20605	77.79
		OREILLY AUTOMOTIVE INC	OIL FILTER	36.69
		COSENTINOS PRICE CHOPPER	SNOW TEAM A MEALS	15.65
			SNOW TEAM B MEALS	12.80
			SNOW TEAM MEALS	5.93
			SNOW TEAM B MEALS	18.32
		TRI-COUNTY WATER AUTHORITY	CONSUMPTION	16,167.84
			DEBT	65,543.56
		MISSOURI ONE CALL SYSTEM INC	JAN 225 LOCATES	292.50
		AFLAC	HUNT PREMIUMS	0.90
			HUNT PREMIUMS	11.18

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			HUNT PREMIUMS	12.88
		FASTENAL COMPANY	13POCKET POLY TOOL BAG	17.79
			L BLACK GPHD GLV	6.00
			STNDRD GRD LHRD SHVL	15.99
		COMMENCO INC	PARTS AND TECH SERVICE	35.50
		HOME DEPOT CREDIT SERVICES	PUMP STATION SUPPLIES	31.25
			36" NIFTY NABBER/1/6 HP PL	55.26
		GOODYEAR COMMERCIAL TIRE	2) GY 265/70R18 WRL AT ADV	152.80
		KC WHOLESALE	EGR COOLANT TUBE	48.80
			BELT TENSIONER	132.00
		MIDWEST PUBLIC RISK	ADMIN HEALTH	134.84
			DENTAL	8.74
			DENTAL	61.24
			DENTAL	150.07
			OPEN ACCESS	204.16
			OPEN ACCESS	61.87
			HSA	238.38
			HSA	982.63
			HSA	1,067.30
			HSA	229.96
			VISION	2.19
		ONSTAR	MONTHLY REOCCURING CHARGE	5.00
		BULLETPROOFDIESEL	COOLER FOR PW TRUCK	559.13
			COOLER FOR PW TRUCK	1,200.00
			COOLER FOR PW TRUCK	1,200.00-
		CINTAS CORPORATION # 430	PW/WOLTZ UNIFORMS	46.31
			PW/WOLTZ UNIFORMS	46.31
			PW/WOLTZ UNIFORMS	46.31
		MIRROR IMAGE EXPRESS CARWASH	HUNT: MONTHLY CARWASH	18.50
		KLEINSCHMIDTS WESTERN STORE	STEEL TOE/ARTIC SPORT BLK/	191.94
			GENTRY: BOOTS	39.98
		SCHULTE SUPPLY INC	NUPLA ROUND POINT LONG HAN	28.00
			TOTAL:	88,348.41
SEWER	WATER/SEWER FUND	AAA DISPOSAL SERVICE INC	JAN SERVICE	38.75
		FOLEY INDUSTRIES	EDGE-CUTTING/LOCKNUT/SCREW	99.82
		PEREGRINE CORPORATION	SEWER INSERT	400.00
		FELDMANS FARM & HOME	BYRD: STEEL TOE BOOT	8.00
			3/4" 150' RUBBER HOSE PER	16.71
			CREDIT REFUND	3.99-
		MO DEPT OF NATURAL RESOURCES	MARTIN: OPERATOR CERT 9576	22.50
		MISSOURI LAGERS	MONTHLY CONTRIBUTIONS	1,150.43
		MISSOURI RURAL WATER ASSOC	MARTIN: MRWA NW TRAINING D	62.50
			2019 DUES MARTIN	15.00
		PETTY CASH	SNOW TEAM MEALS	8.78
			SNOW TEAM MEALS	5.60
		SAMS CLUB/GEGRB	SUPPLIES	16.49
		ADVANCE AUTO PARTS	18) 15W40 GAL	93.53
		VANCO SERVICES LLC	JAN 2019 GATEWAY ES20605	77.79
		OREILLY AUTOMOTIVE INC	OIL FILTER	36.69
		COSENTINOS PRICE CHOPPER	SNOW TEAM A MEALS	15.65
			SNOW TEAM B MEALS	12.80
			SNOW TEAM MEALS	5.93
			SNOW TEAM B MEALS	18.32
		AFLAC	HUNT PREMIUMS	0.90
			HUNT PREMIUMS	11.19

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
			HUNT PREMIUMS	12.87
		FASTENAL COMPANY	13POCKET POLY TOOL BAG	17.79
			L BLACK GPHD GLV	6.00
			STNDRD GRD LHRD SHVL	15.99
		COMMENCO INC	PARTS AND TECH SERVICE	35.50
		HOME DEPOT CREDIT SERVICES	36" NIFTY NABBER/1/6 HP PL	55.26
		GOODYEAR COMMERCIAL TIRE	2) GY 265/70R18 WRL AT ADV	152.80
		KC WHOLESALE	EGR COOLANT TUBE	48.80
			BELT TENSIONER	132.00
		MIDWEST PUBLIC RISK	ADMIN HEALTH	134.85
			DENTAL	8.73
			DENTAL	61.21
			DENTAL	150.09
			OPEN ACCESS	204.18
			OPEN ACCESS	61.86
			HSA	238.39
			HSA	982.54
			HSA	1,067.32
			HSA	229.95
			VISION	2.18
		ONSTAR	MONTHLY REOCCURING CHARGE	5.00
		BULLETPROOFDIESEL	COOLER FOR PW TRUCK	559.13
			COOLER FOR PW TRUCK	1,200.00
			COOLER FOR PW TRUCK	1,200.00-
		CINTAS CORPORATION # 430	PW/WOLTZ UNIFORMS	46.31
			PW/WOLTZ UNIFORMS	46.31
			PW/WOLTZ UNIFORMS	46.31
		MIRROR IMAGE EXPRESS CARWASH	HUNT: MONTHLY CARWASH	18.50
		KLEINSCHMIDTS WESTERN STORE	STEEL TOE/ARTIC SPORT BLK/	191.94
			GENTRY: BOOTS	39.98
		SCHULTE SUPPLY INC	NUPLA ROUND POINT LONG HAN	<u>28.00</u>
			TOTAL:	6,713.18
NON-DEPARTMENTAL	POOLED CASH FUND	VISA-CARD SERVICES 1184	VISA-CARD SERVICES 1184	1,810.55
		VISA-CARD SERVICES 1325	VISA-CARD SERVICES 1325	1,062.23
		MISSOURI PARK & REC ASSN	2019 MPRA CONF REGISTRATIO	1,140.00
		VISA-CARD SERVICES 1523	VISA-CARD SERVICES 1523	1,438.10
		VISA-CARD SERVICES 9115	VISA-CARD SERVICES 9115	608.55
		BULLETPROOFDIESEL	COOLER FOR PW TRUCK	3,000.00
		VISA-CARD SERVICES 0749	VISA-CARD SERVICES 0749	<u>485.59</u>
			TOTAL:	9,545.02

DEPARTMENT	FUND	VENDOR NAME	DESCRIPTION	AMOUNT
------------	------	-------------	-------------	--------

===== FUND TOTALS =====

100	GENERAL FUND		61,287.82
200	PARK FUND		29,922.60
210	TRANSPORTATION		16,764.23
230	PUBLIC HEALTH		159.15
302	MKTPL TIF-PR#2 SPEC ALLOC		97,161.67
321	MKT PL CID-PR2 SALES/USE		4,551.86
600	WATER/SEWER FUND		157,099.15
999	POOLED CASH FUND		9,545.02

GRAND TOTAL: 376,491.50

TOTAL PAGES: 13

SELECTION CRITERIA

SELECTION OPTIONS

VENDOR SET: 01-CITY OF GRAIN VALLEY
VENDOR: All
CLASSIFICATION: All
BANK CODE: All
ITEM DATE: 2/02/2019 THRU 2/15/2019
ITEM AMOUNT: 99,999,999.00CR THRU 99,999,999.00
GL POST DATE: 0/00/0000 THRU 99/99/9999
CHECK DATE: 0/00/0000 THRU 99/99/9999

PAYROLL SELECTION

PAYROLL EXPENSES: NO
EXPENSE TYPE: N/A
CHECK DATE: 0/00/0000 THRU 99/99/9999

PRINT OPTIONS

PRINT DATE: None
SEQUENCE: By Department
DESCRIPTION: Distribution
GL ACCTS: NO
REPORT TITLE: C O U N C I L R E P O R T
SIGNATURE LINES: 0

PACKET OPTIONS

INCLUDE REFUNDS: YES
INCLUDE OPEN ITEM: YES

Ordinances

INTENTIONALLY LEFT BLANK

**CITY OF GRAIN VALLEY
BOARD OF ALDERMEN AGENDA ITEM**

MEETING DATE	11/26/2018, 12/10/2018 (Tabled), 02/25/2019	
BILL NUMBER	B18-23	
AGENDA TITLE	AN ORDINANCE BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN VALLEY, MISSOURI AUTHORIZING THE CITY ADMINISTRATOR TO ESTABLISH THE 2019 FULL-TIME AND PART-TIME PAY SCALE	
REQUESTING DEPARTMENT	Administration	
PRESENTER	Ryan Hunt, City Administrator	
FISCAL INFORMATION	Cost as recommended:	To Be Determined
	Budget Line Item:	Various
	Balance Available:	Various
	New Appropriation Required:	☐ Yes ☒ No
PURPOSE	To establish a new full and part-time pay scale	
BACKGROUND	In May 2018, the City entered into an agreement with Springsted, Inc. for a classification, compensation and benefit study. The study recommends the City establish a compensation system that addresses internal equity and market competitiveness.	

SPECIAL NOTES	The following methodology was used in the study: meetings with the City Administrator and Department Heads were held; collection of data was obtained through Position Analysis Questionnaires; review of position descriptions, evaluation of positions based on job requirements; market salary information obtained; development of salary line and pay grades determined; assignment of positions to pay grades and development of implementation options. This is the acceptance of the pay scale and does not address the implementation of the compensation study.
ANALYSIS	There are 29 proposed grades with 6% between the grades and the range of each grade is 40% from the minimum to maximum in the full-time pay scale. There are 11 proposed grades with 6% between the grades and the range of each grade is 40% from the minimum to maximum in the part-time pay scale.
PUBLIC INFORMATION PROCESS	N/A
BOARD OR COMMISSION RECOMMENDATION	N/A
DEPARTMENT RECOMMENDATION	Staff Recommends Approval
REFERENCE DOCUMENTS ATTACHED	Ordinance, Springsted Final Report, Full and Part-Time Pay Scale

**CITY OF
GRAIN VALLEY**

**STATE OF
MISSOURI**

BILL NO. B18-23

ORDINANCE NO.
SECOND READING

INTRODUCED BY:
ALDERMAN WEST

FIRST READING

November 26, 2018 (5-0)

**AN ORDINANCE BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN
VALLEY, MISSOURI AUTHORIZING THE CITY ADMINISTRATOR TO
ESTABLISH THE 2019 FULL-TIME AND PART-TIME PAY SCALE**

WHEREAS, the City of Grain Valley strives to maintain a qualified and experienced staff; and

WHEREAS, the Board of Aldermen authorized the City Administrator to enter into agreement with Springsted, Inc. for a classification, compensation and benefit study; and

WHEREAS, the Board of Aldermen deem the 2019 full-time and part-time pay as a way to establish internal equity and market competitiveness.

NOW THEREFORE, BE IT ORDAINED by the Board of Aldermen of the City of Grain Valley, Missouri as follows:

SECTION 1: The 2019 full-time and part-time pay scale is hereby established as shown in Exhibit A and Exhibit B.

SECTION 2: The City Administrator is hereby authorized to utilize the 2019 full-time and part-time pay scale.

Read two times and PASSED by the Board of Aldermen this ____ day of _____, 2019, the aye and nay votes being recorded as follows:

ALDERMAN BAMMAN _____
ALDERMAN HEADLEY _____
ALDERMAN TOTTON _____

ALDERMAN BASS _____
ALDERMAN STRATTON _____
ALDERMAN WEST _____

MAYOR _____
(in the event of a tie only)

Approved as to form:

Joe Lauber
City Attorney

Mike Todd
Mayor

ATTEST:

Theresa Osenbaugh
City Clerk



Final Report

City of Grain Valley, Missouri

Classification and Compensation Study

January 2019

Table of Contents

LETTER OF TRANSMITTAL

1	INTRODUCTION	2
2	METHODOLOGY.....	4
3	FINDINGS AND RECOMMENDATIONS.....	5
	Evaluation of the Current Compensation Program.....	5
	Pay Philosophy	5
	Defining and Evaluating Job Classes.....	6
	Development of a Salary Schedule	7
	Survey Results	7
	Designing the Pay Plan.....	8
4	IMPLEMENTATION.....	9
5	ON-GOING ADMINISTRATION.....	11
6	RECOMMENDATIONS.....	12
	2018 SALARY SURVEY SUMMARY	APPENDIX I
	COMPENSATION PLAN	APPENDIX II
	POSITION GRADE ASSIGNMENTS	APPENDIX III
	FRINGE BENEFIT COMPARISON	APPENDIX IV

Mission Statement

Springsted provides high quality, independent financial
and management advisory services to public
and non-profit organizations, and works with them
in the long-term process of building their communities
on a fiscally sound and well-managed basis.



