



AGENDA
City of Roeland Park, Kansas
Governing Body Meeting
City Hall, 4600 W 51st Street
April 7, 2025 6:00 PM

- | | | |
|---|--|---|
| <ul style="list-style-type: none">• Michael Poppa, Mayor• Jan Faidley, Council Member, Ward 1• Tom Madigan, Council Member, Ward 1• Benjamin Dickens, Council Member, Ward 2• Jennifer Hill, Council Member, Ward 2 | <ul style="list-style-type: none">• Emily Hage, Council Member, Ward 3• Kate Raglow, Council Member, Ward 3• Matthew Lero, Council Member, Ward 4• Jeffrey Stocks, Council Member, Ward 4 | <ul style="list-style-type: none">• Keith Moody, City Administrator• Jennifer Jones-Lacy, Asst. Admin.• Kelley Nielsen, City Clerk• Cory Honas, Police Chief• Donnie Scharff, Public Works Director |
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Council Standing Committees

Admin
Faidley
Stocks

Finance
Dickens
Hage

Safety
Hill
Raglow

Public Works
Madigan
Lero

I. Approval of Minutes

- A. Governing Body Workshop Meeting Minutes March 17, 2025

II. Discussion Items

- A. Review Chapter 11 - Public Offenses (5 min)
- B. Review Proposed 2026 Solid Waste Assessment (5 min)
- C. Review Proposed 2026 Storm Water Utility Rate and Special Assessment (10 min)
- D. Review Proposed Pay Scale for 2026 (10 min)

III. Non-Action Items

IV. Committee Minutes

V. Adjournment

Welcome to this meeting of the Committee of the Whole of Roeland Park.
Below are the Procedural Rules of the Committee

The governing body 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 Committee of the Whole meeting unfeasible. Any member(s) of the audience engaging in such conduct shall, at the discretion of the City Council President (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 Committee of the Whole during Public Comments and/or before consideration of any agenda item; however, no person shall address the Committee of the Whole without first being recognized by the Chair or Committee Chair. Any person wishing to speak at the beginning of an agenda topic, shall first complete a Request to Speak form and submit this form to the City Clerk before discussion begins on that topic.

C. Purpose. The purpose of addressing the Committee of the Whole is to communicate formally with the governing body with a question or comment regarding matters that are on the Committee's agenda.

D. Speaker Decorum. Each person addressing the Committee of the Whole, 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 committee meeting. Any person, who so disrupts the meeting shall, at the discretion of the City Council President (Chair) or a majority of the Council Members, be declared out of order and shall be subject to reprimand and/or 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 Committee of the Whole, each speaker shall limit comments to two minutes per agenda item. If a large number of people wish to speak, this time may be shortened by the Chair so that the number of persons wishing to speak may be accommodated within the time available.

F. Speak Only Once Per Agenda Item. 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 Committee of the Whole. Comment and testimony are to be directed to the Chair. Dialogue between and inquiries from citizens and individual Committee Members, members of staff, or the seated audience is not permitted. Only one speaker shall have the floor at one time. Before addressing Committee speakers shall state their full name, address and/or resident/non-resident 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 governing body welcomes your participation and appreciates your cooperation. If you would like additional information about the Committee of the Whole or its proceedings, please contact the City Clerk at (913) 722.2600.

Item Number: I. Approval of Minutes



City of Roeland Park
Action Item Summary

Submitted By:

Committee/Department: Administration

Title: Governing Body Workshop Meeting Minutes March 17, 2025

Item Type: Presentation

Recommendation:

Details:

Fiscal Impact	
Amount of Request:	
Budgeted item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

Diversity Equity & Inclusion Lens

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?

ATTACHMENTS:

1. Governing Body Workshop Meeting Minutes March 17, 2025

**CITY OF ROELAND PARK, KANSAS
GOVERNING BODY WORKSHOP MINUTES
ROELAND PARK CITY HALL
4600 WEST 51ST STREET, ROELAND PARK, KS 66205
March 17, 2025, 6:00 P.M.**

- Michael Poppa, Mayor
- Benjamin Dickens, Council Member
- Jan Faidley, Council Member
- Emily Hage, Council Member
- Jennifer Hill, Council Member

- Matthew Lero, Council Member
- Tom Madigan, Council Member
- Kate Raglow, Council Member
- Jeffrey Stocks, Council Member

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

(Roeland Park Governing Body Workshop Meeting Called to Order at 7:17 p.m.)

I. MINUTES

A. Governing Body Workshop Minutes March 3, 2025

The minutes were approved as presented.

II. DISCUSSION ITEMS

1. Discuss Pilot Program for Additional Engagement Through a New Platform Called Rep'd

Ms. Jones-Lacy introduced a new platform reviewed by staff to increase community engagement. This would be linked to the City's website and gives them the ability to post videos to answer commonly asked questions. There would be a three-month pilot program after which time they could decide whether to add this permanently.

Mark Friese, co-founder of Rep'd, introduced himself and gave information on his background to the Governing Body. The company Rep'd is short for Represented and is powered by AI. The program provides staff with back-end analytics and can provide custom pages for the City. This will be accessible to all residents as no log-in or app download is required. It has also been designed so that staff can quickly create and upload videos to answer questions submitted by the community, or also to provide information they want the residents to have.

CMBR Stocks asked if the AI is trained in City specific policies and ordinances. Mr. Friese said it is trained exclusively on the City, their website, and documents. It is not given unlimited access to the outside.

CMBR Raglow asked if there is a limit on how many videos can be uploaded. Mr. Friese said there is no limit on the number or recording lengths of videos and is an all-inclusive program. Studies have found that if a video is longer than two minutes, people will not watch it. Also, the speed of the video cannot be adjusted. CMBR Raglow asked if someone submits a question would they get a response when it is answered. Mr. Friese said the resident will get a notification when it is answered. Also, the AI can be customized for their community. And if a question is submitted and another resident has the same question, they too can opt to be notified when an answer is published.

Ms. Jones-Lacy said this item is within the City Manager’s purview, but staff wanted the Governing Body to see it as they as staff see value in it. The cost would be \$500 a month for the remainder of the year. If they choose to continue with the program, it will be \$1,000 per month in 2026.

There was majority consensus to move forward with Rep’d for the probationary period.

2. Review and Preliminary Approval of 2026 Objectives

City Manager Moody presented the 2026 objectives and asked for input from the Governing Body.

A. Keep Our Community Safe & Secure

1. Place Solar-Powered, Motion-Activated, Flashing Stop Signs at Three Intersections to Increase Safety

Mayor Poppa asked CMBR Madigan if he would be amenable to add additional dollars to this item before it is implemented to do a study to determine what the best practices are in this situation.

CMBR Madigan said this is not a traffic calming measure. He said the three intersections requested (51st and Nall, 51st and Rosewood, and 55th and Juniper) are dangerous as drivers are “blowing through the stop signs.” He asked what it is they propose to study to make them amenable.

City Manager Moody said that one of the things Ms. Clayton would look at is the number of tickets that are being issued as well as accidents and their cause. He stated the request is not for constant flashing lights, which are not appropriate for a residential area, but these are motion activated as someone approaches the intersection.

Mayor Poppa stated he supports this objective but added that if there is an opportunity for them to utilize a best practice, then maybe they can find out through a study if there is a better and safer measure. He said a study does not negate this as they all want to find the best solution.

CMBR Faidley asked for clarification as these are all four-way stops. She asked if CMBR Madigan was proposing the signs for the east-west traffic. CMBR Madigan concurred that is what he is proposing.

CMBR Hage stated she does not disagree with the locations but would like them to have criteria for deploying this type of measure in other locations.

The Governing Body agreed there was a benefit to further analysis for the intersections and to see all appropriate options.

2. Equip Police Patrol Vehicles with External Rooftop Emergency Lightbars

There was consensus to move forward with this objective.

B. Prioritize Communication and Engagement with the Community

1. Implement an Annual Committee Volunteer Appreciation Reception

CMBR Faidley stated this is a great idea to give recognition to their volunteers and show them that their contribution truly matters.

There was consensus to move this objective forward.

C. Improve Community Assets

1. Install Irrigation System in R Park to Provide Watering to Landscaping and Soccer Field

CMBR Hage stated she was glad to see this item and noted it is difficult to maintain this space. She said there would be more opportunities to use the field at R Park if it were in better shape. She would also like them to think about this as they work in Nall Park.

Mayor Poppa asked if there would be an annual maintenance cost associated with this. City Manager Moody said they do have irrigation at other parks and can incorporate this cost into the objective.

CMBR Madigan said this would help to take care of the park's landscaping and the soccer field so that it is enjoyable for everyone.

CMBR Faidley expressed concerns from a sustainability aspect. She noted that Public Works is watering during the day and from the top instead of at the roots. She sees water becoming one of our valuable resources in the future. She suggested a move from water dependent landscaping and incorporating more xeriscaping. She also questioned how much money is generated from the rental of the soccer field. City Manager Moody said it does get a lot of use, but they do not have a soccer league that rents it.

CMBR Raglow said the irrigation option makes more sense than having staff water in the middle of the day.

CMBR Hage added that the soccer field is not in good shape or safe.

Mayor Poppa inquired if there are irrigation systems that take advantage of a rain barrel type reservoir as the primary source for water. City Manager Moody said they could do research on the ability to design such a system and could incorporate that into the objective. Mayor Poppa agreed they need to move away from water, but they also need to maintain the park.

CMBR Stocks noted they did not water the native plantings which could not get established. He said that if irrigation is a way to prevent them from having to replace landscaping over and over that long term this is a better strategy. He also said that he likes the idea of being able to capture the rainwater.

There was consensus to move forward with this objective and to wait for more information on collecting rainwater for irrigation.

