

AGENDA
CITY OF ROELAND PARK, KANSAS
CITY COUNCIL MEETING
ROELAND PARK
Roeland Park City Hall, 4600 W 51st Street
November 20, 2023 6:00 AM

- Michael Poppa, Mayor
- Trisha Brauer, Council Member
- Benjamin Dickens, Council Member
- Jan Faidley, Council Member
- Jennifer Hill, Council Member

- Miel Castagna-Herrera, Council Member
- Tom Madigan, Council Member
- Kate Raglow, Council Member
- Michael Rebne, Council Member

- Keith Moody, City Administrator
- Jennifer Jones-Lacy, Asst. Admin.
- Kelley Nielsen, City Clerk
- John Morris, Police Chief
- Donnie Scharff, Public Works Director

Admin

Dickens

Rebne

Finance

Hill

Castagna-Herrera

Safety

Madigan

Brauer

Public Works

Faidley

Raglow

Pledge of Allegiance

A. Instructions on Logging into Meeting Remotely

Roll Call

Modification of Agenda

I. Public Comments

Members of the public are welcome to use this time to make comments about City matters that do not appear on the agenda, or about items that will be considered as part of the consent agenda. Comments about items that appear on the agenda will be taken as each item is considered. Citizens Are Requested To Keep Their Comments Under 5 Minutes. If a large number of people wish to speak, this time may be shortened by the Mayor (Chair) so that the number of persons wishing to speak may be accommodated within the time available. Please turn all cellular telephones and other noise-making devices off or to "silent mode" before the meeting begins.

II. Consent Agenda

Consent agenda items have been studied by the Governing Body and will be acted on in a single motion. If a Council member requests a separate discussion on an item, it can be removed from the consent agenda and placed on new business for further consideration.

A. Appropriations Ordinance #1032

- B. City Council Meeting Minutes November 8, 2023
- C. 2024 Cereal Malt Beverage Renewals

III. Business From the Floor

A. Applications / Presentations

IV. Mayor's Report

- A. Notice of Ward 4 Vacancy & Call for Applicants

V. Workshop and Committee Reports

VI. Reports of City Liaisons

- A. Sustainability Committee (5 min)
- B. MARC – Bike & Pedestrian (Jan Faidley)
- C. Project Rise Service Agreement Recommendation by Task Group (5 min)

VII. Unfinished Business

VIII. New Business

- A. Discuss Recruiter Service Agreement for Assistant Chief Position (5 min)
- B. Reappoint Judy Hyde to the Parks Committee (5 min)
- C. Approve Utility Easement on Community Center Site (5 min)

IX. Ordinances and Resolutions:

X. Workshop Items:

XI. Reports of City Officials:

Welcome to this meeting of the City Council of Roeland Park. Below are the Procedural Rules of Council

The City Council encourages citizen participation in local governance processes. To that end, and in compliance with the Kansas Open meetings Act (KSA 45-215), you are invited to participate in this meeting. The following rules have been established to facilitate the transaction of business during the meeting. Please take a moment to review these rules before the meeting begins.

- A. **Audience Decorum.** Members of the audience shall not engage in disorderly or boisterous conduct, including but not limited to; the utterance of loud, obnoxious, threatening, or abusive language; clapping; cheering; whistling; stomping; or any other acts that disrupt, impede, or otherwise render the orderly conduct of the City Council meeting unfeasible. Any member(s) of the audience engaging in such conduct shall, at the discretion of the Mayor (Chair) or a majority of the Council Members, be declared out of order and shall be subject to reprimand and/or removal

from that meeting. Please turn all cellular telephones and other noise-making devices off or to "silent mode" before the meeting begins.

- B. **Public Comment Request to Speak Form.** The request form's purpose is to have a record for the City Clerk. Members of the public may address the City Council during Public Comments and/or before consideration of any agenda item; however, no person shall address the Council without first being recognized by the Mayor (Chair). Any person wishing to speak, whether during Public Comments or on an agenda item, shall first complete a Public Comment or Request to Speak form and submit this form to the City Clerk before the Mayor (Chair) calls for Public Comments or calls the particular agenda item
1. **Public Comment on Non-Agenda Items.** The Agenda shall provide for public comment about matters that are within the jurisdiction of the City but are not specifically listed on the Agenda. A member of the public who wishes to speak under Public Comments must fill out a Public Comment Request to Speak form and submit it to the City Clerk before the Mayor (Chair) calls for Public Comments.
 2. **Public Comment on Agenda Items.** Public comment will be accepted on Agenda items. A member of the public, who wishes to speak on an Agenda item, including items on the Consent Agenda, must fill out a Request to Speak form and submit it to the City Clerk before the Mayor (Chair) calls the Agenda item.
- C. **Purpose.** The purpose of addressing the City Council is to communicate formally with the Council regarding matters that relate to Council business or citizen concerns within the subject matter jurisdiction of the City Council. Persons addressing the City Council on an agenda item shall confine their remarks to the matter under consideration by the Council.
- D. **Speaker Decorum.** Each person addressing the City Council, shall do so in an orderly, respectful, dignified manner and shall not engage in conduct or language that disturbs, or otherwise impedes the orderly conduct of the Council meeting. Any person, who so disrupts the meeting shall, at the discretion of the Mayor (Chair) or a majority of the Council Members present, be subject to removal from that meeting.
- E. **Time Limit.** In the interest of fairness to other persons wishing to speak and to other individuals or groups having business before the City Council, each speaker shall limit comments to five minutes. If a large number of people wish to speak, this time may be shortened by the Mayor (Chair) so that the number of persons wishing to speak may be

accommodated within the time available.

- F. **Speak Only Once.** Second opportunities for the public to speak on the same issue will not be permitted unless mandated by state or local law. No speaker will be allowed to yield part or all of his/her time to another, and no speaker will be credited with time requested but not used by another.
- G. **Addressing the Council.** Comment and testimony are to be directed to the Mayor (Chair). Dialogue between and inquiries from citizens at the lectern and individual Council Members, members of staff, or the seated audience is not permitted. Council Members seeking to clarify testimony or gain additional information should direct their questions through the Mayor (Chair). Always speak from the microphone to ensure that all remarks are accurately and properly recorded. Only one speaker should be at the microphone at a time. Speakers are requested to state their full name, address and group affiliation, if any, before delivering any remarks.
- H. Agendas and minutes can be accessed at www.roelandpark.org or by contacting the City Clerk

The City Council welcomes your participation and appreciates your cooperation. If you would like additional information about the City Council or its proceedings, please contact the City Clerk at (913) 722.2600.

Item Number: Pledge of Allegiance- -A.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date:

Submitted By:

Committee/Department:

Title: **Instructions on Logging into Meeting Remotely**

Item Type:

Recommendation:

See instructions to log in below.

Details:

The City Council Meeting will be held remotely. Below are instructions for joining the meeting by phone, online or both.

Kelley Nielsen is inviting you to a scheduled Zoom meeting.

Topic: City Council and Governing Body Workshop Meeting

Time: This is a recurring meeting Meet anytime

Join Zoom Meeting

<https://zoom.us/j/97767592270?pwd=VWNXbjNkejVb0JBaStWMDF5WXpoZz09>

Meeting ID: 977 6759 2270

Passcode: council

One tap mobile

+16699006833,,97767592270# US (San Jose)

+12532158782,,97767592270# US (Tacoma)

Dial by your location

- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 929 205 6099 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)

Meeting ID: 977 6759 2270

Find your local number: <https://zoom.us/j/97767592270>

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/13/2023 - 9:26 AM

Goals/Objectives & Terms

Item Number: Consent Agenda- II.-A.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date:
Submitted By:
Committee/Department:
Title: **Appropriations Ordinance #1032**
Item Type:

Recommendation:

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

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Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/16/2023 - 4:04 PM

Goals/Objectives & Terms

ATTACHMENTS:

Description	Type
▣ Appropriations Ordinance #1032	Cover Memo

Appropriation Ordinance - 11/20/2023 - #1032

4600 West Fifty-First Street

Roeland Park, Kansas 66205

City Hall (913) 722-2600 – Fax (913) 722-3713

Thursday, November 16, 2023

Appropriation Ordinance - 11/20/2023 - #1032

An Ordinance making Appropriation for the payment of certain claims. Be it ordained by the Governing Body of the City of Roeland Park, Kansas:

Section 1: That in order to pay the claims hereinafter stated which have been properly audited and approved, there is hereby appropriated out of the respective funds in the City Treasury the sum required for each claim.

Section 2: This Ordinance shall take effect and be in force from and after its passage. Passed and approved this November 20, 2023.

Attest:

City Clerk

Mayor

Total Appropriation Ordinance	\$	1,077,531.66
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Appropriation Ordinance - 11/20/2023 - #1032

Vendor	Dept	Acct #	Description	Invoice Description	Check / EFT Date	Distribution		Check Amount
						Amount	Chk #	
Vendor	Dept	Account	Account Description	Reference	Date	Amount	Check #	Amount
Advance Auto Parts	106	5211.106	Maintenance & Repair Equipment	5128330334347	11/15/23	9.67	75760	9.67
Advance Auto Parts	106	5302.106	Motor Fuels & Lubricants	5128329734107	11/15/23	17.08	75761	53.87
Advance Auto Parts	106	5318.106	Tools	5128329734107	11/15/23	36.79		
Airgas USA, LLC	106	5306.106	Materials	9143354439	11/15/23	125.36	75762	149.21
Airgas USA, LLC	106	5318.106	Tools	5503469914	11/15/23	23.85		
All City Management Services, Inc.	101	5214.101	Other Contracted Services	88728	11/15/23	467.74	75763	467.74
All Traffic Solutions, Inc.	102	5214.102	Other Contracted Services	SIN038390	11/15/23	1,125.00	75764	1,125.00
American Equipment Co.	106	5211.106	Maintenance & Repair Equipment	48805	11/15/23	195.43	75765	449.31
American Equipment Co.	106	5211.106	Maintenance & Repair Equipment	10252634SS	11/15/23	253.88		
Arrow Fabricare Services	102	5224.102	Laundry Service	24579DEE	11/15/23	207.90	75766	207.90
Aspen Lawn & Pest Control	106	5214.106	Other Contracted Services	195995	11/15/23	110.00	75767	220.00
Aspen Lawn & Pest Control	106	5214.106	Other Contracted Services	196067	11/15/23	110.00		
Augustine Exterminators, Inc.	290	5210.290	Maintenance & Repair Building	2418297	11/15/23	84.98	75768	84.98
Balls Food Stores	102	5301.102	Office Supplies	39883	11/15/23	34.50	75769	34.50
Black & McDonald	101	5220.101	Street Light Repair & Maintenance	761551980	11/15/23	2,135.66	75770	3,444.66
Black & McDonald	101	5222.101	Traffic Signal Expense	761551980	11/15/23	1,309.00		
Boelte-Hall, LLC	101	5203.101	Printing & Advertising	2355269	11/15/23	937.67	75771	937.67
Bolcom, Inc.	101	5305.101	Dues, Subscriptions, & Books	9593	11/15/23	200.00	75772	200.00
Breeden Holdings, LLC	102	5260.102	Vehicle Maintenance	1082994	11/15/23	77.42	75773	419.94
Breeden Holdings, LLC	106	5260.106	Vehicle Maintenance	1081084	11/15/23	342.52		
C&G - Justrite Stamps	101	5301.101	Office Supplies	146645	11/15/23	42.00	75774	42.00
City of Fairway	270	5467.270	2023 CARS - 53rd from Mission to C 1		11/15/23	25,012.79	75775	25,012.79
Occupational Health Centers of the	102	5207.102		1015145610	11/15/23	162.00	75776	162.00
Crafco, Inc.	106	5318.106	Tools	9403061342	11/15/23	427.80	75777	427.80
Dash Medical Gloves	102	5301.102	Office Supplies	INV1296926	11/15/23	86.83	75778	86.83
Dell Marketing, L.P.	360	5315.360	Machinery & Auto Equipment	10710670098	11/15/23	4,509.84	75779	13,958.37
Dell Marketing, L.P.	360	5315.360	Machinery & Auto Equipment	10710670119	11/15/23	9,448.53		
Debra Detrick	115	5271.115	Compost Bin Rebate Program	11/7/23 Compost	11/15/23	75.00	75780	75.00
Dog Waste Depot	110	5262.110	Grounds Maintenance	577877	11/15/23	1,466.37	75781	1,466.37
Dormakaba USA Inc.	101	4265.101	Business Occupational Licenses	11/10/23 Refund	11/15/23	80.00	75782	80.00
E. Edwards, Inc.	106	5308.106	Clothing & Uniforms	1100	11/15/23	142.55	75783	271.30
E. Edwards, Inc.	106	5308.106	Clothing & Uniforms	1102	11/15/23	128.75		
Elevator Safety Services, Inc.	101	5210.101	Maintenance & Repair Building	33186	11/15/23	275.00	75784	275.00
Redacted	101	5273.101	Neighbors Helping Neighbors	10/30/23 NHN	11/15/23	1,750.00	75785	1,750.00
Galls, LLC	102	5308.102	Clothing & Uniforms	25956078	11/15/23	120.00	75786	120.00
Gather Media and Communication	101	5209.101	Professional Services	1115	11/15/23	1,370.00	75787	1,370.00
Geotechnology, Inc.	360	5442.360	Building Improvement	155920	11/15/23	1,381.75	75788	1,381.75
Green For Life Environmental	115	5235.115	Disposal Fees	AS0001197951	11/15/23	1,937.24	75789	47,679.74

Green For Life Environmental	115	5272.115	Solid Waste Contract	AS0001203566	11/15/23	45,742.50		
Goodyear Auto Service	102	5260.102	Vehicle Maintenance	38409	11/15/23	270.50	75790	270.50
Habitat for Humanity of Kansas City	550	5214.550	Other Contracted Services	10/15/2 Sherwood	11/15/23	9,800.00	75791	9,800.00
Jennifer Hill	108	5206.108	Travel Expense & Training	11/9/23 Exp	11/15/23	850.00	75792	850.00
Hometown Lawn, LLC	106	5214.106	Other Contracted Services	2283	11/15/23	2,225.00	75793	2,225.00
Johnson County Wastewater	101	5288.101	Waste Water	11/2/23 Multi	11/15/23	240.44	75794	707.11
Johnson County Wastewater	106	5288.106	Waste Water	11/2/23 Multi	11/15/23	268.59		
Johnson County Wastewater	220	5288.220	Waste Water	11/2/23 Multi	11/15/23	37.28		
Johnson County Wastewater	290	5288.290	Waste Water	11/2/23 Multi	11/15/23	160.80		
Johnson County Department of Corrections	103	5227.103	Prisoner Care	OCT2023	11/15/23	210.00	75795	210.00
Redacted	101	5282.101	Property Tax Rebate Program	11/14/23 Ck Req	11/15/23	967.73	75796	967.73
KAW Valley Engineering Inc.	270	5430.270	Residential Street Reconstruction	C37934	11/15/23	796.00	75797	796.00
Kansas City Board of Public Utilities	101	5222.101	Traffic Signal Expense	2834 10/25/23	11/08/23	35.09	75759	35.09
Kansas Gas Service	101	5289.101	Natural Gas	11/9/23 Multi	11/15/23	433.15	75798	1,060.89
Kansas Gas Service	106	5289.106	Natural Gas	11/9/23 Multi	11/15/23	231.76		
Kansas Gas Service	220	5289.220	Natural Gas	2518 11/29/23	11/15/23	134.17		
Kansas Gas Service	290	5289.290	Natural Gas	7527 11/30/23	11/15/23	261.81		
Kiesler's Police Supply, Inc.	360	5315.360	Machinery & Auto Equipment	SI104082	11/15/23	10,355.00	75799	10,355.00
Kansas One-Call System, Inc.	101	5220.101	Street Light Repair & Maintenance	3100456	11/15/23	186.00	75800	186.00
Leawood Cleaners - Arrow	102	5224.102	Laundry Service	471B32	11/15/23	133.75	75801	133.75
The Legal Record	101	5204.101	Legal Printing	L15448	11/15/23	18.28	75802	28.26
The Legal Record	101	5204.101	Legal Printing	L15514	11/15/23	9.98		
Lippert Mechanical Service Corp	290	5210.290	Maintenance & Repair Building	SI2109985	11/15/23	284.16	75803	284.16
Manning NavComp, Inc.	106	5214.106	Other Contracted Services	48151	11/15/23	34.95	75804	34.95
Redacted	101	5282.101	Property Tax Rebate Program	11/14/23 Ck Req	11/15/23	683.33	75805	683.33
Venessa Maxwell-Lopez	103	5209.103	Professional Services	11/6/23	11/15/23	375.00	75806	375.00
McAnany Construction, Inc.	300	5421.300	Street Maintenance	2	11/14/23	5,850.00	32879	5,850.00
Redacted	101	5273.101	Neighbors Helping Neighbors	11/14/23 NHN	11/15/23	1,000.00	75807	1,000.00
Missouri Organic	115	5235.115	Disposal Fees	68681	11/15/23	108.15	75808	324.45
Missouri Organic	115	5235.115	Disposal Fees	68748	11/15/23	108.15		
Missouri Organic	115	5235.115	Disposal Fees	68810	11/15/23	108.15		
Moss Printing	106	5203.106	Printing & Advertising	17356	11/15/23	8.00	75809	8.00
NAPA Auto Parts	106	5211.106	Maintenance & Repair Equipment	2138217339	11/15/23	45.99	75810	148.98
NAPA Auto Parts	106	5211.106	Maintenance & Repair Equipment	2138217484	11/15/23	102.99		
Kelley Nielsen	105	5206.105	Travel Expense & Training	9/1-11/14/23 Exp	11/15/23	81.88	75811	81.88
Office Products Alliance	360	5442.360	Building Improvement	3612900	11/15/23	5,584.00	75812	5,584.00
Jan Peck	101	5237.101	Community Events	11/7/23 NHN	11/15/23	100.00	75813	841.87
Redacted	101	5282.101	Property Tax Rebate Program	11/14/23 Ck Req	11/15/23	741.87		
Nathan S. Pierce	101	5217.101	Public Art	11/7/23	11/15/23	20,000.00	75814	20,000.00
Pur-O-Zone, Inc.	290	5304.290	Janitorial Supplies	877819	11/15/23	455.48	75815	455.48
Amy Ravis	106	5319.106	Contain the Rain Grant	8/23/23 CTR	11/15/23	223.05	75816	223.05
Raynestorm Co, LLC	101	4265.101	Business Occupational Licenses	11/10/23 Refund	11/15/23	80.00	75817	80.00
Renaissance Management and Training	101	5206.101	Travel Expense & Training	1	11/15/23	1,679.95	75818	1,679.95
SFS Architecture	360	5442.360	Building Improvement	15637	11/15/23	5,625.64	75819	5,625.64