Springsted Incorporated
380 Jackson Street, Suite 300
Saint Paul, MN 55101-2887

Tel: 651-223-3000
Fax: 651-223-3002
www.springsted.com

LETTER OF TRANSMITTAL

January 21, 2019

Mr. Ryan Hunt
City Administrator
City of Grain Valley
711 Main Street
Grain Valley, Missouri 64029

Re: Classification and Compensation Study Final Report

Dear Mr. Hunt:

Springsted Incorporated is pleased to provide the City of Grain Valley, Missouri with the completed Classification and Compensation Study. This Study provides an overview of the City's current compensation and classification system in the context of our final report, including the methodology used to review existing position descriptions, job evaluation results, the compensation plan and options for implementation of the new program.

This Study represents a thorough and comprehensive review of all aspects of the City's classification and compensation system. The recommendations offered in this Study will increase the market competitiveness of the City's compensation program for its employees within the regional marketplace and provide increased internal equity among positions. Implementation of these recommendations will help the City attract new employees and assist in retaining current employees needed to meet the City's service demands.

Springsted expresses its thanks to the City of Grain Valley, Missouri staff who completed Position Analysis Questionnaires, and to you, for providing information and feedback throughout the phases of the Study. We appreciate the privilege of serving the City of Grain Valley, Missouri, and hope that we may be of assistance to you in the future.

Respectfully submitted,

Julie Urell, Assistant Vice President
Consultant

1. Introduction

The City of Grain Valley, Missouri retained Springsted Incorporated to conduct a Classification and Compensation Study of all City positions in May of 2018. The Study represents a comprehensive review of the components that affect an organization's compensation program – position descriptions, current compensation structure, the City's pay philosophy, regional market competitiveness of City salaries, the internal equity of salaries paid to comparable City positions, fringe benefits, and ongoing maintenance and administration of the compensation system. A classification and compensation system provides the framework for determining how employees will be paid. As a general rule, most organizations conduct classification and compensation studies every five to seven years to ensure their ability to hire and retain qualified employees and to maintain equitable internal pay relationships. Conducting a classification and compensation study provides an opportunity to review position descriptions, considering technology changes, new work processes and tools, and other factors that can affect job responsibilities. As these changes are reflected over time in job descriptions, jobs should be evaluated to determine the internal relationships of positions within the organization. A classification and compensation study also involves a review of market salaries for similar positions found in comparable organizations. The resulting analysis of data obtained from the market salary survey and job evaluations provides the basis for a revised salary schedule.

The purpose of this study is to ensure that the City's compensation plan is adequate to attract new employees and retain existing employees. If compensation levels fall below market, the organization will experience difficulty hiring people and increased employee turnover as employees seek jobs with other organizations that will pay market rates for their skills.

Springsted utilized a custom compensation and benefits survey, as well as compensation statistics from the Economic Research Institute (ERI) to obtain information about comparable positions and the characteristics of compensation plans used by responding agencies. Data for ten entities was used in the survey:

- City of Blue Springs, MO
- City of Gardner, KS
- City of Gladstone, MO
- City of Grandview, MO
- City of Independence, MO
- City of Lee's Summit, MO
- City of Oak Grove, MO
- City of Odessa, MO
- City of Parkville, MO
- City of Raymore, MO

The City of Liberty, Missouri and the City of Edgerton, Kansas were included in the survey field, but did not provide data for use in this study. This report explains the results of the Classification and Compensation Study. It reflects the

involvement of City staff, who attended orientation sessions at the outset of the study and completed Position Analysis Questionnaires.

2. Methodology

Springsted Incorporated used the following methodology to develop a new classification and compensation plan for the City's positions:

1. Springsted met with the City Administrator to establish working relationships, review current policies and practices relating to the City's existing pay practices and obtain background information.
2. Employees attended orientation sessions conducted by Springsted to learn about the study process. During these sessions, Springsted encouraged employees to ask questions, to voice concerns, and to offer input into the study.
3. Employees received Position Analysis Questionnaires (PAQs) and were encouraged to participate in the study by completing the online form. The PAQ allows employees to provide information about required education and experience; knowledge, skills and abilities and characteristics and factors applicable to their position. Each employee's supervisor reviewed the completed form for accuracy and completeness; providing any additional information they felt was relevant to the position. Supervisors were unable to change any employee-provided information within the online form.
4. We analyzed the PAQs and conducted an initial job evaluation using the SAFE (Systematic Analysis and Factor Evaluation) system. The SAFE system provides a consistent and objective approach to evaluate jobs by applying standard criteria to the training and experience needed to perform the job, the level of complexity in the work performed, working conditions, the impact of end results and the consequences of error.
5. A custom compensation and benefits survey was distributed, and information was utilized from comparable regional Cities, including the salary ranges established for and the actual salaries of benchmark positions comparable to City of Grain Valley positions. The survey results reflect data for ten of the twelve Cities surveyed.
6. Using the salary survey data and the results of the SAFE job evaluation system, Springsted developed a proposed pay schedule and assigned each position to the appropriate salary grade.

3. Findings and Recommendations

Conducting a comprehensive compensation study involves the analysis of substantial quantities of data collected from comparable employers and the City. We have evaluated the City's existing compensation program based on our analysis of the study data and survey results. Using this information, we have developed recommendations for development of a new compensation system for the City of Grain Valley.

Evaluation of the Current Compensation Program

Discussions with City personnel and a review of current compensation data indicates that some of the positions in the City of Grain Valley are compensated below similar positions in other comparable organizations. Other considerations include:

- Concerns about the potential for future employee turnover as employees reach retirement or because employees choose to leave the City to take higher-paying jobs or promotional opportunities with other employers
- Potential difficulty hiring new personnel, especially for specialized positions
- Positions with comparable responsibilities requiring comparable education and experience that are assigned to different pay ranges

Pay Philosophy

A pay philosophy guides the design of a compensation system and answers key questions regarding pay strategy. It generally takes a comprehensive, long-term focus and explains the compensation program's goals and how the program supports the employer's long-range strategic goals. Without a pay philosophy, compensation decisions tend to be viewed from a short-term tactical standpoint apart from the organization's overall goals.

Market competitiveness and internal equity are among the most important areas addressed in a pay philosophy. An organization's desired market position involves defining the market and identifying where the organization wants to be positioned in comparison with that market. Market position should balance what it takes to attract new employees and to retain skilled employees with the organization's financial resources. Internal equity expresses an organization's desire to provide comparable pay to positions with comparable duties and responsibilities.

A pay philosophy should be developed that establishes a compensation program based on individual employee performance as a key feature of the pay philosophy. Therefore, we have emphasized references to performance in the pay philosophy discussion.

As part of this study, we recommend that the City consider these concepts in the adoption of a formal pay philosophy:

- Providing fair and equitable rates of pay to employees
- Defining the City's market area
- Developing a system that establishes a "market rate" for each position and states the minimum and maximum rates that the City will pay for that position
- Establishing rates of pay that allow the City to compete successfully for new employees within its market area
- Establishing a market position that is fiscally responsible with public resources
- Ensuring that pay rates for existing employees are based on individual performance that meets or exceeds expectations and reflects changing economic conditions
- Developing a pay system that allows employees to progress through the pay range as long as their performance consistently meets expectations
- Developing pay administration policies and procedures that ensure consistent application between departments
- Ensuring that the compensation program is understandable to employees, managers, the City Council, and taxpayers

Defining and Evaluating Job Classes

City employees completed individual Position Analysis Questionnaires (PAQs). Supervisors reviewed their employees' PAQs and provided information for each position. Employees and supervisors both responded to questions regarding education and experience requirements, various job factors affecting positions, working conditions and the physical requirements of each job in compliance with the Americans with Disabilities Act (ADA). The City's existing, updated job descriptions were reviewed as part of this study.

We examined the PAQs carefully to review the type of work performed and the qualifications of positions. If the work performed was essentially the same, positions were consolidated into one job class. Consolidating job titles, if practicable, can be beneficial for an organization as it promotes internal equity, particularly with comparable positions that exist in different departments. It also gives greater flexibility to supervisors in assigning work and supports employee cross-training and professional development.

Springsted recommends one title change as a result of the study: The Executive Assistant/Deputy City Clerk position is more appropriately titled Human Resources Administrator.

All job classes were reviewed to determine those positions that can be exempted from the overtime provisions of the federal Fair Labor Standards Act (FLSA) consistent with the regulations which took effect on August 23, 2004. The recommended FLSA designation is included in the pay plan provided to the City.

With the completion of the review of job descriptions, we utilized the SAFE job evaluation system to rate each City position. The factors considered in determining the relative value of classifications are:

- Training and Ability
- Level of Work
- Physical Demands
- Independence of Actions
- Supervision Exercised
- Experience Required
- Human Relations Skills
- Working Conditions/Hazards
- Impact on End Results

Development of a Salary Schedule

The process of developing a salary schedule draws substantially from market data. This data is obtained from other comparable employers within the City's defined market. Survey participants are asked to provide information about the minimum, maximum and actual salary rates of positions, years to maximum, system type, and information on additional compensation if relevant.

Survey Results

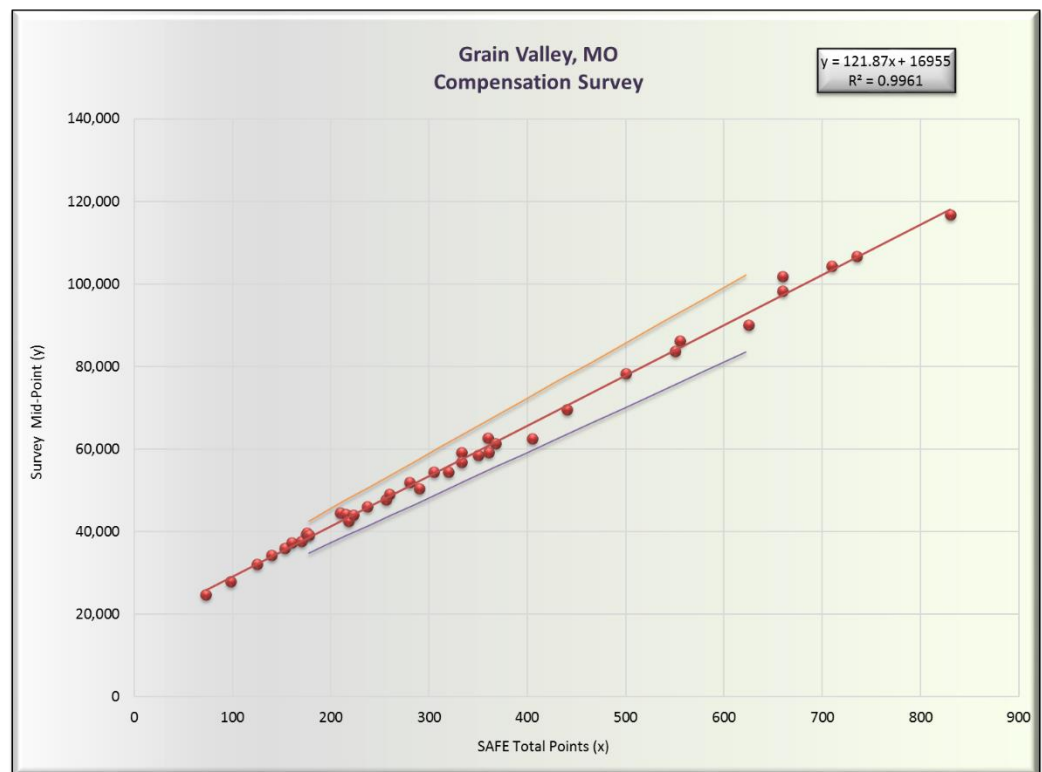
A custom survey includes a series of questions designed to obtain information on a variety of pay practices, and Springsted used data only from comparable employers in the region. Of the 45 positions included in the survey, information for 37 positions was used in analyzing the salary data. Eight positions (Accountant, Community Center Manager, Concession Attendant, Concession Manager-Seasonal, Executive Administrative Assistant/Deputy City Clerk, Police Department Operations Manager, School Resource Officer, Utility Billing Supervisor) were not used in the overall analysis, as there was either incomplete or inconsistent information provided by the participating organizations. A review of the survey summary ranges indicates that the salary ranges for the majority of the City of Grain Valley positions included in the survey are, *on average*, below those of comparable organizations. City of Grain Valley minimum salaries are, on average, 15.87% below the market average, average midpoint salaries are 19.07% below the market average midpoints and the average maximums of the salary ranges are 21.49% below the average maximums reported by the survey participants.

A summary of the market survey results can be found in Appendix I.

Designing the Pay Plan

The first step in designing a compensation plan is to create a salary curve using the salary survey data for the City's positions and the corresponding job evaluation point factors for each position. This data produced the salary curve shown below. Any given point on the salary curve identifies where the market salary rate and the job evaluation point factors intersect.

The recommended full-time compensation plan was designed by establishing 29 pay grades with a 6 percent spread between pay grades. The midpoint of each pay grade generally corresponds with the market as defined by the salary survey. The spread between the minimum and maximum rates of each grade is 40%. The proposed pay scales can be found in Appendix II.



Each position was then assigned to the appropriate salary grade based on the points it received as a result of the job evaluation. Grade Assignments are shown in Appendix III.