D. Advance Diversity, Equity, and Inclusion

1. Develop a Monarch Butterfly Refuge to Honor Immigrants

City Manager Moody stated he recognized this as a facility, but the purpose is to convey the sentiment.

CMBR Faidley stated that the Sustainability Committee had the idea of the Monarch butterfly garden. They wanted to tie in the concept of migration. A final site has not been determined but they are considering either the east side of the Roe Library or near the overflow parking next to Roesland.

There was consensus to move this objective forward.

E. Provide Great Customer Service

1. Provide Additional Shade Structures and Seating at the Roeland Park Pool

CMBR Faidley asked about the fence modifications at the north end of the pool and expressed concern about using this for private parties as it is on the deep end.

CMBR Hage said it was her impression that this is a freed up space that is currently underutilized.

City Manager Moody said the fence enclosure used to house the blower, and the enclosure is no longer needed. The concrete pad exists.

CMBR Hage suggested dedicating one of the shade structures (cabana) to be for rent and they could generate income from that versus building a new party room.

There was consensus to move this item forward.

F. Cultivate a Rewarding Work Environment

1. Adjusting Elected Official Stipend

CMBR Madigan said he liked Option 2 with one exception in that the Mayor gets a 25 percent increase versus 17 percent for the Council.

CMBR Faidley said she believed the information used came from McGrath study, which shows they are a little behind on what they pay the Mayor.

Mayor Poppa said the same percentage increase should be applied to both the Mayor and the Council.

There was consensus to move forward with this item utilizing the same percentage increase for the Mayor and Council. They will determine specifics during a later discussion.

G. Encourage Investment in Our Community

1. Apply Art Element to the Covered Benches Added at Bus Stops in 2025

CMBR Lero said these would be vinyl wraps added to the bus stop benches that were recently installed. Mayor Poppa said they want to make sure these are not something that can be easily taken away. The wraps are customizable and would be maintained by the Arts committee.

There was consensus to move this objective forward.

H. Work to Implement Strategic Goals

1. Apply to MARC's Planning Sustainable Places Program for a Grant to Fund an Update to the City's Bicycle and Pedestrian Infrastructure Strategy.

There was consensus to move forward with this objective.

Prioritizing Objectives

Ms. Jones-Lacy said there is an option the Governing Body can choose to implement called Prioritize. They did not use it last year but suggested it might be helpful for the objectives. She reviewed how it is used.

Mayor Poppa said this is a powerful way to get real-time resident feedback. It would be helpful to see how the residents prioritize the budget objectives. The program can also be used so they can have online engagement during town hall meetings and informative meetings.

CMBR Hage said she likes this option. She recommends that when showing the cost of budget items, they let residents see what it is in relation to the City's full budget to put it into better context.

CMBR Lero agreed that when talking about an item it is expressed as part of the overall City budget.

Mayor Poppa asked how they would navigate to the page. Ms. Jones-Lacy said they would put in a link like they do for Tax Receipt and Budget Simulator modules. Mayor Poppa agreed that it is nice to see everything in context.

CMBR Faidley asked if there was any engagement on the modules. Ms. Jones-Lacy said they had not had a ton of engagement, but it was the first year.

CMBR Madigan liked that the residents would have the ability to use Prioritize.

CMBR Stocks said how to use the platform would make a great Rep'd video.

CMBR Raglow asked about a time limit for responses. Ms. Jones-Lacy replied that it is up to the Governing Body how they want to structure. In the Budget Simulator module, there is an opportunity to leave comments. CMBR Raglow said if they leave the Priorities open for comment after the Governing Body has taken a vote, it might appear that their opinions have not been taken into consideration. It was recommended that they can open comments again for the next objective season.

There was consensus to move forward with the Prioritize module.

3. Discuss Parking Restrictions on 55th Street between Shawnee Mission Parkway and the Roe Boulevard

Mayor Poppa said that 55th Street is pretty dangerous and expressed concerns about the increase in on-street parking once the multi-family unit is built on Fairway's side of the street. He also suggested that they look more at the bike-ped connections and would like to discuss getting ready for this project

by removing parking from the Roeland Park side of the street. It was noted that Fairway allows for on-street parking on the south side of 55th Street.

CMBR Faidley noted she was contacted by someone who bikes and lives in Shawnee and supports limiting the on-street parking.

CMBR Stocks agreed they would need to engage the neighbors in that conversation.

CMBR Raglow stated they first needed Governing Body consensus for this before speaking with residents.

There was agreement to keep moving forward with this and to continue the discussion.

4. Review Edits to Bike Ped Network Map and Discuss Updating Plan in the Future

Public Works Director Scharff said that City engineers are working on updating the network map reflecting sidewalks and bikeways.

City Manager Moody said the plan is for the updated map to reflect what has changed and what is planned for 2025.

An updated map was shown to the Governing Body.

It was noted they are proposing an 8-foot multi-use path for the south side of 51st in a 2026 CARS project, which is like the one on Nall. The Nall Avenue project reflects sharrows and signage.

There was agreement to table this to the April 7th meeting for discussion when more information is available.

III. COMMITTEE MINUTES

- 1. Ad-Hoc Historical Committee Meeting Minutes February 27, 2025**
- 2. Aquatic Advisory Committee Meeting Minutes February 11, 2025**
- 3. Arts Advisory Committee Meeting Minutes February 5, 2025**
- 4. Diversity, Equity, and Inclusion Committee Meeting Minutes February 25, 2025**
- 5. Parks and Trees Committee Meeting Minutes February 12, 2025**
- 6. Planning Commission Meeting Minutes February 18, 2025**
- 7. Sustainability Committee Meeting Minutes February 6, 2025**

All committee minutes are attached to the agenda packet.

IV. ADJOURN

CMBR Raglow adjourned the meeting.

(Roeland Park Workshop Adjourned at 8:52 p.m.)

Item Number: II. Discussion
Items



City of Roeland Park
Action Item Summary

Submitted By:

Cory Honas, Deputy Police Chief

Committee/Department: Public Safety

Title: Review Chapter 11 - Public Offenses (5 min)

Item Type: Presentation

Recommendation:

To review the suggested changes in Chapter 11 of the City Code on Public Offenses.

Details:

Attached is the Chapter 11- Public Offenses section of the City Code reflecting reline edits suggested by DEI, Staff and the City Attorney. Staff will review these changes during the Council workshop.

Fiscal Impact	
Amount of Request:	
Budgeted item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

Diversity Equity & Inclusion Lens

What are the implications to intersectionality?

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ATTACHMENTS:

1. CHAPTER XI- PUBLIC OFFENSES- Redline

CHAPTER XI. PUBLIC OFFENSES

ARTICLE 1. UNIFORM PUBLIC OFFENSE CODE

Sec. 11-101. Incorporating Uniform Public Offense Code.

There is hereby incorporated by reference for the purpose of regulating public offenses within the corporate limits of the City of Roeland Park, Kansas, that certain code known as the "Uniform Public Offense Code for Kansas Cities," Edition of 2024, prepared and published in book form by the League of Kansas Municipalities, Topeka, Kansas with certain amendments as provided in this article and with certain additions as are provided in Article 2 of this Chapter XI. At least one copy of said Uniform Public Offense Code shall be marked or stamped "Official Copy as Adopted by Ordinance No. 1058," and to which shall be attached a copy of this article, and filed with the City Clerk, to be open for inspection and available to the public at all reasonable hours. The police department, municipal judge and all administrative departments of the City charged with the enforcement of this article shall be supplied, at the cost of the City, such number of official copies of the ordinance similarly marked, as may be deemed expedient.

(Ord. No. 889, § 1; Ord. No. 898, § 1, 9-22-2014; Ord. No. 917, § 1, 9-21-2015; Ord. No. 937, § 1, 8-15-2016; Ord. No. 955, § 1, 8-21-2017; Ord. No. 972, § 1, 8-20-2018; Ord. No. 985, § 1, 8-19-2019; Ord. No. 1001, § 1, 9-21-2020; Ord. No. 1014, § 1, 9-7-2021; Ord. No. 1034, § 1, 9-6-2022; Ord. No. 1049, § 1, 9-5-2023; Ord. No. 1058, § 1, 8-5-2024)

Sec. 11-101.1 Amendment of Section 10.4.

Section 10.4 to the Uniform Public Offense Code which shall read as follows:

10.4 CONFISCATION AND DISPOSITION OF WEAPONS.

- (a) Upon conviction of a violation of Sections 10.1, 10.1.1 or 10.2 of this Article, any weapon seized in connection therewith shall remain in the custody of the court having jurisdiction of the weapon.
- (b) Except as provided in subsections (c) and (d), any weapon or ammunition, in the discretion of the court having jurisdiction of the property, shall be:
 - (1) Forfeited to the law enforcement agency seizing the weapon for use within such agency, for sale to a properly licensed federal firearms dealer, for trading to a properly licensed federal firearms dealer for other new or used firearms or accessories for use within such agency or for trading to another law enforcement agency for that agency's use;
 - (2) Forfeited to the Kansas Bureau of Investigation for law enforcement testing or comparison by the Kansas Bureau of Investigation forensic laboratory;
 - (3) Forfeited to a county regional forensic science center, or other county forensic laboratory for testing, comparison or forensic science purpose; or
 - (4) Forfeited to the Kansas Department of Wildlife and Parks and tourism for use pursuant to the conditions set forth in K.S.A. 32-1047, and amendments thereto.