Signco Inc.	104	5308.104	Clothing & Uniforms	52983	11/15/23	232.50	75820	232.50
Staples	101	5301.101	Office Supplies	8072075812	11/15/23	160.82	75821	160.82
Strasser True Value	106	5306.106	Materials	441397	11/15/23	14.75	75822	164.74
Strasser True Value	290	5306.290	Materials	442293	11/15/23	149.99		
Superior Emergency Response Vel	360	5315.360	Machinery & Auto Equipment	4555	11/15/23	10,164.88	75823	10,164.88
Town & Country Building Services	101	5214.101	Other Contracted Services	160407	11/15/23	745.00	75824	745.00
Redacted	101	5282.101	Property Tax Rebate Program	11/14/23 Ck Req	11/15/23	703.06	75825	703.06
Universal Construction Co.	300	5442.300	Building Improvement	3	11/15/23	12,936.93	75826	868,126.37
Universal Construction Co.	360	5442.360	Building Improvement	3	11/15/23	855,189.44		
USIC Locating Services, LLC	101	5220.101	Street Light Repair & Maintenance	620887	11/15/23	2,077.04	75827	2,077.04
Watchmen Security Services, LLC	106	5210.106	Maintenance & Repair Building	83571	11/15/23	29.16	75828	29.16
Watts Up	101	5210.101	Maintenance & Repair Building	INV048245	11/15/23	10.83	75829	399.08
Watts Up	290	5307.290	Other Commodities	INV047921	11/15/23	388.25		
Weather or Not	106	5214.106	Other Contracted Services	9905	11/15/23	2,606.00	75830	2,606.00
Evergy	101	5222.101	Traffic Signal Expense	11/3/23 Multi	11/03/23	718.93	EFT	718.93
Evergy	106	5290.106	Street Light Electric	11/3/23 Multi	11/03/23	1,511.62	EFT	1,511.62
Kansas City Board of Public Utiliti	106	5201.106	Electric	6657 10/24/23	11/03/23	95.16	EFT	95.16
Kansas City Board of Public Utiliti	106	5206.106	Travel Expense & Training	6657 10/24/23	11/03/23	586.51	EFT	586.51
Kansas City Board of Public Utiliti	106	5287.106	Water	6657 10/24/23	11/03/23	213.26	EFT	213.26
Kansas City Board of Public Utiliti	106	5288.106	Waste Water	6657 10/24/23	11/03/23	14.70	EFT	14.70
KPERS	101	2040.101	KPERS Accrued Employee	11/9/23 PR	11/16/23	276.91	EFT	276.91
KPERS	101	2040.101	KPERS Accrued Employee	11/9/23 PR	11/16/23	4,229.38	EFT	4,229.38
KPERS	101	2050.101	Insurance Withholding Payable	11/9/23 PR	11/16/23	121.95	EFT	121.95
KP&F	101	2045.101	KP&F Employee Withholding Payab	11/9/23 PR	11/16/23	2,137.72	EFT	2,137.72
KP&F	101	2045.101	KP&F Employee Withholding Payab	11/9/23 PR	11/16/23	6,834.71	EFT	6,834.71
KP&F	101	2050.101	Insurance Withholding Payable	11/9/23 PR	11/16/23	41.67	EFT	41.67
Wex Bank	102	5302.102	Motor Fuels & Lubricants	6429 11/6/23	11/06/23	2,471.02	EFT	2,471.02

\$ 1,077,531.66

Item Number: Consent Agenda- II.-B.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date:
Submitted By:
Committee/Department:
Title: City Council Meeting Minutes November 8, 2023
Item Type:

Recommendation:

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

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Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/16/2023 - 1:32 PM

Goals/Objectives & Terms

ATTACHMENTS:

Description	Type
▣ City Council Meeting Minutes November 8, 2023	Cover Memo

**CITY OF ROELAND PARK, KANSAS
CITY COUNCIL MEETING MINUTES
ROELAND PARK CITY HALL
4600 WEST 51ST STREET, ROELAND PARK, KS 66205
November 8, 2023, 6:00 P.M.**

- | | | |
|---|---|---|
| <ul style="list-style-type: none">• Michael Poppa, Mayor• Trisha Brauer, Council Member• Benjamin Dickens, Council Member• Jan Faidley, Council Member• Jennifer Hill, Council Member | <ul style="list-style-type: none">• Miel Castagna-Herrera, Council Member• Tom Madigan, Council Member• Michael Rebne, Council Member• Kate Raglow, Council Member | <ul style="list-style-type: none">• Keith Moody, City Administrator• Jennifer Jones-Lacy, Asst. City Admin.• Kelley Nielsen, City Clerk• John Morris, Police Chief• Donnie Scharff, Public Works Director |
|---|---|---|

Admin Dickens Rebne	Finance Hill Castagna-Herrera	Safety Madigan Brauer	Public Works Faidley Raglow
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(Roeland Park Council Meeting Called to Order at 6:00 p.m.)

Pledge of Allegiance

Mayor Poppa called the meeting to order and led everyone in the Pledge of Allegiance.

Roll Call

City Clerk Nielsen called the roll. CMBR Brauer and CMBR Rebne were absent. All other Governing Body members were present. Staff present were City Administrator Moody, City Attorney Felzien, Assistant City Administrator/Finance Director Jones-Lacy, Public Works Director Scharff, Public Works Superintendent Vandenbos, Police Chief Morris, and City Clerk Nielsen.

Modification of Agenda

There were no modifications to the agenda.

I. Public Comments

There were no public comments made.

II. Consent Agenda

- A. Appropriations Ordinance #1031**
- B. City Council Meeting Minutes October 16, 2023**

MOTION: CMBR MADIGAN MOVED AND CMBR CASTAGNA-HERRERA SECONDED TO APPROVE THE CONSENT AGENDA AS PRESENTED. (MOTION CARRIED 6-0.)

III. Business from the Floor - Proclamations/Applications/Presentations

- A. Fire District #2 - Chief Chick**

Mayor Poppa introduced Fire Chief Steve Chick from Consolidated Fire District No. 2. Chief Chick reported on what the district has been doing, their budget, employment and department challenges.

Chief said at this time they are fully staffed. In 2023, his department has spent 1,015 hours in training and working with other entities in Johnson County on how to respond to the big calls. They also train routinely with other cities and Med-Act and the cities of Leawood and Shawnee. Next year, they will be working with Overland Park.

Fire Chief Chick outlined the collaboration techniques with other fire organizations in the county to save on resources and control costs with each organization taking on a specialty. For example, Olathe and Overland Park specialize in hazardous materials and respond to those calls no matter their location. Others specialize in water rescue. CFD2 specializes and provides support in structural or tunnel collapse in tandem with the City of Olathe. They respond whatever the city, train for those types of situations, and maintain the specialty equipment which eliminates all agencies needing that training and equipment for limited type events. They continue to work to be more progressive to collaborate on specialty tools to remain effective.

Chief said they have six units running in their district every day and are able to deliver fast service. They have automatic agreements with the other cities in Johnson County and whoever is closest is where they go. They do not care about the borders in Johnson County.

In addition, Chief Chick said they have set out to implement an advanced life support system to be able to get paramedics out faster by having one in every station. They are able to respond consistently in about 4 minutes and 10 seconds to the door, which is under their five-minute goal.

The Johnson County Commissioners have approved their next budget along with expectations. They have worked with Fairway to be able to lessen the impact on TIF for fire response. Chief Chick said he would also be happy to be involved in discussions with Roeland Park should a TIF discussion arise.

Chief Chick spoke to the new fire station. He said the infrastructure is fantastic and it's not costly to maintain. Station 22 at Mission Road has run out of space, and they are seeking approval for renovation and expansion since it was last updated 25 years ago. They have money saved in their reserves and are able to pay cash for the process, which will not encumber the district for additional funds.

They pioneered a program to increase staff diversity within the district. Chief Chick noted it has been difficult to find not only diverse candidates but candidates in general. And from the candidates they do get, the diversity is less. They had a program for firefighter interns and looked for candidates from that. The program brought in three interns, with two having completed training. One of those is completing medical and fire training and will be placed on shift and is a diverse candidate. The other is a female getting through training and certifications and will be joining them full-time. Another diverse candidate will be onboard in May. Chief Chick noted that staffing continues to be a Johnson County issue. The National Fire Protection Association (NFPA) standards specify four people per engine company and four per ladder and they are looking for a way to get there to meet those requirements.

Regarding performance metrics, Chief Chick said he is proud of their fiscal responsibility. He noted they were awarded the highest grade in their annual audit with no recommendations for improvement. He also noted that their employee turnover is extremely low at 1.38 percent. The

department has an ISO Class 1 rating, and they are one department out of 411 across the country to hold that classification out of 50,000 other agencies. This equates to a lower insurance rate for the Fire District.

The Fire District performed an evaluation of salaries and provided a 6.5 percent increase across the board. They were able to do this, lower their mill levy and still collect more in taxes. Chief wanted to also remind everyone that Fire District No. 2 did not receive any public safety sales tax from the courthouse, nor do they receive any sales tax or benefits from development. They have, however, been able to decrease their mill levy over the last four years. He added that Johnson County Commissioner Fast provided him numbers that when compared with all other taxing districts, no one has decreased their taxes more or increased their revenue like Consolidated Fire District No. 2. Chief Chick said they take care of the taxpayers' dollars.

Mayor Poppa said that Chief Chick is doing an amazing job and thanked him for that.

CMBR Faidley said this third quarter report Chief Chick gave was not on their website. Chief said he would look into that.

Mayor Poppa thanked Chief Chick for keeping the community safe, keeping Johnson County residents in mind, being fiscally responsible, and putting together a strong workforce. He said they value their relationship with the City and would welcome further conversation on future development incentives.

Chief Chick said he too appreciates the relationships with the Roeland Park Police Department, and they sometimes need to depend on their support to keep them safe and they do a great job for them.

B. 3rd Quarter Social Media Report - Katie Garcia

Katie Garcia with Gather Media provided her third quarter social media report. She reviewed all the avenues that the City of Roeland Park shares information and news through Constant Contact, Instagram, Facebook, and the City's website. She noted they have a high open rate on items with 95 percent of access still being done via desktop.

The top communication posts for the quarter were the July power outage, Evergy updates, road construction, Goats on the Go in Nall Park, the leaf pick-up collection schedule, as well as a mix of other stories.

Ms. Garcia reviewed the City's metrics in comparison with other neighboring cities and City Administrator Moody emphasized this provides a more accurate representation of what they are able to do in engaging their public on a part-time basis versus a full-time position. It shows how effective they are and working together with Gather Media, they are able to provide the information the residents know they will get and expect to get. Ms. Garcia said they are able to see this through the high engagement with their posts.

IV. Mayor's Report

A. Native American Heritage Month

Mayor Poppa thanked the Kansas City Indian Center for helping them to put together the proclamation, which he then read into the record. All Councilmembers present and online signed on to the proclamation.

For further information, Mayor Poppa suggested visiting the National Endowment for the Humanities website at <https://www.neh.gov>. Search for Native American Heritage Month for a wealth of available resources.

CMBR Castagna-Herrera also added the Kansas City Indian Center on 39th Street off of Southwest Trafficway provides a lot of services including a food bank to anyone who needs help. They offer emergency assistance and even diapers. She said there are great organizations who help natives in the area. <https://kcindiancenter.org>.

Mayor Poppa said these are great organizations and they are great partners that he appreciates they have available.

Mayor Poppa also thanked all the candidates who were on the election ballot noting that it takes courage to run. He said he hoped those who showed interest in Roeland Park but did not win their race will stay engaged in a productive way with the City. He expressed his congratulations to CMBRS Faidley and Dickens who were reelected, CMBR Castagna-Herrera who was elected to serve a full term, and also to Matthew Lero and Emily Hage who were elected for the two open Council seats.

CMBR Madigan congratulated Mayor Poppa on his election. Mayor Poppa said he is excited to be able to stay with them another two years.

V. Reports of City Liaisons and Committees

A. Diversity, Equity, and Inclusion Committee

Haile Sims, from the DEI provided some committee updates. He said they are in a strategic planning session and will be finishing up as they look at goals and plans for the next year. He said they continue to look for new members. Mr. Sims said they will be looking for a new committee chair as he has decided to step down in January. He added that he will be staying on the committee.

Mayor Poppa said he hates to lose Mr. Sims as chair, but is glad that he is staying with the committee as he has been doing a lot of good things.

CMBR Faidley asked if the historian is continuing to work with the signs and DEI committees. She said that she read Essay 1 and that it was well-researched and very well done, scholarly yet easy to read. CMBR Castagna-Herrera said she is continuing to work with them, and the committee knows they made the right choice.

CMBR Raglow said they have been very impressed with her and how she is also bringing the groups together. She said she appreciates the positive feedback from CMBR Faidley and will pass that along.

B. Sustainability Committee

A full Sustainability Committee report will be provided at the next meeting.

Ms. Jones-Lacy did say that staff is working with Aldi and KC Compost to bring composting to Roeland Park. The bins will be in the Aldi lot, and they will also use it for their store. Staff has received the agreement for review. Currently there is no financial investment by the City at this time.

CMBR Hill asked with the compost kiosk would they be able to take compost away as well. Ms. Jones-Lacy said the site is only for drop off.

CMBR Faidley asked what is included for composting. Ms. Jones-Lacy said food scraps and grass clippings are acceptable items.

CMBR Hill asked if they would compost meat and other items. Ms. Jones-Lacy said that a larger operation such as KC Compost has the ability to compost meat. However, it is strongly discouraged in personal back yards.

C. MARC - First Tier Suburbs

The First Tier Suburbs report is in the agenda packet.

Mayor Poppa noted that CMBR Hill gave a presentation to the MARC Bicycle and Pedestrian Committee that included video the City made of the traffic garden, written and directed by City Administrator Moody and starring Mayor Poppa.

<https://www.facebook.com/watch/?v=586700383286121>

CMBR Hill said the presentation was very well received and people were excited. They asked if there were plans to make more traffic gardens in the City, but she noted how limited they are in space. They also gave her great ideas for incorporating other signage such as pedestrian crosswalks. They have asked her to come back and talk further about programming in the City.

VI. Unfinished Business

No Unfinished Business was discussed.

VII. Ordinances and Resolutions

No ordinances or resolutions were presented.

VIII. New Business

A. Appoint Harold Morales to the DEI Committee

MOTION: CMBR RAGLOW MOVED AND CMBR CASTAGNA-HERRERA SECONDED TO APPROVE THE COMMITTEE APPOINTMENT OF HAROLD MORALES TO THE DEI COMMITTEE. (MOTION CARRIED 6-0.)

B. Approve Leaf Collection Agreement with Westwood Hills

Public Works Director Scharff said the agreement is the same as in previous years and it is expected to be completed in eight hours in one day. Cost details and schedule are included in the agenda packet.

MOTION: CMBR HILL MOVED AND CMBR FAIDLEY SECONDED TO APPROVE THE LEAF COLLECTION AGREEMENT WITH WESTWOOD HILLS. (MOTION CARRIED 6-0.)

C. Approve Replacement of Public Works Pickup

Daniel Vandenbos said the pickup is a 2024 F-250 and the photo in the packet reflects the bed they would like. The cost is \$2,162 over what was initially included in the 2024 budget.

MOTION: CMBR MADIGAN MOVED AND CMBR HILL SECONDED TO APPROVE THE PURCHASE OF A 2024 FORD F-250 PICKUP TRUCK, BRADFORD BED, AND BOSS V-PLOW AT A COST NOT TO EXCEED \$73,662. (MOTION CARRIED 6-0.)

D. Direction on Adding Administrative Assistant at Public Works

Public Works Director Scharff said the request for an administrative assistant for Public Works would be in lieu of an intern position. With the increased number of projects Public Works is doing there is also an increase in public engagement which requires preparation for neighborhood meetings, and meeting with owners to secure easements. The assistant would be available to answer phones and be a face at the Public Works building. This will help their department be able to focus on other areas.

Mayor Poppa said that staff at City Hall is supportive of this position.

CMBR Faidley asked if they expect any difficulty filling this position. City Administrator Moody said they recognize Public Works is doing more today than they have historically done, especially in administration and engagement. They have had good luck recruiting and currently have tenured employees, plus this position will be part-time.

MOTION: CMBR RAGLOW MOVED AND CMBR MADIGAN SECONDED TO APPROVE THE PART-TIME ADMINISTRATIVE ASSISTANT AT PUBLIC WORKS. (MOTION CARRIED 6-0.)

IX. Reports of City Officials

A. 3rd Quarter Financial Report

Ms. Jones-Lacy reported that most of their property taxes have come in. Sales tax continues to be positive and is up over 3 percent from last year. There are signs that point to a slowing down, but they have been historically high since 2019. Court fees are behind budget due to officer shortage. Investment revenues are really high and considered booming. They have earned over \$100,000 year-to-date on their idle funds.

CMBR Faidley asked if they could if they could see a breakdown on property taxes of private versus commercial. Ms. Jones-Lacy said they do not get that information from Johnson County, but she could ask if that's a report they can provide to them.

City Administrator Moody said they report a ratio between appraised value and commercial over the year.

CMBR Faidley asked if the decline in building permits is concerning. City Administrator Moody responded it has been a consistent downward trend.

Mayor Poppa noted there was high voter turnout and high engagement in Johnson County but especially Roeland Park and thanked everyone for voting.

Ms. Jones-Lacy said Zoning Codes is holding an open house next Monday (November 13) at 3 o'clock and said the Governing Body is free to attend.

Police Chief Morris said he has a new officer starting next week.

Mayor Poppa invited Chief Morris to bring the new officers and introduce them at the next meeting.

Adjourn:

MOTION: CMBR MADIGAN MOVED AND CMBR CASTAGNA-HERRERA SECONDED TO ADJOURN. (MOTION CARRIED 6-0.)

(Roeland Park City Council Meeting Adjourned at 7:11 p.m.)

Kelley Nielsen, City Clerk

Michael Poppa, Mayor

Item Number: Consent Agenda- II.-C.
Committee 11/20/2023
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 11/14/2023
Submitted By: Kelley Nielsen
Committee/Department: Admin.
Title: **2024 Cereal Malt Beverage Renewals**
Item Type: Other

Recommendation:

To approve CMB licenses for Casey's, Price Chopper, QuikTrip, and Walmart.

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/14/2023 - 11:57 AM

Goals/Objectives & Terms

ATTACHMENTS:

Description		Type
▣	2024 Cereal Malt Beverage Renewals	Cover Memo
▣	2024 Cereal Malt Beverage Renewals	Cover Memo

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

Fee: \$75.00

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

License is hereby granted to QuikTrip to sell at retail

CEREAL MALT BEVERAGES

For sale in original and unopened containers and NOT for consumption on premises

5055 ROE Boulevard

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

Fee: \$75.00

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

License is hereby granted to **Price Chopper** to sell at retail

CEREAL MALT BEVERAGES

For sale in original and unopened containers and NOT for consumption on premises

4950 ROE Boulevard B

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

Fee: \$75.00

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

License is hereby granted to Casey's General Store to sell at retail

CEREAL MALT BEVERAGES

For sale in original and unopened containers and NOT for consumption on premises

4815 ROE Boulevard

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

Fee: \$75.00

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

License is hereby granted to Walmart to sell at retail

CEREAL MALT BEVERAGES

For sale in original and unopened containers and NOT for consumption on premises

5150 ROE Boulevard

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

Fee: \$75.00

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

*License is hereby granted to **Aldi** to sell at retail*

CEREAL MALT BEVERAGES

For sale in original and unopened containers and NOT for consumption on premises

4801 ROE Boulevard

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

KEEP THIS LICENSE POSTED CONSPICUOUSLY AT ALL TIMES

Fee: \$75.00

No.