4. Implementation

Updating the City's compensation plan carries some necessary costs. The magnitude of these costs can be controlled to some extent by the decisions the City makes about how aggressively to make changes to its current system. To estimate implementation costs, we used 2018 employee salaries supplied by the City for all departments. For purposes of this Final Report, we also included all Police positions to provide a complete view of costs for plan implementation. Of significance:

- 25 of the City's 67 full time employees have a current wage that falls below the minimum of the proposed grade for their position in the pay scale.
- 42 of the City's 67 full-time employees have a current wage that falls within the range of the proposed grade for their position in the pay scale.
- None of the City's 67 full-time employees have a current wage that falls above the range of the proposed grade for their position in the pay scale.

Implementation Option 1: 2019 Full Implementation + COLA

The first option moves employees whose current wage falls below the minimum of the proposed range for their position to the minimum of the range and provides a 2.6% cost of living adjustment (COLA) for 2019. Twenty-five members of the City's full-time workforce are currently compensated at a level that is below the proposed grade for their position. 42 full time employees that have a current wage within their proposed grade are provided a 2.6% COLA for 2019. The annual cost to bring employees onto the proposed pay scale under Option 1 is \$149,165.

Option 1, 2019 Full Implementation + COLA

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	67	\$ 3,088,278.92	\$ 3,246,653.04	\$ 149,164.84	4.83%
Employee Below Min	25	\$ 1,036,464.26	\$ 1,141,491.20	\$ 105,026.94	10.13%
Employee Within Range	42	\$ 2,051,814.66	\$ 2,105,161.84	\$ 44,137.89	2.15%
Employee Above Max	0	\$ -	\$ -	\$ -	

Implementation Option 2: Position Years of Service Adjustment/COLA

The second option places full time employees in the range of the proposed grade based upon current wage, years of service and quartile equivalency. Employees with less than 3 years of tenure whose current wage falls below the proposed grade for their position are brought to the minimum, plus a 2.6% COLA for 2019. Employees less than 3 years of tenure with a current pay rate within the proposed grade for their position are provided a 2.6% COLA. Employees with 3 but less than 6 years of tenure are moved to the 1st Quartile or are provided a 2.6% COLA increase,

whichever is more; employees with 6 but less than 9 years of tenure are moved to the Midpoint or are provided a 2.6% COLA increase, whichever is more; employees with 9 or more years of tenure move to the 3rd Quartile or are provided a 2.6% COLA increase, whichever is more; and employees at or above the maximum receive no increase. The cost to move full time employees onto the proposed compensation plan under Option 2 is \$348,820.

Option 2, 2019 Position YOS Adjustment/COLA

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	67	\$ 3,088,278.92	\$ 3,446,308.50	\$ 348,820.30	11.29%
Employee Below Min	25	\$ 1,036,464.26	\$ 1,220,968.88	\$ 184,504.62	17.80%
Employee Within Range	42	\$ 2,051,814.66	\$ 2,225,339.62	\$ 164,315.68	8.01%
Employee Above Max	0	\$ -	\$ -	\$ -	

Implementation Option 3: 2019 Midpoint Adjustment/COLA

The third option places full time employees in the range of the proposed grade based upon current wage, years of service and midpoint equivalency. Employees with six years or more of tenure move to the midpoint or are provided a 2.6% COLA increase, whichever is more. Employees below the minimum of their proposed grade with 5 year of tenure or less are brought to the minimum plus receive a 2.6% COLA increase. Employees currently paid within their proposed grade with 5 years or less of tenure are provided a 2.6% COLA increase. The cost to move full time employees onto the proposed pay plan under Option 3 is \$237,524.

Option 3, 2019 Midpoint Adjustment/COLA

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	67	\$ 3,088,278.92	\$ 3,335,012.31	\$ 237,524.10	7.69%
Employee Below Min	25	\$ 1,036,464.26	\$ 1,170,503.09	\$ 134,038.83	12.93%
Employee Within Range	42	\$ 2,051,814.66	\$ 2,164,509.22	\$ 103,485.28	5.04%
Employee Above Max	0	\$ -	\$ -	\$ -	

5. On-Going Administration

Generally, an open range pay plan is administered so that employees with satisfactory performance progress over time from the range minimum to the midpoint or market rate and towards the range maximum rate. Employee movement within a pay grade has two components – market and merit adjustments. Market adjustments occur as the result of an annual review, to ensure that the City’s pay plan is keeping pace with the market. When the plan is adjusted, employee salaries are adjusted by the same amount. Merit adjustments are based on individual employee performance. Employees who meet or exceed performance expectations receive a merit adjustment.

It is important for the City to maintain a process to ensure that employees who meet or exceed performance standards do not get “stuck” in the range. Employees who receive *only* annual market adjustments intended to keep pace with the market are likely to find that they do not move closer to or reach the midpoint of the range. Similarly, employees who receive *only* a performance increase but no market increase will likely not move closer to or reach the midpoint over time, either. Several consequences can occur from this situation. First, it may be difficult to retain employees who believe that they must leave the organization to be paid at a market rate. Second, the City may find that it has to pay new hires a higher wage rate than it already pays experienced City employees in the same position. Finally, the City may experience increased requests for reclassifications as a way to achieve a higher rate of pay. Such pressure to reclassify positions can result in increased administrative costs and create internal inequities if the reclassifications are not based on actual changes in job factors. The most effectively administered pay plans are those that facilitate progression toward market pay rates for employees over time, utilizing **both** an annual market adjustment and an annual merit adjustment. Encouraging longevity and performance involves progressing good performers toward the midpoint of a competitive range, over a reasonable tenure with the organization. We encourage the City to consider implementing a performance management system with annual performance scores that can be incorporated into an annual merit increase calculation as a component of this pay plan.

To that end, ongoing administration of the classification and compensation program should include:

1. **Annual review of the salary schedule.** The salary schedule should be reviewed annually to determine if an economic adjustment is needed to ensure that pay grades correspond to general market conditions. From a procedural standpoint, we recommend that the City review changing market conditions annually to determine the need for pay plan adjustments. The adjustment should be based on factors such as an increase in the cost of living, the rate by which comparable organizations are adjusting their salary schedules, and the City’s ability to pay. Failure to evaluate the need for annual adjustments can cause an employer to fall behind the labor market

and eventually experience difficulty attracting and retaining employees. It is generally easier for an employer to keep pace with market changes than to fall behind and come up with the funding needed to catch up to the market.

2. **Maintaining the classification system.** The SAFE job evaluation system can be used to determine the pay grade to which new positions should be assigned. The SAFE system can also help the City assess if the reclassification of a position is warranted, and serve to maintain internal equity among the City's positions.
3. **Periodically conducting salary studies.** We recommend that the City consider conducting a study of its salary plan every five years or more often, as needed. During a five-year period, the essential functions and requirements of some City positions will change. Economic conditions will also change. Conducting a salary study at regular intervals will help the City stay abreast of market changes and will help it to attract and retain employees.

Recommendations

The following recommendations are presented for the City's consideration:

1. Maintain a pay philosophy that guides the City's compensation practices subject to periodic review.
2. Determine the date the proposed pay plan (if adopted) will go into effect.
3. Review the need for annual adjustments to the City salary schedule in accordance with economic conditions, the City's ability to pay and other relevant factors. Organizations generally consider the percentage adjustment by which comparable organizations are increasing their pay scales as well as general economic conditions.
4. Use the SAFE job evaluation system to determine the appropriate range assignment for newly created positions or when a substantial change occurs in assigned functions.
5. Conduct salary surveys every five years (or more often if necessary), to ensure that the City's pay scale is keeping pace with the market.
6. Implement formal performance review and pay-for-performance practices. Re-evaluate the performance management program annually for continuous process improvement.

Appendix I

Summary of 2018 Salary Survey Results

Sheet	Position Surveyed	Number of Respondents	Average FTES	Average Midpoint	Minimum Salary			Midpoint Salary		Maximum Salary		
					Lowest	Highest	Average	Lowest	Highest	Lowest	Highest	Average
1	DNU-Accountant	4	1.00	56,524.49	46,386.00	46,386.00	46,386.00	58,093.50	58,093.50	60,285.00	69,801.00	65,093.97
2	Animal Control Officer	7	1.00	39,657.99	27,930.00	36,358.40	32,693.78	34,964.80	45,167.20	40,477.00	53,976.00	46,622.19
3	Assistant City Administrator	6	1.00	104,285.02	66,708.00	95,718.48	81,965.97	85,536.00	122,519.66	104,364.00	149,320.83	126,603.40
4	Assistant to the Community Development Director	4	1.00	44,593.39	33,151.00	38,507.00	35,657.60	43,350.50	46,098.00	52,087.00	53,976.00	53,250.67
5	Building Official	6	1.00	62,669.24	47,346.00	53,375.40	50,036.33	58,810.00	67,296.19	70,274.00	81,216.98	75,302.16
6	Chief of Police	6	1.00	106,608.99	69,160.00	98,472.00	85,073.55	83,325.00	123,090.00	97,490.00	149,320.83	128,144.44
7	City Administrator	4	1.00	116,732.00	82,747.00	111,634.00	96,085.80	106,101.50	124,918.00	129,456.00	147,736.80	137,378.20
8	City Clerk	9	1.00	56,724.54	41,554.00	50,423.30	45,158.75	51,150.23	64,541.83	60,538.80	78,660.35	68,181.04
9	City Engineer	5	1.00	78,309.68	60,054.96	66,555.00	62,935.39	73,847.50	82,671.50	86,141.00	98,788.00	93,649.68
10	City Planner	7	1.00	61,313.18	43,559.00	56,304.00	49,475.35	54,086.50	70,374.00	64,614.00	84,444.00	73,151.00
11	Codes Enforcement Officer	7	1.00	49,135.12	36,846.00	42,420.00	39,296.05	46,997.60	53,022.00	56,160.00	63,624.00	58,860.97
12	DNU-Community Center Manager	3	1.00									
13	Community Development Director	6	1.00	98,232.79	71,326.00	85,620.00	77,897.72	88,617.00	107,028.00	105,908.00	131,621.00	118,838.40
14	DNU-Concession Attendant	4	1.00									
15	DNU-Concession Manager - Seasonal	3	1.00									
16	Court Administrator	6	1.00	47,712.63	33,752.39	48,381.00	40,524.37	41,346.33	49,618.50	48,940.27	58,510.40	55,732.42
17	Deputy Police Chief	3	1.00	90,000.33	66,555.00	75,559.00	72,091.33	82,671.50	94,629.50	98,788.00	113,700.00	107,909.33
18	Detective	6	1.00	54,372.21	40,789.00	50,149.00	44,175.31	48,053.42	60,424.00	54,620.17	70,699.00	64,343.35
19	Engineering Inspector/Technician	6	1.00	51,892.52	39,020.80	46,861.00	42,035.40	48,765.60	54,721.00	58,510.40	64,313.60	61,749.64
20	DNU-Executive Administrative Assistant/Deputy City Clerk	5	1.00									
21	Finance Director	4	1.00	101,765.79	75,558.34	89,709.00	80,415.84	95,748.00	109,134.00	114,438.00	131,621.00	123,115.75
22	Fleet Maintenance	5	1.00	44,269.97	31,848.00	40,212.00	36,017.25	39,810.00	48,229.65	47,772.00	57,720.63	52,522.69
23	Front Desk Attendant	2	1.00	24,648.75	18,720.00	22,196.00	20,458.00	23,400.00	25,897.50	28,080.00	29,599.00	28,839.50
24	GIS/IT Specialist	7	1.00	54,531.10	37,604.00	48,948.00	43,228.05	48,765.60	61,188.00	58,510.40	73,428.00	65,834.16
25	Park Maintenance Superintendent	4	1.00	59,209.22	40,582.00	56,333.68	47,924.82	50,433.50	71,026.02	60,285.00	85,718.36	70,493.62
26	Park Maintenance Worker	8	1.00	35,999.44	25,886.00	31,848.00	29,219.24	33,110.50	39,810.00	38,016.00	47,772.00	42,779.63
27	Parks & Recreation Director	6	1.00	86,192.10	58,816.00	79,338.00	69,992.24	75,126.25	96,701.50	88,925.07	117,845.00	103,015.01
28	Permit Technician	5	1.00	39,286.39	29,318.00	36,545.92	31,642.89	36,440.50	45,499.67	43,563.00	54,453.42	46,929.89
29	Police Captain	8	1.00	83,681.25	60,080.00	80,794.03	69,174.30	75,100.00	93,072.00	88,795.00	111,684.00	98,188.19
30	Police Clerk	4	1.00	37,639.60	28,603.60	32,115.00	30,478.70	35,039.01	39,422.50	41,474.41	48,100.00	44,800.50
31	DNU-Police Department Operations Manager	3	1.00									
32	Police Lieutenant	2	1.00	69,641.01	54,604.00	56,333.68	55,468.84	68,256.00	71,026.02	81,908.00	85,718.36	83,813.18
33	Police Officer	6	1.00	50,351.43	38,368.00	42,265.60	39,780.27	47,657.00	53,289.60	56,946.00	64,313.60	60,922.60
34	Police Sergeant	8	1.00	62,443.48	41,554.00	56,304.00	50,604.35	53,281.50	70,374.00	65,009.00	84,444.00	74,282.62
35	Public Information Officer	6	1.00	58,488.59	43,559.00	54,867.00	48,001.73	54,086.50	60,998.00	64,614.00	73,291.00	69,433.14
36	Public Works Crew Leader	4	1.00	46,126.16	31,810.24	42,420.00	37,102.61	38,967.55	53,022.00	46,124.85	63,624.00	55,149.71
37	Public Works Maintenance Assistant	3	1.00	34,256.60	25,443.54	29,901.00	27,614.05	31,168.69	37,447.50	36,893.83	44,994.00	40,899.14
38	Public Works Maintenance Superintendent	7	1.00	59,083.78	40,582.00	51,140.00	46,864.46	50,433.50	65,295.00	60,285.00	83,481.00	71,303.10
39	Public Works Maintenance Worker	9	1.00	37,402.15	27,956.22	31,848.00	29,515.05	34,246.08	39,810.00	40,535.94	53,393.60	45,613.42
40	Receptionist/Cashier	6	1.00	32,071.64	24,791.00	29,348.80	26,323.55	29,120.00	35,360.00	32,780.80	41,371.20	37,819.72
41	Recreation Supervisor	3	1.00	43,980.14	33,755.78	36,656.00	35,028.46	43,347.20	45,079.00	52,020.80	53,502.00	52,931.81
42	DNU-School Resource Officer	1	1.00									
43	Seasonal Park Maintenance	4	1.00	24,471.78	16,328.00	22,880.00	19,162.00	20,800.00	27,560.00	24,960.00	32,240.00	29,466.67
44	Swim Instructor	2	1.00	27,997.00	22,880.00	25,241.00	24,060.50	27,560.00	28,434.00	31,627.00	32,240.00	31,933.50
45	Utility Billing Clerk	7	1.00	39,200.80	28,059.20	34,902.40	31,771.53	37,447.50	43,357.60	43,696.00	51,812.80	46,214.68
46	DNU - Utility Billing Supervisor	3	1.00	47,562.98	36,822.80	43,559.00	39,800.87	45,107.66	48,765.60	53,392.51	58,510.40	55,951.46
47	Victim Advocate	2	1.00	42,548.35	34,673.60	35,755.00	35,214.30	41,749.50	43,347.20	47,744.00	52,020.80	49,882.40
	Averages	5.02	1.00									
	DNU - did not use survey information											