- (c) Except as provided in subsection (d), any weapon which cannot be forfeited pursuant to subsection (b) due to the condition of the weapon, and any weapon which was used in the commission of a felony as described in K.S.A. 21-5401, 21-5402, 21-5403, 21-5404 or 21-5405, and amendments thereto, shall be destroyed.
- (d) If a weapon is seized from an individual and the individual is not convicted of or adjudicated as a juvenile offender for the violation for which the weapon was seized, then within 30 days after the declination or conclusion of prosecution of the case against the individual, including any period of appeal, the law enforcement agency that seized the weapon shall verify that the weapon is not stolen, and upon such verification shall notify the person from whom it was seized that the weapon may be retrieved. Such notification shall include the location where such weapon may be retrieved.
- (e) If weapons are sold as authorized by subsection (b), the proceeds of the sale shall be credited to the asset seizure and forfeiture fund of the seizing agency.
- (f) For purposes of this section, the term "weapon" means a weapon described in K.S.A. 21-6301, and amendments thereto.

(Ord. No. 898, § 2, 9-22-2014; Ord. No. 917, § 2, 9-21-2015; Ord. No. 939, § 2, 8-15-2016)

Sec. 11-101.2. Article 5 Amendments.

Sections 5.6 and 5.7 of the Uniform Public Offense Code are hereby amended to read as follows:

Section 5.6. Purchase or Possession of Cigarettes or Tobacco Products by a Minor.

- (a) It shall be unlawful for any person: ~~other than current or former members of the United States military;~~
 - (1) Who is under twenty-one (21) years of age to purchase or attempt to purchase cigarettes, electronic cigarettes, liquid nicotine or tobacco products; or
 - (2) Who is under eighteen (18) years of age to possess or attempt to possess cigarettes, electronic cigarettes, liquid nicotine or tobacco products. (K.S.A. 79-3321:3322, as amended.)
 - (3) For the purposes of this section, the terms are defined in K.S.A. 79-3301 and amendments thereto, except liquid nicotine which is the active ingredient of the tobacco plant (nicotine) in liquefied form suitable for the induction of nicotine, whether by nasal spray, ingestion, smoking or other means, into the human body.
- (b) Violation of this section shall be an ordinance infraction for which the fine shall be a minimum of twenty-five dollars (\$25.00) and a maximum of one hundred dollars (\$100.00). In addition, the judge may require a person charged with violating this section to appear in court and/or may require completion of a tobacco education program.

Section 5.7. Selling, Giving or Furnishing Cigarettes or Tobacco Products by a Minor.

- (a) It shall be unlawful for any person, directly or indirectly, to:
 - (1) Sell, furnish or distribute cigarettes, electronic cigarettes, liquid nicotine or tobacco products to any person under twenty-one (21) years of age; or
 - (2) Buy any cigarettes, electronic cigarettes, liquid nicotine or tobacco products for any person under twenty-one (21) years of age.
- (b) It shall be a defense to a prosecution under this section if:

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- (1) The defendant is a licensed retail dealer, or employee thereof, or a person authorized by law to distribute samples;
 - (2) The defendant sold, furnished or distributed the cigarettes, electronic cigarettes, liquid nicotine or tobacco products to the person under twenty-one (21) years of age with reasonable cause to believe the person was of legal age to purchase or receive cigarettes, electronic cigarettes, liquid nicotine or tobacco products; and
 - (3) To purchase or receive the cigarettes, electronic cigarettes, liquid nicotine or tobacco products, the person under twenty-one (21) years of age exhibited to the defendant a driver's license, Kansas non-driver's identification card or other official or apparently official document containing a photograph of the person and purporting to establish that the person was of legal age to purchase or receive cigarettes, electronic cigarettes, liquid nicotine or tobacco products.
 - (4) For purposes of this section, the person who violates this section shall be the individual directly selling, furnishing or distributing the cigarettes, electronic cigarettes, or tobacco products to any person under twenty-one (21) years of age or the retail dealer who has actual knowledge of such selling, furnishing or distributing by such individual or both.
- (c) It shall be a defense to a prosecution under this section if:
- (1) The defendant engages in the lawful sale, furnishing or distribution of cigarettes, electronic cigarettes, or tobacco products by mail; and
 - (2) The defendant sold, furnished or distributed the cigarettes, electronic cigarettes, or tobacco products to the person by mail only after the person had provided to the defendant an unsworn declaration, conforming to K.S.A. 53-601 and amendments thereto, that the person was twenty-one (21) or more years of age.
- (d) For the purposes of this section, the terms are defined in K.S.A. 79-3301 and amendments thereto, except liquid nicotine which is the active ingredient of the tobacco plant (nicotine) in liquefied form suitable for the induction of nicotine, whether by nasal spray, ingestion, smoking or other means, into the human body.
- (e) As used in this section, "sale" means any transfer of title or possession or both, exchange, barter, distribution or gift of cigarettes or tobacco products, with or without consideration. (K.S.A. Supp. 79-3302, 79-3321, 79-3322.)
- (f) Violations of this section shall constitute a Class B violation punishable by a minimum fine of two hundred dollars (\$200.00).

(Ord. No. 943, § 1, 11-21-2016)

Sec. 11-102. Reserved.

Editor's note(s)—Ord. No. 917, § 9, Sept. 21, 2015, repealed § 11-102, which pertained to criminal carrying of a weapon and derived from Ord. No. 889, § 2. Ord. No. 939, adopted August 15, 2016, further declared § 11-02 as repealed.

ARTICLE 2. LOCAL PROVISIONS¹

Sec. 11-201. Advertising Matter on Parked Cars.

It shall be unlawful for any person, as principal or agent, to place or cause to be placed any advertising cards, circulars, handbills, pamphlets or other advertising matter or materials on parked cars in the City without consent of owner or operator.

(Ord. No. 759; Ord. No. 796, § 2; Code 2007)

Sec. 11-202. Reserved.

Sec. 11-203. Window Peeping.

It shall be unlawful for any person (1) to go upon property owned or occupied by another for the purpose of looking into any window, door, skylight or other opening in a house, room or building, or (2) to loiter in a public street, alley, parking lot or other public place for the purpose of wrongfully observing the actions of occupants of any house, room or building situated upon private property, when done by a person other than the lawful occupants thereof. Any violation of this section shall be a Class C violation.

(Ord. No. 673, § 5)

Sec. 11-204. Criminal Littering.

- (a) Except as provided in section 14-230 of the Code, and amendments thereto, criminal littering is intentionally or recklessly depositing or causing to be deposited any object or substance into, upon or about:
 - (1) Any public street, highway, alley, road, right-of-way, park or other public place, or any lake, stream, watercourse, or other body of water, except by direction of some public officer authorized by law to direct or permit such acts; or property.
 - (2) Any private property without the consent of the owner or occupant of the (b)(1) \$1,000.00;
- (b) Criminal littering is an unclassified violation punishable:
 - (1) Upon a first conviction by a fine of not less than \$250.00 nor more than \$1,000.00;
 - (2) Upon a second conviction by a fine of not less than \$1,000.00 nor more than \$2,000.00; and
 - (3) Upon a third or subsequent conviction by a fine of not less than \$2,000.00 nor more than \$4,000.00.
- (c) In addition to the fines in subsection (b), a person convicted of criminal littering shall be required to pick up litter for a time prescribed by and a place within the jurisdiction of the Municipal Court.

(Ord. No. 759 § 4)

¹Note(s)—Ord. No. 939, §§ 3—8, adopted August 15, 2016, state that §§ 11-201—11-206 shall be considered to be an addition to the Uniform Public Offense Code.

Sec. 11-205. Urinating/Defecating in Public.

It shall be unlawful for any person to urinate or defecate in or upon any street, sidewalk, alley, plaza, park, public building, public property, private parking lot, or in any place open to the public or exposed to public view. This section shall not apply to urination or defecation utilizing appropriate fixtures in any restroom or other facility designed for the sanitary disposal of human waste. Urinating/defecating in public is a Class C violation.

(Ord. No. 849, § 6)

Sec. 11-206. Hunting Prohibited.

No person shall pursue, catch, trap, maim, kill, shoot or take any wildlife, either bird or animal, except at the specific authorization of the Chief of Police, in any manner at any time. This provision shall not apply to the pursuit, catching, trapping, maiming, killing, or taking of any rodent, including rats, mice, ground squirrels and moles.

(Ord. No. 898, § 8, 9-22-2014)

ARTICLE 3. MARIJUANA AND DRUG INSTRUMENTS

Sec. 11-301. Definitions.

- (a) *Controlled substances* means any drug or substance included in Schedules I through V of the Uniform Controlled Substances Act found in Chapter 65, Article 41 of the Kansas Statutes Annotated, and amendments thereto.
- (b) *Marijuana* means all parts of all varieties of the plant Cannabis, whether growing or not, the seeds thereof, the resin extracted from any part of the plant and every compound, manufacture, salt, derivative, mixture or preparation of the plant, its seeds or resin. It does not include the mature stalks of the plant, fiber produced from the stalks, oil or cake made from the seeds of the plant, any other compound, manufacture, salt, derivative, mixture or preparation of the mature stalks, except the resin extracted therefrom, fiber, oil, or cake or the sterilized seed of the plant which is incapable of germination.
- (c) *Person* means individual, corporation, government or governmental subdivision or agency, business trust, estate, trust, partnership or association or any other legal entity.
- (d) *Instrument* means a device designed for use, or intended use in ingesting, smoking, administering or preparing marijuana, cocaine, phencyclidine, opium or any derivative thereof, or any other controlled substance.
 - (1) For the purposes of this subsection, the phrase "intended for use" shall refer to the intent of the person selling, offering to sell, dispensing, giving away or displaying the instrument herein defined.
 - (2) In determining whether an item constitutes an instrument, a court may consider the following:
 - A. Whether a person or business establishment charged with violating this section is a licensed distributor or dealer of tobacco products under Chapter 79, Article 33 of the Kansas Statutes Annotated, and amendments thereto.
 - B. Expert testimony as to the principle use of the devices, articles or contrivances claimed to be instruments.
 - C. Evidence concerning the total business of a person or business establishment and the type of devices, articles, contrivances or items involved in the business.

