

**MINUTES OF THE SPECIAL MEETING OF  
THE GOVERNING BODY OF  
THE CITY OF PARK CITY, KANSAS  
1941 EAST 61ST St N, PARK CITY, KS 67219  
August 25, 2020 6:00 P.M.**

The following were present: Council Members John Lehnerr, George Glover, Ben Saucedo, Melvin Kerr, Tom Jones, George Capps, Brandi Baily, and Jim Schroeder.

Also present: Mayor Ray Mann, City Administrator Sean Fox, Assistant City Administrator/Human Resources Manager Dana Walden, City Clerk Marlo Rugg, Finance Director Dee Anne Grunder, Public Works Director Eric Miner, Assistant Public Works Director Zach Day, City Attorney Doug Moshier, and Chief of Police Phil Bostian.

**MEETING CALLED TO ORDER**

The meeting was called to order by Mayor Ray Mann at 6:00 pm.

**AGENDA**

**1. DISCUSS EMPLOYEE COMPENSATION**

City Administrator Sean Fox stated at the July 14, 2020 Special Meeting staff received recommendations and ideas on how Park City could attract and retain our current police officers. He stated staff was given forty-five days to come back with a plan to address hiring and retention of police officers. Mr. Fox stated a committee was formed that included four police officers that represented a various stage in a career of a police officer. He stated the four officers met with the City Administrator, Assistant City Administrator/Human Resources Manager, and the Chief of Police. He stated the meetings had good open conversations. Mr. Fox stated the proposal before Council is only related the Police Department. He stated throughout the discussions, the committee recognized the City's overall pay structure needs to be reviewed. He stated staff plans on doing that upon a 2021 Salary survey. Mr. Fox went through the proposal Council was given. He stated the proposal included a pay range increase of 6.75% as well as a 3% pay increase that will be effective September 1, 2020. Mr. Fox stated the cost to approve the proposal with the incentives and effective date of September 1, 2020 through December 31, 2020 would be \$33,788.

A discussion ensued.

Council Member John Lehnerr moved to approve the proposal with the amendment to the \$10,000 hiring incentive for certified officers, the first \$5,000 paid upon completion of FTO and the final \$5,000 payment after the completion of probation, and direct staff to look into the budgetary impact of including existing employees on the proposed highlights: 1% hiring incentive for college degrees, and 2% hiring incentive for military experience.

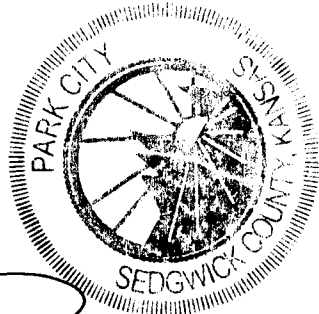
Council Member Ben Saucedo seconded the motion. Motion carried 7-1. (Council Member Melvin Kerr voted no.)

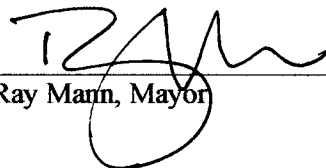
**ADJOURN**

Council Member Ben Saucedo moved to adjourn the meeting at 6:50 pm.

Council Member Jim Schroeder seconded the motion. Motion carried 8-0.

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Ray Mann, Mayor

Attest:   
Marlo Rugg, City Clerk

The foregoing minutes were considered at the September 22, 2020 meeting and approved with the following amendment none.

The vote to approve the minutes 8-0.