Appendix I

Summary of 2018 Salary Survey Results

		Grain Valley, Missouri Information											
Sheet	Position Surveyed	Number of Respondents	Average FTES	Average Midpoint	Min	Diff	%	Mid	Diff	%	Max	Diff	%
1	DNU-Accountant	4	1.00	56,524.49	38,004.00	(8,382.00)	-22.06%	46,200.00	(10,324.49)	-22.35%	54,396.00	(10,697.97)	-19.67%
2	Animal Control Officer	7	1.00	39,657.99	27,708.00	(4,985.78)	-17.99%	33,624.00	(6,033.99)	-17.95%	39,540.00	(7,082.19)	-17.91%
3	Assistant City Administrator	6	1.00	104,285.02	74,922.00	(7,043.97)	-9.40%	88,245.00	(16,040.02)	-18.18%	101,568.00	(25,035.40)	-24.65%
4	Assistant to the Community Development Director	4	1.00	44,593.39	33,365.00	(2,292.60)	-6.87%	40,578.50	(4,014.89)	-9.89%	47,792.00	(5,458.67)	-11.42%
5	Building Official	6	1.00	62,669.24	38,004.00	(12,032.33)	-31.66%	46,200.00	(16,469.24)	-35.65%	54,396.00	(20,906.16)	-38.43%
6	Chief of Police	6	1.00	106,608.99	60,916.00	(24,157.55)	-39.66%	74,627.50	(31,981.49)	-42.85%	88,339.00	(39,805.44)	-45.06%
7	City Administrator	4	1.00	116,732.00									
8	City Clerk	9	1.00	56,724.54	41,259.00	(3,899.75)	-9.45%	50,223.00	(6,501.54)	-12.95%	59,187.00	(8,994.04)	-15.20%
9	City Engineer	5	1.00	78,309.68	59,652.00	(3,283.39)	-5.50%	72,360.00	(5,949.68)	-8.22%	85,068.00	(8,581.68)	-10.09%
10	City Planner	7	1.00	41,313.18	41,259.00	(8,216.35)	-19.91%	50,223.00	(11,090.18)	-22.08%	59,187.00	(13,964.00)	-23.59%
11	Codes Enforcement Officer	7	1.00	49,135.12	33,365.00	(5,931.05)	-17.78%	40,578.50	(8,556.62)	-21.09%	47,792.00	(11,068.97)	-23.16%
12	DNU-Community Center Manager	3	1.00		38,004.00			46,200.00			54,396.00		
13	Community Development Director	6	1.00	98,232.79	60,916.00	(16,981.72)	-27.88%	74,627.50	(23,605.29)	-31.63%	88,339.00	(30,499.40)	-34.53%
14	DNU-Concession Attendant	4	1.00		18,198.00			19,497.00			20,796.00		
15	DNU-Concession Manager - Seasonal	3	1.00										
16	Court Administrator	6	1.00	47,712.63	31,320.00	(9,204.37)	-29.39%	37,956.00	(9,756.63)	-25.71%	44,592.00	(11,140.42)	-24.98%
17	Deputy Police Chief	3	1.00	90,000.33									
18	Detective	6	1.00	54,372.21	38,004.00	(6,171.31)	-16.24%	46,200.00	(8,172.21)	-17.69%	54,396.00	(9,947.35)	-18.29%
19	Engineering Inspector/Technician	6	1.00	51,892.52	38,004.00	(4,031.40)	-10.61%	46,200.00	(5,692.52)	-12.32%	54,396.00	(7,353.64)	-13.52%
20	DNU-Executive Administrative Assistant/Deputy City Clerk	5	1.00		38,004.00			46,200.00			54,396.00		
21	Finance Director	4	1.00	101,765.79	60,916.00	(19,499.84)	-32.01%	74,627.50	(27,138.29)	-36.37%	88,339.00	(34,776.75)	-39.37%
22	Fleet Maintenance	5	1.00	44,269.97	33,365.00	(2,652.25)	-7.95%	40,578.50	(3,691.47)	-9.10%	47,792.00	(4,730.69)	-9.90%
23	Front Desk Attendant	2	1.00	24,648.75	18,198.00	(2,260.00)	-12.42%	19,497.00	(5,151.75)	-26.42%	20,796.00	(8,043.50)	-38.68%
24	GIS/IT Specialist	7	1.00	54,531.10	33,365.00	(9,863.05)	-29.56%	40,578.50	(13,952.60)	-34.38%	47,792.00	(18,042.16)	-37.75%
25	Park Maintenance Superintendent	4	1.00	59,209.22	38,004.00	(9,920.82)	-26.10%	46,200.00	(13,009.22)	-28.16%	54,396.00	(16,097.62)	-29.59%
26	Park Maintenance Worker	8	1.00	35,999.44	27,708.00	(1,511.24)	-5.45%	33,624.00	(2,375.44)	-7.06%	39,540.00	(3,239.63)	-8.19%
27	Parks & Recreation Director	6	1.00	86,192.10	60,916.00	(9,076.24)	-14.90%	74,627.50	(11,564.60)	-15.50%	88,339.00	(14,676.01)	-16.61%
28	Permit Technician	5	1.00	39,286.39	33,365.00	1,722.11	5.16%	40,578.50	1,292.11	3.18%	47,792.00	862.11	1.80%
29	Police Captain	8	1.00	83,681.25	59,652.00	(9,522.30)	-15.96%	72,360.00	(11,321.25)	-15.65%	85,068.00	(13,120.19)	-15.42%
30	Police Clerk	4	1.00	37,639.60	27,708.00	(2,770.70)	-10.00%	33,624.00	(4,015.60)	-11.94%	39,540.00	(5,260.50)	-13.30%
31	DNU-Police Department Operations Manager	3	1.00		41,259.00			50,223.00			59,187.00		
32	Police Lieutenant	2	1.00	69,641.01									
33	Police Officer	6	1.00	50,351.43	33,365.00	(6,415.27)	-19.23%	40,578.50	(9,772.93)	-24.08%	47,792.00	(13,130.60)	-27.47%
34	Police Sergeant	8	1.00	62,443.48	41,259.00	(9,345.35)	-22.65%	50,223.00	(12,220.48)	-24.33%	59,187.00	(15,095.62)	-25.50%
35	Public Information Officer	6	1.00	58,488.59	38,004.00	(9,997.73)	-26.31%	46,200.00	(12,288.59)	-26.60%	54,396.00	(15,037.14)	-27.64%
36	Public Works Crew Leader	4	1.00	46,126.16	33,365.00	(3,737.61)	-11.20%	40,578.50	(5,547.66)	-13.67%	47,792.00	(7,357.71)	-15.40%
37	Public Works Maintenance Assistant	3	1.00	34,256.60	27,708.00	93.95	0.34%	33,624.00	(632.60)	-1.88%	39,540.00	(1,359.14)	-3.44%
38	Public Works Maintenance Superintendent	7	1.00	59,083.78	38,004.00	(8,860.46)	-23.31%	46,200.00	(12,883.78)	-27.89%	54,396.00	(16,907.10)	-31.08%
39	Public Works Maintenance Worker	9	1.00	37,402.15	27,708.00	(1,807.05)	-6.52%	33,624.00	(3,778.15)	-11.24%	39,540.00	(6,073.42)	-15.36%
40	Receptionist/Cashier	6	1.00	32,071.64	25,128.00	(1,195.55)	-4.76%	30,606.00	(1,465.64)	-4.79%	36,084.00	(1,735.72)	-4.81%
41	Recreation Supervisor	3	1.00	43,980.14	33,365.00	(1,663.46)	-4.99%	40,578.50	(3,401.64)	-8.38%	47,792.00	(5,139.81)	-10.75%
42	DNU-School Resource Officer	1	1.00		33,365.00			40,578.50			47,792.00		
43	Seasonal Park Maintenance	4	1.00	24,471.78	18,198.00	(964.00)	-5.30%	19,497.00	(4,974.78)	-25.52%	20,796.00	(8,670.67)	-41.69%
44	Swim Instructor	2	1.00	27,997.00	18,198.00	(5,862.50)	-32.22%	19,497.00	(8,500.00)	-43.60%	20,796.00	(11,137.50)	-53.56%
45	Utility Billing Clerk	7	1.00	39,200.80	31,320.00	(451.52)	-1.44%	37,956.00	(1,244.80)	-3.28%	44,592.00	(1,622.68)	-3.64%
46	DNU - Utility Billing Supervisor	3	1.00	47,562.98	33,365.00	(6,435.87)	-19.29%	40,578.50	(6,984.48)	-17.21%	47,792.00	(8,159.46)	-17.07%
47	Victim Advocate	2	1.00	42,548.35	31,320.00	(3,894.30)	-12.43%	37,956.00	(4,592.35)	-12.10%	44,592.00	(5,290.40)	-11.86%
	Averages	5.02	1.00			(6,381.70)	-15.87%		(9,036.97)	-19.07%		(11,694.14)	-21.49%
	DNU - did not use survey information												

Appendix II
Proposed Pay Scale

% Between Grades:
Range:

6%
40.0%
24,300

2018

Starting midpoint:

FULL TIME
EMPLOYEES

EMPLOYEES			Salary Range (2018)				
Pts		Grade	Min	1st Q	Mid	3rd Q	Max
0	- 66	1	19,440.00	21,870.00	24,300.00	26,730.00	29,160.00
67	- 78	2	20,606.40	23,182.20	25,758.00	28,333.80	30,909.60
79	- 91	3	21,842.78	24,573.13	27,303.48	30,033.83	32,764.18
92	- 105	4	23,153.35	26,047.52	28,941.69	31,835.86	34,730.03
106	- 119	5	24,542.55	27,610.37	30,678.19	33,746.01	36,813.83
120	- 135	6	26,015.11	29,266.99	32,518.88	35,770.77	39,022.66
136	- 151	7	27,576.01	31,023.01	34,470.01	37,917.02	41,364.02
152	- 169	8	29,230.57	32,884.39	36,538.22	40,192.04	43,845.86
170	- 187	9	30,984.41	34,857.46	38,730.51	42,603.56	46,476.61
188	- 207	10	32,843.47	36,948.90	41,054.34	45,159.77	49,265.21
208	- 228	11	34,814.08	39,165.84	43,517.60	47,869.36	52,221.12
229	- 250	12	36,902.92	41,515.79	46,128.65	50,741.52	55,354.39
251	- 274	13	39,117.10	44,006.74	48,896.37	53,786.01	58,675.65
275	- 298	14	41,464.13	46,647.14	51,830.16	57,013.17	62,196.19
299	- 324	15	43,951.97	49,445.97	54,939.97	60,433.96	65,927.96
325	- 352	16	46,589.09	52,412.73	58,236.36	64,060.00	69,883.64
353	- 382	17	49,384.44	55,557.49	61,730.55	67,903.60	74,076.66
383	- 413	18	52,347.50	58,890.94	65,434.38	71,977.82	78,521.25
414	- 446	19	55,488.35	62,424.40	69,360.44	76,296.49	83,232.53
447	- 482	20	58,817.65	66,169.86	73,522.07	80,874.27	88,226.48
483	- 519	21	62,346.71	70,140.05	77,933.39	85,726.73	93,520.07
520	- 558	22	66,087.52	74,348.46	82,609.40	90,870.34	99,131.27
559	- 600	23	70,052.77	78,809.36	87,565.96	96,322.56	105,079.15
601	- 645	24	74,255.93	83,537.93	92,819.92	102,101.91	111,383.90
646	- 692	25	78,711.29	88,550.20	98,389.11	108,228.02	118,066.93
693	- 741	26	83,433.97	93,863.21	104,292.46	114,721.70	125,150.95
742	- 794	27	88,440.00	99,495.01	110,550.01	121,605.01	132,660.01
795	- 850	28	93,746.41	105,464.71	117,183.01	128,901.31	140,619.61
851	- 910	29	99,371.19	111,792.59	124,213.99	136,635.39	149,056.78