(Supp. No. 16)

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D. National and local advertising concerning the use of the devices, articles or contrivances claimed to be instruments.

E. Evidence of advertising concerning the nature of the business establishment.

- (e) *Minor* shall mean any person who has not attained 18 years of age.
- (f) *Premises open to minors* means any business establishment which sells its wares or merchandise to minors or which permits minors to enter into its place of business.
- (g) *Simulated drugs* and *simulated controlled substances* are any products which identify themselves as using a common name or slang term associated with controlled substance or indicate by label or accompanying promotional material that the product simulates the effect of a controlled substance or drug.
- (h) *Place of display* means any museum, library, school or other similar public place upon which business is not transacted for profit.
- (i) *School* means any public or private elementary, junior high or high school.
- (j) *Close proximity* means within 500 feet on a straight line commencing at the property lines nearest to each other.
- (k) *Premises* means a business establishment and the structure of which it is a part and facilities and appurtenances therein and grounds, areas and facilities held out for the use of patrons.

(Ord. No. 429, § 1; Code 2013)

Sec. 11-302. Possession of Marijuana.

It shall be unlawful for any person to deliver, possess, manufacture, have under his control, sell, or offer for sale, any marijuana.

(Code 2013)

Sec. 11-303. Same; Drug Instruments.

It shall be unlawful for any person to sell, offer to sell, dispense, give away or display any instrument or simulated marijuana in or upon any premises which: (1) are premises open to minors, unless the instruments, simulated controlled substances or simulated drugs are kept in such part of the premises that is not open to view by minors or to which minors do not have access; or (2) are in close proximity to a school. Display of any such items at a place of display for educational or scientific purposes shall not be unlawful.

(Ord. No. 429, § 2)

Sec. 11-304. Same; Business.

The maintenance or operation of a business which sells, offers to sell, dispenses, gives away or displays any instrument or simulated controlled substance or simulated drug or simulated dangerous drug or simulated marijuana is declared to be a public nuisance and subject to penalties as provided therefore.

(Ord. No. 429, § 2)

ARTICLE 4. PROHIBITION OF CONVERSION THERAPY

(Supp. No. 16)

Created: 2025-02-04 13:35:35 [EST]

Sec. 11-401. Conversion Therapy of Minors Prohibited.

- (a) *Policy.* The City of Roeland Park, Kansas has a compelling interest in protecting the physical and psychological well-being of minors, including but not limited to lesbian, gay, bisexual, transgender and/or questioning youth, from exposure to the serious harms and risks caused by conversion therapy or reparative therapy by licensed providers. These provisions are exercises of the police power of the City for the public safety, health and welfare; and its provisions shall be liberally construed to accomplish that purpose.
- (b) *Definitions.* As used in this section, the following terms shall have the meaning indicated in this subsection.
 - (1) *Conversion therapy* or *reparative therapy* means any practice or treatment that seeks to change an individual's sexual orientation or gender identity, including efforts to change behaviors or gender expressions or to eliminate or reduce sexual or romantic attractions or feelings toward individuals of the same gender. Conversion therapy shall not include counseling that provides support and assistance to a person undergoing gender transition, or counseling that provides acceptance, support and understanding of a person or facilitates a person's coping, social support, and development, including sexual orientation-neutral treatment interventions to prevent or address unlawful conduct or unsafe sexual practices, as long as such counseling does not seek to change sexual orientation or gender identity.
 - (2) *Gender identity* means the gender-related identity, appearance, expression, behavior or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth.
 - (3) *Minor* means a person less than 18 years of age.
 - (4) *Provider* means any licensed medical or mental health professional including, but not limited to, licensed professional counselors, licensed psychologists, licensed clinical social workers, provisionally licensed professional counselors, provisional and temporary licensed psychologists, licensed and provisionally licensed marital and family therapists, psychiatrists, certified substances abuse counselors, certified school counselors, behavior analysts and any professional licensed under Chapter 65 of the Kansas Statutes.
 - (5) *Sexual orientation* means the preference of practice of homosexuality, heterosexuality, asexuality, and bisexuality, or some combination thereof, by consenting adults, or as perceived by others, but not including sexual preference or practice between an adult and a minor.
- (c) *Prohibited practice.* It shall be unlawful for any provider to provide conversion therapy or reparative therapy to a minor if the provider receives compensation in exchange for such services.
- (d) *Penalty.* Any person that violates any provision of this section shall be subject to the civil penalty prescribed in Section 11-101 of the municipal code of Roeland Park, Kansas, but in no instance shall a violation of this Article be punishable by imprisonment.

(Ord. No. 996, § 1, 6-1-2020)

Item Number: II. Discussion
Items



City of Roeland Park
Action Item Summary

Submitted By:

Keith Moody

Committee/Department: Administration

Title: Review Proposed 2026 Solid Waste Assessment (5 min)

Item Type: Presentation

Recommendation:

Staff recommends setting the solid waste assessment at \$254.00 for the 2026 Budget.

Details:

Attached is the 2026 Solid Waste Assessment Analysis. The 2026 analysis does not reflect Public Works staff costs associated with the leaf pick-up program; this is consistent with the approach employed in setting the 2019 through 2025 assessment.

The solid waste fee charged by GFL as discussed in the Solid Waste Contract Renewal agenda item would increase \$.85/home/month or \$10.20/home/year to \$17.50/month based upon the contract renewal terms with GFL for 2026. The renewal terms spell out the potential for an annual rate increase based upon the Consumer Price Index for Waste Hauler Services with a cap of 3% per year for years 2027, 2028, 2029, and 2030. The average annual increase during the past eight years (2018-2026) in the solid waste fee charged the city is 1.92%. This is an exceptionally low rate of increase for a period that has seen annual inflation rates from 3% to 9% and a highly competitive labor market for drivers. \$210.00 of the total proposed annual solid waste assessment of \$254.00 is tied to the GFL service contract.

The analysis reflects a \$1.55/yr to cover administrative costs (covering only 51% of the estimated administrative costs).

\$31.80 of the total assessment will go toward covering the glass recycling cost. The 2026 rate remains unchanged from 2025. Ripple proposes to continue providing the service without an increase in the rate. The \$31.80 represents the total cost of the glass recycling service per home. 2026 will be the 4th year of the glass recycling program. The council's direction was to transition to 100% of the cost of this service (up from 77% in 2025) being reflected in the solid waste assessment over a 4-year period. This final year of the transition affords a .16 property tax mill reduction in 2026. In total, the transition plan has provided for a .48 reduction in the property tax mill. In 2027 and beyond, there will be no mill reduction related to the glass recycling portion of the solid waste assessment.

\$15.50 of the solid waste assessment is to cover a portion of the leaf collection program costs (this does not cover the public works staff hours costs). The leaf collection program costs continue to go up due to disposal fees and equipment maintenance costs increasing. The 2024 actual leaf collection cost is being used to estimate the cost for 2026.

A new element has been added to the rate analysis for 2026. The GFL contract provisions include a rebate provision that will allow Roeland Park to see a credit for the glass and leaf materials diverted from GFL's collection streams through the curbside glass recycling program and the curbside leaf collection program. Based upon the 2024 glass and leaf diversion quantities, we estimate a \$14,000 rebate from GFL in 2026. This equates to a \$4.85/household reduction in the solid waste assessment for 2026.

The 5 rate components detailed above combine for the \$254.00 solid waste assessment. The equivalent monthly charge of \$21.17 is excellent value for weekly curbside refuse, recycling and yard waste service, plus seasonal curbside leaf collection and monthly curbside glass recycling. For perspective, residents have 171 curbside service opportunities per year for the \$254.00 fee (that equates to \$1.48/collection event).

Even with adding the new glass recycling service, the average annual increase in the solid waste assessment for the period 2018 through 2026 is only 3.45%.

Fiscal Impact	
Amount of Request:	
Budgeted item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

Diversity Equity & Inclusion Lens

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?

ATTACHMENTS:

1. 2026 Solid Waste Assessment Analysis- 3-18-25

2026 Solid Waste Assessment Analysis

Trash Service Cost:

Includes solid waste, yard debris, unlimited recycling, large item pickup (excluding white goods)*

Leaf Program Cost:

Citywide curbside leaf pickup program

Administrative Cost:

Staff administrative time for questions, new residents trash/recycling startup, etc.

