



Office of
Mary Jo Spino
Clerk of the County Legislature

Jackson County Missouri

JOURNAL

County Legislature

*Theresa Galvin (6th) Chair, Dan Tarwater III (4th) Vice Chair,
Jalen Anderson (1st AL), Crystal Williams (2nd AL), Tony Miller (3rd AL),
Scott Burnett (1st), Ronald E. Finley (2nd), Charlie Franklin (3rd),
Jeanie Lauer (5th)*

Jackson County Courthouse
415 E.12th Street, 2nd floor
Kansas City, Missouri 64106
(816)881-3242

Monday, December 16, 2019

10:00 AM

Forty-ninth Regular Meeting

K.C. Legislative Assembly Area, Kansas City, Missouri

Theresa Galvin, Chairman, called the meeting of the Jackson County Legislature to order.

1 ROLL CALL

Present 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

2 THE PLEDGE OF ALLEGIANCE

Recited.

3 APPROVAL OF THE JOURNAL OF THE PREVIOUS MEETING

A motion was made by Dan Tarwater III, seconded by Scott Burnett to approve the journal of the previous meeting held on December 09, 2019. The motion passed by a voice vote.

4 HEARINGS

Theresa Galvin, Chair, opened the public hearing regarding Ordinance #5292 to adopt the annual budget and set forth appropriations for the various spending agencies and the principal subdivisions thereof, for the fiscal year ending December 31, 2020 and Ordinance #5293 setting the 2020 Jackson County, Missouri tentative tax levy.

Theresa Galvin, Chair, made a statement regarding Ordinance #5292. She said the Administration is mandated to deliver a recommended budget to the County Legislature by November 15th each year. The Budget Committee holds hearings to give Legislators the opportunity to hear directly from the departments, and from those meetings an amendment is written. This amendment has been available since December 6, 2019, allowing the Administration the opportunity to provide input and address any questions or concerns with the Legislative Auditor. The County Legislature and Administration have had the opportunity to fully vet this amendment. County Legislators listened to the requests of

every department during the hearings and the 2020 budget addresses the needs of the people that keep our County going every day. The amendment provides for much needed positions such as, a contract administrator in purchasing, an HR analyst and a communication marketing coordinator to name a few. Some of the items included in the budget are funding for 200 additional ankle bracelets to help Population Control Division of the Detention Center. The Medical Examiner will have their LODOX machine this year. Among other things we have the funding for personal computer lifecycle leasing that includes Countywide 600 personal computers in 2020. This budget will provide the opportunity for the Assessment Department to start the process of acquiring its CAMA software. The Sheriff will have 22 vehicles and other necessary equipment to keep the residents of Jackson County safe. Putting together a budget of this size does not happen overnight. Ms. Galvin thanked the County Executive and his team for working alongside the County Legislature. She expressed her appreciation and leadership of Crystal Williams, Budget Chair. Ms. Galvin also thanked the Legislative Auditor, Crissy Wooderson, for the phenomenal work from her and her team each year.

With no one present to speak for or against the budget or the tentative tax levy, the public hearing was closed.

Ordinances #5292 and #5293 were adopted at this time. See pages 4 and 5 for details.

Dr. Linda Recio, President of Evergreen Solutions, LLC of Tallahassee, Florida, gave a report on the County's Job Classification and Compensation Study. The compensation study was authorized by Resolution #20104, dated March 11, 2019. The study was initiated in May 2019 and data was collected from County associates. Orientation sessions were held during June 2019. Dr. Recio said that County associates indicated that they enjoy the working environment in Jackson County and found it to be a positive experience. Several associates provided examples of internal equity, compression issues, and inconsistency in the contract terms and conditions. Jackson County has 1,056 associates with 329 unique job titles, excluding courts and elected officials. She said there are seven salary schedules. She said that the salary range spread through salary schedules vary significantly, which is not in keeping with the best practices. The majority of associates are compensated below their pay grade's midpoint, with over half in the first quartile alone.