(Hourly)					
Grade	Min	1st Q	Mid	3rd Q	Max
1	9.35	10.51	11.68	12.85	14.02
2	9.91	11.15	12.38	13.62	14.86
3	10.50	11.81	13.13	14.44	15.75
4	11.13	12.52	13.91	15.31	16.70
5	11.80	13.27	14.75	16.22	17.70
6	12.51	14.07	15.63	17.20	18.76
7	13.26	14.91	16.57	18.23	19.89
8	14.05	15.81	17.57	19.32	21.08
9	14.90	16.76	18.62	20.48	22.34
10	15.79	17.76	19.74	21.71	23.69
11	16.74	18.83	20.92	23.01	25.11
12	17.74	19.96	22.18	24.39	26.61
13	18.81	21.16	23.51	25.86	28.21
14	19.93	22.43	24.92	27.41	29.90
15	21.13	23.77	26.41	29.05	31.70
16	22.40	25.20	28.00	30.80	33.60
17	23.74	26.71	29.68	32.65	35.61
18	25.17	28.31	31.46	34.60	37.75
19	26.68	30.01	33.35	36.68	40.02
20	28.28	31.81	35.35	38.88	42.42
21	29.97	33.72	37.47	41.21	44.96
22	31.77	35.74	39.72	43.69	47.66
23	33.68	37.89	42.10	46.31	50.52
24	35.70	40.16	44.62	49.09	53.55
25	37.84	42.57	47.30	52.03	56.76
26	40.11	45.13	50.14	55.15	60.17
27	42.52	47.83	53.15	58.46	63.78
28	45.07	50.70	56.34	61.97	67.61
29	47.77	53.75	59.72	65.69	71.66



Appendix II
Proposed Pay Scale

2019
FULL TIME
EMPLOYEES

% Between Grades:
Range:

Starting midpoint:

6%
40.0%
24,932

Includes recommended 2.6% cost of living

		Salary Range (2019)					
Pts		Grade	Min	1st Q	Mid	3rd Q	Max
0 - 66		1	19,945.44	22,438.62	24,931.80	27,424.98	29,918.16
67 - 78		2	21,142.17	23,784.94	26,427.71	29,070.48	31,713.25
79 - 91		3	22,410.70	25,212.03	28,013.37	30,814.71	33,616.04
92 - 105		4	23,755.34	26,724.76	29,694.17	32,663.59	35,633.01
106 - 119		5	25,180.66	28,328.24	31,475.82	34,623.41	37,770.99
120 - 135		6	26,691.50	30,027.94	33,364.37	36,700.81	40,037.25
136 - 151		7	28,292.99	31,829.61	35,366.23	38,902.86	42,439.48
152 - 169		8	29,990.57	33,739.39	37,488.21	41,237.03	44,985.85
170 - 187		9	31,790.00	35,763.75	39,737.50	43,711.25	47,685.00
188 - 207		10	33,697.40	37,909.58	42,121.75	46,333.93	50,546.10
208 - 228		11	35,719.25	40,184.15	44,649.06	49,113.96	53,578.87
229 - 250		12	37,862.40	42,595.20	47,328.00	52,060.80	56,793.60
251 - 274		13	40,134.14	45,150.91	50,167.68	55,184.45	60,201.22
275 - 298		14	42,542.19	47,859.97	53,177.74	58,495.51	63,813.29
299 - 324		15	45,094.72	50,731.56	56,368.41	62,005.25	67,642.09
325 - 352		16	47,800.41	53,775.46	59,750.51	65,725.56	71,700.61
353 - 382		17	50,668.43	57,001.99	63,335.54	69,669.09	76,002.65
383 - 413		18	53,708.54	60,422.11	67,135.67	73,849.24	80,562.81
414 - 446		19	56,931.05	64,047.43	71,163.81	78,280.19	85,396.58
447 - 482		20	60,346.91	67,890.28	75,433.64	82,977.01	90,520.37
483 - 519		21	63,967.73	71,963.69	79,959.66	87,955.63	95,951.59
520 - 558		22	67,805.79	76,281.52	84,757.24	93,232.96	101,708.69
559 - 600		23	71,874.14	80,858.41	89,842.67	98,826.94	107,811.21
601 - 645		24	76,186.59	85,709.91	95,233.23	104,756.56	114,279.88
646 - 692		25	80,757.78	90,852.51	100,947.23	111,041.95	121,136.67
693 - 741		26	85,603.25	96,303.66	107,004.06	117,704.47	128,404.87
742 - 794		27	90,739.44	102,081.88	113,424.31	124,766.74	136,109.17
795 - 850		28	96,183.81	108,206.79	120,229.76	132,252.74	144,275.72
851 - 910		29	101,954.84	114,699.20	127,443.55	140,187.91	152,932.26

(Hourly)					
Grade	Min	1st Q	Mid	3rd Q	Max
1	9.59	10.79	11.99	13.19	14.38
2	10.16	11.44	12.71	13.98	15.25
3	10.77	12.12	13.47	14.81	16.16
4	11.42	12.85	14.28	15.70	17.13
5	12.11	13.62	15.13	16.65	18.16
6	12.83	14.44	16.04	17.64	19.25
7	13.60	15.30	17.00	18.70	20.40
8	14.42	16.22	18.02	19.83	21.63
9	15.28	17.19	19.10	21.02	22.93
10	16.20	18.23	20.25	22.28	24.30
11	17.17	19.32	21.47	23.61	25.76
12	18.20	20.48	22.75	25.03	27.30
13	19.30	21.71	24.12	26.53	28.94
14	20.45	23.01	25.57	28.12	30.68
15	21.68	24.39	27.10	29.81	32.52
16	22.98	25.85	28.73	31.60	34.47
17	24.36	27.40	30.45	33.49	36.54
18	25.82	29.05	32.28	35.50	38.73
19	27.37	30.79	34.21	37.63	41.06
20	29.01	32.64	36.27	39.89	43.52
21	30.75	34.60	38.44	42.29	46.13
22	32.60	36.67	40.75	44.82	48.90
23	34.55	38.87	43.19	47.51	51.83
24	36.63	41.21	45.79	50.36	54.94
25	38.83	43.68	48.53	53.39	58.24
26	41.16	46.30	51.44	56.59	61.73
27	43.62	49.08	54.53	59.98	65.44
28	46.24	52.02	57.80	63.58	69.36
29	49.02	55.14	61.27	67.40	73.53

Appendix II
Proposed Pay Scale

% Between Grades:
Range:

6%
40.0%
25,680

Starting midpoint:

(3% increase to 2019)

2020
FULL TIME
EMPLOYEES

		Salary Range (2020)					
Pts		Grade	Min	1st Q	Mid	3rd Q	Max
0	- 66	1	20,543.97	23,111.96	25,679.96	28,247.96	30,815.95
67	- 78	2	21,776.61	24,498.68	27,220.76	29,942.83	32,664.91
79	- 91	3	23,083.20	25,968.60	28,854.00	31,739.40	34,624.80
92	- 105	4	24,468.19	27,526.72	30,585.24	33,643.77	36,702.29
106	- 119	5	25,936.29	29,178.32	32,420.36	35,662.39	38,904.43
120	- 135	6	27,492.46	30,929.02	34,365.58	37,802.14	41,238.70
136	- 151	7	29,142.01	32,784.76	36,427.51	40,070.27	43,713.02
152	- 169	8	30,890.53	34,751.85	38,613.16	42,474.48	46,335.80
170	- 187	9	32,743.96	36,836.96	40,929.95	45,022.95	49,115.95
188	- 207	10	34,708.60	39,047.18	43,385.75	47,724.33	52,062.90
208	- 228	11	36,791.12	41,390.01	45,988.90	50,587.79	55,186.68
229	- 250	12	38,998.58	43,873.41	48,748.23	53,623.05	58,497.88
251	- 274	13	41,338.50	46,505.81	51,673.12	56,840.44	62,007.75
275	- 298	14	43,818.81	49,296.16	54,773.51	60,250.86	65,728.21
299	- 324	15	46,447.94	52,253.93	58,059.92	63,865.92	69,671.91
325	- 352	16	49,234.81	55,389.17	61,543.52	67,697.87	73,852.22
353	- 382	17	52,188.90	58,712.52	65,236.13	71,759.74	78,283.36
383	- 413	18	55,320.24	62,235.27	69,150.30	76,065.33	82,980.36
414	- 446	19	58,639.45	65,969.38	73,299.32	80,629.25	87,959.18
447	- 482	20	62,157.82	69,927.55	77,697.27	85,467.00	93,236.73
483	- 519	21	65,887.29	74,123.20	82,359.11	90,595.02	98,830.93
520	- 558	22	69,840.53	78,570.59	87,300.66	96,030.72	104,760.79
559	- 600	23	74,030.96	83,284.83	92,538.70	101,792.57	111,046.44
601	- 645	24	78,472.81	88,281.92	98,091.02	107,900.12	117,709.22
646	- 692	25	83,181.18	93,578.83	103,976.48	114,374.13	124,771.78
693	- 741	26	88,172.05	99,193.56	110,215.07	121,236.58	132,258.08
742	- 794	27	93,462.38	105,145.18	116,827.97	128,510.77	140,193.57
795	- 850	28	99,070.12	111,453.89	123,837.65	136,221.42	148,605.18
851	- 910	29	105,014.33	118,141.12	131,267.91	144,394.70	157,521.49

(Hourly)					
Grade	Min	1st Q	Mid	3rd Q	Max
1	9.88	11.11	12.35	13.58	14.82
2	10.47	11.78	13.09	14.40	15.70
3	11.10	12.48	13.87	15.26	16.65
4	11.76	13.23	14.70	16.17	17.65
5	12.47	14.03	15.59	17.15	18.70
6	13.22	14.87	16.52	18.17	19.83
7	14.01	15.76	17.51	19.26	21.02
8	14.85	16.71	18.56	20.42	22.28
9	15.74	17.71	19.68	21.65	23.61
10	16.69	18.77	20.86	22.94	25.03
11	17.69	19.90	22.11	24.32	26.53
12	18.75	21.09	23.44	25.78	28.12
13	19.87	22.36	24.84	27.33	29.81
14	21.07	23.70	26.33	28.97	31.60
15	22.33	25.12	27.91	30.70	33.50
16	23.67	26.63	29.59	32.55	35.51
17	25.09	28.23	31.36	34.50	37.64
18	26.60	29.92	33.25	36.57	39.89
19	28.19	31.72	35.24	38.76	42.29
20	29.88	33.62	37.35	41.09	44.83
21	31.68	35.64	39.60	43.56	47.51
22	33.58	37.77	41.97	46.17	50.37
23	35.59	40.04	44.49	48.94	53.39
24	37.73	42.44	47.16	51.88	56.59
25	39.99	44.99	49.99	54.99	59.99
26	42.39	47.69	52.99	58.29	63.59
27	44.93	50.55	56.17	61.78	67.40
28	47.63	53.58	59.54	65.49	71.44
29	50.49	56.80	63.11	69.42	75.73

Appendix II
Proposed Pay Scale

% Between Grades:	6%
Range:	40.0%
Starting midpoint:	18,699



Includes recommended 2.6% cost of living increase

2019
PART TIME
EMPLOYEES

			Salary Range (2019) 1.0 FTE		
Pts		Grade	Min	Mid	Max
0	- 66	1	17,888.00	18,698.85	22,438.62
67	- 78	2	17,888.00	19,820.78	23,784.94
79	- 91	3	17,888.00	21,010.03	25,212.03
92	- 105	4	17,888.00	22,270.63	26,724.76
106	- 119	5	18,885.49	23,606.87	28,328.24
120	- 135	6	20,018.62	25,023.28	30,027.94
136	- 151	7	21,219.74	26,524.68	31,829.61
152	- 169	8	22,492.93	28,116.16	33,739.39
170	- 187	9	23,842.50	29,803.13	35,763.75
188	- 207	10	25,273.05	31,591.31	37,909.58
208	- 228	11	26,789.43	33,486.79	40,184.15

	(Hourly)		
Grade	**Min	Mid	Max
1	8.60	8.99	10.79
2	8.60	9.53	11.44
3	8.60	10.10	12.12
4	8.60	10.71	12.85
5	9.08	11.35	13.62
6	9.62	12.03	14.44
7	10.20	12.75	15.30
8	10.81	13.52	16.22
9	11.46	14.33	17.19
10	12.15	15.19	18.23
11	12.88	16.10	19.32

**Proposition B Option: no employee will be paid less than \$8.60 per hour effective January 1, 2019
Note: Proposition B not mandatory for public employers