DEALER'S RETAIL LICENSE

From: 01/01/2024

To: 12/31/2024

To All Whom it May Concern:

*License is hereby granted to **St. Agnes Catholic Parish** to sell at retail*

CEREAL MALT BEVERAGES

For sale in original and unopened containers and for consumption on premises

5250 and 5130 MISSION Road

in the City of Roeland Park in Johnson County, Kansas,

Application therefor, on file in the office of the City Clerk of said City, having been approved by the governing body of such City as provided by the Laws of Kansas and the rules, regulations and ordinances pertaining thereto.

This License will expire on 12/31/2024, unless sooner revoked, is not transferable, nor will any refund of the fee be allowed thereon.

Given under our hands and the corporate seal of said City, on this date: 11/20/2023

Mayor

City Clerk

Item Number: Mayor's Report- IV.-A.
Committee 11/20/2023
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 11/20/2023
Submitted By: Mayor Poppa
Committee/Department: Admin.
Title: **Notice of Ward 4 Vacancy & Call for Applicants**
Item Type: Other

Recommendation:

Last week I accepted Councilmember Miel Castagna-Herrera's resignation from City Council, effective as of November 15, 2023. She noted the primary factors influencing her decision were 1) unforeseen travel to Argentina and South America that will take her away from elected duties for several months in 2023 and 2024, and 2) the possibility of her business opening up a location within Roeland Park city limits which may pose a real or perceived conflict of interest.

Miel is a strong leader who has been a valuable part of our team. It has been a pleasure working with her over these past months and I am so grateful for all she has contributed. Although I'm sure this has been an extremely tough decision for her, I applaud Miel for prioritizing constituent representation and upholding her oath of office.

Please join me in thanking Miel for her service to Roeland Park and the residents of Ward 4. We wish her the best in all future endeavors and hope she will remain an engaged resident within our community.

Per code, the city will begin the appointment process as outlined in the Procedure for Filling a Vacant Council Seat approved by Council on 12/5/22. We ask that all interested Ward 4 residents submit an application through the Form Center at <https://www.roelandpark.org>

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/20/2023 - 9:33 AM

Goals/Objectives & Terms

ATTACHMENTS:

Description	Type
▢ Resignation Letter	Cover Memo
▢ Charter Ordinance 38-Roeland Park, KS Code of Ordinances	Cover Memo
▢ Filling_Council_Vacancy_Process-_Final_11-22-22	Cover Memo
▢ Roeland Park-Ward Map	Cover Memo

November 14, 2023

Dear Roeland Park Mayor, City Council, Staff and Committees,

I am writing to inform you of my decision to resign from my position on the city council, effective November 15, 2023. It has been an honor to serve on the council and represent our community for the past year.

I would like to express my gratitude for the opportunities and experience I have had while serving on council. It has been a privilege to work alongside dedicated individuals committed to improving the quality of life in our city.

During this transitional period, I am available to assist with the transfer of responsibilities and provide with any necessary support to my successor. Please do not hesitate to reach me if there is anything I can do to facilitate a smooth transition.

Thank you for your understanding, and I wish the entire council, and city staff continued success in their efforts to better serve our community.

Sincerely,

Miel Castagna-Herrera

A CHARTER ORDINANCE AMENDING THE PROCEDURE TO FILL A VACANT GOVERNING BODY SEAT.

WHEREAS, Article 12, Section 5 of the Constitution of the State of Kansas (the "Act"), provides that cities may exercise certain home rule powers, including passing charter ordinances which exempt such cities from non-uniform enactments of the Kansas Legislature; and

WHEREAS, the City of Roeland Park, Kansas (the "City") is a city, as defined in the Act, duly created and organized, under the laws of the State of Kansas; and

WHEREAS, K.S.A. 12-104a(c) states that a vacancy in the City's governing body is to be filled by a special election; and

WHEREAS, K.S.A. 12-104a(d) allows for the City to enact a different procedure for filling governing body vacancies other than by special election; and

WHEREAS, the governing body of the City (the "Governing Body") desires, by Charter Ordinance, to amend Charter Ordinance 32, Sections 6, and 7.

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF ROELAND PARK, KANSAS:

SECTION 1. Existing Section 6 of Charter Ordinance No. 32 is hereby amended to read as follows:

6. In the event that a vacancy in the office of Councilmember should occur by reason of resignation, with or without acceptance by the Mayor, death, removal from office for cause, promotion to Mayor pursuant to Section 6-101(f) or change of residency to outside the ward from which said Councilmember was elected, the vacancy shall be filled in the following manner: At the next regular City Council meeting, the vacancy shall be filled by appointment of the Mayor, after an application process, with the advice and consent of a majority of the remaining members of the City Council. The Councilmember appointment shall be effective until the next general election, as defined in K.S.A. § 25-2102. Any appointment made after 12:00 P.M. on June 1 of any given year will serve until the general election occurring in the following year.

SECTION 2. Existing Section 7 of Charter Ordinance No. 32 is hereby amended to read as follows:

7. In the event that a vacancy in the office of the Mayor should occur because of death, resignation, removal from office for cause, or change of residency to outside the limits of the City, then, the Council shall appoint, by a majority of those Councilmembers present, a new

mayor from those Councilmembers serving at the time of the vacancy. In the case where there is a tie among two (2) Councilmembers, a coin flip shall determine the winner. A Mayoral vacancy shall be filled within thirty (30) days of the date the vacancy becomes effective. The vacancy in the Council created by the Council appointing a new Mayor will be filled in accordance with Section 6 of Charter Ordinance No. 38. The Mayoral appointment shall be effective until the next general election, as defined in K.S.A. § 25- 2102. Any appointment made after 12:00 P.M. on June 1 of any given year will serve until the general election occurring in the following year.

SECTION 3. Chapter 6, Article 1, Section 6-101(e) and Section 6-101(f) of the Roeland Park Municipal Code are hereby amended to read as follows in Section 1 and Section 2 of this Charter Ordinance, respectively.

SECTION 4. This Charter Ordinance shall take effect after its publication in the official City newspaper, and shall have an effective date of December 18th, 2022.

PASSED by the Governing Body, not less than two-thirds of the elected members voting in favor thereof, this 3rd day of October, 2022.

(Chart. Ord. No. 38, §§ 1, 2, adopted 10-3-2022)

Procedure for Filling a Vacant Council Seat

Approved by Council on 12/5/22

Interview Committee will consist of the Mayor, Council President, and remaining Council person from the Ward with the council vacancy.

Staff will advertise vacancy and solicit applications through customary channels for a minimum of 15 days. The closing date shall be on a business day.

- Constant Contact
- On website
- On social media

Applications submitted through the city's volunteer portal on the city website shall be accompanied by a Letter of Interest and Resume. Applications will be shared with all elected officials as informational.

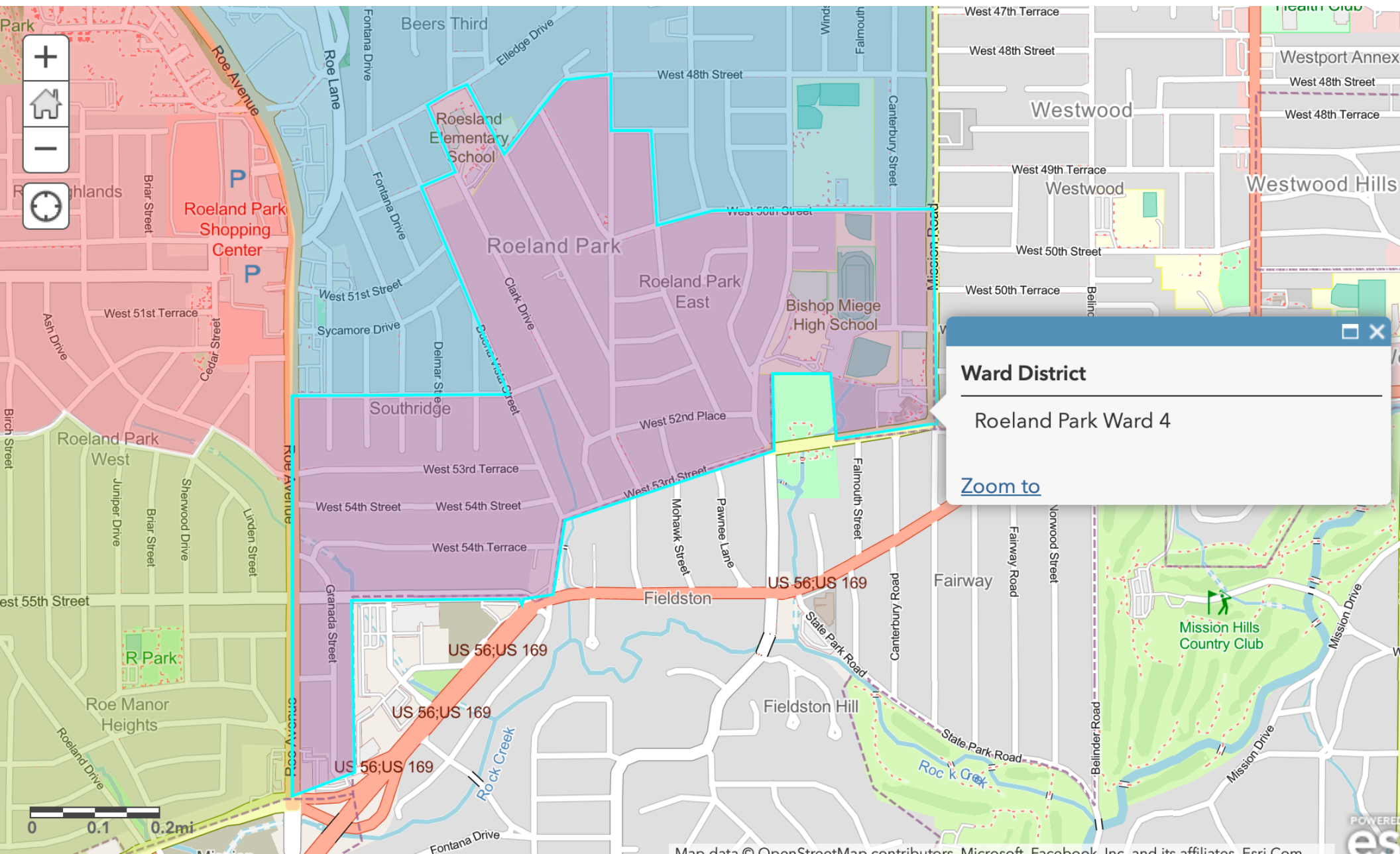
Link to volunteer application portal: <https://www.roelandpark.org/FormCenter/Volunteering-8/Committee-Volunteer-Form-48>

Interview Committee will review applications and select candidates to interview. Interview Committee shall consider a candidate's ability to carry out the duties of a council person (link to city council duties below). The Mayor, with the consultation and advice of the interview committee, will present a candidate to the Council for consideration.

https://library.municode.com/ks/roeland_park/codes/code_of_ordinances?nodeId=CHIAD_ART2GOBOS1-204.1COPUPODU

A majority of the city Council must vote in favor of a candidate recommended by the Mayor to confirm appointment.

The process is anticipated to take 30 to 45 days from the time a seat is vacant until a candidate is presented for Council consideration.



Ward District

Roeland Park Ward 4

[Zoom to](#)

Item Number: Reports of City Liaisons- VI.-A.
Committee 11/20/2023
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 11/13/2023
Submitted By: Megan Reavis
Committee/Department: Sustainability Committee
Title: **Sustainability Committee (5 min)**
Item Type: Report

Recommendation:

Informational only. Megan Reavis to provide update.

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/13/2023 - 3:01 PM

Goals/Objectives & Terms

Item Number: Reports of City Liaisons- VI.-B.
Committee Meeting 11/20/2023
Date:



City of Roeland Park Action Item Summary

Date: 11/16/2023
Submitted By: Council Member Faidley
Committee/Department: MARC – Bike & Pedestrian
Title: **MARC – Bike & Pedestrian (Jan Faidley)**
Item Type:

Recommendation:

Informational only. Council Member Faidley to provide update.

Details:

MARC's Bicycle Pedestrian Advisory Committee met in hybrid fashion on Wednesday, November 8, 2023. Missouri Co-Chair Matt Davis called the meeting to order and welcomed everyone. After approval of the September 13 meeting summary, Davis introduced Jen Hill, Council President of Roeland Park City Council.

Ms. Hill spoke about the new feature Traffic Garden at R Park and shared a promotional video featuring Mayor Michael Poppa. There was a great deal of interest and many questions about the design process and funding of the garden. Committee members asked Ms. Hill to return and report on the programming elements that have as yet to be put in place. They also suggested the addition of crosswalks and other possible road signs.

Johnson County Parks & Rec presented on their Legacy Plan - the most recent update of a 5 year CIP should be available online in approximately 1 month.

MARC officials then discussed the update to Connected KC 2050. This is a Metropolitan Transportation Plan that requires over 2 years to update. (Donnie Scharf and RP city engineer are looking at any possible Roeland Park projects that could be included.)

MARC is also looking at updating their Public Participation Plan because so much has changed in the way we interact. More about this plan can be found here: <https://www.marc.org/transportation/plans-and-studies/public-participation-plan>

Public Participation Plan | MARC

Focus Area: Plans and Studies

www.marc.org



There followed a discussion of Missouri Unfunded Needs. \$60M is available for Missouri projects that do not include CIP projects.

The committee then discussed BPAC's 2024 Workplan which includes:

1. Approval of a Complete Streets policy
2. Identifying MO unfunded needs
3. Annual celebration of Bike Month
4. Call for sub-allocated projects for 2027-28
5. Regional Bikeway Plan update

Next meeting of the committee will be January 13, 2024.

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/16/2023 - 3:01 PM

Goals/Objectives & Terms

Item Number: Reports of City Liaisons- VI.-C.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date: 11/20/2023
Submitted By: Jennifer Jones-Lacy, Assistant City Administrator/Finance Director
Committee/Department: Admin
Title: **Project Rise Service Agreement Recommendation by Task Group (5 min)**
Item Type:

Recommendation:

Review the recommendations of the Project RISE Task Force for formal approval by the contracting agencies at the December 4th Council Meeting.

Details:

The Project RISE Task Force has met to discuss and review the goals of Project RISE for 2024. The Task Force Consists of Mayor Michael Poppa and Councilmembers Tom Madigan, Trisha Brauer and Miel Castagna-Herrera. We reviewed the goals from 2023 and discussed the most important accomplishments for 2024. As a reminder, the 2023 goals were as follows.

- Develop a specific strategy to promote redevelopment and tenanting of identified and underutilized and vacant commercial and residential sites.
- Develop and implement a City-specific small business retention toolkit.
- Develop and implement a City-specific diverse business owner's recruitment toolkit.
- Develop and foster relationships with commercial and retail development communities.

The task force further discussed splitting the responsibilities for Project RISE between Rebecca Galati via Northeast Johnson County Chamber and Katie Garcia via Gather Media. In this case, Rebecca would be the strategic lead and Katie would handle the website and communications. Below are the objectives as laid out by the Task Force.

2024 Project RISE Objectives:

- Develop relationships with property owners and designated representatives—specifically of the Roeland Park Shopping Center—and get as many details on vacant retail space as possible to help market those properties to prospects.
- Help place four new businesses, focusing on small/local businesses, in vacant commercial spaces with a

special emphasis on the Roeland Park Shopping Center and Bella Roe Shopping Center.

- Highlight/Market Roeland Park businesses utilizing all available tactics, including video and social media.
- Create and market an inventory of available properties and connect prospects with opportunities in Roeland park.
- Create and maintain a business mentorship program, business incentives package and additional Project RISE-specific resources.
- Develop a Project RISE marketing piece that shares incentives and resources available for small businesses.
- Maintain a current local business contact list.

Staff is still waiting on a complete response from both parties on their scope of services and the fees for 2024. Those details will be included in two agreements for the next Council meeting.

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

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Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Jones-Lacy, Jennifer	Approved	11/20/2023 - 1:41 PM

Goals/Objectives & Terms

Item Number: New Business- VIII.-A.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date: 11/16/2023
Submitted By: Keith Moody, City Administrator
Committee/Department: Police / Safety
Title: **Discuss Recruiter Service Agreement for Assistant Chief Position (5 min)**
Item Type:

Recommendation:

Staff recommends hiring a recruiter for the Assistant Police Chief position.

The selection committee recommends SGR as the recruiter.

Details:

Per Council direction the City will be hiring an Assistant Police Chief in 2024 in preparation for Chief Morris' planned retirement in January of 2025. The person hired as assistant will learn our department and city for roughly a year while serving as the Assistant Chief and then assume the Chief position upon John's retirement if the selection process goes as planned. A similar approach was employed the last time we had turnover in the Chief's position.

This is a very important position for the City and entails unique assessment methods. Employing a professional recruiting firm will ensure that candidates are appropriately vetted based upon the skills and leadership style preferred by the City. Council has not made a final decision on if a professional recruiter will be employed, staff is seeking direction on this decision at this time.

Proposals were solicited from 3 public service specific recruiting firms. A committee made up of Tom Madigan, Emily Hage, (who are or will be public safety committee members), the Mayor, the Council President, Chief Morris and Kelley Nielsen reviewed and scored the proposals and convened to discuss and provide a recommendation on a preferred firm. Their preferred firm is SGR. Attached is the composite score sheet from the Committee. Attached is SGR's service proposal. The content of the proposal provides insights on the benefits a recruiter brings to the process.

It is important that the Assistant Police Chief Selection committee members be consistent through the entire

recruiting process. Tom Madigan who is currently on the Public Safety Committee and Emily Hage who will replace Trisha Brauer (in December) along with the Mayor and the Council President are anticipated to serve on the committee with Chief Morris, Kelley Nielsen and I.