\$	33.66	Administrative Assistant Cost with Benefits and 5% Overhead
	260	hours
\$	8,750.30	

Summary of Program Costs										Average Annual Increase
Year of Service:	2018	2019	2020	2021	2022	2023	2024	2025 Budget	Proposed 2026 Budget	
History of Solid Waste Fee Charged										
City by Contractor (Per Home Per Year)	\$ 182.04	\$ 182.04	\$ 182.04	\$ 185.40	\$ 189.00	\$ 192.60	\$ 196.20	\$ 199.80	\$ 210.00	1.92%
Percent Increase	21.55%	0.00%	0.00%	1.85%	1.94%	1.90%	1.87%	1.83%	5.11%	
Total Homes Subject to Assessment	2,849	2,850	2,850	2,850	2,851	2,851	2,852	2,852	2,863	

Summary of Solid Waste Program Costs:

Administrative Costs	\$ 4,228.00	\$ 5,496.40	\$ 6,110.00	\$ 6,293.30	\$ 6,359.60	\$ 7,126.60	\$ 8,022.30	\$ 8,325.20	\$ 8,750.30	
Leaf Pick Up Costs	\$ 51,288.00	\$ 46,207.00	\$ 41,184.00	\$ 41,558.00	\$ 54,342.00	\$ 42,805.00	\$ 60,481.00	\$ 56,537.00	\$ 60,481.00	
Curbside Glass Recycling Costs						\$ 88,170.00	\$ 90,903.12	\$ 93,283.20	\$ 92,977.20	
Refuse/Recycling/Yard waste Costs	\$ 518,631.96	\$ 518,814.00	\$ 518,814.00	\$ 528,390.00	\$ 538,839.00	\$ 549,102.60	\$ 559,562.40	\$ 569,829.60	\$ 601,230.00	
Total program cost	\$ 574,147.96	\$ 570,517.40	\$ 566,108.00	\$ 576,241.30	\$ 599,540.60	\$ 687,204.20	\$ 718,968.82	\$ 727,975.00	\$ 763,438.50	
Estimated Cost Per Property	\$ 201.53	\$ 200.18	\$ 198.63	\$ 202.19	\$ 210.29	\$ 241.04	\$ 252.09	\$ 255.25	\$ 266.66	4.04%

Annual Assessment Breakdown:

Refuse/Recycling/Yard Waste Annual Charge per property	\$ 183.00	\$ 183.00	\$ 183.00	\$ 185.25	\$ 189.00	\$ 192.50	\$ 196.25	\$ 200.00	\$ 210.00	
Refuse/Recycling/Yard Waste Revenue	\$ 521,367	\$ 521,550	\$ 521,550	\$ 527,963	\$ 538,839	\$ 548,818	\$ 559,705	\$ 570,400	\$ 601,230	
Administrative Fee Charged per property:	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.50	\$ 1.53	\$ 1.55	\$ 1.55	
Administrative Service Fee Revenue	\$ 2,849	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,851	\$ 4,277	\$ 4,364	\$ 4,421	\$ 4,438	
Curbside Glass Recycling Fee Charged per property:						\$ 9.15	\$ 16.60	\$ 24.30	\$ 31.80	
Glass Recycling Service Fee Revenue						\$ 26,087	\$ 47,340	\$ 69,307	\$ 91,266	
Leaf Program Charge Per property:	\$ 15.00	\$ 13.00	\$ 14.00	\$ 13.75	\$ 11.50	\$ 11.00	\$ 14.68	\$ 15.45	\$ 15.50	
Leaf Program Revenue	\$ 42,735	\$ 37,050	\$ 39,900	\$ 39,188	\$ 32,787	\$ 31,361	\$ 42,000	\$ 44,063	\$ 44,377	
Rebate from GFL for Glass and Leaf Material Diverted from Their Collection Stream:									\$ (13,943.00)	
Rebate from GFL/Household:									\$ (4.85)	
Per Property / Year Charge	\$ 199.00	\$ 197.00	\$ 198.00	\$ 200.00	\$ 201.50	\$ 214.15	\$ 229.05	\$ 241.30	\$ 254.00	3.45%
Per Property / Per Month Charge	\$ 16.58	\$ 16.42	\$ 16.50	\$ 16.67	\$ 16.79	\$ 17.85	\$ 19.09	\$ 20.11	\$ 21.17	
Annual Surplus or (Deficient)/Home	\$ (2.53)	\$ (3.18)	\$ (0.63)	\$ (2.19)	\$ (8.79)	\$ (26.89)	\$ (23.04)	\$ (13.95)	\$ (12.66)	
Total Estimated Surplus or (Deficiency)	\$ (7,196.96)	\$ (9,067.40)	\$ (1,808.00)	\$ (6,241.30)	\$ (25,064.10)	\$ (76,662.55)	\$ (65,707.23)	\$ (39,783.98)	\$ (36,236.69)	

History of Solid Waste Assessment

Solid Waste Assessment	\$ 199.00	\$ 197.00	\$ 198.00	\$ 200.00	\$ 201.50	\$ 214.15	\$ 229.05	\$ 241.30	\$ 254.00	3.45%
Equivalent Monthly Rate	\$ 16.58	\$ 16.42	\$ 16.50	\$ 16.67	\$ 16.79	\$ 17.85	\$ 19.09	\$ 20.11	\$ 21.17	

*Notes: Solid waste contract with WCA provides for a \$.30/month increase in the solid waste fee per account each year from 2021 through 2025. 2026 rates reflect a new contract with GFL which allows for an annual rate adjustment that is capped at 3% and provides a rebate for diverted glass and yard waste materials. Public Works personnel costs for the leaf collection program are removed from the proposed Solid Waste Assessment fee (this contributes to the annual deficit total). In 2026 the Curbside Glass Recycling Service is reflected with 100% of the actual cost being recovered through the solid waste assessment (this will be accompanied by the 4th and final year of mill rate reductions). The glass recycling cost was phased into the solid waste assessment over 4 years (2023=30.5%, 2024=54%, 2025=77%, 2026=100%). Leaf collection program costs for 2026 are estimated at 2024 actual costs (excluding personnel costs). During the 2025 solid waste review process Staff shared with Council to expect a minimum of a \$12.00 increase in the annual solid waste assessment in 2026.

Item Number: II. Discussion
Items



City of Roeland Park
Action Item Summary

Submitted By:

Keith Moody

Committee/Department: Administration

Title: Review Proposed 2026 Storm Water Utility Rate and Special Assessment (10 min)

Item Type: Presentation

Recommendation:

Staff recommends approval of a Storm Water Utility Fee of \$.027/sf of impervious area for the 2026 budget on properties not currently subject to a storm water improvement assessment.

Details:

Council adopted a Storm Water Utility Policy in 2023 that began a 4-year phased implementation with the 2024 budget. We historically review the assessments for the next budget year early in the budget process to ensure ample time to record those assessments with the County. Finalizing the assessments also establishes firm budget revenue figures to be incorporated into the line-item budget for next year.

The attached Storm Water Fee Summary sheet reflects the estimated revenue for each of the 4-year implementation periods (2024 through 2027). 2026 is the 3rd year of implementation. The storm water fee is only collected on properties NOT currently subject to a storm water improvement assessment. 2025 saw the first of 3 storm water improvement assessment districts retire, 2026 sees a 2nd retire and 2027 sees the 3rd and final retire (2027 will be the year when the storm water fee is applied to all properties in the city).

The proposed 2026 storm water fee reflects a \$.001 increase from the 2025 rate of \$.026. As frequently noted during the development and adoption of this "Revenue Neutral" fee, in order for the revenue decrease from the property tax mill reduction to remain equal to the revenue increase from the new storm water fee into the future, the storm water rate will need to be adjusted at a rate equal to the change in the appraised taxable value. This critical marriage along with adding properties whose storm water improvement assessment retires in 2026 to the storm water utility assessment list results in a **.14 property tax mill reduction related to the storm water fee.** The .14 mill reduction in 2026 along with the .22 mill reduction in 2025 and 1.45 mill reduction in 2024, all related to the storm water utility, putting the total mill reduction related to the storm water utility at 1.81. The Council's goal when developing the storm water utility fee is to achieve a cumulative 2.00 property tax mill reduction by the 4th year of implementation. The proposed .027 storm water fee for 2026 keeps us on track to achieve a goal of being revenue-neutral with a cumulative 2.00 mill reduction in 2027.

In 2024, the \$.025/SF storm water rate resulted in the annual fee for a single-family lot of \$57.75 (recall our published estimate was \$70). In 2025, the \$.026/SF storm water rate resulted in an annual fee for a single-family lot of \$60.06. The proposed \$.027/SF rate for 2026 equates to a

\$62.37 fee for a single-family lot. By the 4th and final year of implementation (2027) the storm water fee per single family lot should be under our published estimate.

The attached Storm Water Fee Per Property reflects the storm water utility fee for schools, public facilities, multifamily, churches, commercial and industrial sites, which are assessed based upon the amount of impervious square footage on their property. For 2026, storm water utility fees are estimated to total \$257k, up from \$222k in 2025. These fees go into the 250 Storm Water Improvement Fund and are used to maintain, replace and operate the components of the storm water collection and conveyance system, including curbs, inlets, piping, open drainage ways, along with staff, supplies and contractual services dedicated to storm sewer services. Street sweeping, catch basin cleaning, and brush/debris removal from drainage ways are examples of routine maintenance items that are also supported by the fee.

Fiscal Impact	
Amount of Request:	
Budgeted item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

Diversity Equity & Inclusion Lens

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?

ATTACHMENTS:

1. 2026 Stormwater Utility Fee Summary 3-18-25
2. 2026 Stormwater Utility Fee Breakdown by Property 3-18-25

ROELAND PARK'S STORMWATER UTILITY FEE SUMMARY

	# of Lots -or- Sq Ft	Rate	2024	2025	2026	2027
<u>Lots Outside of Benefit District</u>						
Residential Lots Outside of the Benefit Districts (2866 total SFR Lots)	1,548	\$62.37 /Lot	\$89,397	\$92,973	\$96,549	\$96,549
Non-Residential Impervious Square Footage	3,368,175	\$0.0270 /sq ft	\$84,204	\$87,573	\$90,941	\$90,941
City of Roeland Park Impervious Square Footage	446,178	\$0.0270 /sq ft	\$11,154	\$11,601	\$12,047	\$12,047
<u>Benefit District (RC-12) Lots</u>						
RC-12-013 Breakdown						
Residential Lots (232 Lots)	231	\$62.37 /Lot		\$13,874	\$14,407	\$14,407
Non-Residential Impervious Square Footage in RC-12-013 (11 Lots, 615,879 sf)	615,879	\$0.0270 /sq ft		\$16,013	\$16,629	\$16,629
City of Roeland Park Impervious Square Footage (1 Lot, 10,833 sf)	10,833	\$0.0270 /sq ft		\$282	\$292	\$292
RC-12-012 Breakdown						
Residential Lots (416 Lots)	415	\$62.37 /Lot			\$25,884	\$25,884
Non-Residential Impervious Square Footage in RC-12-012 (2 Lots)	28,519	\$0.0270 /sq ft			\$770	\$770
RC-12-014 Breakdown						
Residential Lots (663 Lots)	663	\$62.37 /Lot				\$41,351
Non-Residential Impervious Square Footage in RC-12-014 (1 Lot)	24,403	\$0.0270 /sq ft				\$659

RESIDENTIAL FEES	\$89,397	\$106,847	\$136,840	\$178,191
CITY FEES	\$11,154	\$11,882	\$12,339	\$12,339
NON-RESIDENTIAL FEES	\$84,204	\$103,585	\$108,339	\$108,998
GRAND TOTAL STORMWATER UTILITY FEES	\$184,756	\$222,314	\$257,519	\$299,529

Notes:

Residential Assumption Used: 70'x110' with 30% impervious area, rounded up.