Appendix III Position Grade Assignments

Points	Department	Division	FULL TIME Title	Grade
140	Community Development	N/A	Public Works Maintenance Assistant	7
153	Parks & Recreation	N/A	Park Maintenance Worker	8
160	Community Development	N/A	Public Works Maintenance Worker	8
170	Police	N/A	Police Clerk	9
175	Community Development	N/A	Permit Technician	9
176	Police	N/A	Animal Control Officer	9
178	Finance	N/A	Utility Billing Clerk	9
208	Parks & Recreation	N/A	Community Center Manager	11
210	Community Development	N/A	Assistant to The Community Development Director	11
213	Finance	N/A	Utility Billing Supervisor	11
215	Administration	N/A	Fleet Maintenance	11
218	Police	N/A	Victim Advocate	11
223	Parks & Recreation	N/A	Recreation Supervisor	11
237.5	Community Development	N/A	Public Works Crew Leader	12
256	Administration	N/A	Court Administrator	13
258	Police	N/A	Police Department Operations Manager	13
260	Community Development	N/A	Codes Enforcement Officer	13
280	Community Development	N/A	Engineering Inspector/Technician	14
290	Police	N/A	Police Officer	14
290	Finance	N/A	Accountant	14
293	Police	N/A	School Resource Officer	14
305	Administration	N/A	GIS/IT Specialist	15
308	Administration	N/A	Human Resources Administrator	15
320	Police	N/A	Detective	15
333	Administration	N/A	City Clerk	16
333	Parks & Recreation	N/A	Park Maintenance Superintendent	16
350	Administration	N/A	Public Information Officer	16
360	Community Development	N/A	Building Official	17
360.5	Community Development	N/A	Public Works Maintenance Superintendent	17
368	Community Development	N/A	City Planner	17
405	Police	N/A	Police Sergeant	18
440	Police	N/A	Police Lieutenant	19
500	Community Development	N/A	City Engineer	21
550	Police	N/A	Police Captain	22
555	Parks & Recreation	N/A	Parks & Recreation Director	22
625	Police	N/A	Deputy Police Chief	24
660	Community Development	N/A	Community Development Director	25
660	Finance	N/A	Finance Director	25
710	Administration	N/A	Assistant City Administrator	26
735	Police	N/A	Chief of Police	26
830	Administration	N/A	City Administrator	28

Appendix III
Position Grade Assignments

			PART TIME	
Points	Department	Division	Title	Grade
73	Parks & Recreation	N/A	Front Desk Attendant	2
85	Parks & Recreation	N/A	Concession Attendant	3
98	Parks & Recreation	N/A	Swim Instructor	4
125	Finance	N/A	Receptionist/Cashier	6
195	Parks & Recreation	N/A	Concession Manager	10

Appendix IV Fringe Benefit Comparison

			<u>Least Reported</u>	<u>Most Reported</u>	<u>Average Reported</u>	<u>Grain Valley, Missouri</u>
1	1a	Holidays (Days/Year)	8	12	11	10
	1b	Floating Holidays	No (3)	Yes (5)	Yes	yes
		If yes, how many?	1	3	2	1
	1c	Holiday on Regular Days Off	Other (1)	Fri-Mon (5)	Fri-Mon	Fri-Mon
	1d	Comp on Holidays Worked				
		Time and a ½	T&½ (2)	2	T&½ (2)	T&1/2
		Double Time	Dbl (1)	1		
		Double Time and a ½	DT&½ (1)	1		
	1e	Other	Other (2)	2	Other (2)	
2		Annual Leave (Days/Year)				
	2a	<i>Vacation/Sick or PTO</i>	PTO (2)	Vac-Sick (5)	Vac-Sick	Vac-Sick
	2b	<i>Vacation - DAYS</i>				
		6 months	3	10	8	6
		1 year	10	15	11	12
		2 years	10	15	11	12
		3 years	10	18	12	12
		4 years	10	18	12	12
		5 years	12	21	16	15
		6 years	12	21	16	15
		7 years	12	21	16	15
		8 years	12	21	16	15
		9 years	12	21	16	15
		10 years	15	24	19	18
		11 years	15	24	19	18
		12 years	15	24	19	18
		13 years	15	24	19	18
		14 years	15	24	19	18
		15 years	17	27	22	21
		16 years	17	27	22	21
		17 years	17	27	22	21
		18 years	17	27	22	21
		19 years	17	27	22	21
		20 years	20	27	23	21
		20+ years	20	30	25	21

Appendix IV Fringe Benefit Comparison

			<u>Least Reported</u>	<u>Most Reported</u>	<u>Average Reported</u>	<u>Grain Valley, Missouri</u>
3	3a	Sick Leave (Days/Year)	0	12	9	12
	3b	Carried into Next Year	0	Unltd (2)	90	96
	3c	Max. Accumulation	0	Unltd. (1)	103	120
	3d	Paid at Termination/Retirement	No (2)	Yes (4)	Yes	yes
	3e	Sick Leave Bank	Yes/No (3/3)	Yes/No (3/3)		no
4		Pension and Retirement				
	4a	Other Than Social Security	No (0)	Yes (10)	Yes	yes
	4b	State Sponsored	No (1)	Yes (9)	Yes	yes
	4c	Employer Paid	0%	100%	39.1%	7.8%
	4d	Employee Paid	0%	6.0%	2.3%	0%
	4e	Death Benefit	No (1)	Yes (5)	Yes	yes
5		Life & Disability Insurance				
	5a	Life Insurance	No (1)	Yes (9)	Yes	yes
		Employer Paid	100%	100%	100%	100%
	5b	AD&D	No (2)	Yes (8)	Yes	Yes
		AD&D Double Indemnity	No (3)	Yes (7)	Yes	No
		Employer Paid	0%	100%	86%	100%
	5c	Short Term Disability	No (1)	Yes (8)	Yes	Yes
		Employer Paid	0%	100%	66%	100%
	5d	Long Term Disability	No (1)	Yes (8)	Yes	Yes
		Employer Paid	0%	100%	56%	0%

Appendix IV Fringe Benefit Comparison

			Least Reported	Most Reported	Average Reported	Grain Valley, Missouri
6	6a	Health Insurance	No (0)	Yes (10)	Yes	Yes
	6b	Different Types of Coverage?	No (0)	Yes (10)	Yes	Yes
	6c	100% FTE participation required	Yes (0)	No (7)	No	No
	6d	Not participating	Yes (0)	No (6)	No	No
		HEALTH INSURANCE TYPE 1 - PPO				
	6e	Employee Only	\$ -	\$ 719.00	\$ 533.17	\$ 618.70
		Employer Paid	75%	100%	90%	100%
		Employee Paid	0%	25%	10%	0%
		Max out of pocket	\$1,500	\$4,000	\$3,042	\$2,500
		Standard Office Visit Co-pay	\$20	\$35	\$28	\$30
	6f	Employee/Spouse	\$ 232.00	\$ 1,602.34	\$ 1,233.22	\$ 1,484.88
		Employer Paid	65%	80%	73%	80%
		Employee Paid	20%	35%	27%	20%
		Max out of pocket	\$4,500	\$8,000	\$6,458	\$5,000
		Standard Office Visit Co-pay	\$20	\$35	\$28	\$30
	6g	Employee/Child	\$ 218.00	\$ 1,602.34	\$ 1,169.36	\$ 1,237.38
		Employer Paid	65%	80%	73%	83%
		Employee Paid	20%	35%	27%	17%
		Max out of pocket	\$4,500	\$8,000	\$6,458	\$5,000
		Standard Office Visit Co-pay	\$20	\$35	\$28	\$30
	6h	Employee/Family	\$ 343.00	\$ 1,881.84	\$ 1,495.43	\$ 1,732.34
		Employer Paid	62%	80%	72%	78%
		Employee Paid	20%	38%	26%	22%
		Max out of pocket	\$4,500	\$8,000	\$6,458	\$5,000
		Standard Office Visit Co-pay	\$20	\$35	\$28	\$30
		HEALTH INSURANCE TYPE 2 - HDHP				
	6i	Employee Only	\$ -	\$ 596.00	\$ 411.34	\$ 481.58
		Employer Paid	75%	100%	94%	100%
		Employee Paid	0%	25%	6%	0%
		Annual Deductible	\$1,500	\$3,000	\$2,560	\$1,500
		Annual Maximum Out-of-Pocket	\$2,600	\$5,000	\$3,260	\$3,000
	6j	Employee/Spouse	\$ 94.00	\$ 1,280.00	\$ 940.40	\$ 1,155.80
		Employer Paid	75%	87%	82%	80%
		Employee Paid	13%	25%	18%	20%
		Annual Deductible	\$3,000	\$6,000	\$5,120	\$3,000
		Annual Maximum Out-of-Pocket	\$5,200	\$10,000	\$6,520	\$6,000
	6k	Employee/Child	\$ 89.00	\$ 1,280.00	\$ 869.26	\$ 963.18
		Employer Paid	75%	87%	82%	82%
		Employee Paid	13%	25%	18%	18%
		Annual Deductible	\$3,000	\$6,000	\$5,120	\$3,000
		Annual Maximum Out-of-Pocket	\$5,200	\$10,000	\$6,520	\$6,000
	6l	Employee/Family	\$ 140.00	\$ 1,481.00	\$ 1,152.73	\$ 1,348.44
		Employer Paid	75%	87%	81%	77%
		Employee Paid	13%	25%	19%	23%
		Annual Deductible	\$3,000	\$6,000	\$5,120	\$3,000
		Annual Maximum Out-of-Pocket	\$5,200	\$10,000	\$6,520	\$6,000

Appendix IV Fringe Benefit Comparison

			<u>Least Reported</u>	<u>Most Reported</u>	<u>Average Reported</u>	<u>Grain Valley, Missouri</u>
	6m	Supplemental program for HDHP?	No (3)	Yes (7)	Yes	Yes
	6n	Type of Program				H S A
	6o	Employer Contributes?	No (0)	Yes (5)	Yes	
	6p	Retirees	Yes/No (3/3)	Yes/No (3/3)		No
		Employer Paid	0%	80%	20%	
	6q	Dental Insurance	No (0)	Yes (10)	Yes	Yes
		Part of Health Plan	Yes (2)	No (8)	No	No
		Employee Only	\$0.00	\$39.78	\$25.78	\$35.18
		Employer Paid	0%	100%	84%	100%
		Employee/Family	\$10.00	\$110.95	\$81.50	\$87.38
		Employer Paid	0%	100%	65%	80%
	6r	Vision Insurance	No (0)	Yes (10)	Yes	Yes
		Part of Health Plan	Yes (3)	No (7)	No	No
		Employee Only	\$0.00	\$7.84	\$5.56	\$7.82
		Employer Paid	0%	100%	85%	0%
		Employee/Family	\$4.31	\$22.40	\$16.29	\$21.90
		Employer Paid	0%	100%	64%	0%
7	7a	Deferred Compensation	No (0)	Yes (10)	Yes	Yes
	7b	Available to all Employees	No (1)	Yes (6)	Yes	Yes
	7c	Type of Plan				457b/Roth IRA
	7d	Employer Contribution	Yes (4)	No (6)	No	No
		If yes, explain.				
8		Other Benefits Program				
	8a	Other Benefits	No (1)	Yes (8)	Yes	No
	8b	Post Retirement Hlth Care Svcs	Yes (0)	No (6)	No	No
	8c	Call Back Pay	No (2)	Yes (3)	Yes	Yes
	8d	On Call/Stand By Pay	Yes (0)	No (5)	No	Yes
	8e	Clothing Allowance	No (1)	Yes (3)	Yes	Yes
9		Mgr/Administrator Compensation				
	9a	Included in Pay Plan	Yes/No (3/3)	Yes/No (3/3)		No
	9b	Car or Vehicle Allowance	No (1)	Yes (5)	Yes	Yes
	9c	Accrues Leave Differently	Yes (0)	No (6)	No	
	9d	Retirement Plan Differ	Yes (0)	No (6)	No	Yes
	9e	Additional Benefits	Yes/No (1/1)	Yes/No (1/1)		Yes

2019 Full-Time Pay Scale

Salary Range (2019)				
Title	Grade	Min	Mid	Max
	1	\$ 19,945.44	\$ 24,931.80	\$ 29,918.16
	2	\$ 21,142.17	\$ 26,427.71	\$ 31,713.25
	3	\$ 22,410.70	\$ 28,013.37	\$ 33,616.04
	4	\$ 23,755.34	\$ 29,694.17	\$ 35,633.01
	5	\$ 25,180.66	\$ 31,475.82	\$ 37,770.99
	6	\$ 26,691.50	\$ 33,364.37	\$ 40,037.25
Public Works Maintenance Assistant	7	\$ 28,292.99	\$ 35,366.23	\$ 42,439.48
Park Maintenance Worker	8	\$ 29,990.57	\$ 37,488.21	\$ 44,985.85
Public Works Maintenance Worker				
Police Clerk	9	\$ 31,790.00	\$ 39,737.50	\$ 47,685.00
Permit Technician				
Animal Control Officer				
Utility Billing Clerk				
	10	\$ 33,697.40	\$ 42,121.75	\$ 50,546.10
Community Center Manager	11	\$ 35,719.25	\$ 44,649.06	\$ 53,578.87
Assistant to the Community Development Director				
Utility Billing Supervisor				
Fleet Maintenance				
Victim Advocate				
Recreation Supervisor	12	\$ 37,862.40	\$ 47,328.00	\$ 56,793.60
Public Works Crew Leader				
Court Administrator	13	\$ 40,134.14	\$ 50,167.68	\$ 60,201.22
Police Department Operations Manager				
Codes Enforcement Officer				
Engineering Inspector/Technician	14	\$ 42,542.19	\$ 53,177.74	\$ 63,813.29
Police Officer				
Accountant				
School Resource Officer				
GIS/IT Specialist	15	\$ 45,094.72	\$ 56,368.41	\$ 67,642.09
Human Resources Administrator				
Detective				
City Clerk	16	\$ 47,800.41	\$ 59,750.51	\$ 71,700.61
Park Maintenance Superintendent				
Public Information Officer				
Building Official	17	\$ 50,668.43	\$ 63,335.54	\$ 76,002.65
Public Works Maintenance Superintendent				
City Planner				
Police Sergeant	18	\$ 53,708.54	\$ 67,135.67	\$ 80,562.81
	19	\$ 56,931.05	\$ 71,163.81	\$ 85,396.58
	20	\$ 60,346.91	\$ 75,433.64	\$ 90,520.37
City Engineer	21	\$ 63,967.73	\$ 79,959.66	\$ 95,951.59
Police Captain	22	\$ 67,805.79	\$ 84,757.24	\$ 101,708.69
Parks & Recreation Director				
Assistant City Administrator				
	23	\$ 71,874.14	\$ 89,842.67	\$ 107,811.21
	24	\$ 76,186.59	\$ 95,233.23	\$ 114,279.88
Community Development Director	25	\$ 80,757.78	\$ 100,947.23	\$ 121,136.67
Finance Director				
Chief of Police	26	\$ 85,603.25	\$ 107,004.06	\$ 128,404.87
	27	\$ 90,739.44	\$ 113,424.31	\$ 136,109.17
Deputy City Administrator	28	\$ 96,183.81	\$ 120,229.76	\$ 144,275.72
	29	\$ 101,954.84	\$ 127,443.55	\$ 152,932.26
City Administrator -Unclassified Position (UC-1)	Grain Valley Municipal Code Secion 115.120: The City Administrator shall receive such compensation as may be determined from time to time by the Board of Aldermen.			