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

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- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request: \$27,900	
Budgeted Item?	Budgeted Amount: \$0 in 2024 adopted budget. During the budget amendment process we can add this amount to the budget
Line Item Code/Description: 5214-102 Police Department Other Contractual Services	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Moody, Keith	Approved	11/14/2023 - 11:14 AM

Goals/Objectives & Terms

ATTACHMENTS:

Description	Type
▣ Composite Score Sheet for Recruiter Proposals	Cover Memo
▣ SGR Proposal for Assistant Chief Recruitment	Cover Memo



Assistant Chief Recruitment Proposal Scoring

November 14, 2023

Reviewer: Composite

Company Name:		McGrath	SGR	GPS
Evaluation Criteria	Maximum Points	Score	Score	Score
Approach, Philosophy, Procedure and Methodology <i>Does the proposed approach appear to be logical and realistic? Has the contractor demonstrated that they have a good understanding of the proposed type of project? Does the procedure and methodology appear to compliment the needs of the City?</i>	20	14.8	14.3	13.8
Key Personnel <i>Consider the availability, experience and expertise of key personnel assigned to the project.</i>	20	14.3	14.8	13.3
Experience with Similar Projects for Similar Agencies within the KC Market <i>Evaluate the the company's experience with similar projects in the KC Market.</i>	20	13.5	14.5	11.5
Schedule <i>Consider the contractors ability to meet the City's 4/1/2024 completion target. Do they employ reasonable approaches/solutions for phasing and critical path items that require greater lead-time?</i>	15	10.0	10.7	10.0
Cost <i>How does their cost compare to the \$20k to \$30k estimated for the project?</i>	25	13.5	16.5	19.7
TOTAL	100	66.2	70.8	68.3
Notes: Hage: SGR more inclusive cost structure ; focus on DEI; no local staff but yes local work ; more focus on recruitment McGrath less specifics for work comps; timeline is tighter GPS: acknowledgement of DEI in hiring; lack of comp data; less focused policing expertise; compensation + negotiations extra? Madigan: McGrath: No local area experience, Charges can exceed 30k - \$29,530 SGR: Local experience, small town experience "Limited scope recruitment?: - \$27,900 + addition fees GPS: No local experience - \$21,500 Considering the cost involved, I expect more effort on the part of companies seeking our business. Mayor: McGrath: fee +travel (hx w/ them) SGR: up front candidate campaign GPS: all-inclusive pricing				

Scoring Guide	15 point question	20 point question	25 point question	30 point question
Outstanding	13-15	16-20	21-25	25-30
Exceeds Acceptable	10-12	11-15	16-20	19-24
Acceptable	7-9	6-10	11-15	13-18
Marginal	0-6	0-5	0-10	0-12

PROPOSAL FOR EXECUTIVE RECRUITMENT SERVICES

**Assistant Police Chief
City of Roeland Park, Kansas**

November 6, 2023

This proposal is valid for 60 days

Strategic Government Resources
P.O. Box 1642, Keller, Texas 76244
Office: 817-337-8581

JJ Peters, President of Executive Recruitment
JJPeters@GovernmentResource.com





November 6, 2023

Keith Moody, City Administrator
City of Roeland Park, Kansas

Dear Mr. Moody,

Thank you for the opportunity to submit this proposal to assist the City of Roeland Park in your recruitment for a new Assistant Police Chief. At SGR, we take pride in our unique ability to provide personalized and comprehensive recruitment services to meet your specific needs.

We would like to highlight some key aspects that set SGR apart from other recruitment firms and enable us to reach the most extensive and diverse pool of applicants available:

- SGR is a recognized thought leader in local government management and is actively engaged in local government operations, issues, and best management practices.
- SGR has conducted executive recruitments for over 450 local government clients in 37 states, and we value the long-term relationships we have developed with many of our clients who continue to partner with us on future recruitment needs.
- We have a broad community of over 15,000 followers on LinkedIn, one platform we utilize to connect with a wide range of active and passive candidates across the nation.
- Our Servant Leadership e-newsletter, with a subscriber base of over 40,000 in all 50 states, announces all SGR recruitments, further extending our reach. Your position will also be posted on SGR's website and our Job Board.
- In addition, SGR sends targeted emails to our opt-in Job Alert subscriber database including over 8,000 law enforcement professionals.

We are happy to provide references upon request. We are enthusiastic about the prospect of conducting this recruitment for the City of Roeland Park, and we are available to schedule a meeting at your convenience to discuss further.

Respectfully submitted,

Jeri J. Peters, President of Executive Recruitment
JJPeters@GovernmentResource.com

TABLE OF CONTENTS

- 1 About SGR**
- 2 Unique Qualifications**
- 3 DEI in Recruitments**
- 4 Project Personnel**
- 5 Approach and Methodology**
- 6 Typical Timeline**
- 7 Fee Proposal**
- 8 Terms and Conditions**
- 9 Placement Guarantee**
- 10 SGR Police Recruitments**
- 11 Sample Position Profile Brochures**
- 12 Sample Contract: Full Service Recruitment**

About SGR

Strategic Government Resources, Inc. (SGR) exists to help local governments become more successful by recruiting, assessing, and developing innovative, collaborative, and authentic leaders. SGR was incorporated in Texas in 2002 with the mission to facilitate innovative leadership in local government. SGR is fully owned by former City Manager Ron Holifield, who spent two high-profile decades in city management and served as a City Manager in several cities.

SGR's business model is truly unique. Although we are a private company, SGR operates like a local government association. Most of SGR's principals are former local government officials, allowing SGR to bring a perspective and depth of local government expertise to every project that no other firm can match.

SGR's Core Values are Customer Service, Integrity, Philanthropy, Continuous Improvement, Agility, Collaboration, Protecting Relationships, and the Golden Rule.

SGR is a full-service firm, specializing in providing solutions for local governments in the areas of recruitment and retention, leadership development and training, innovation and future readiness, and everything in between.

With 31 full-time employees, 1 part-time employee, 21 recruiters, 20 facilitators, and multiple consultants who function as subject matter experts on a variety of projects, SGR offers comprehensive expertise.

The company operates as a fully remote organization, with team members located in Texas, California, Colorado, Florida, Minnesota, Montana, New York, North Carolina, Ohio, Oklahoma, Oregon, and Utah.

View all SGR team members and their bios at: <https://sgr.pub/MeetTeamSGR>.

SGR's Unique Qualifications

Extensive Network of Prospects

SGR is intent on being a leader in executive recruitment and firmly believes in the importance of proactively building a workforce that reflects the diversity of the communities we serve. We leverage an extensive and diverse network to reach potential applicants.

- Your position will be announced in SGR's Servant Leadership e-newsletter, which reaches over 40,000 subscribers across all 50 states.
- We will send targeted emails to over 8,000 opt-in subscribers of SGR's Police Job Alerts.
- Your position will appear on SGR's Website, <https://sgr.pub/SGRWebsite>, which attracts approximately 20,000 visitors per month.
- Your position will be posted on SGR's Job Board, <https://sgr.pub/SGRJobBoard>, which typically has over 2,000 job listings at any given time and receives approximately 16,000 unique visitors per month.
- SGR implements a comprehensive social media marketing campaign that includes custom-made graphics and distribution on SGR's LinkedIn page.
- We frequently collaborate with various local government associations, including the League of Women in Government, Alliance for Innovation, and the National Forum for Black Public Administrators.
- Approximately 65% of semifinalists selected by our clients learn about open recruitments through our website, servant leadership e-newsletter, job board, job alert emails, social media, or personal contact.

Collective Local Government Experience

Our recruiters have decades of experience in local government, as well as regional and national networks of relationships. Our executive recruiters leverage the professional networks of all SGR recruiters when recruiting for a position, enabling outreach to a wide and diverse array of prospective applicants. SGR team members are active on a national basis in local government organizations and professional associations. Many SGR team members frequently speak and/or write on issues of interest to local government executives. SGR can navigate relevant networks as both peers and insiders.

Listening to Your Unique Needs

SGR devotes significant time to actively listening to your organization and helping you define and articulate your needs. We work diligently to conduct a comprehensive recruitment process tailored specifically to your organization. SGR dedicates a prodigious amount of energy to understanding your organization's unique culture, environment, and local issues to ensure an alignment in terms of values, philosophy, and management style perspectives.

While we have established systems for achieving success, we are a “boutique” firm capable of adapting to meet a client's specific needs and providing insights on the pros and cons of their preferred approach.

Trust of Candidates

SGR has a track record of providing remarkable confidentiality and wise counsel to candidates and next-generation leaders, earning their trust. As a result, we can bring exceptional prospects to the applicant pool. Candidates trust SGR to assess the situation accurately, communicate honestly, and maintain their confidentiality to the greatest extent possible.

Accessibility and Communication

Your executive recruiter will keep you informed of the search status and will be readily accessible throughout the recruitment process. Candidates and clients can reach the recruiter at any time via cell phone or email. Additionally, the recruiter maintains communication with active applicants, ensuring they are well-informed about the community and the opportunity.

Comprehensive Evaluation and Vetting of Candidates

SGR offers a comprehensive screening process designed to ensure a thorough understanding of candidate backgrounds and to minimize surprises. Our vetting process includes the following key components:

- Prescreening questions and technical review of resumes
- Cross-communication among our recruiters regarding candidates who have been involved in previous searches, providing greater insight into their background and skills.
- Written questionnaires to gain insights beyond what is available through a resume.
- Live virtual or recorded one-way semifinalist interviews.
- All-inclusive media reports that far surpass automated Google/LexisNexis searches, tailored to each candidate based on their previous places of residence and work.
- Thorough, automated, and anonymous reference checks that provide feedback on candidates from a well-rounded group of references.
- Background checks completed by a licensed private investigation firm.

Executive Recruitment Clients

SGR has partnered on executive recruitments with more than 450 local government clients in 37 states. We take great pride in the long-term relationships we have developed with many of our clients who continue to partner with us on future recruitment needs.

View a full list of our Executive Recruitment Clients at: <https://sgr.pub/ERClientList>.

Project Personnel

Charles Kimble, Senior Vice President

CharlesKimble@governmentresource.com

817-337-8581



Charles Kimble joins SGR after more than 32 years in law enforcement. A United States Army veteran, he began his law enforcement career with the Milwaukee, WI Police Department and has served in Assistant Chief/Chief positions for the Fayetteville, NC Police Department, the Spring Lake, NC Police Department, and most recently as Chief of the Killeen, TX Police Department.

A native of Milwaukee, Kimble received his Bachelor of Science Degree in Criminal Justice from Liberty University in Lynchburg, Virginia. He is also a graduate of the North Carolina Justice Academy-Management Development Program, the Municipal/County Officers Course at the University of North Carolina at Chapel Hill's School of Government, and the Police Executive Research Forum-Senior Management Institute of Policing (SMIP), FBI Command College and the FBI Law Enforcement Executive Development Seminar (LEEDS) Class #80.

Charles is a member of several professional organizations, including the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives, Police Executive Research Forum, North Carolina Police Executives, and the Texas Police Chief's Association. Charles is heavily involved in community service and serves as the Board Chair/Chief Volunteer Officer of the Boys and Girls Club of Central Texas and is a life member of the Veteran of Foreign Wars and Omega Psi Phi Fraternity.

DEI in Recruitments

SGR is deeply committed to equal employment opportunity and considers it an ethical imperative. We unequivocally reject any form of bias, expecting that candidates be assessed solely based on their ability to perform the job. Encouraging underrepresented demographic groups to apply is a vital aspect of our commitment. While we cannot guarantee the composition of semifinalist or finalist groups, SGR actively fosters relationships and contacts on a national scale to ensure meaningful participation of underrepresented groups. Our recruitment process is consistently evaluated and refined to incorporate a focus on equity and inclusion.

Statistics are a testament to our commitment to diversity and inclusion. In our 2022 placements, 32% of candidates were female and 20.5% indicated they were a person of color. Within SGR, our team of six executives includes three women and one person of color, and 72% of SGR's staff members are women. Our internal hiring practices are designed to attract diverse talent from various backgrounds and experiences. We understand the importance of words, ensuring our recruitment materials are inclusive and reflect an equity-focused perspective.

We also actively recommend advertising placements to attract a diverse applicant pool, leveraging partnerships with organizations such as the League of Women in Government, the Local Government Hispanic Network, and the National Forum of Black Public Administrators. Tracking candidate demographic data helps us proactively recruit traditionally underrepresented candidates for senior management positions in local government. We welcome feedback from our clients and candidates, using post-recruitment surveys to refine our processes and outcomes.

Approach and Methodology

A full-service recruitment typically entails the following steps:

- 1. Organization/Position Insight and Analysis**
 - Project Kickoff Meeting and Develop Anticipated Timeline
 - Stakeholder Interviews and Listening Sessions
 - Develop Recruitment Brochure
- 2. Recruitment Campaign and Outreach to Prospective Applicants**
 - Advertising and Marketing
 - Communication with Prospective Applicants
 - Communication with Active Applicants
- 3. Initial Screening and Review by Executive Recruiter**
- 4. Search Committee Briefing to Review Applicant Pool and Select Semifinalists**
- 5. Evaluation of Semifinalists**
 - Written Questionnaires
 - Live Virtual or Recorded One-Way Semifinalist Interviews
 - Media Searches - Stage 1, as described below
- 6. Search Committee Briefing to Select Finalists**
- 7. Evaluation of Finalists**
 - Comprehensive Media Searches - Stage 2, as described below
 - Background Investigation Reports
 - DiSC Management Assessments (if desired, supplemental cost)
 - First Year Plan or Other Advanced Exercise
 - Press Release Announcing Finalists (if requested)
- 8. Interview Process**
 - Face-to-Face Interviews
 - Stakeholder Engagement (if desired)
 - Deliberations
 - Reference Checks (may occur earlier in process)
- 9. Negotiations and Hiring Process**
 - Determine Terms of an Employment Offer
 - Negotiate Terms and Conditions of Employment
 - Press Release Announcing New Hire (if requested)

Step 1: Organization/Position Insight and Analysis

Project Kickoff Meeting and Develop Anticipated Timeline

SGR will meet with the organization at the outset of the project to discuss the recruitment strategy and timeline. At this time, SGR will also request that the organization provide us with photos and information on the community, organization, and position to assist us in drafting the recruitment brochure.

Stakeholder Interviews and Listening Sessions

Stakeholder interviews and listening sessions are integral to SGR's approach. SGR devotes tremendous energy to understanding your organization's unique culture, environment, and goals to ensure you get the right match for your specific needs. Obtaining a deep understanding your organizational needs is the crucial foundation for a successful executive recruitment. In collaboration with the organization, SGR will compile a list of internal and external stakeholders to meet with regarding the position. These interviews and listening sessions will identify potential issues that may affect the dynamics of the recruitment and contribute to a comprehensive understanding of the position, special considerations, and the political environment. This process fosters organizational buy-in and will assist us in creating the position profile.

Develop Recruitment Brochure

After the stakeholder meetings, SGR will develop a recruitment brochure, which will be reviewed and revised in partnership with your organization until we are in agreement that it accurately represents the sought-after leadership and management attributes.

To view sample recruitment brochures, please visit:

<https://sgr.pub/OpenRecruitments>

Step 2: Recruitment Campaign and Outreach to Prospective Applicants

Advertising and Marketing

The Executive Recruiter and the client work together to determine the best ways to advertise and recruit for the position. SGR's Servant Leadership e-newsletter, with a reach of over 40,000 subscribers in all 50 states, will announce your position. Additionally, we will send targeted emails to opt-in subscribers of SGR's Job Alerts, and your position will be posted on SGR's website and Job Board. SGR provides a comprehensive social media marketing campaign that includes custom-made graphics and distribution on SGR's LinkedIn page. Furthermore, we will provide a recommended list of ad placements to be approved by the client, targeting the most effective venues for reaching qualified candidates for that particular position.

Communication with Prospective Applicants

SGR maintains regular communication with interested prospects throughout the recruitment process. Outstanding candidates often conduct thorough research on the available position before submitting their resumes.

As a result, we receive a significant number of inquiries, and it is crucial for the executive search firm to be well-prepared to respond promptly, accurately, and comprehensively, while also offering a warm and personalized approach. This initial interaction is where prospective candidates form their first impression of the organization, and it is an area in which SGR excels.

Communication with Active Applicants

Handling the flow of resumes is an ongoing and significant process. On the front end, it involves tracking resumes and promptly acknowledging their receipt. It also involves timely and personalized responses to any questions or inquiries. SGR maintains frequent communication with applicants to ensure they remain enthusiastic and well-informed about the opportunity. Additionally, SGR communicates with active applicants, keeping them informed about the organization and community.

Step 3: Initial Screening and Review by Executive Recruiter

SGR uses a triage process to identify high-probability, medium-probability, and low-probability candidates. This triage ranking is focused on overall assessment based on interaction with the applicant, qualifications, any known issues concerning previous work experience, and evaluation of cultural fit with the organization.

In contrast with the triage process mentioned above, which focuses on subjective assessment of the resumes and how the candidates present themselves, we also evaluate each candidate to ensure that the minimum requirements of the position are met and determine which preferred requirements are satisfied. This sifting process examines how well candidates' applications align with the recruitment criteria outlined in the position profile.

Step 4: Search Committee Briefing to Review Applicant Pool and Select Semifinalists

At this briefing, SGR will conduct a comprehensive presentation to the Search Committee and facilitate the selection of semifinalists. The presentation will include summary information on the process to date, outreach efforts, the candidate pool demographics, and any identified trends or issues. Additionally, a briefing on each candidate and their credentials will be provided.

Step 5: Evaluation of Semifinalists

The review of resumes is a crucial step in the executive recruitment process. However, resumes may not fully reveal an individual's personal qualities and their ability to collaborate effectively with others. In some instances, resumes might also tend to exaggerate or inflate accomplishments and experience.

At SGR, we understand the significance of going beyond the surface level of a resume to ensure that candidates who progress in the recruitment process are truly qualified for the position and a suitable match for the organization. Our focus is to delve deeper and gain a comprehensive understanding of the person behind the resume, identifying the qualities that make them an outstanding prospect for your organization.

During the evaluation of semifinalist candidates, we take the initiative to follow up when necessary, seeking clarifications or additional information as needed. This approach ensures that we present you with the most qualified and suitable candidates for your unique requirements. At SGR, our ultimate goal is to match your organization with individuals who possess not only the necessary qualifications but also the qualities that align with your organizational culture and values.

Written Questionnaires

As part of our thorough evaluation process, SGR will request semifinalist candidates to complete a comprehensive written exercise. This exercise is designed to gain deeper insight into the candidates' thought processes and communication styles. Our written instrument is customized based on the priorities identified by the Search Committee. The completed written instrument, along with cover letters and resumes submitted by the candidates, will be included in the semifinalist briefing book.

Live Virtual or Recorded One-Way Semifinalist Interviews

Virtual interviews, whether live with the Search Committee's participation or recorded one-way interviews, will be conducted for semifinalist candidates. This approach provides an efficient and cost-effective way to gain additional insights to aid in selecting finalists to invite for an onsite interview. The interviews allow the Search Committee to evaluate technological competence, demeanor, verbal communication skills, and on-camera presence. Additionally, virtual interviews provide an opportunity for the Search Committee to ask candidates questions on specific topics of special interest.

Media Searches - Stage 1

"Stage 1" of our media search process involves the use of the web-based interface Nexis Diligence™. This platform is an aggregated subscription-based platform that allows access to global news, business, legal, and regulatory content. These media reports at the semifinalist stage have proven helpful by uncovering issues that may not have been previously disclosed by prospective candidates. The recruiter will communicate any "red flags" or noteworthy media coverage to the Search Committee as part of the review of semifinalists with the Search Committee.

Step 6: Search Committee Briefing to Select Finalists

Prior to this briefing, SGR will provide the Search Committee with a briefing book on the semifinalist candidates via an electronic link. The briefing book includes cover letters, resumes, and completed questionnaires.

If applicable, a separate email with the link to view the recorded online interviews is sent to the Search Committee. The objective of this meeting is to narrow the list to finalists who will be invited to participate in onsite interviews.

Step 7: Evaluation of Finalists

Comprehensive Media Searches - Stage 2

“Stage 2” of our media search process includes the web-based interface Nexis Diligence™, supplemented by Google as an additional tool. By combining both resources, we offer an enhanced due diligence process to our clients, enabling efficient and thorough vetting of candidates and minimizing the risk of overlooking critical information. The Stage 2 media search consists of a more complex search, encompassing social media platforms, and has proven to be instrumental in identifying potential adverse news about the candidate that may not have been disclosed previously. The media search provides the Search Committee with an overview of the candidate’s press coverage throughout their career. View a sample media report at: <https://sgr.pub/SGRMediaReport>.