Residential lots zoned SFR; parks, lots with only pervious area and empty adjoining lots with the same owner were not included. Residential lots totaled 2,866.

Change In Storm Fees Collected/Yr	\$37,559	\$35,204	\$42,010
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ROELAND PARK'S STORMWATER UTILITY FEE BREAKDOWN

	Residential									
	Residential Lots (Total of 2,866 SFR Lots)			# of Lots	Rate	2024		2025	2026	2027
	Residential Lots Outside of Storm Assessment			1,548	\$62.37 /Lot	\$89,397		\$92,973	\$96,549	\$96,549
	Residential Lots paying into RC-12-013			232	\$62.37 /Lot			\$13,934	\$14,470	\$14,470
RC-12-013	Residential Lots paying into RC-12-012			416	\$62.37 /Lot				\$25,946	\$25,946
RC-12-012	Residential Lots paying into RC-12-014			663	\$62.37 /Lot					\$41,351
RC-12-014	Total Residential Lots			2,859						
	Total Residential Lots Each Year					\$89,397		\$106,907	\$136,965	\$178,316
Non-Residential Impervious Areas										
	Situs Address (No Address for Lots without a Building Footprint)			Sq Ft	Rate	Subtotal for Owners with Multiple Lots				
	Tax Property ID		Owner Name			2024		2025	2026	2027
RC-12-013	PP59000000 0002	5150 GRANADA ST	CITY OF ROELAND PARK	10,833	\$0.0270 /sq ft			\$282	\$292	\$292
	PF251204-3014	4800 ROE PKWY	CITY OF ROELAND PARK	68,517	\$0.0270 /sq ft	\$1,713		\$1,781	\$1,850	\$1,850
	PF251209-1001	5535 JUNIPER ST	CITY OF ROELAND PARK	81,852	\$0.0270 /sq ft	\$2,046		\$2,128	\$2,210	\$2,210
	PF251209-1003	0 NS NT	CITY OF ROELAND PARK	1,306	\$0.0270 /sq ft	\$33		\$34	\$35	\$35
	PP50000000 0001	4801 NALL AVE	CITY OF ROELAND PARK	40,904	\$0.0270 /sq ft	\$1,023		\$1,064	\$1,104	\$1,104
	PP50000000 0002	4850 ROSEWOOD DR	CITY OF ROELAND PARK	199,331	\$0.0270 /sq ft	\$4,983		\$5,183	\$5,382	\$5,382
	PP63000017 0030A	0 NS NT	CITY OF ROELAND PARK	763	\$0.0270 /sq ft	\$19		\$20	\$21	\$21
	PP63000017 0031	4812 JOHNSON DR	CITY OF ROELAND PARK	8,219	\$0.0270 /sq ft	\$205		\$214	\$222	\$222
	PP63000017 0032	4800 JOHNSON DR	CITY OF ROELAND PARK	9,195	\$0.0270 /sq ft	\$230		\$239	\$248	\$248
	PP66000022 0009	0 NS NT	CITY OF ROELAND PARK	4,614	\$0.0270 /sq ft	\$115		\$120	\$125	\$125
	PP67010000 0U01	0 NS NT	CITY OF ROELAND PARK	26,129	\$0.0270 /sq ft	\$653		\$679	\$705	\$705
	PP67010000 0U03	0 NS NT	CITY OF ROELAND PARK	5,349	\$0.0270 /sq ft	\$134		\$139	\$144	\$144
			CITY TOTAL	457,011	\$0.0270 /sq ft	\$11,154		\$11,882	\$12,339	\$12,339
	PP63000017 0024	5000 JOHNSON DR	5000 JOHNSON DRIVE PROPERTIES LLC	13,793	\$0.0270 /sq ft	\$345		\$359	\$372	\$372
	PP67250000 0002	4960 ROE BLVD	AGREE LIMITED PARTNERSHIP	322,024	\$0.0270 /sq ft	\$8,051		\$8,373	\$8,695	\$8,695
	PP67250000 0002A	0 NS NT	AGREE LIMITED PARTNERSHIP	103,774	\$0.0270 /sq ft	\$2,594		\$2,698	\$2,802	\$2,802
						\$10,645	\$11,071			
	PP62000000 0004	0 NS NT	ALDI INC.	26,621	\$0.0270 /sq ft	\$666		\$692	\$719	\$719
	PP62000000 0005	4801 ROE BLVD	ALDI INC.	49,505	\$0.0270 /sq ft	\$1,238		\$1,287	\$1,337	\$1,337
						\$1,903	\$1,979			
	PP78000000 0003	4710 MISSION RD	ALH ENTERPRISES, LLC	8,833	\$0.0270 /sq ft	\$221		\$230	\$238	\$238
	PF251204-1020	4700 ROE PKWY	ALLIED CONSTRUCTION, INC.	66,834	\$0.0270 /sq ft	\$1,671		\$1,738	\$1,805	\$1,805
	PP63000017 0025	4926 JOHNSON DR	AMOS FAMILY, INC.	8,650	\$0.0270 /sq ft	\$216		\$225	\$234	\$234
	PP63000017 0029	4900 JOHNSON DR	ASSET COMBINER, LLC	9,488	\$0.0270 /sq ft	\$237		\$247	\$256	\$256
	PP67250000 0001	4950 ROE BLVD	BELLA ROE LOTS 1 AND 4 07 A, LLC,	209,001	\$0.0270 /sq ft	\$5,225		\$5,434	\$5,643	\$5,643
	PP67250000 0004	4980 ROE BLVD	BELLA ROE LOTS 1 AND 4 07 A, LLC,	36,518	\$0.0270 /sq ft	\$913		\$949	\$986	\$986
	PP67250000 0004A	0 NS NT	BELLA ROE LOTS 1 AND 4 07 A, LLC,	2,224	\$0.0270 /sq ft	\$56		\$58	\$60	\$60
	PP67250000 0003	4990 ROE BLVD	BELLA ROE LOTS 2 3 AND 6 07 A LLC	28,278	\$0.0270 /sq ft	\$707		\$735	\$764	\$764
	PP67250000 0T0A	0 NS NT	BELLA ROE LOTS 2 3 AND 6 07 A LLC	41,282	\$0.0270 /sq ft	\$1,032		\$1,073	\$1,115	\$1,115
	PP67250000 0T0A2	0 NS NT	BELLA ROE LOTS 2 3 AND 6 07 A LLC	1,525	\$0.0270 /sq ft	\$38		\$40	\$41	\$41
	PP67250000 0T0A1	0 NS NT	BELLA ROE LOTS 2 3 AND 6 07 A LLC	7,632	\$0.0270 /sq ft	\$191		\$198	\$206	\$206
	PP67250000 0003A	0 NS NT	BELLA ROE LOTS 2 3 AND 6 19 B LLC	14,360	\$0.0270 /sq ft	\$359		\$373	\$388	\$388
	PP67250000 0003B	0 NS NT	BELLA ROE LOTS 2 3 AND 6 19 B LLC	1,854	\$0.0270 /sq ft	\$46		\$48	\$50	\$50