(Hourly)			
Grade	Min	Mid	Max
1	\$ 9.59	\$ 11.99	\$ 14.38
2	\$ 10.16	\$ 12.71	\$ 15.25
3	\$ 10.77	\$ 13.47	\$ 16.16
4	\$ 11.42	\$ 14.28	\$ 17.13
5	\$ 12.11	\$ 15.13	\$ 18.16
6	\$ 12.83	\$ 16.04	\$ 19.25
7	\$ 13.60	\$ 17.00	\$ 20.40
8	\$ 14.42	\$ 18.02	\$ 21.63
9	\$ 15.28	\$ 19.10	\$ 22.93
10	\$ 16.20	\$ 20.25	\$ 24.30
11	\$ 17.17	\$ 21.47	\$ 25.76
12	\$ 18.20	\$ 22.75	\$ 27.30
13	\$ 19.30	\$ 24.12	\$ 28.94
14	\$ 20.45	\$ 25.57	\$ 30.68
15	\$ 21.68	\$ 27.10	\$ 32.52
16	\$ 22.98	\$ 28.73	\$ 34.47
17	\$ 24.36	\$ 30.45	\$ 36.54
18	\$ 25.82	\$ 32.28	\$ 38.73
19	\$ 27.37	\$ 34.21	\$ 41.06
20	\$ 29.01	\$ 36.27	\$ 43.52
21	\$ 30.75	\$ 38.44	\$ 46.13
22	\$ 32.60	\$ 40.75	\$ 48.90
23	\$ 34.55	\$ 43.19	\$ 51.83
24	\$ 36.63	\$ 45.79	\$ 54.94
25	\$ 38.83	\$ 48.53	\$ 58.24
26	\$ 41.16	\$ 51.44	\$ 61.73
27	\$ 43.62	\$ 54.53	\$ 65.44
28	\$ 46.24	\$ 57.80	\$ 69.36
29	\$ 49.02	\$ 61.27	\$ 73.53
UC-1			

INTENTIONALLY LEFT BLANK

2019 Part-Time Pay Scale

<i>Title</i>	Salary Range (2019) 1.0 FTE			
	<i>Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>
	1	\$17,888.00	\$18,698.85	\$22,438.62
Front Desk Attendant	2	\$17,888.00	\$19,820.78	\$23,784.94
Concession Attendant	3	\$17,888.00	\$21,010.03	\$25,212.03
Swim Instructor	4	\$17,888.00	\$22,270.63	\$26,724.76
	5	\$18,885.49	\$23,606.87	\$28,328.24
Receptionist/Cashier	6	\$20,018.62	\$25,023.28	\$30,027.94
	7	\$21,219.74	\$26,524.68	\$31,829.61
	8	\$22,492.93	\$28,116.16	\$33,739.39
	9	\$23,842.50	\$29,803.13	\$35,763.75
Concession Manager	10	\$25,273.05	\$31,591.31	\$37,909.58
	11	\$26,789.43	\$33,486.79	\$40,184.15

(Hourly)			
<i>Grade</i>	<i>**Min</i>	<i>Mid</i>	<i>Max</i>
1	\$ 8.60	\$ 8.99	\$ 10.79
2	\$ 8.60	\$ 9.53	\$ 11.44
3	\$ 8.60	\$ 10.10	\$ 12.12
4	\$ 8.60	\$ 10.71	\$ 12.85
5	\$ 9.08	\$ 11.35	\$ 13.62
6	\$ 9.62	\$ 12.03	\$ 14.44
7	\$ 10.20	\$ 12.75	\$ 15.30
8	\$ 10.81	\$ 13.52	\$ 16.22
9	\$ 11.46	\$ 14.33	\$ 17.19
10	\$ 12.15	\$ 15.19	\$ 18.23
11	\$ 12.88	\$ 16.10	\$ 19.32

****Policy:** no employee will be paid less than \$8.60 per hour effective January 1, 2019

INTENTIONALLY LEFT BLANK

Resolutions

INTENTIONALLY LEFT BLANK

**CITY OF GRAIN VALLEY
BOARD OF ALDERMEN AGENDA ITEM**

MEETING DATE	2/25/2019	
BILL NUMBER	R19-11	
AGENDA TITLE	A RESOLUTION BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN VALLEY, MISSOURI APPOINTING SCOTT SHAFER TO THE GRAIN VALLEY PLANNING AND ZONING COMMISSION FOR A TWO YEAR TERM	
REQUESTING DEPARTMENT	Administration	
PRESENTER	Ken Murphy, Assistant City Administrator	
FISCAL INFORMATION	Cost as recommended:	N/A
	Budget Line Item:	N/A
	Balance Available:	N/A
	New Appropriation Required:	☐ Yes ☒ No
PURPOSE	To appoint Scott Shafer to the Planning & Zoning Commission	
BACKGROUND	The Planning & Zoning Commission has one opening and Mr. Shafer has expressed interest.	
SPECIAL NOTES	N/A	
ANALYSIS	Mr. Shafer has been a valued member in the past and wishes to once again volunteer his time to serve on the Planning & Zoning Commission.	
PUBLIC INFORMATION PROCESS	N/A	
BOARD OR COMMISSION RECOMMENDATION	N/A	

DEPARTMENT RECOMMENDATION	Staff Recommends Approval
REFERENCE DOCUMENTS ATTACHED	Resolution

**CITY OF
GRAIN VALLEY**

**STATE OF
MISSOURI**

February 25, 2019

RESOLUTION NUMBER
R19-11

SPONSORED BY
ALDERMAN HEADLEY

**A RESOLUTION BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN
VALLEY, MISSOURI APPOINTING SCOTT SHAFER TO THE GRAIN VALLEY
PLANNING AND ZONING COMMISSION FOR A TWO YEAR TERM**

WHEREAS, the Board of Aldermen of the City of Grain Valley, Missouri is dedicated to the constant improvement of our community by enlisting the assistance of qualified citizen participants; and

WHEREAS, prescribed by State Statute and the ordinances of the City of Grain Valley, Missouri, the Planning and Zoning Commission was formed; and

WHEREAS, Scott Shafer is a duly qualified Grain Valley citizen and desires to continue to serve his community by participating on the Planning and Zoning Commission; and

WHEREAS, the Mayor of Grain Valley, Mike Todd, wishes to appoint Scott Shafer to the Planning and Zoning Commission.

NOW THEREFORE, BE IT RESOLVED by the Board of Aldermen of the City of Grain Valley, Missouri as follows:

SECTION 1: Confirm the Mayor's appointment of Scott Shafer to the Grain Valley Planning and Zoning Commission.

SECTION 2: The Mayor and Board of Aldermen extend to Scott Shafer their sincerest appreciation, in advance, for his time and consideration in serving the community.

PASSED and APPROVED, via voice vote, (-) this __ Day of _____, 2019.

Mike Todd
Mayor

ATTEST:

Theresa Osenbaugh
City Clerk

INTENTIONALLY LEFT BLANK

CITY OF GRAIN VALLEY BOARD OF ALDERMEN AGENDA ITEM		
MEETING DATE	02/25/2019	
BILL NUMBER	R19-12	
AGENDA TITLE	A RESOLUTION BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN VALLEY AUTHORIZING THE CITY ADMINISTRATOR TO PURCHASE A 2019 CHEVROLET TRAVERSE FOR USE AS A POLICE DETECTIVE VEHICLE	
REQUESTING DEPARTMENT	Police	
PRESENTER	James Beale, Chief of Police	
FISCAL INFORMATION	Cost as recommended:	\$28,002.00
	Budget Line Item:	100-20-78500
	Balance Available	\$30,000.00
	New Appropriation Required:	☐ Yes ☒ No
PURPOSE	To provide safe and reliable transportation to and from various police detective duties and crime scenes	
BACKGROUND	This is a Budgeted Capital item approved in the 2019 Fiscal Year Budget.	
SPECIAL NOTES	None	
ANALYSIS	None	
PUBLIC INFORMATION PROCESS	The Board of Aldermen held work sessions on 10/29/2018, and 11/15/2018 to discuss the 2019 Fiscal Year Budget; and the budget was approved on 12/10/2018 via Ordinance #2452.	
BOARD OR COMMISSION RECOMMENDATION	None	

DEPARTMENT RECOMMENDATION	Staff Recommends Approval
REFERENCE DOCUMENTS ATTACHED	Resolution, Memo and Quotes

**CITY OF
GRAIN VALLEY**

**STATE OF
MISSOURI**

February 25, 2019

RESOLUTION NUMBER
R19-12

SPONSORED BY
ALDERMAN TOTTON

**A RESOLUTION BY THE BOARD OF ALDERMEN OF THE CITY OF GRAIN VALLEY,
MISSOURI AUTHORIZING THE CITY ADMINSTRATOR TO PURCHASE A 2019
CHEVROLET TRAVERSE FOR USE AS A POLICE DETECTIVE VEHICLE**

WHEREAS, the Board of Aldermen of the City of Grain Valley, Missouri is dedicated to employee and public safety; and

WHEREAS, the replacement of this vehicle is a scheduled replacement per the Vehicle and Equipment Replacement Program (VERP); and

WHEREAS, the Board of Alderman has set the funds aside for this purchase in the 2019 Fiscal Year Budget via Ordinance #2452; and

WHEREAS, the purchase of this vehicle from MODOT contract falls within the specified guidelines of the City's Purchasing Policy.

NOW THEREFORE, BE IT RESOLVED by the Board of Aldermen of the City of Grain Valley, Missouri as follows:

SECTION 1: The City Administrator is hereby authorized to purchase a 2019 Chevrolet Traverse as quoted via MODOT contract from Putnam Chevrolet.

PASSED and APPROVED, via voice vote, (-) this __ Day of _____, 2019.

Mike Todd
Mayor

ATTEST:

Theresa Osenbaugh
City Clerk

INTENTIONALLY LEFT BLANK

Memorandum

To: James Beale, Chief of Police; Ryan Hunt, City Administrator
CC: Ken Murphy, Assistant City Administrator
From: Andrew Woltz, Mechanic
Date: 02/12/2019
Re: Police Detective Vehicle

The current Detective vehicle has reached the target replacement of ten years in the fleet and is starting to rust on the rear quarter panels. In addition to rusting the engine is now burning oil and has a lifter ticking internal in the engine.

Replacement of this Detective vehicle is needed to maintain a safe and reliable vehicle to perform all aspects of a Detective. An SUV has proved beneficial to aid in carrying large amounts of equipment to and from crime scenes. Changing out this vehicle on a regular basis also helps maintain an inconspicuous Police Vehicle in the fleet.

Order cutoff for fleet versions was 1/10/2019, we are still able to order a Retail Fleet Traverse. Other suitable replacement vehicles have an extended order due to production beginning in May 2019.

INTENTIONALLY LEFT BLANK



31304 Hwy 87
PO Box 168
California, Missouri 65018
(573) 796-2131
Fax: (573) 796-4206



Putnam Chevrolet would like to price the City of Grain Valley (using MODOT Contract IFB605CO19000723 bid assistance) an ordered 2019 Chevrolet Traverse LS AWD with the following specifications:

2019 Chevrolet Traverse LS AWD

\$36,095.00

Mosaic Black Metallic with Jet black Cloth seat trim

7" Touchscreen radio with Bluetooth, Apple Carplay and Android auto

3.6L V6 engine, 9 speed automatic transmission

P255/65R18 all season tires with 18" Bright Silver painted aluminum wheels

8 passenger seating (2-3-3)

Stop start system, outside heated power adjustable mirrors, Deep tinted glass, carpet flooring, tilt wheel

Steering wheel controls, power windows and locks, keyless entry, Cruise control, tri-zone air conditioning

Rear window defogger, daytime running lights, rear vision camera, Rear seat reminder

Key colored factory floor mats

2 extra keys- cut to unlock the door- NO FOBs

Putnam Discount

(\$8,093.00)

Sale price

\$28,002.00

Pricing is subject to change depending upon price increases from General Motors. Off lot units are not price protected like units ordered off the MODOT contract which is why this one is higher than the MODOT bid Traverse. The price of \$28,002.00 INCLUDES delivery to the City of Grain Valley. If you have any questions regarding this bid please don't hesitate to contact me (Beth) at 573-796-2131.