Background Investigation Reports

Through SGR’s partnership with a licensed private investigation firm, we are able to provide our clients with comprehensive background screening reports that include the detailed information listed below. View a sample background report at: <https://sgr.pub/SGRBackgroundReport>.

- Social security number trace
- Address history
- Driving record (MVR)
- Federal criminal search
- National criminal search
- Global homeland security search
- Sex offender registry search
- State criminal court search for states where candidate has lived in previous 10 years
- County wants and warrants for counties where candidate has lived or worked in previous 10 years
- County civil and criminal search for counties where candidate has lived or worked in previous 10 years
- Education verification
- Employment verification for previous 10 years
- Military verification (if requested)
- Credit report (if requested)

DiSC Management Assessments (if desired, supplemental cost)

SGR utilizes the DiSC Management assessment tool, which is among the most validated and reliable personal assessment tools available. The DiSC Management assessment provides a comprehensive analysis and report on the candidate’s preferences in five crucial areas: management style, directing and delegating, motivation, development of others, and working with their own manager. View a sample report at: <https://sgr.pub/SGRDiSCReport>.

For assessments of more than two candidates, a DiSC Management Comparison Report is included, offering a side-by-side view of each candidate's preferred management style. View a sample comparison report at: <https://sgr.pub/SGRDiSCCompare>.

First-Year Plan or Other Advanced Exercise

SGR will collaborate with your organization, if desired, to create an advanced exercise for the finalist candidates. One such example is a First-Year Plan, where finalist candidates are encouraged to develop a first-year plan based on their current understanding of the position's opportunities and challenges. Other exercises, such as a brief presentation on a topic to be identified by the Recruiter and Search Committee, are also typically part of the onsite interview process to assess finalists' communication and presentation skills, as well as critical analysis abilities.

Step 8: Interview Process

Face-to-Face Interviews

SGR will arrange interviews at a date and time convenient for your organization. This process can be as straightforward or as elaborate as your organization desires. SGR will aid in determining the specifics and assist in developing the interview schedule and timeline. We will provide sample interview questions and participate throughout the process to ensure it runs smoothly and efficiently.

Stakeholder Engagement

At the discretion of the Search Committee, we will closely collaborate with your organization to involve community stakeholders in the interview process. Our recommendation is to design a specific stakeholder engagement process after gaining deeper insights into the organization and the community. As different communities require distinct approaches, we will work together to develop a tailored approach that addresses the unique needs of the organization.

Deliberations

SGR will facilitate a discussion about the finalist interviews and support the Search Committee in making a hiring decision or determining whether to invite one or more candidates for a second interview.

Reference Checks

SGR uses a progressive and adaptive automated reference check system to provide insights on candidates' soft skills from a well-rounded group of references. References may include elected officials, direct supervisors, direct reports, internal organizational peers, professional peers in other organizations, and civic leaders. SGR's reference check platform is anonymous, proven to encourage more candid and truthful responses, thus providing organizations with more meaningful and insightful information on candidates. SGR delivers a written summary report to the organization once all reference checks are completed. The timing of reference checks may vary depending on the specific search process and situation. If finalists' names are made public prior to interviews, SGR will typically contact references before the interview process. If the finalists' names are not made public prior to interviews, SGR may wait until the organization has selected its top candidate before contacting references to protect candidate confidentiality.

Step 9: Negotiations and Hiring Process

Determine Terms of an Employment Offer

Upon request, SGR will provide draft employment agreement language and other helpful information to aid in determining an appropriate offer to extend to your preferred candidate.

Negotiate Terms and Conditions of Employment

SGR will assist to whatever degree you deem appropriate in conducting negotiations with the chosen candidate. SGR will identify and address any special needs or concerns of the selected candidate, including potential complicating factors. With our experience and preparedness, SGR is equipped to facilitate win-win solutions to resolve negotiation challenges.

Press Release (if requested)

Until employment negotiations are finalized, you should exercise caution to avoid the embarrassment of a premature announcement that may not materialize. It is also considered best practice to notify all senior staff and unsuccessful candidates before any media exposure. SGR will assist in coordinating this process and in crafting any necessary announcements or press releases.

Satisfaction Surveys

SGR is committed to following the golden rule, which means providing prompt, professional and excellent communication while always treating every client with honor, dignity and respect. We request clients and candidates to participate in a brief and confidential survey after the completion of the recruitment process. This valuable feedback assists us in our ongoing efforts to improve our processes and adapt to the changing needs of the workforce.

Post-Hire Services

We offer post-hire services, such as executive coaching, team-building retreats, and performance review assistance at the six-month or one-year mark. For more information or to request a customized proposal, please visit <https://www.governmentresource.com/leadership-development-training-resources>.

Typical Timeline *

The timeline below is an example only, and we will work with you to finalize and approve a timeline, with adjustments made if needed after the position is posted.

Initial Steps Prior to Posting Position:	
- Contract Execution - Kickoff Meeting to Discuss Recruitment Strategy and Timeline - Organization/Position Insight and Analysis - Stakeholder Interviews and Listening Sessions Deliverable: Draft Recruitment Brochure Deliverable: Recommended Ad Placements - Organization Approves Ad Placements - Search Committee Reviews and Approves Brochure	<i>Timing varies and usually takes a minimum of 2-3 weeks.</i>

Task	Week
- Post Position and Firm up Timeline - Recruitment Campaign and Outreach to Prospective Applicants - Initial Screening and Review by Executive Recruiter	Weeks 1-4
Search Committee Briefing to Review Applicant Pool and Select Semifinalists	Week 5
- Questionnaires - Live Virtual or Recorded One-Way Semifinalist Interviews - Media Searches - Stage 1, as described in Approach/Methodology	Week 6
Deliverable: Semifinalist Briefing Books via Electronic Link Deliverable: Recorded Online Interviews, if applicable	Week 7
Search Committee Briefing to Select Finalists	Week 8
- Comprehensive Media Searches - Stage 2, as described in Approach/Methodology - Background Investigation Reports - Disc Management Assessments (if desired, supplemental cost) - First-Year Plan or Other Advanced Exercise (if desired)	Weeks 9-10
Deliverable: Finalist Briefing Books via Electronic Link	Week 11
- Face-to-Face Interviews - Stakeholder Engagement (if desired) - Deliberations - Reference Checks (may occur earlier in process) - Negotiations and Hiring Process	Week 12

** Timeline is dependent upon Search Committee availability and Holidays. Organization agrees to timely provide photos/graphics and information necessary to develop recruitment brochure, narrow candidate field, and conduct candidate screening; failure to do so, may in SGR's reasonable discretion, extend timeline and can negatively impact the outcome of the process.*

Fee Proposal

Not-to-Exceed Price: \$27,900

Not-to-Exceed Price is comprised of:

- **Fixed Fee of \$25,400**
- **Up to \$2,500 in Ad Placements (billed at actual cost)**

The Fixed Fee includes:

- Stakeholder Interviews and Listening Sessions
- Production of a Professional Recruitment Brochure
- Recruitment Campaign and Outreach:
 - Outreach to Prospective Applicants
 - Custom Graphics for Email and Social Media Marketing
 - Announcement in SGR's Servant Leadership e-Newsletter
 - Post on SGR's Website
 - Ad on SGR's Job Board
 - Two (2) Targeted Job Blasts to SGR's Opt-In Subscriber Database
 - Promotion on SGR's LinkedIn
- Application Management, Screening, and Evaluation
- Semifinalist Evaluation:
 - Questionnaires for up to 15 Semifinalists
 - Live Virtual or Recorded One-Way Interviews for up to 15 Semifinalists
 - Media Searches – Stage 1 Reports for up to 15 Semifinalists
- Semifinalist Briefing Books via Electronic Link
- Comprehensive Stage 2 Media Reports for up to Five (5) Finalists
- Background Investigation Reports for up to Five (5) Finalists
- Finalist Briefing Books via Electronic Link
- Reference Checks for up to Five (5) Finalists
- Two (2) Onsite Visits by the Recruiter for 1-3 days each, Inclusive of Travel Costs

Reimbursable Expenses included in the not-to-exceed price:

- Ad placements up to \$2,500 will be billed at the actual cost with no markup for overhead and are incorporated into our not-to-exceed price. Clients may choose additional ads beyond that amount, which will be billed as an additional pass-through cost.

Supplemental Services/Other Expenses not included in the fixed or not-to-exceed price:

- Ad placements over and above \$2,500 will be billed back at actual cost with no markup for overhead.
- There may be additional charges for substantial and substantive changes made to the recruitment brochure after the brochure has been approved by the Organization and the position has been posted online. Organization would be notified of any supplemental costs prior to changes being made.
- At your request, SGR can conduct an online stakeholder survey for \$1,000 to help identify key issues or priorities that you may want to consider prior to launching the search. SGR provides recommended survey questions and sets up an online survey. Stakeholders are directed to a web page or invited to take the survey by email. A written summary of results is provided to the Organization. Please note that this type of survey may extend the recruitment timeline.
- Online interviews over and above the 15 included in the Fixed Fee - \$250 per candidate.
- Additional comprehensive stage 2 media reports over and above the maximum of five (5) included in the fixed price above - \$750 per candidate.
- Additional background investigation reports over and above the maximum of five (5) included in the fixed price above - \$500 per candidate.
- Additional reference checks over and above the maximum of five (5) included in the fixed price above - \$250 per candidate.
- DiSC Management assessments - \$175 per candidate.
- Semifinalist and finalist briefing materials will be provided to the Organization via an electronic link. Should the Organization request printing of those materials, the reproduction and shipping of briefing materials will be outsourced and be billed back at actual cost.
- Additional onsite visits by the recruiter over and above the two (2) onsite visits included in the fixed price are an additional cost. Travel time and onsite time are billed at a professional fee of \$1,000 per day. Meals are billed back at a per diem rate of \$15 for breakfast, \$20 for lunch, and \$30 for dinner. Mileage will be reimbursed at the current IRS rate. All other travel-related expenses are billed back at actual cost with no markup for overhead.
- The organization bears the cost of candidate travel, and candidates are reimbursed directly by the organization.
- If the organization desires any supplemental services not mentioned in this fee proposal, an estimate of the cost will be provided at that time, and no work shall be done without approval.

Billing

SGR will bill the fixed fee in four (4) installments: 30% upon contract execution, 30% after the applicant pool is presented, 30% after finalist interviews, and 10% upon acceptance of employment. Ad placement expenses and supplemental services/other expenses will be billed as incurred or provided.

Terms and Conditions

- The organization agrees not to discriminate against any candidate on the basis of age, race, creed, color, religion, sex, sexual orientation, national origin, disability, marital status, or any other basis that is prohibited by federal, state, or local law.
- The organization agrees to refer all prospective applicants to SGR and not to accept applications independently during the recruitment process.
- The organization agrees to provide SGR with any candidates that were previously accepted as applicants for the given position before engaging SGR to conduct the recruitment for the subject position.
- If the organization wishes to place ads in local, regional, or national newspapers, the organization shall be responsible for paying directly for the ads and for placing the ads using language provided by SGR.
- The organization bears the cost of candidate travel, and candidates are reimbursed directly by the organization.

Placement Guarantee

SGR is committed to your satisfaction with the results of our full service recruitment process. If, for any reason, you are not satisfied, we will repeat the entire process one additional time, and you will be charged only for expenses as described in the Fee Proposal under Supplemental Services. Additionally, we promise not to directly solicit any candidate selected under this engagement for another position while they are employed with your organization.

In the event that you select a candidate fully vetted by SGR, who subsequently resigns or is released for any reason within 12 months of their hire date, we are committed to conducting a one-time additional executive search to identify a replacement. In this case, you will only be charged for related expenses as described in the Fee Proposal.

If your organization circumvents SGR's recruitment process and selects a candidate who did not participate in the full recruitment process, the placement guarantee will be null and void. Additionally, SGR does not provide a guarantee for candidates placed as a result of a partial recruitment effort or limited scope recruitment.

Police Recruitments, 2018-Present

In Progress

- Abilene, TX (pop. 123,000) - Chief of Police
- Cassville, MO (pop. 3,000) - Police Chief

2023

- Aspen, CO (pop. 7,700) - Police Chief
- Brownfield, TX (pop. 9,000) - Chief of Police
- Celina, TX (pop. 32,000) - Assistant Chief of Police *
- Chamblee, GA (pop. 30,000) - Police Chief
- Commerce City, CO (pop. 62,000) - Chief of Police
- East Windsor, CT (pop. 11,000) - Chief of Police
- El Paso, TX (pop. 678,000) - Police Chief
- Gatesville, TX (pop. 16,000) - Police Chief
- Hutchinson, KS (pop. 40,000) - Police Chief
- Joplin, MO (pop. 52,000) - Police Chief
- Laredo, TX (pop. 256,000) - Chief of Police
- Liberal, KS (pop. 19,000) - Chief of Police
- Melissa, TX (pop. 23,000) - Police Chief
- Mineral Wells, TX (pop. 15,000) - Police Chief
- Salisbury, MD (pop. 33,000) - Police Chief
- The Colony, TX (pop. 44,000) - Assistant Police Chief
- Westminster, CO (pop. 119,000) - Police Chief

2022

- Alvarado, TX (pop. 5,000) - Chief of Police *
- Cary, NC (pop. 179,000) - Chief of Police
- Eagle, CO (pop. 8,000) - Chief of Police
- Eagle Pass, TX (pop. 28,000) - Police Chief
- Fort Smith, AR (pop. 90,000) - Deputy Director of Police Administrative Services *
- Georgetown, TX (pop. 77,000) - Police Chief
- Glenpool, OK (pop. 14,000) - Police Chief *
- Greeley, CO (pop. 108,000) - Chief of Police
- Lago Vista, TX (pop. 8,000) - Police Chief
- Montgomery, AL (pop. 200,000) - Chief of Police *
- Richardson, TX (pop. 120,000) - Police Captain

- Rowlett, TX (pop. 73,000) - Police Chief
- San Antonio Independent School District, TX - Deputy Chief of Police
- Wethersfield, CT (pop. 26,000) - Police Chief

2021

- Alice, TX (pop. 20,000) - Police Chief
- Bedford, TX (pop. 49,000) - Police Chief
- Celina, TX (pop. 28,000) - Police Chief *
- Del Rio, TX (pop. 35,000) - Police Chief
- Edinburg, TX (pop. 100,000) - Chief of Police
- Ennis, TX (pop. 20,000) - Police Chief
- Fort Worth, TX (pop. 900,000) - Chief of Police
- Kansas City, KS (pop. 153,000) - Police Chief *
- Memorial Villages Police Department (pop. 12,000) - Commander *
- Mesquite, TX (pop. 145,000) - Police Chief
- New Braunfels, TX (pop. 90,000) - Police Chief
- Waco, TX (pop. 140,000) - Police Chief

2020

- Abilene, TX (pop. 120,000) - Chief of Police
- Amarillo, TX (pop. 199,000) - Police Chief
- Anna, TX (pop. 15,000) - Police Chief *
- Argyle, TX (pop. 4,000) - Police Chief
- Bullard, TX (pop. 4,000) - Police Chief
- Plainview, TX (pop. 22,000) - Chief of Police *
- Round Rock Independent School District, TX - Police Chief
- Shawnee, KS (pop. 66,000) - Police Chief *
- Temple, TX (pop. 89,000) - Police Chief
- Victoria, TX (pop. 67,000) - Chief of Police

2019

- Ann Arbor, MI (pop. 121,000) - Police Chief
- Bainbridge Island, WA (pop. 24,000) - Police Chief
- Denison, TX (pop. 24,000) - Chief of Police
- Fort Smith, AR (pop. 90,000) - Police Chief *
- Lubbock, TX (pop. 250,000) - Police Chief
- Olathe, KS (pop. 142,000) - Police Chief

- Plano, TX (pop. 284,000) - Police Chief *
- Princeton, TX (pop. 12,000) - Police Chief
- Sunnyvale, TX (pop. 6,000) - Police Chief

2018

- Angleton, TX (pop. 20,000) - Police Chief
- Arvada, CO (pop. 117,000) - Police Chief
- Boynton Beach, FL (pop. 74,000) - Chief of Police
- Eugene, OR (pop. 165,000) - Police Chief
- Fort Smith, AR (pop. 90,000) - Deputy Director-Police Administrative Services *
- Snyder, TX (pop. 11,000) - Police Chief

** Limited scope recruitment*



POLICE CHIEF

CITY OF OLATHE, KANSAS

OLATHE PROUD



THE COMMUNITY

The City of Olathe, Kansas, is ideally situated just 20 miles southwest of Kansas City, Missouri. The City is the county seat of Johnson County and is easily accessible via Interstate 35, Kansas 7, and Interstate 435. With 150 years of history, Olathe has prospered over the years and has become one of the Midwest's dominant business, economic, and cultural centers. Olathe provides its residents with a high quality of life, great connectivity, an unparalleled transportation network, a nationally-recognized school system, and one of the best-educated workforces in the nation, making the City a desirable location for families and businesses.



SIZE

61.75 square miles



POPULATION

142,000



MEDIAN INCOME

\$79,767



AVERAGE HOME VALUE

\$196,900

Olathe has an array of scenic parks and trails that offer a little something for nature enthusiasts and fitness buffs alike. There are 43 neighborhood and community parks, two lakes, four pools, and four historic/memorial sites within the City, as well as eight trails totaling 32 miles, plus 26 miles of bike lanes. For additional recreation opportunities, the Mahaffie Stagecoach Stop and Farm offers fun and educational activities for visitors of all ages.

Olathe Public Schools serves 30,000 pre-K to 12th grade students across 50 campuses and is the second largest school district in Kansas. The district has received a Superior rating, 17 Blue Ribbon School Awards, and has had 19 national merit scholars. Also located in Olathe is the Kansas School for the Deaf, which is the first school for the deaf established in the state of Kansas and remains the largest. For those seeking higher education, Kansas State University Olathe and MidAmerican Nazarene University have campuses in Olathe. Additionally, there are several other colleges within commuting distance: Johnson County Community College – Overland Park, University of Kansas – Lawrence, University of Missouri – Kansas City, and Rockhurst University – Kansas City.

MAJOR EMPLOYERS:

- Olathe School District
- Johnson County Government
- Garmin International
- Farmers Insurance
- Olathe Medical Center
- Convergys
- City of Olathe
- Honeywell
- Sysco Food Services of Kansas City, Inc.
- TransAm Trucking Inc.
- AIG
- FAA/Air Route Traffic Control Center
- Husqvarna Construction Products
- DH Pace
- John Deere Company

CITY ORGANIZATION & GOVERNANCE

VISION:

Setting the Standard for Excellence
in Public Service

MISSION:

The City of Olathe plans for and
provides public services to enhance the
quality of life for our community.

VALUES:

Teamwork, Communication,
Leadership through Service, Customer
Service, and Learning.



Olathe has a modified council-manager form of government. The City Council consists of seven members including the Mayor. Four members are elected from wards and two members and the Mayor are elected at-large. Members serve four-year staggered terms with no term limits.