ROELAND PARK'S STORMWATER UTILITY FEE BREAKDOWN

	Situs Address (No Address for Lots without a Building Footprint)			Sq Ft	Rate	Subtotal for Owners with Multiple Lots		2024	2025	2026	2027	
	Tax Property ID		Owner Name									
RC-12-014	PP66000015 000A	5120 CEDAR ST	BD DIR JO CO LIBRARY	24,403	\$0.0270 /sq ft	\$8,567	\$8,910				\$659	
	PF251204-1019	4710 ROE PKWY	B-H ACQUISITION, LLC	49,679	\$0.0270 /sq ft			\$1,242	\$1,292	\$1,341	\$1,341	
RC-12-013	PP81000019 0018A	5201 ROE BLVD	BINK'M COMPANY LLC	7,690	\$0.0270 /sq ft				\$200	\$208	\$208	
	PP64000000 0000	4800 SKYLINE DR	BOULEVARD APARTMENTS, LLC	582,699	\$0.0270 /sq ft		\$14,567		\$15,150	\$15,733	\$15,733	
	PF251204-1005	4717 ROE PKWY	CITY OF FAIRWAY	43,267	\$0.0270 /sq ft		\$1,082		\$1,125	\$1,168	\$1,168	
	PP09150000 0002	4700 JOHNSON DR	COMMERCE BANK	25,056	\$0.0270 /sq ft		\$626		\$651	\$677	\$677	
	PP63000017 0030	4818 JOHNSON DR	D & G BUILDING PARTNERSHIP	7,898	\$0.0270 /sq ft		\$197		\$205	\$213	\$213	
	PP06000000 0009	4101 W 54TH TER	G & A RENTAL PROPERTIES LLC	19,342	\$0.0270 /sq ft		\$484		\$503	\$522	\$522	
	PP66000009 0006A	0 NS NT	HAINEN PARTNERS LLC	483	\$0.0270 /sq ft		\$12		\$13	\$13	\$13	
	PP06000000 0010A	5500 BUENA VISTA ST	HOEDL PROPERTIES LLC	4,632	\$0.0270 /sq ft		\$116		\$120	\$125	\$125	
	RC-12-013	PP66000027 0027	5204 ROE BLVD	IMAGINE ENTERPRISES LLC	3,291	\$0.0270 /sq ft				\$86	\$89	\$89
	PP81500000 0001	5015 BUENA VISTA ST	INDIAN HILLS DEVELOPMENT LLC	25,119	\$0.0270 /sq ft			\$628	\$653	\$678	\$678	
	PP62000000 0003	4811 ROE BLVD	JL GROUP HOLDINGS I, LLC	35,313	\$0.0270 /sq ft			\$883	\$918	\$953	\$953	
	PF251204-4001	4050 SHAWNEE MISSION PKWY	JWH PROPERTIES, LLC	13,521	\$0.0270 /sq ft			\$338	\$352	\$365	\$365	
	PF251204-1001	4702 ROE PKWY	K C POWER & LIGHT CO.	123,100	\$0.0270 /sq ft			\$3,078	\$3,201	\$3,324	\$3,324	
	PP03000000 0001B	4700 FONTANA ST	K C POWER & LIGHT CO.	21,728	\$0.0270 /sq ft			\$543	\$565	\$587	\$587	
						\$3,621	\$3,766					
	PP66000009 0014	5812 ROELAND DR	KELLERMAN, RYAN	8,554	\$0.0270 /sq ft			\$214	\$222	\$231	\$231	
	PP66000009 0015	5100 JOHNSON DR	KHETANI, INC.	13,763	\$0.0270 /sq ft			\$344	\$358	\$372	\$372	
	PP63000017 0026	4920 JOHNSON DR	LIEMEN, MILDRED N. TRUSTEE	8,336	\$0.0270 /sq ft			\$208	\$217	\$225	\$225	
	PP63000017 0027	4914 JOHNSON DR	LIEMEN, MILDRED N. TRUSTEE	8,675	\$0.0270 /sq ft			\$217	\$226	\$234	\$234	
	PP81000009 0015	5023 GRANADA ST	LILLY PAD DAYCARE LLC	10,934	\$0.0270 /sq ft			\$273	\$284	\$295	\$295	
	PP83000000 0001	5675 ROE BLVD	LIPT ROE BOULEVARD LLC	59,635	\$0.0270 /sq ft			\$1,491	\$1,551	\$1,610	\$1,610	
	PP83000000 001A	0 NS NT	LIPT ROE BOULEVARD LLC	16,799	\$0.0270 /sq ft			\$420	\$437	\$454	\$454	
						\$1,911	\$1,987					
	RC-12-013	PP59000000 0001	5103 ROE BLVD	MCDONALDS CORPORATION	31,370	\$0.0270 /sq ft				\$816	\$847	\$847
		PP62000000 0002	4815 ROE BLVD	MINIT MART LLC	35,046	\$0.0270 /sq ft			\$876	\$911	\$946	\$946
RC-12-013	PP63500000 0001	5115 ROE BLVD	MISSION BANK (THE)	48,382	\$0.0270 /sq ft				\$1,258	\$1,306	\$1,306	
	PP09150000 0001	4720 JOHNSON DR	MPT OF ST LUKE'S ROELAND PARK LLC	44,166	\$0.0270 /sq ft			\$1,104	\$1,148	\$1,192	\$1,192	
	PF251204-1021	4715 ROE PKWY	NEW CASTLE ENTERPRISE LLC	40,772	\$0.0270 /sq ft			\$1,019	\$1,060	\$1,101	\$1,101	
	PP45000000 0068A	4740 MOHAWK DR	OAK GROVE ASSEMBLY	26,816	\$0.0270 /sq ft					\$724	\$724	
	PP63350000 0002	4707 ROE PKWY	PI REAL ESTATE LLC	10,778	\$0.0270 /sq ft			\$269	\$280	\$291	\$291	
	PP58000001 0T0I	0 NS NT	QUIKTRIP CORPORATION	17,137	\$0.0270 /sq ft			\$428	\$446	\$463	\$463	
	PP58000001 0T0II	5055 ROE BLVD	QUIKTRIP CORPORATION	12,933	\$0.0270 /sq ft			\$323	\$336	\$349	\$349	
	PP58000001 0T0III	0 NS NT	QUIKTRIP CORPORATION	20,924	\$0.0270 /sq ft			\$523	\$544	\$565	\$565	
	PP81000010 0001	5031 ROE BLVD	QUIKTRIP CORPORATION	7,009	\$0.0270 /sq ft			\$175	\$182	\$189	\$189	
					\$1,450	\$1,508						
RC-12-013	PP63500000 0002	5125 ROE BLVD	ROE MARKETPLACE, LLC	36,190	\$0.0270 /sq ft				\$941	\$977	\$977	
	PP78000000 0001	4702 MISSION RD	ROELAND PARK SERIES I LLC	2,072	\$0.0270 /sq ft			\$52	\$54	\$56	\$56	
	PP78000000 0002	4706 MISSION RD	ROELAND PARK SERIES I LLC	184	\$0.0270 /sq ft			\$5	\$5	\$5	\$5	
						\$56	\$59					
RC-12-013	PP66000014 000A1	5110 CEDAR ST	ROELAND PARK UNITED METHODIST CHURCH	15,410	\$0.0270 /sq ft				\$401	\$416	\$416	
RC-12-013	PP66000014 0029	4910 W 51ST TER	ROELAND PARK UNITED METHODIST CHURCH	4,526	\$0.0270 /sq ft				\$118	\$122	\$122	
RC-12-013	PP66000014 000A1	5110 CEDAR ST	ROELAND PARK UNITED METHODIST CHURCH	3,342	\$0.0270 /sq ft				\$87	\$90	\$90	
						\$0	\$605					
	PP82000000 0001-1	5041 REINHARDT DR	BISHOP MIEGE - ROMAN CATHOLIC ARCHDIOCESE OF K	476,493	\$0.0270 /sq ft			\$11,912	\$12,389	\$12,865	\$12,865	



ROELAND PARK'S STORMWATER UTILITY FEE BREAKDOWN

	Situs Address (No Address for Lots without a Building Footprint)			Sq Ft	Rate	Subtotal for Owners with Multiple Lots	2024	2025	2026	2027
	Tax Property ID		Owner Name							
	PP82000000 0001-2	5041 REINHARDT DR	SAINT AGNES - ROMAN CATHOLIC ARCHDIOCESE OF KA	201,235	\$0.0270 /sq ft		\$5,031	\$5,232	\$5,433	\$5,433
	PP82000000 0002	3224 W 53RD ST	ROMAN CATHOLIC ARCHDIOCESE OF KANSAS CITY IN KA	1,354	\$0.0270 /sq ft		\$34	\$35	\$37	\$37
	PP82000000 0003	0 NS NT	ROMAN CATHOLIC ARCHDIOCESE OF KANSAS CITY IN KA	21,265	\$0.0270 /sq ft		\$532	\$553	\$574	\$574
	PP82000000 0004	4901 REINHARDT DR	ROMAN CATHOLIC ARCHDIOCESE OF KANSAS CITY IN KA	93,614	\$0.0270 /sq ft		\$2,340	\$2,434	\$2,528	\$2,528
						\$19,849		\$20,643		
	PF251204-3001	4900 PARISH DR	ROSELAND SCHOOL DISTRICT 92	169,138	\$0.0270 /sq ft		\$4,228	\$4,398	\$4,567	\$4,567
	PP81000013 0022	4301 W 51ST ST	SWEENEY, ELLEN F. TRUSTEE	4,745	\$0.0270 /sq ft		\$119	\$123	\$128	\$128
RC-12-013	PP74000000 0001	5150 ROE BLVD	TMM ROELAND PARK CENTER, LLC	402,804	\$0.0270 /sq ft			\$10,473	\$10,876	\$10,876
RC-12-013	PP74000000 0001A	0 NS NT	TMM ROELAND PARK CENTER, LLC	11,932	\$0.0270 /sq ft			\$310	\$322	\$322
RC-12-013	PP74000000 0002	4701 SYCAMORE DR	TMM ROELAND PARK CENTER, LLC	50,943	\$0.0270 /sq ft			\$1,325	\$1,375	\$1,375
	PP74000000 0003	5000 ROE BLVD	TMM ROELAND PARK CENTER, LLC	25,153	\$0.0270 /sq ft		\$629	\$654	\$679	\$679
	PP74000000 0004	5010 ROE BLVD	TMM ROELAND PARK CENTER, LLC	25,196	\$0.0270 /sq ft		\$630	\$655	\$680	\$680
						\$1,259		\$13,417		
	PP63000017 0028	4908 JOHNSON DR	TOLLIE INVESTMENTS LLC	8,760	\$0.0270 /sq ft		\$219	\$228	\$237	\$237
	PP67250000 0005	4970 ROE BLVD	U S BANK NATIONAL ASSOCIATION	16,547	\$0.0270 /sq ft		\$414	\$430	\$447	\$447
	PP67250000 0005A	0 NS NT	U S BANK NATIONAL ASSOCIATION	1,160	\$0.0270 /sq ft		\$29	\$30	\$31	\$31
						\$443		\$460		
	PP33000000 0009B	4104 W 48TH ST	WATER DISTRICT #1 OF JOHNSON	1,702	\$0.0270 /sq ft				\$46	\$46
	PP62000000 0001	4951 ROE BLVD	WG DST 1	91,664	\$0.0270 /sq ft		\$2,292	\$2,383	\$2,475	\$2,475
	PP63350000 0001	4705 ROE PKWY	XTIERRA PROPERTIES LLC	10,103	\$0.0270 /sq ft		\$253	\$263	\$273	\$273
RC-12-012										
NON-RESIDENTIAL TOTAL							\$84,204	\$103,585	\$108,339	\$108,998
									\$88,064	\$88,723
TOTAL RESIDENTIAL FEES							\$89,397	\$106,907	\$136,965	\$178,316
TOTAL CITY FEES							\$11,154	\$11,882	\$12,339	\$12,339
TOTAL NON-RESIDENTIAL FEES							\$84,204	\$103,585	\$108,339	\$108,998
							\$184,756	\$222,374	\$257,643	\$299,653