Thanks,

Beth Tuttle

Fleet Sales

beth@putnamchevrolet.com

573-796-2131

www.putnamchevrolet.com



Home of the fully backed 5 year/100,000 mile powertrain warranty on new and certified used vehicles! Plus Courtesy Transportation and Roadside Assistance.



INTENTIONALLY LEFT BLANK



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

CITY OF GRAIN VALLEY

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr





MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

Table of Contents

- Price Summary
- Quote Worksheet
- Technical Specifications
- Selected Model and Options
- Standard Equipment

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Price Summary

PRICE SUMMARY		
	Invoice	MSRP
Base Price	\$33,796.00	\$35,500.00
Total Options	\$36.40	\$40.00
Vehicle Subtotal	\$33,832.40	\$35,540.00
Dealer Advertising Adjustment	\$0.00	\$0.00
Destination Charge	\$1,195.00	\$1,195.00
Grand Total	\$35,027.40	\$36,735.00

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.
Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Quote Worksheet

		MSRP
Base Price		\$35,500.00
Dest Charge		\$1,195.00
Total Options		\$40.00
Subtotal		\$36,735.00
Subtotal Pre-Tax Adjustments		\$0.00
Less Customer Discount		(\$2,773.80)
Subtotal Discount		(\$2,773.80)
Trade-In		\$0.00
Excluded from Sales Tax	Subtotal Trade-In	\$0.00
Taxable Price		\$33,961.20
Sales Tax		\$0.00
Subtotal Taxes		\$0.00
User Item		\$0.00
BID ASSISTANCE		(\$2,100.00)
Subtotal Post-Tax Adjustments		(\$2,100.00)
Total Sales Price		\$31,861.20

Dealer Signature / Date

Customer Signature / Date

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Technical Specifications

Dimensions

Interior Dimensions

Passenger Capacity	8	Passenger Volume	N/A
Front Head Room	41.3 in	Front Leg Room	41 in
Front Shoulder Room	62.1 in	Front Hip Room	58.1 in
Second Head Room	40 in	Second Leg Room	38.4 in
Second Shoulder Room	62.2 in	Second Hip Room	56.9 in
Third Head Room	38.2 in	Third Leg Room	33.5 in
Third Shoulder Room	57.5 in	Third Hip Room	48.5 in

Exterior Dimensions

Wheelbase	120.9 in	Length, Overall	204.3 in
Width, Max w/o mirrors	78.6 in	Height, Overall	70.7 in
Track Width, Front	67.3 in	Track Width, Rear	67 in
Min Ground Clearance	N/A	Rear Door Opening Height	N/A
Rear Door Opening Width	N/A	Liftover Height	N/A

Cargo Area Dimensions

Cargo Area Length @ Floor to Seat 1	N/A	Cargo Area Length @ Floor to Seat 2	N/A
Cargo Area Length @ Floor to Seat 3	N/A	Cargo Area Width @ Beltline	N/A
Cargo Box Width @ Wheelhousings	N/A	Cargo Box (Area) Height	N/A
Cargo Volume to Seat 1	98.2 ft ³	Cargo Volume to Seat 2	57.8 ft ³
Cargo Volume to Seat 3	23.0 ft ³		

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Selected Model and Options

MODEL

CODE	MODEL	Invoice	MSRP
1NV56	2019 Chevrolet Traverse AWD 4dr LS w/1FL	\$33,796.00	\$35,500.00

COLORS

CODE	DESCRIPTION	Invoice	MSRP
GB8	Mosaic Black Metallic	\$0.00	\$0.00

PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION	Invoice	MSRP
1FL	LS Preferred Equipment Group Includes Standard Equipment (Available for Fleet or Government order types only.)	\$0.00	\$0.00

SEAT TYPE

CODE	DESCRIPTION	Invoice	MSRP
AR9	Seats, front bucket (STD)	\$0.00	\$0.00

EMISSIONS

CODE	DESCRIPTION	Invoice	MSRP
FE9	Emissions, Federal requirements	\$0.00	\$0.00

PAINT

CODE	DESCRIPTION	Invoice	MSRP
GB8	Mosaic Black Metallic	\$0.00	\$0.00

SEAT TRIM

CODE	DESCRIPTION	Invoice	MSRP
H1T	Jet Black, Premium Cloth seat trim	\$0.00	\$0.00

RADIO

CODE	DESCRIPTION	Invoice	MSRP
IOA	Audio system, Chevrolet Infotainment System with 7" diagonal color touch-screen and AM/FM stereo, includes Bluetooth streaming audio for music and most phones; featuring Android Auto and Apple CarPlay capability for compatible phones (STD)	\$0.00	\$0.00

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

ENGINE

CODE	DESCRIPTION	Invoice	MSRP
LFY	Engine, 3.6L V6, SIDI, VVT (310 hp [232.0 kW] @ 6800 rpm, 266 lb-ft of torque [361 N-m] @ 2800 rpm) (STD)	\$0.00	\$0.00

TRANSMISSION

CODE	DESCRIPTION	Invoice	MSRP
M3V	Transmission, 9-speed automatic (STD)	\$0.00	\$0.00

ADDITIONAL EQUIPMENT - EXTERIOR

CODE	DESCRIPTION	Invoice	MSRP
VK3	License plate front mounting package (will be forced on orders with ship-to states that require a front license plate)	\$36.40	\$40.00

ADDITIONAL EQUIPMENT - OTHER

CODE	DESCRIPTION	Invoice	MSRP
VQ2	Fleet processing option	\$0.00	\$0.00
Options Total		\$36.40	\$40.00

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Standard Equipment

Mechanical

Engine, 3.6L V6, SIDI, VVT (310 hp [232.0 kW] @ 6800 rpm, 266 lb-ft of torque [361 N-m] @ 2800 rpm) (STD)

Transmission, 9-speed automatic (STD)

E10 Fuel capable

Engine control, stop-start system

Traction Mode Select

Axle, 3.49 final drive ratio

Chassis, All-Wheel Drive System (Included and only available with AWD models.)

Battery, heavy-duty 600 cold-cranking amps

Alternator, 170 amps

GVWR, 6160 lbs. (2800 kg)

Suspension, Ride and Handling

Brakes, 4-wheel antilock, 4-wheel disc, 17" front and rear

Electric Parking Brake

Capless fuel fill

Tool kit, road emergency

Exterior

Wheels, 18" (45.7 cm) Bright Silver painted aluminum (STD)

Tires, P255/65R18 all-season blackwall (STD)

Wheel, spare, 18" (45.7 cm) steel

Tire, compact spare, T135/70R18, blackwall

Active aero shutters, upper and lower

Moldings, Black bodyside

Moldings, rocker, Black

Headlamps, high intensity discharge

Headlamps, automatic on/off

Taillamps, LED

Mirror caps, Black painted

Mirrors, outside heated power-adjustable, Black, manual-folding

Glass, deep-tinted

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Exterior

Wipers, front intermittent with washers

Wiper, rear intermittent with washer

Door handles, body-color

Liftgate, rear manual

Entertainment

Audio system, Chevrolet Infotainment System with 7" diagonal color touch-screen and AM/FM stereo, includes Bluetooth streaming audio for music and most phones; featuring Android Auto and Apple CarPlay capability for compatible phones (STD)

USB ports

Chevrolet 4G LTE and available built-in Wi-Fi hotspot offers a fast and reliable Internet connection for up to 7 devices; includes data trial for 1 month or 3GB (whichever comes first) (Available Wi-Fi requires compatible mobile device, active OnStar service and data plan. Data plans provided by AT&T. Visit onstar.com for details and system limitations.)

Active Noise Cancellation

Interior

Seating, 8-passenger (2-3-3 seating configuration)

Seats, front bucket (STD)

Seat trim, Premium Cloth

Seat adjuster, driver 8-way power

Seat adjuster, power driver lumbar control

Seats, third row 60/40 split-bench, manual-folding

Head restraints, front, 2-way adjustable

Head restraints, second and third row outboard, 2-way manual-folding

Console, front center with 2 cup holders, covered storage bin with storage and removable tray

Floor covering, color-keyed carpeting

Floor mats, color-keyed all rows

Steering wheel, urethane

Steering column, tilt

Steering wheel controls, mounted controls for audio, phone and cruise

Display, 3.5" driver instrument information, monochromatic

Compass display, digital

Windows, power, with driver and front passenger Express-Down

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Interior

Door locks, power programmable with lockout protection

Keyless Open, includes extended range Remote Keyless Entry

Cruise control, electronic with set and resume speed

Remote panic alarm

Theft-deterrent system, electrical, unauthorized entry

Air conditioning, tri-zone automatic climate control with individual climate settings for driver, right front passenger and rear seat occupants

Sensor, humidity and windshield temperature

Defogger, rear-window electric

Heater ducts, 2nd row

Mirror, inside rearview manual day/night

Umbrella holders, driver and front passenger doors

Visors, driver and passenger illuminated vanity mirrors, covered

Lighting, interior with theater dimming, cargo compartment, reading lights for front seats, second row reading lamps integrated into dome light, door-and tailgate activated switches and illuminated entry and exit feature

Cup holders, 10 total

Cargo storage, tray under rear floor

Safety-Mechanical

StabiliTrak, stability control system with traction control

Safety-Exterior

Daytime Running Lamps, LED

Safety-Interior

Airbags, dual-stage frontal and side-impact for driver and front passenger, driver inboard seat-mounted side-impact and head curtain side-impact and roof-rail side-impact for all rows in outboard seating positions (Always use seat belts and the correct child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)

OnStar and Chevrolet connected services capable (Fleet orders receive a 3-month trial. Visit onstar.com for coverage map, details and system limitations. Services vary by model.)

Chevrolet Connected Access with 10 years of standard connectivity which enables services such as, Vehicle Diagnostics, Dealer Maintenance Notification, Chevrolet Smart Driver, Marketplace and more (Limitations apply. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.)

Not transferable. Standard connectivity available to original purchaser for ten years from the date of initial vehicle purchase for model year 2018 or newer Chevrolet vehicles. See onstar.com for details and further plan limitations. Connected Access does not include emergency or security services. Availability and additional services enabled by Connected Access are subject to change.)

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.



MOLLE CHEVROLET

LEROY POAGE | 816 229 8800 | LPOAGE@MOLLECHEVROLET.COM

[Fleet] 2019 Chevrolet Traverse (1NV56) AWD 4dr

Safety-Interior

Rear Vision Camera

Rear Park Assist with audible warning

Door locks, rear child security

Passenger Sensing System sensor indicator inflatable restraint, front passenger/child/presence detector (Always use seat belts and the correct child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)

Rear Seat Reminder

LATCH system (Lower Anchors and Top tethers for CHildren), for child safety seats

Teen Driver a configurable feature that lets you activate customizable vehicle settings associated with a key fob, to encourage safe driving behavior. It can limit certain vehicle features, and it prevents certain safety systems from being turned off. An in-vehicle report gives you information on driving habits and helps you to continue to coach your new driver

Tire Pressure Monitor, includes Tire Fill Alert (Does not monitor spare.)

Horn, dual-note

WARRANTY

Basic Years: 3

Basic Miles/km: 36,000

Drivetrain Years: 5

Drivetrain Miles/km: 60,000

Drivetrain Note: Qualified Fleet Purchases: 5 Years/100,000 Miles

Corrosion Years (Rust-Through): 6

Corrosion Years: 3

Corrosion Miles/km (Rust-Through): 100,000

Corrosion Miles/km: 36,000

Roadside Assistance Years: 5

Roadside Assistance Miles/km: 60,000

Roadside Assistance Note: Qualified Fleet Purchases: 5 Years/100,000 Miles

Maintenance Note: 1 Year/1 Visit

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 7543. Data Updated: Jan 28, 2019 9:35:00 PM PST.

INTENTIONALLY LEFT BLANK

ROBERTS

Date: 1/30/2019

Roberts Chevrolet Buick
Dean Meier, Fleet Sales Manager
PO BOX 470
1600 E Prairie View Rd
Platte City, MO 64079
816-858-3200
fleet@robertscb.com
Item #16

Company Name: City of Grain Valley
Attention:
Address:
Address 2:
City, State, Zip:
Phone: 816-847-6200
E-mail: awoltz@grainvalley.org

Option Code		Balance	
Model	2019 Chevrolet Traverse LS		\$26,835.00
PDH	Interior Protection Pkg	All weather Mats	\$ 250.00
SFZ	Black Bowtie Emblem		\$ 195.00
	Out of Stock Pricing		\$ 2,289.00
GB8	Mosaic Black Metallic		\$ -
This price is subject to change			
		Total	\$ 29,569.00

Make all payments payable to: **Roberts Chevrolet Buick**
Thank you for your business!

INTENTIONALLY LEFT BLANK