A professional City Manager is selected by the Council to manage the day-to-day affairs of the City, enforce laws and ordinances, appoint and remove employees, prepare the City budget, and make recommendations to the Council. Michael Wilkes has served as the City Manager of Olathe since January 1999.

CITY COUNCIL PRIORITIES:

- › Deliver high quality customer service
- › Meet financial challenges of the future with priority-based decision making focused on long-term strategies
- › Optimize resources in the most efficient and effective manner
- › Ensure citizens feel and are safe in person and property
- › Continue to support economic development and job creation
- › Utilize community engagement to align service delivery
- › Pursue environmental stewardship
- › Provide an excellent employment environment

CITY ORGANIZATION & GOVERNANCE_{CONTINUED}



**TOTAL FISCAL
YEAR 2019
BUDGET**
\$389,181,892



**GENERAL FUND
2019**
\$107,745,287



**NUMBER OF
EMPLOYEES 2019**
950.25 FTEs



THE DEPARTMENT & THE POSITION



The Department Mission is Serving, protecting and working with our community in a professional manner, to prevent, reduce, and solve crime.



**TOTAL ANNUAL
DEPARTMENTAL
BUDGET 2019**
\$29,067,583



**NUMBER OF
EMPLOYEES 2019**
220.75

The Olathe Police Department is a full-service agency willing to adopt new programs to meet community needs as the City continues to grow. Olathe police officers receive strong community support, and citizens are highly engaged with the department. As a result, the City has a low crime rate and is one of the safest cities in Kansas. The department consistently leads efforts regarding regional collaborative law enforcement solutions and is a participant in the Metro Officer-involved shooting response team.

THE DEPARTMENT & THE POSITION_{CONTINUED}

The Police Chief plans, directs, manages, supervises, and oversees the activities and operations of the Police Department. The Police Chief is responsible for maintaining enforcement of all applicable federal, state, and local laws and coordinating assigned activities with other City departments and outside agencies. This position participates in strategic organization organizational decision making as a member of the executive team.

To address the department's growing needs, the new Police Chief will lead the department as it embarks on Phase 2 of a three-phase public safety facility expansion.

IDEAL CANDIDATE

The City of Olathe seeks a visionary leader and strategic thinker who will ensure mission comprehension and engagement at all organizational levels to serve as its new Police Chief. The ideal candidate will be a committed, decisive, service-oriented, and enthusiastic Police Chief who will lead the department with integrity, purpose, vision, consistency, and honesty. The Police Chief will have a broad array of knowledge and experience that strikes a balance between administrative and operational law enforcement duties and must have the ability to foster an organizational culture of integrity, trust, and engagement.

The chosen candidate will lead with Olathe's tradition of strong community/police relationships. Culturally competent and responsive to community concerns, the new Police Chief will lead efforts to nurture and grow those strong community relationships as the City continues to grow and become more diverse. The Police Chief should be politically astute, but never political, in order to ensure fairness at all levels of the organization and help the City achieve its goals.



Honest, candid, and approachable, the new Police Chief will be a steady and dependable leader who sets a positive tone for the organization and inspires confidence and trust. Strong communication skills and the ability to foster open and transparent dialog to build trust with both internal and external stakeholders will be essential. Collaboration with internal departments and public partners is a must. The chosen candidate must be a competent and comfortable speaker who can engage a variety of audiences. A positive, humble individual who is willing to listen to feedback and handle sensitive issues with respect and diplomacy is strongly desired.

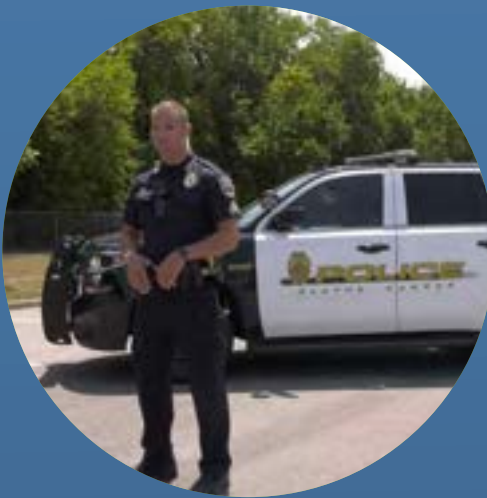
THE IDEAL CANDIDATE_{CONTINUED}

The Police Chief will be highly visible within the department, utilizing informal opportunities like roll call, to connect with all Police Department personnel. The new Police Chief will be open to input and suggestions from all organizational levels and will make opportunities to solicit both formal and informal feedback. The City desires a Police Chief who shows visible support of officers and non-sworn personnel and treats all with equality. A commitment to recruiting, hiring, training, and retaining a service-oriented workforce will be important.

Olathe's next Police Chief will embrace the City's culture of continuous process improvement and will continue to grow a culture of innovation within the department. A strong background with implementing consistent and sound police policies and practices is required. An analytical thinker who is comfortable utilizing data and information to make informed and intelligent decisions, the Police Chief will be willing to take appropriate risks and be an early adopter of innovative solutions. The successful candidate will demonstrate sound judgement, decisiveness, and the fortitude to follow through on decisions.

EDUCATION & EXPERIENCE

The selected candidate must hold a bachelor's degree or equivalent from an accredited college or university; a master's degree is preferred. The candidate must be a graduate of a law enforcement command school (for example: FBI National Academy or SMIP) and have at least 10 years of extensive law enforcement experience, including at least four years of administrative and supervisory experience beyond first line supervisor. A Kansas Law Enforcement Officer Certificate, or the ability to obtain certification within one year of employment, and an appropriate, valid driver's license are required.





COMPENSATION & BENEFITS

The City of Olathe offers a competitive salary. The position midpoint is \$177,000 with the actual salary depending on qualifications and experience. The City offers health, dental, and vision insurance, an onsite wellbeing center, paid holidays, vacation, sick and personal leave, life insurance, retirement (KP&F), deferred compensation (457 retirement plan), and educational reimbursement.

APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Larry Boyd, Senior Vice President
Strategic Government Resources
LarryBoyd@GovernmentResource.com
(469) 261-5113



This position is open until filled, with the deadline for the first review of applications occurring on May 26, 2019. To view the status of this position, please visit: <http://bit.ly/SGRCurrentSearches>

The City of Olathe is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Olathe, KS

OlatheKS.org

Economic Development

[OlatheKS.org/Government/Economic Development](http://OlatheKS.org/Government/EconomicDevelopment)

Chamber of Commerce and Local Convention & Visitors Bureau

Olathe.org

Police Department

OlatheKS.org/Government/Police

Comprehensive Plan

PlanOlathe.org





CHIEF OF POLICE

Abilene, Texas





THE COMMUNITY

More than 125,000 friendly people call Abilene home, as the city offers a comfortable mix of Old West heritage, contemporary culture, and traditional values.

As a Top Texas Destination, there is something for everyone in Abilene. Visitors and locals can feed the giraffes at the Abilene Zoo or relive rugged western lore through cutting-edge technology at Frontier Texas; art enthusiasts can find inspiration at various museums; and cultural events held in Downtown Abilene, such as ArtWalk, City Sidewalks, and the annual Children's Arts and Literacy Festival delight attendees of all ages.

Conveniently located at the center of a 22-county area known as the Big Country and just 180 miles from the Dallas/Fort Worth Metroplex near the state's geographic center, Abilene is a centerpiece for employment, retail, and medical services in West Texas that offers the perfect balance between urban and rural life.

While the City continues to expand, the manufacturing and wind energy industries have increased to meet growing demand and opportunities. The urbanized areas are clustered primarily inside the City limits of Abilene, serving not only Abilene's interests but also those of a large rural community focused on farming, ranching, and resource production.

Interstate and state highways, Union Pacific Railroad cargo service, and air travel via Abilene Regional Airport provide citizens and industry easy access to transportation services.

For those pursuing higher education, Abilene is home to Abilene Christian University, Hardin Simmons University, McMurry University, Cisco College, and Texas State Technical College (Abilene Campus), as well as pharmacy, nursing, and public health graduate programs offered at the Texas Tech University Health Sciences Center.

**ABILENE METROPOLITAN
STATISTICAL AREA (MSA)**
172,310



MSA CIVILIAN LABOR FORCE
76,141 (2019)



POPULATION: 125,000+
AVERAGE AGE: 32.2



NUMBER OF HOUSEHOLDS
46,225

AVERAGE HOUSEHOLD INCOME:
\$63,224



**AVERAGE HOMESTEAD
APPRAISED VALUE: \$133,551**

THE COMMUNITY, *continued*

Established in March 1881 upon the completion of the Texas and Pacific Railroad, Abilene's history of civic progressiveness and logistic function as a regional center for distribution, commerce, industry, transportation, and education provide an assortment of lodging, dining, cultural, and retail opportunities typically found only in much larger cities.

Combined with attractive and affordable housing, excellent schools, a revitalized historic downtown, an assortment of tourist attractions, recreational possibilities, top-notch medical facilities, a regional industrial hub, Dyess Air Force Base, and a thriving philanthropic community, it is clear why Abilene is the place so many choose to live and work.

CITY MISSION STATEMENT

We work together to build and maintain a community of the highest quality for present and future generations.

CITY OF ABILENE CORE VALUES

Respect

- Demonstrating through our actions that we hold ourselves and our citizens in high enough regard to do what we say we will do, in the timeframe we commit to.
- Recognizing that everyone has dignity and deserves helpful, courteous, and prompt attention.
- Consistently doing what is necessary, expected, and required, and when able to do so, exceeding expectations.

Integrity

- Possessing an unwavering commitment to doing the right things right.
- Consistently adhering to high professional and ethical standards.
- Keeping commitments to our citizens, co-workers, and others.

Service Above Self

- Being open and approachable to council members, citizens, and our fellow employees at all times.
- Treating our customers like we would like to be treated.
- Fostering a servant's heart in ourselves and each other by conscientiously doing what is best for the community in all cases.
- Passionately committed to serving others.
- Helping to make our citizens' lives better.
- Finding ways to say yes.

Excellence in All We Do

- Delivering on promises made, taking personal responsibility for achieving community-minded goals.
- Leading by example, recognizing the importance of working together to meet everyone's needs, treating everyone with dignity, courtesy, and respect.
- Sharing resources and information freely.
- Communicating regularly and honestly with council members, citizens, and employees.
- Having a can-do attitude.



GOVERNANCE & ORGANIZATION

The City of Abilene is a home-rule city with a council-manager form of government featuring a mayor and six council members. The community's mayor is elected at large, while council members are elected at large with residency requirements - three from the north side of town and three from the south. The City Manager, City Secretary, City Attorney, Municipal Court Judge, and all board and commission members are mayoral appointments approved by the City Council.

The City is organized into 14 departments that report to the City Manager: General Government, Human Resources, Finance, Planning and Development Services, Public Works, Information Technology, Police, Fire, Transportation Services, Library, Zoo, Parks and Recreation, Health, and Water.

City leaders are proposing an operating budget of over \$326.48 million for Fiscal Year 2023-2024, with an ad valorem tax rate of \$0.7263 per \$100 and supporting nearly 1,300 full-time employees.



ABOUT THE DEPARTMENT

Working with an annual budget of approximately \$37.1 million, the 297 employees of the Abilene Police Department are tirelessly committed to the safety and service of the community, continually embracing and promoting the power of collaboration with citizens, area organizations, and colleagues across the region. That commitment ensures strong connections between the department and Abilene citizens and secures the community's excellent quality of life.

The Abilene Police Department is organized into three bureaus: Investigations, focused on providing quality, professional, and ethical criminal investigations and crime victim services; Uniform Services, comprised of six patrol companies, the department's K-9 Units, and its two Community Response Teams; and Support Services, including Abilene's Real Time Information Center and its divisions for traffic, training, communications, records and property, and evidence as well as its units of SWAT, honor guard, bike, facilities, technology, and the Surveillance Apprehension and Tactics Team.

Abilene's SWAT and Bomb Squad service 19-county and 21-county regions, respectively, and assist agencies throughout West Texas as needed.

The benefits of the department's collaborative mindset have been clear. Despite the fact that communities across the country saw rising crime rates last year, Abilene enjoyed a dip in crime — and has recorded a 34% decline in Part 1 crimes since 2016. The department also celebrated the effectiveness of its newly formed Victims Advocate Program and Homeless and Neighborhood Outreach Teams over the past year and a 100% arrest rate for the city's seven homicides in 2022.

Beyond the department's crime stats and special initiatives, Abilene Police has focused on community, engaging with residents through its Junior Police Academy, Summer Movie with a Cop, Citizens Police Academy, Abilene Leadership Academy, and monthly meetings with the Abilene Community Consortium. Officers also engaged with citizens through the Abilene Youth Sports Authority, Juneteenth celebration, Trunk-or-Treat, National Night Out, Civilian Response to Active Shooter events, and the popular newly formed Mounted Patrol unit.

The Abilene community's support of and appreciation for the department is whole-heartedly embraced and proves what both the APD and the City of Abilene have come to know: We are better together.



MOTTO

*Service Before Self,
Honor Above All*

VALUES

Integrity

Compassion

Fairness

OATH OF OFFICE

*"I do solemnly swear that
I will faithfully execute the
duties of the Abilene Police
Department of the State of
Texas and will, to the best of
my ability, preserve, protect,
and defend the Constitution
and laws of the United States
and of this State, so help me
God."*



ABOUT THE DEPARTMENT

Abilene's Chief of Police plans, directs, manages, and oversees the activities of the Police Department, including administration, investigations, operations, and support services; coordinates activities with other City departments and outside agencies; and provides highly responsible and complex administrative support to the City's elected and appointed leadership.

Under the direction of the City Manager, this position is responsible for maintaining law and order, protecting life and property, regulating traffic, apprehending, arresting and detaining law violators, and maintaining police records. It also develops and implements goals, objectives, policies, procedures, and priorities; continuously evaluates the efficiency and effectiveness of the department's service delivery; and oversees personnel, from selecting, training, and motivating employees to implementing discipline and termination procedures. Other essential duties include:

- Representing the Police Department to other City departments, elected officials and outside agencies; explaining, justifying, and advocating for department programs, policies, and activities; and negotiating and resolving sensitive, significant, and controversial issues.
- Managing and participating in developing and administering the Police Department budget, including forecasting department needs for staffing, equipment, materials, and supplies.
- Ensuring responsive, appropriate service delivery by conferring with citizens, local merchants, civic, professional, service, fraternal and other community groups, and presenting to public and professional audiences regarding police problems and studies.
- Initiating internal investigations consistent with approved administrative policies and procedures when appropriate and providing corrective action as needed.
- Cooperating with federal, state, and other local officers in the apprehension and detention of wanted persons and with other agencies where activities of the police department are involved.

ABOUT THE POSITION, *continued*

- Participating on a variety of boards and commissions and in professional groups, staying abreast of new trends and innovations in law enforcement.
- Reviewing and analyzing reports, legislation, court cases, and related matters, and preparing the initial responses for legal actions with assistance from proper legal authorities.
- Participating in labor negotiations and monitoring labor contracts throughout the year.



IDEAL CANDIDATE

City leaders are seeking a skilled and experienced team builder ready to take up the reins of Abilene's Police Department. The ideal candidate is one with experience managing through diversity and uniting a divided workforce.

The next Chief of Police will be a humble servant leader with indisputable integrity who feels comfortable holding employees at all levels of the organization accountable to department goals, expectations, and values. They will take a collaborative approach to their work, believe in the power of internal and external transparency, and have a reputation as a mentor who believes in ongoing employee training and development.

APD employees are eager for a leader who fosters open communication and innovation, supports officer wellness and peer support programs, establishes consistent policies concerning discipline, promotion, and transfers, and treats civilian employees with the same respect as sworn personnel. With a nationwide shortage of law enforcement professionals, it will also be necessary for the selected candidate to have experience dealing with staffing concerns, bringing fresh ideas and strategies to recruitment and retention issues.

The new Chief of Police should be prepared to build relationships within the organization and beyond, strengthening bonds with partner agencies throughout the region as well as City leaders, civic organizations, and members of the public. Strong interpersonal skills and an inclusive management style are a must.

The ideal candidate for this post leads by example, cares deeply for their team and the community, and will build a positive, inclusive, and engaging organizational culture focused on exceptional public service.

EDUCATION & EXPERIENCE

A bachelor's degree from a college or university with major course work in police science, public administration, business administration or a related field is preferred. Seven years of broad and extensive municipal police work, with four years of administrative experience is preferred. A master's degree in public administration, business administration, or police administration is highly desirable.

Candidates must also hold a Peace Officers Standards and Training Advanced Certificate. A valid Texas driver's license (or military waiver) will be required within 90 days of employment, and a Texas Commission on Law Enforcement proficiency certificate will be required within one year.

Successful completion of a recognized executive law enforcement management and leadership program such as The FBI National Academy, Senior Management Institute for Police at PERF, the Southern Police Institute, or the Leadership Command College at LEMIT is desirable.

Any equivalent combination of education and experience that provides the required knowledge and skills will be considered.





COMPENSATION & BENEFITS

The city will pay a salary commensurate with the selected applicants salary history and experience, and anticipates a salary range between \$160,000 and \$190,000. The organization also provides a comprehensive benefits package, including medical, dental, vision, and life insurance; generous leave policies, sick pay rewards, and longevity or stability pay; an employee health clinic; and more. This position will also be eligible for a City phone and vehicle, clothing allowance, and access to a department workout facility.

Abilene participates in the Texas Municipal Retirement System, with a 7% employee deposit rate and 2:1 employer match, and offers voluntary 457(b) retirement plans.

APPLICATION PROCESS

[Please apply online](#)

First review of applications: October 16, 2023

For more information on this position, contact:

Eddie Salame, Senior Vice President

EddieSalame@GovernmentResource.com

817-239-2930

Charles Kimble, Senior Vice President

CharlesKimble@GovernmentResource.com

910-261-6681

The City of Abilene, Texas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Abilene

abilenetx.gov

Abilene Police Department

abilenetx.gov/155/Police-Department

Abilene Convention & Visitors Bureau

abilenevisitors.com

Development Corporation of Abilene

developabilene.com

Abilene Chamber of Commerce

abilenechamber.com



**Agreement for Executive Recruitment Services ("PROJECT")
to City of Roeland Park, Kansas ("CLIENT") between
CLIENT and Strategic Government Resources, Inc. ("SGR")**

SGR and CLIENT (together, "Parties") agree as follows, effective upon the date of the later signature below, in consideration of the mutual promises contained in this Agreement and other good and valuable consideration, the sufficiency of which each Party hereby acknowledges.

1. SGR promises and agrees:

- A. To perform the services described in SGR's Proposal for PROJECT dated November 6, 2023 ("PROPOSAL") substantially in the timeframe projected in the PROPOSAL.
- B. To honor the Placement Guarantee stated in the PROPOSAL.
- C. To comply with all applicable open records, public information and similar laws, and consult with CLIENT if SGR is asked for information before disclosure, unless prevented by court order or law from doing so.