Item Number: II. Discussion
Items



City of Roeland Park
Action Item Summary

Submitted By:

Keith Moody

Committee/Department: Administration

Title: Review Proposed Pay Scale for 2026 (10 min)

Item Type: Action Item

Recommendation:

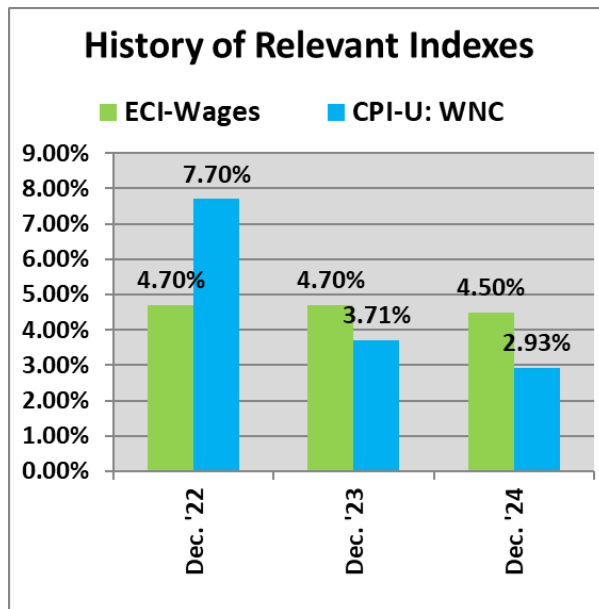
Staff recommend adopting the proposed 2026 Pay Scale, taking effect 1/1/26 following implementation of employee merit increases.

Details:

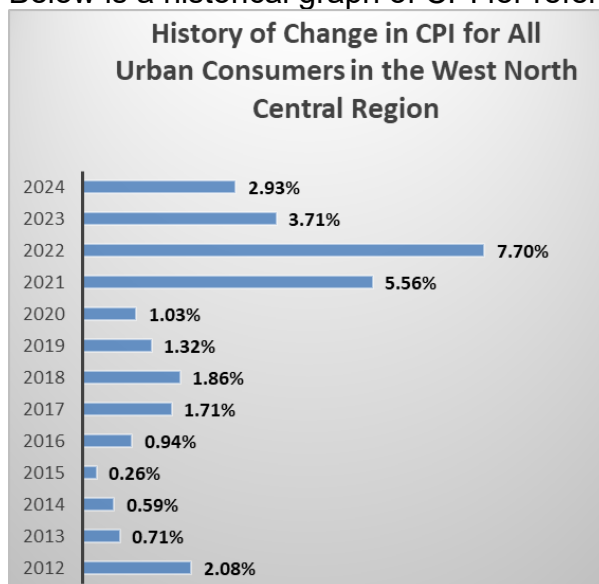
The Concessions/Attendant position is the only position that has been moved to a higher or lower pay grade for the 2026 pay scale. This is driven by adjustments made to starting pay for the same position by neighboring pools. **We are not experiencing difficulty in recruiting for this position** but want to remain competitive.

The pay scale was adopted in its current form in September 2023 as part of the compensation analysis completed by McGrath. It was updated as of 1/1/25 last. It employs a specified distance between the midpoints of the pay levels and a standard range to establish a minimum and maximum pay for each level. To develop an adjustment to the 2025 payscale, the most recent (12/31/24) Consumer Price Index for the West-Northcentral Region (2.93%) and Employment Cost Index- State and Local Government Workers for Wages (4.5%) were considered. Applying these indexes to the average midpoint of the 2025 payscale provided a range of mid-point adjustment between \$1.26/hr and a \$1.93/hr. A 3.49% mid-point adjustment was applied to the 2025 payscale, resulting in a proposed 2026 pascale with a \$1.50/hr average increase to the mid-point. This is near the middle of the range derived with the two relevant indexes.

Below is a graph of the ECI and CPI indexes for the last three years for reference:



Below is a historical graph of CPI for reference:



Merit increases (to be discussed in detail during the review of Major Revenues step of the budget) will be applied prior to the new pay scale taking effect, no adjustments in pay to bring an employee's wage up to the new minimum for their position are anticipated to be necessary and therefore, the proposed 2026 pay scale has no fiscal impact on the 2026 budget.

CPI is a factor in setting the merit increase value incorporated into the budget. 2024 year-end CPI for our region returned to a more normal 2.93%. This should allow us to provide for a merit increase percentage around 4% which is common during normal inflationary conditions.

Continuing to make annual adjustments to the pay scale should keep the City market competitive per the strategy developed in concert with McGrath. This incremental approach

should also prevent the need for large adjustments.

Fiscal Impact	
Amount of Request:	
Budgeted item?	Budgeted Amount:
Line Item Code/Description:	

Additional Information

Timely adjustments to the pay scale will keep Roeland Park competitive in the market and ensure the City is attracting and retaining quality employees.

Diversity Equity & Inclusion Lens

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?

ATTACHMENTS:

1. 2026 Proposed Pay Scale 3-18-25

City of Roeland Park- Proposed Pay Scale Effective 1/1/2026

Titles and Pay Levels	Distance Between Mid Point	Annual Pay			Hourly Rate		
		Minimum	Midpoint	Maximum	Min	Mid	Max
Level 22							
City Administrator	1.20	\$135,671	\$169,588	\$203,506	\$65.23	\$81.53	\$97.84
Level 21							
Police Chief	1.05	\$113,059	\$141,323	\$169,588	\$54.36	\$67.94	\$81.53
Level 20							
Director of Public Works	1.05	\$107,675	\$134,594	\$161,513	\$51.77	\$64.71	\$77.65
Level 19							
Finance Director/Assistant City Administrator	1.05	\$102,548	\$128,185	\$153,821	\$49.30	\$61.63	\$73.95
Level 18							
	1.10	\$97,664	\$122,081	\$146,497	\$46.95	\$58.69	\$70.43
Level 17							
Captain/Assistant Chief- Temporary Position	1.10	\$88,786	\$110,982	\$133,179	\$42.69	\$53.36	\$64.03
Level 16							
	1.10	\$80,714	\$100,893	\$121,072	\$38.81	\$48.51	\$58.21
Level 15							
City Clerk/HR Manager	1.07	\$73,377	\$91,721	\$110,065	\$35.28	\$44.10	\$52.92
Building Official							
Police Sergeant							
Level 14							
Building Inspector II	1.10	\$68,576	\$85,720	\$102,865	\$32.97	\$41.21	\$49.45
Parks & Recreation Superintendent							
Police Corporal							
Police Detective							
Public Works Superintendent							
Level 13							
Police Officer	1.10	\$62,342	\$77,928	\$93,513	\$29.97	\$37.47	\$44.96
Management Analyst							
Level 12							
Building Inspector I	1.07	\$56,675	\$70,843	\$85,012	\$27.25	\$34.06	\$40.87
Facility Maintenance Supervisor							
Level 11							
	1.07	\$52,967	\$66,209	\$79,451	\$25.46	\$31.83	\$38.20
Level 10							
Code Enforcement Officer	1.07	\$49,502	\$61,877	\$74,253	\$23.80	\$29.75	\$35.70
Level 9							
Administrative Assistant	1.07	\$46,263	\$57,829	\$69,395	\$22.24	\$27.80	\$33.36
Senior Court Clerk							
Police Clerk							
Skilled Maintenance Worker/Equipment Operator							
Swimming Pool Manager							
Level 8							
	1.07	\$43,237	\$54,046	\$64,855	\$20.79	\$25.98	\$31.18
Level 7							
Assistant Pool Manager	1.07	\$40,408	\$50,510	\$60,612	\$19.43	\$24.28	\$29.14
Maintenance Worker							
Swim Team Head Coach							
Water Exercise Instructors							
Level 6							
Administrative Intern		\$37,765	\$47,206	\$56,647	\$18.16	\$22.70	\$27.23
Police Intern							
Public Works Intern							
Crossing Guard							
Community Center Custodian/Attendant							
Head Lifeguard							
Level 5							
Lifeguard					\$16.00	\$20.00	\$24.00
Swim Lesson Instructors							
Swim Team Assistant Coach							
Level 4							
					\$14.00	\$17.50	\$21.00
Level 3							
Pool Receptionist/Clerk					\$12.50	\$15.63	\$18.75
Level 2							
Concessions Worker/Deck Attendant					\$11.00	\$13.75	\$16.50
Level 1							
					\$9.50	\$11.88	\$14.25

Averages 2026	\$ 73,955	\$ 92,443	\$ 110,932	\$30.34	\$37.92	\$45.51
Averages 2025	\$ 71,461	\$ 89,326	\$ 107,191	\$29.41	\$36.76	\$44.12
Average Annual Change in Wage	\$ 2,494	\$ 3,117	\$ 3,740			
Average Change in Hourly Rate		\$ 1.50				
Percent of Change		3.490%		Based upon CPI and ECI as a guide.		