2. CLIENT promises and agrees:

- A. To pay SGR promptly as billed or invoiced for such services in accordance with the amounts stated in PROPOSAL, including Reimbursable Expenses and costs of any Supplemental Services or Other Expenses that CLIENT selects.
- B. To timely provide photos/graphics and information necessary to develop recruitment brochure, narrow candidate field, and conduct candidate screening and interviews; failure to do so may, in SGR's reasonable discretion, extend timeline and can negatively impact the outcome of the process.
- C. To respond to drafts of documents and reports in a timely manner; failure to do so may, in SGR's reasonable discretion, extend timelines and can negatively impact the outcome of the process.
- D. To refer all prospective applicants to SGR and not to accept applications independently during the recruitment process.
- E. To provide legal opinions to SGR regarding when and if any information relating to the PROJECT must or should be released in accordance with public information laws or legal process.
- F. That if CLIENT receives an open records request, CLIENT shall notify and share the request with SGR in writing as soon as possible but within no more than three (3) business days of receipt and that CLIENT shall provide sufficient time for SGR to notify and provide advance notice to the impacted individuals prior to CLIENT releasing the required information with protected information redacted.
- G. To directly reimburse finalists for travel-related expenses relating to in-person interviews.
- H. That CLIENT is ultimately responsible for candidate selections and CLIENT will not discriminate against any candidate on the basis of age, race, creed, color, religion, sex, sexual orientation, national origin, disability, marital status, or any other basis that is prohibited by federal, or applicable state, or local law.
- I. To comply with the Fair Credit Reporting Act.

J. To cooperate with SGR to enable SGR to perform its obligations to CLIENT.

3. Additional Terms and Conditions:

- A. The PROPOSAL is incorporated herein for all purposes including all terms defined therein, but if there is any conflict or inconsistency between the terms or conditions of this Agreement, this Agreement controls.
- B. SGR may substitute personnel other than those initially placed, who have substantially equivalent training and experience and subject to approval of CLIENT, due to factors such as SGR employee/consultant turnover, developing needs of the PROJECT, or CLIENT's request.
- C. Remedies
 - i. CLIENT can terminate this agreement at any time for no reason upon giving SGR seven (7) days advance written notice of the termination date. In such an event, SGR shall be compensated for all work satisfactorily performed up to and through the termination date.
 - ii. SGR can terminate this agreement upon seven (7) days advance written notice of the termination date to CLIENT if CLIENT has failed to promptly pay in full any undisputed portion of any bill or invoice (if the dispute is in good faith) or has failed to perform its contractual promises in a manner that materially impedes SGR's ability to perform. In such an event, SGR shall be compensated for all work satisfactorily performed up to and through the termination date.
- D. CLIENT acknowledges that the nature of executive recruitment is such that SGR engages in discussions with prospects through the process who may or may not ultimately become a candidate, and that SGR is utilizing its proprietary network of relationships to identify and engage prospective candidates, and that premature release of such proprietary information, including names of prospective candidates with whom SGR may be having conversations as part of the recruitment process, may be damaging to the prospects, CLIENT, and SGR. Accordingly, CLIENT acknowledges and, to the extent permitted by law, agrees that all information related to this search is proprietary, and remains the property of and under the exclusive control of SGR, regardless of whether such information has been shared with CLIENT.
- E. There are no third-party beneficiaries to this Agreement.
- F. If any term or condition of this Agreement is invalidated by final judgment of a court of competent jurisdiction or becomes impossible to perform, the Parties will confer about whether to continue performance without amending the Agreement, without prejudice to either Party's right to terminate the Agreement without cause.
- G. This Agreement embodies the complete and final understandings, contract, and agreement between the Parties, superseding any and all prior written or verbal representations, understandings, or agreements pertaining to this PROJECT. This Agreement can be modified only by signed written amendment. Electronic communications purporting to amend this Agreement will be effective only if the electronic communication includes specific reference to this Agreement or PROJECT.
- H. This Agreement will be governed by the substantive laws of the State of Kansas without regard to the jurisdiction's choice-of-law doctrines. Venue for any litigation relating to this Agreement will be exclusively in Johnson County of the State of Kansas.

- I. To the extent it may be permitted to do so by applicable law, CLIENT does hereby agree to defend, hold harmless, and indemnify SGR, and all officers, employees, and contractors of SGR, from any and all demands, claims, suits, actions, judgments, expenses, and attorneys' fees incurred in any legal proceedings brought against them as a result of action taken by SGR, its officers, employees, and contractors, providing the incident(s), which is (are) the basis of any such demand, claim, suit, actions, judgments, expenses, and attorneys' fees, arose or does arise in the future from an act or omission of SGR acting within the course and scope of SGR's engagement with CLIENT; excluding, however, any such demand, claim, suit, action, judgment, expense, and attorneys' fees for those claims or any causes of action where it is determined that SGR committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith. In the case of such indemnified demand, claim, suit, action, or judgment, the selection of SGR's legal counsel shall be with the mutual agreement of SGR and CLIENT if such legal counsel is not also CLIENT's legal counsel. A legal defense may be provided through insurance coverage, in which case SGR's right to agree to legal counsel provided will depend on the terms of the applicable insurance contract. The provisions of this paragraph shall survive the termination, expiration, or other end of this agreement and/or SGR's engagement with CLIENT.
- J. Notices related to this Agreement will go to the respective Parties as follows but either Party can change the addressee for notices to that Party by written notice to the other Party.
- i. For the purposes of this Agreement, legal notice shall be required for all matters involving potential termination actions, litigation, indemnification, and unresolved disputes. This does not preclude legal notice for any other actions having a material impact on the Agreement.
 - ii. Any notice required be given by this Agreement shall be deemed to have been given within three (3) days of emailing or depositing in the mail.

Legal Notices:

SGR

Attn: Melissa Valentine, Corporate Secretary
PO Box 1642
Keller, TX 76244
Melissa@GovernmentResource.com

CLIENT

Attn: _____
Address: _____
Email: _____

PROJECT Representative:

SGR

Jeri J. Peters
President of Executive Recruitment
JJPeters@governmentresource.com
817-337-8581

CLIENT

Name: _____
Title: _____
Email: _____
Phone: _____

Billing and Invoicing:

SGR

Attn: Finance

Finance@GovernmentResource.com

817-337-8581

CLIENT

Name: _____

Title: _____

Email: _____

Phone: _____

- K. Unless sooner terminated, this Agreement shall terminate at such time as the PROJECT is completed and the requirements of this Agreement are satisfied, except that duties of payment, of information disclosure, any representations and warranties, and placement guarantee survive this Agreement.
- L. The Parties and each individual who executes this Agreement on behalf of a Party represent and warrant to the other Party that as to each Party's respective signatory, that signatory is authorized by their Party to execute this Agreement and to bind their Party hereto.
- M. Time is of the essence to this Agreement.
- N. This Agreement may be executed in counterparts which together will comprise the Agreement.
- O. This Agreement is subject to appropriation of funds by CLIENT.

Strategic Government Resources, Inc.

CLIENT

Signature

Signature

Printed Name: Jeri J. Peters

Printed Name: _____

Title: President of Executive Recruitment

Title: _____

Date

Date

Item Number: New Business- VIII.-B.
Committee 11/20/2023
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 11/14/2023
Submitted By: Mayor Poppa
Committee/Department: Parks Committee
Title: Reappoint Judy Hyde to the Parks Committee (5 min)
Item Type:

Recommendation:

To reappoint Judy Hyde to the Parks Committee.

Details:

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

REVIEWERS:

Department	Reviewer	Action	Date
Administration	Nielsen, Kelley	Approved	11/14/2023 - 8:28 AM

Goals/Objectives & Terms

ATTACHMENTS:

Description	Type
▣ Judy Hyde	Cover Memo

Online Form Submittal: Committee Volunteer Form

noreply@civicplus.com <noreply@civicplus.com>

Wed 12/2/2020 7:50 PM

To: Nielsen, Kelley <knielsen@roelandpark.org>; Jones-Lacy, Jennifer <jjoneslacy@roelandpark.org>

Committee Volunteer Form

Date	12/2/2020
First Name	Judy
Last Name	Hyde
Address	5113 W. 58th St.
City	Roeland Park
State	KS
Zip	66205
Email	
Phone	
Place of Employment	retired
How long have you been a resident of Roeland Park?	48+ years
How much time do you have to devote per month?	varies
Board & Committee Interest	I'm interested in joining the Parks Committee. I currently Chair the Sustainability Committee, and I would continue with that in addition to Parks. I've been a member of the See Red Run! task force in R Park, the task force for the R Park shelters/restroom, the Citizens Fundraising Initiative for R Park group, and the Cooper Creek Restoration Project, among others. I am committed to investing in this City.
Select a Board or Committee	Parks
Are you a high school student between the ages of 14 and 18?	No
Additional Comments	I believe in investing in the City, and I'm willing to work toward that end. I provided my resumé when I joined the Sustainability Committee, so it is on file. The additions would be my volunteer work for the City that I've cited above.

Item Number: New Business- VIII.-C.
Committee 11/20/2023
Meeting Date:



City of Roeland Park

Action Item Summary

Date: 11/16/2023
Submitted By: Keith Moody
Committee/Department: Admin.
Title: **Approve Utility Easement on Community Center Site (5 min)**
Item Type: Other

Recommendation:

Staff recommends approval of a 15' wide general Utility Easement along the south property line of the Community Center lot.

Details:

The KS Gas line replacement work occurring in the area of the Community Center contemplates replacing an metal gas line with a new plastic line along the southern property line of the Community Center lot. This line serves the community center, sports dome and aquatic center (3 separate service lines come off of this distribution line). The existing gas line is located along the south property line currently but closer to the property line which is on the south side of the fences of the single family lots adjacent to the Community Center lot. KS Gas prefers to locate a new line north of the fence in order to avoid working south of the fence (in what residents view as their back yard but in reality is Community Center property).

A general Utility Easement will allow any public utility to use the easement. This is preferred since other utilities already occupy this space. The easement extends the entire length of the south property line, having easements along the lot lines of a property is common. KS Gas would bore in the new plastic line to avoid disturbing the parking lot improvements.

Attached is an exhibit reflecting the existing conditions and proposed easement boundary. The easement document is also attached for reference. As you can see there are a variety of existing utility specific easements that have been recorder on the Community Center lot over the years.

Community Impact: Utilizing a lens of intersectionality, illustrate how this item would promote the city's commitment to equity, including improving social determinates of health:

What are the implications to intersectionality?

- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Financial Impact

Amount of Request:	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information**REVIEWERS:**

Department	Reviewer	Action	Date
Administration	Moody, Keith	Approved	11/16/2023 - 4:29 PM

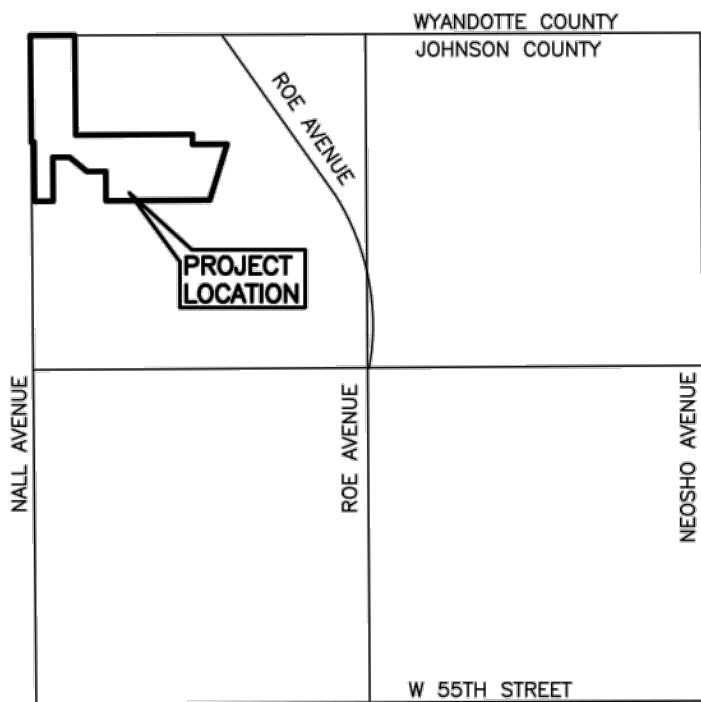
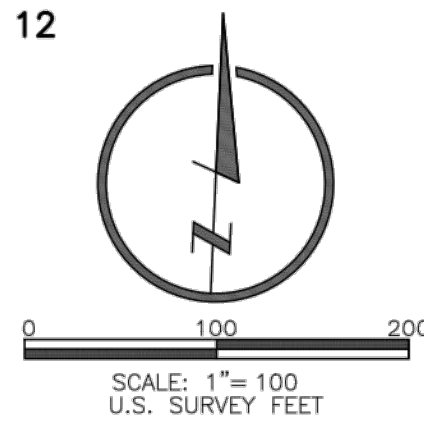
Goals/Objectives & Terms

ATTACHMENTS:

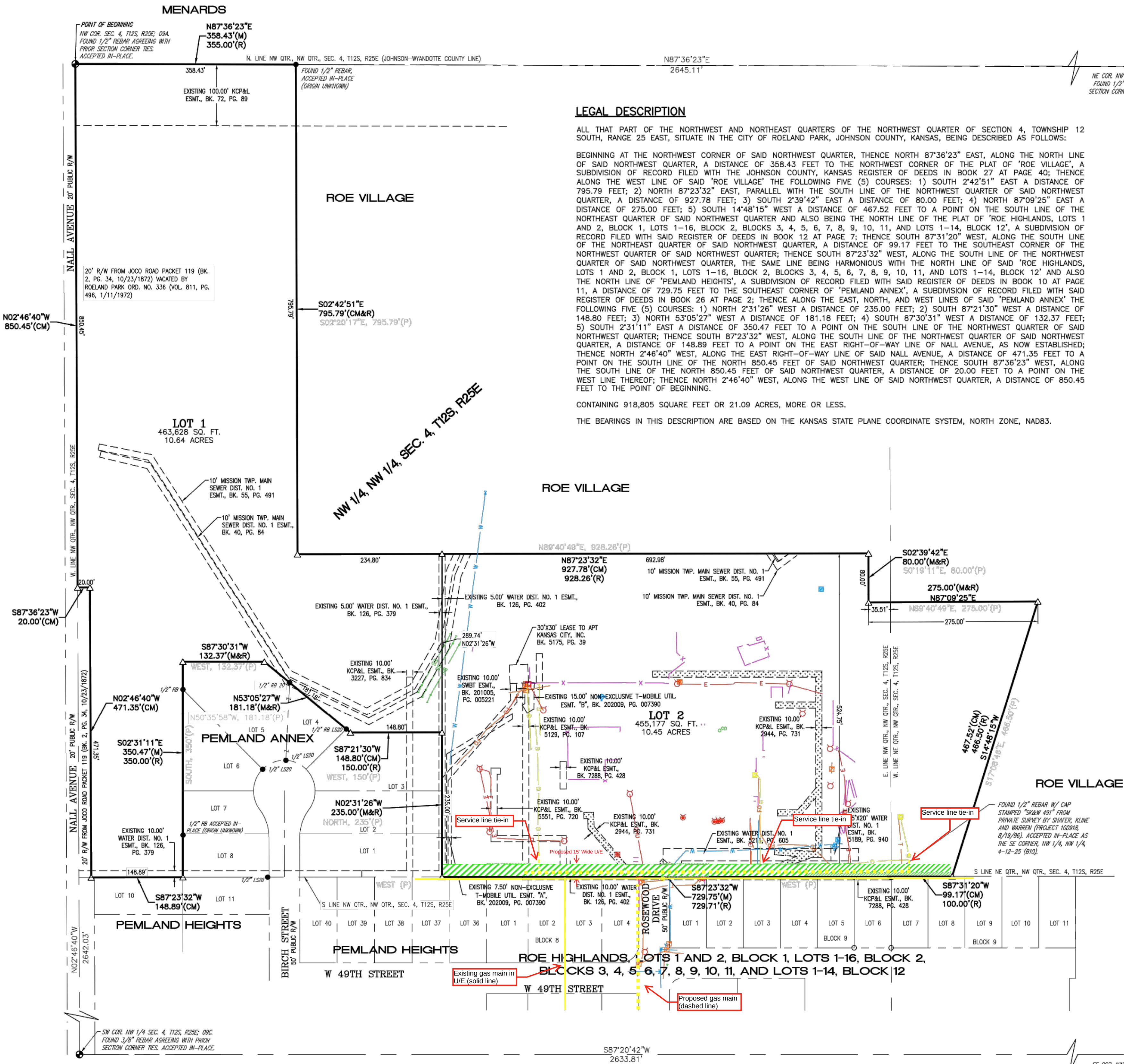
Description	Type
▣ Existing Condition and Proposed Easement Plan Sheet	Cover Memo
▣ Utility Easement Document	Cover Memo

NALL PARK/COMMUNITY CENTER FINAL PLAT

PART OF THE NORTHWEST AND NORTHEAST QUARTERS OF THE NORTHWEST QUARTER OF SECTION 4, TOWNSHIP 12
SOUTH, RANGE 25 EAST, SITUATE IN THE CITY OF ROELAND PARK, JOHNSON COUNTY, KANSAS



SECTION 4, T12S, R25E
VICINITY MAP



LEGAL DESCRIPTION

ALL THAT PART OF THE NORTHWEST AND NORTHEAST QUARTERS OF THE NORTHWEST QUARTER OF SECTION 4, TOWNSHIP 12 SOUTH, RANGE 25 EAST, IN THE CITY OF ROELAND PARK, JOHNSON COUNTY, KANSAS, BEING DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWEST CORNER OF SAID NORTHWEST QUARTER, THENCE NORTH 87°36'23" EAST, ALONG THE NORTH LINE OF SAID NORTHWEST QUARTER, A DISTANCE OF 358.43 FEET TO THE NORTHWEST CORNER OF THE PLAT OF 'ROE VILLAGE', A SUBDIVISION OF RECORD FILED WITH THE JOHNSON COUNTY, KANSAS REGISTER OF DEEDS IN BOOK 27 AT PAGE 40; THENCE ALONG THE WEST LINE OF SAID 'ROE VILLAGE' THE FOLLOWING FIVE (5) COURSES: 1) SOUTH 2°42'51" EAST A DISTANCE OF 795.79 FEET; 2) NORTH 87°23'32" EAST, PARALLEL WITH THE SOUTH LINE OF THE NORTHWEST QUARTER OF SAID NORTHWEST QUARTER, A DISTANCE OF 927.78 FEET; 3) SOUTH 2°39'42" EAST A DISTANCE OF 80.00 FEET; 4) NORTH 87°09'25" EAST A DISTANCE OF 275.00 FEET; 5) SOUTH 14°48'15" WEST A DISTANCE OF 467.52 FEET TO A POINT ON THE SOUTH LINE OF THE NORTHEAST QUARTER OF SAID NORTHWEST QUARTER AND ALSO BEING THE NORTH LINE OF THE PLAT OF 'ROE HIGHLANDS, LOTS 1 AND 2, BLOCK 1, LOTS 1-16, BLOCK 2, BLOCKS 3, 4, 5, 6, 7, 8, 9, 10, 11, AND LOTS 1-14, BLOCK 12', A SUBDIVISION OF RECORD FILED WITH SAID REGISTER OF DEEDS IN BOOK 12 AT PAGE 7; THENCE SOUTH 87°31'20" WEST, ALONG THE SOUTH LINE OF THE NORTHEAST QUARTER OF SAID NORTHWEST QUARTER, A DISTANCE OF 99.17 FEET TO THE SOUTHEAST CORNER OF THE NORTHWEST QUARTER OF SAID NORTHWEST QUARTER; THENCE SOUTH 87°23'32" WEST, ALONG THE SOUTH LINE OF THE NORTHWEST QUARTER OF SAID NORTHWEST QUARTER, THE SAME LINE BEING HARMONIOUS WITH THE NORTH LINE OF SAID 'ROE HIGHLANDS, LOTS 1 AND 2, BLOCK 1, LOTS 1-16, BLOCK 2, BLOCKS 3, 4, 5, 6, 7, 8, 9, 10, 11, AND LOTS 1-14, BLOCK 12' AND ALSO THE NORTH LINE OF 'PEMLAND HEIGHTS', A SUBDIVISION OF RECORD FILED WITH SAID REGISTER OF DEEDS IN BOOK 10 AT PAGE 11, A DISTANCE OF 729.75 FEET TO THE SOUTHEAST CORNER OF 'PEMLAND ANNEX', A SUBDIVISION OF RECORD FILED WITH SAID REGISTER OF DEEDS IN BOOK 26 AT PAGE 2; THENCE ALONG THE EAST, NORTH, AND WEST LINES OF SAID 'PEMLAND ANNEX' THE FOLLOWING FIVE (5) COURSES: 1) NORTH 2°31'26" WEST A DISTANCE OF 235.00 FEET; 2) SOUTH 87°21'30" WEST A DISTANCE OF 148.80 FEET; 3) NORTH 53°05'27" WEST A DISTANCE OF 181.18 FEET; 4) SOUTH 87°30'31" WEST A DISTANCE OF 132.37 FEET; 5) SOUTH 2°31'11" EAST A DISTANCE OF 350.47 FEET TO A POINT ON THE SOUTH LINE OF THE NORTHWEST QUARTER OF SAID NORTHWEST QUARTER; THENCE SOUTH 87°23'32" WEST, ALONG THE SOUTH LINE OF THE NORTHWEST QUARTER OF SAID NORTHWEST QUARTER, A DISTANCE OF 148.89 FEET TO A POINT ON THE EAST RIGHT-OF-WAY LINE OF NALL AVENUE, AS NOW ESTABLISHED; THENCE NORTH 2°46'40" WEST, ALONG THE EAST RIGHT-OF-WAY LINE OF SAID NALL AVENUE, A DISTANCE OF 471.35 FEET TO A POINT ON THE SOUTH LINE OF THE NORTH 850.45 FEET OF SAID NORTHWEST QUARTER; THENCE SOUTH 87°36'23" WEST, ALONG THE SOUTH LINE OF THE NORTH 850.45 FEET OF SAID NORTHWEST QUARTER, A DISTANCE OF 20.00 FEET TO A POINT ON THE WEST LINE THEREOF; THENCE NORTH 2°46'40" WEST, ALONG THE WEST LINE OF SAID NORTHWEST QUARTER, A DISTANCE OF 850.45 FEET TO THE POINT OF BEGINNING.

CONTAINING 918,805 SQUARE FEET OR 21.09 ACRES, MORE OR LESS.

THE BEARINGS IN THIS DESCRIPTION ARE BASED ON THE KANSAS STATE PLANE COORDINATE SYSTEM, NORTH ZONE, NAD83.

LEGEND

- BOUNDARY LINE
- LOT LINE
- EXISTING LOT LINE
- SECTION LINE
- EASEMENT
- KCP&L EASEMENT BK. 2944, PG. 731
- M MEASURED DIMENSIONS
- R RECORD DIMENSIONS
- CM CALCULATED FROM MEASUREMENTS
- P ADJACENT PLAT DIMENSIONS
- RB REBAR
- R/W RIGHT-OF-WAY
- MONUMENTS FOUND FROM A PRIVATE SURVEY BY ROBERT P. HURLEY, KS LS #1050 OF KAW VALLEY ENGINEERING DATED 6/6/2016 (ACCEPTED IN-PLACE UNLESS NOTED OTHERWISE).
- FOUND 1/2" REBAR W/ CAP STAMPED "SK&W 491" FROM PRIVATE SURVEY BY SHAFER, KLINE AND WARREN AS PROJECT 100918, DATED 8/19/96 (ACCEPTED IN-PLACE UNLESS NOTED OTHERWISE).
- SET 1/2" X 24" REBAR W/ CAP STAMPED "KANSAS CLS 350" (UNLESS NOTED OTHERWISE).
- SECTION CORNER

NOTES

- ALL DISTANCES ARE SHOWN IN DECIMAL FEET.
- ALL EXISTING EASEMENTS ARE NOT BEING REDEDICATED AND ARE SHOWN FOR REFERENCE ONLY.
- EASEMENTS SHOWN HEREON AS PER COFFETT LAND TITLE, INC. TITLE NUMBER: 210146856 EFFECTIVE DATE: APRIL 9, 2021 AT 8:00 A.M. 4801 NALL AVENUE
- EASEMENTS SHOWN HEREON AS PER COFFETT LAND TITLE, INC. TITLE NUMBER: 210146857 EFFECTIVE DATE: APRIL 9, 2021 AT 8:00 A.M. 4850 ROSEWOOD DRIVE
- EASEMENTS SHOWN HEREON AS PER COFFETT LAND TITLE, INC. TITLE NUMBER: 210146858 EFFECTIVE DATE: APRIL 9, 2021 AT 8:00 A.M. 4843 ROSEWOOD DRIVE
- NO NEW SETBACKS, EASEMENTS, STREETS, ALLEYS, OR ACCESS CONTROL ARE TO BE DEDICATED WITH THIS PLAT.
- NOT PLOTTED IS A LICENSE AGREEMENT FILED WITH THE JOHNSON COUNTY, KS REGISTER OF DEEDS IN BK. 5538 AT PG. 853, MADE BETWEEN THE CITY OF ROELAND PARK, KANSAS AND THE OWNER OF LOT 4, BLOCK 9, 'ROE HIGHLANDS, LOTS 1 AND 2, BLOCK 1, LOTS 1-16, BLOCK 2, BLOCKS 3, 4, 5, 6, 7, 8, 9, 10, 11, AND LOTS 1-14, BLOCK 12', AS TO THE USE OF THE ABUTTING CITY-OWNED PROPERTY OF SAID LOT.

CLOSURE

PLAT BOUNDARY
PRECISION: 1:10453266.667
ERROR DISTANCE: 0.001'
ERROR DIRECTION: N39°03'25"W
AREA: 918,805 SQ. FT.
PERIMETER: 6,271.96'
LOT 1
PRECISION: 1:7964542.000
ERROR DISTANCE: 0.001'
ERROR DIRECTION: S73°06'51"E
AREA: 463,628 SQ. FT.
PERIMETER: 5,982.27'
LOT 2
PRECISION: 1:4781965.000
ERROR DISTANCE: 0.001'
ERROR DIRECTION: N14°38'33"E
AREA: 455,177 SQ. FT.
PERIMETER: 2,869.18'
CLASS: URBAN

LAND SURVEYOR'S CERTIFICATION

I, KELLAN M. GREGORY, HEREBY CERTIFY THAT THIS SURVEY IS BASED ON AN ACTUAL GROUND SURVEY PERFORMED BY ME AND PERSONS UNDER MY DIRECT SUPERVISION ON SEPTEMBER 22, 2021, AND THE SURVEY REPRESENTED HEREON WAS EXECUTED IN ACCORDANCE WITH THE CURRENT KANSAS MINIMUM STANDARDS FOR PROPERTY BOUNDARY SURVEYS, AND THE RESULTS OF SAID SURVEY ARE CORRECTLY REPRESENTED ON THIS PLAT.

KELLAN M. GREGORY, KS PLS #1577 DATE
LAMP RYNEARSON, KS CLS #350

DEDICATION

THE UNDERSIGNED PROPRIETORS OF THE ABOVE DESCRIBED TRACT OF LAND HAVE CAUSED THE SAME TO BE SUBDIVIDED IN THE MANNER SHOWN ON THE ACCOMPANYING PLAT WHICH SHALL HEREAFTER BE KNOWN AS:

'NALL PARK/COMMUNITY CENTER FINAL PLAT'

IN TESTIMONY WHEREOF, WE THE UNDERSIGNED OWNER AND PROPRIETOR HAVE CAUSED THIS INSTRUMENT TO BE EXECUTED THIS

____ DAY OF _____, 20____
CITY OF ROELAND PARK, KANSAS, OWNER

MAYOR, MIKE KELLY

ACKNOWLEDGEMENT OF NOTARY

STATE OF _____)
COUNTY OF _____)

BE IT REMEMBERED, THAT ON THIS
____ DAY OF _____, 20____

BEFORE ME, THE UNDERSIGNED, A NOTARY PUBLIC IN AND FOR SAID COUNTY AND STATE, CAME MIKE KELLY, MAYOR OF THE CITY OF ROELAND PARK, KANSAS WHO IS PERSONALLY KNOWN TO BE TO BE THE SAME PERSONS WHO EXECUTED THE WITHIN INSTRUMENT, AND SUCH PERSONS DULY ACKNOWLEDGES THE EXECUTION OF THE SAME TO BE THE ACT AND DEED OF SAME.

IN WITNESS WHEREOF, I HAVE HEREUNTO SET MY HAND AND AFFIXED MY OFFICIAL SEAL THE DAY AND YEAR LAST ABOVE WRITTEN.

NOTARY PUBLIC: _____ MY APPOINTMENT EXPIRES _____

PRINT NAME: _____

APPROVALS

APPROVED BY THE PLANNING COMMISSION OF THE CITY OF ROELAND PARK, JOHNSON COUNTY, KANSAS.

____ DAY OF _____, 20____

CHAIRMAN, DARREN NEILSON

APPROVED BY THE GOVERNING BODY OF THE CITY OF ROELAND PARK, JOHNSON COUNTY, KANSAS

____ DAY OF _____, 20____

MAYOR, MIKE KELLY

ATTEST: CITY CLERK, KELLEY NIELSEN

PREPARED FOR

THE CITY OF ROELAND PARK, KANSAS
4600 W. 51ST STREET
ROELAND PARK, KANSAS 66205

LAMP
RYNEARSON

LAMP RYNEARSON.COM

OMAHA, NEBRASKA
14710 W. DODGE RD., STE. 100 (402)496.2498
FORT COLLINS, COLORADO
4715 INNOVATION DR., STE. 100 (970)228.0342
KANSAS CITY, MISSOURI
9001 STATE LINE RD., STE. 200 (816)361.0440

FINAL
PLAT

NALL PARK/COMMUNITY CENTER FINAL PLAT
ROELAND PARK, JOHNSON COUNTY, KANSAS



Know what's below.
Call before you dig.

REVISIONS

DESIGNER / DRAFTER

KMG/EAM

DATE

12-27-2021

PROJECT NUMBER

0320001.05

BOOK AND PAGE

KANSAS AUTHORIZATION NUMBER

KS CLS #350

SHEET

1 OF 1

Lot 2, Nall Park
Community Plat
NW¼ 4-T12S-R25E

UTILITY EASEMENT

THE UNDERSIGNED, for and in consideration of the sum of One Dollar (\$1.00) and other valuable consideration, receipt of which is hereby acknowledged, hereby grants, conveys, dedicates, and delivers unto the Public, for utility purposes, a permanent easement with the right to erect, construct, install, and lay, and thereafter use, operate, inspect, repair, maintain, replace, and remove facilities including gas pipelines, water pipelines, conduits, poles, conductors, down guys, anchors, and other appurtenances, upon, over, under, across, and through the following described property situated in **Johnson** County, State of Kansas, to wit:

A tract of land being a part of **Lot 2, Nall Park/Community Center Final Plat**, a subdivision of land in the City of Roeland Park, **Johnson** County, Kansas, boundary of said tract is identified and more particularly defined on **Exhibit A** attached hereto and made a part hereof,

together with the right of ingress and egress from the above-described land and contiguous land owned by the Grantor for the purposes of surveying, erecting, constructing, maintaining, inspecting, rebuilding, replacing and with or endangering the construction, operation or maintenance of said facilities. Any utility company that locates facilities in any easement shall have the right to prune, remove, eradicate, cut and clear any trees, limbs, vines and brush on lands adjacent to the utility easement whenever in the utility company's judgment such may interfere with or endanger the construction, operation or maintenance of its facilities.

Grantor hereby covenants and agrees that no building, structure, engineering works or any other obstructions will be created, built, erected or constructed on, over or within the above-described easement area.

This easement shall constitute a covenant running with the land for the benefit of the Public. The undersigned covenants that they are the owners of the above-described lands, that they have good and lawful right to convey said easement and will forever warrant and defend the title thereto.

Witness the hand of the Grantor (s) this _____ day of _____, 2023.

City of Roeland Park, Kansas

Name: Michael Poppa
Title: Mayor

Name: Keith Moody
Title: City Administrator

Name: Kelley Nielsen
Title: City Clerk

MUNICIPAL ACKNOWLEDGMENT

STATE OF Kansas)
) SS:
COUNTY OF Johnson)

On this _____ day of _____, 2023, before me, a Notary Public in and for said County and State aforesaid, personally appeared Michael Poppa, Keith Moody and Kelley Nielsen, to me personally known, being by me duly sworn did say that said Michael Poppa is the Mayor, and said, Keith Moody, is the City Administrator, and said Kelley Nielsen, is the City Clerk of the City of Roeland Park, Kansas, the municipality that executed the foregoing instrument, and that said instrument was signed, sealed and delivered in the name and on behalf of said Municipality by authority of its Council, and they acknowledge said instrument to be the free and voluntary act and deed of said Municipality.

WITNESS my hand and seal this day and year last above written.

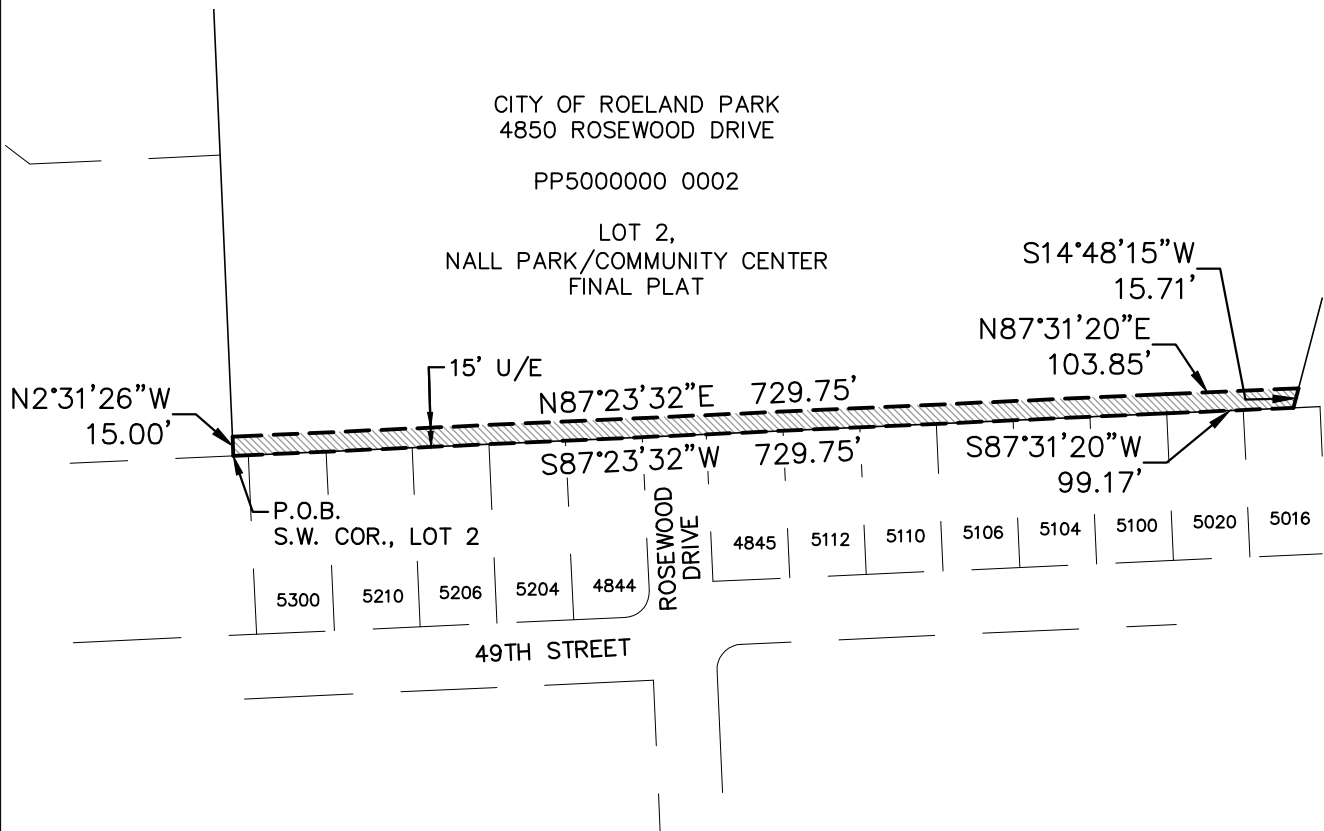
Notary Public

Typed or printed name of
Notary Public

My appointment expires:

EXHIBIT A

Sheet 1 of 2



SCALE: 1"=150'



CIVIL ENGINEERS
LAND SURVEYORS - LAND PLANNERS

122 N. WATER STREET
OLATHE, KANSAS 66061
PHONE: (913) 764-1076
FAX: (913) 764-8635

14 W. PEORIA
PAOLA, KANSAS 66071
PHONE: (913) 557-1076
FAX: (913) 557-6904

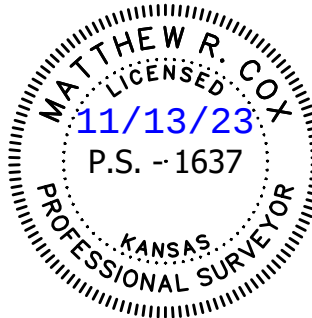


EXHIBIT A
Sheet 2 of 2

Easement Description:

All of the South 15.00 feet of Lot 2, Nall Park/Community Center Final Plat, a subdivision of land in the City of Roeland Park, being more particularly described by Matthew R. Cox, PS-1637 on November 13, 2023 as follows:

Beginning at the at the Southwest corner of said Lot 2; thence North 2 degrees 31 minutes 26 seconds West, a distance of 15.00 feet; thence North 87 degrees 23 minutes 32 seconds East, parallel with and 15.00 feet North of the South line of said Lot 2, a distance of 729.75 feet; thence North 87 degrees 31 minutes 20 seconds East, parallel with and 15.00 feet North of the South line of said Lot 2, a distance of 103.85 feet to a point on the East line of said Lot 2; thence South 14 degrees 48 minutes 15 seconds West, along the East line of said Lot 2, a distance of 15.71 feet to the Southeast corner of said Lot 2; thence South 87 degrees 31 minutes 20 seconds West, along the South line of said Lot 2, a distance of 99.17 feet; thence South 87 degrees 23 minutes 32 seconds West, continuing along the South line of said Lot 2, a distance of 729.75 feet to the point of beginning.