Dr. Recio reported that 784 out of 1,056 associates completed the Job Assessment Tool (JAT) between June and July 2019. Evergreen found

that the County's salary ranges are 18.7 percent below the market average minimum across all surveyed job titles, 18.4 percent below the market midpoint average, and 18.3 percent below market average at the maximum range.

As part of the benefits survey, the study found that the County is ahead of the market in the areas of dental and vision insurance, sick leave, tuition reimbursement, wellness programs, and paid holidays, but is weaker in areas such as health insurance premiums, the associate assistance program, annual vacation leave accruals, and the provision of additional forms of pay.

Evergreen Solutions recommends 83 classification title changes, one salary schedule with 28 separate pay grades and that the County institute a living wage schedule for 2020, 2021, and 2022. Dr. Recio recommended that the County update the compensation study every three to five years to keep current with upcoming trends and market changes. For a copy of Evergreen Solutions presentation please see the attachment under Meeting details for the December 16, 2019 Legislative Meeting (<https://jacksonco.legistar.com/Calendar.aspx>) and the attachment filed under Resolution #20104, dated March 11, 2019.

5 COMMUNICATIONS WITH AND REPORTS OF THE COUNTY EXECUTIVE

Frank White, County Executive, made a statement regarding Resolution #20337, relating to the requested plaques to be placed on the statues of Andrew Jackson located outside the downtown Jackson County Courthouse and the Historic Truman Courthouse in Independence. Mr. White stated that he was born in 1950 in Mississippi and picked cotton in Mississippi, "the worst job anybody could ever have in their life." When things get tough here, he thinks about those workers picking cotton. He recalled his experience with discrimination and racism, including not being allowed to use public restrooms or eat at lunch counters. He said he was familiar with Andrew Jackson and his history. As the first African American County Executive and as the person in charge of the courthouses, he is shocked that he was not included in the discussion for this resolution. He said he was not opposed to the idea of the plaques, but that this process needs to include input from the community. He believes that we need to engage the African American and Native American communities as the stakeholders. He said everyone deserves a seat at the table. He stressed that he wants Jackson County to be a place for everyone.

6 PERFECTION OF PROPOSED ORDINANCES AND REPORTS OF COMMITTEE[5292](#)

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to approve the Floor Amendment for Ordinance #5292 dated December 16, 2019, to delete the figure "2,905,728" and insert the figure "2,828,602" after the word "Legislature", to delete the figure "2,300,820" and insert the figure "2,315,071" after the words "County Administration", to delete the figure "2,598,263" and insert the figure "2,565,470" after the words "County Counselor", to delete the figure "13,083,836" and insert the figure "13,729,462" after the words "Internal Services & Taxation", to delete the figure "8,963,455" and insert the figure "8,927,003" after the words "Operations & Public Safety", to delete the figure "8,130,600" and insert the figure "7,738,042" after the words "Prosecuting Attorney", to delete the figure "34,742,937" and insert the figure "34,610,708" after the word "Sheriff", to delete the figure "214,632" and insert the figure "205,414" after the words "EHRCC Commission", to delete the figure "25,836,282" and insert the figure "25,856,782" after the words "Non-Departmental" all on page one, to delete the figure "9,709,636" and insert the figure "9,806,157" after the words "Health Services", to delete the figure "2,045,251" and insert the figure "2,037,305" after the words "Public Administrator", to delete the figure "5,025,496" and insert the figure "4,936,921" after the words "Sheriff" all on page two, to delete the figure "3,066,025" and insert the figure "2,466,025" after the words "E-911 System Fund - 031 Non-Departmental" and on the "Total" line immediately following, to delete the figure "122,919" and insert the figure "131,288" after the words "Recorder's Technology Fund - 042 Internal Services and Taxation" and on the "Total" line immediately following all on page three, to delete the figure "10,228,288" and insert the figure "6,813,301" after the words "Assessment Fund - 045 Internal Services & Taxation", to delete the figure "268,417" and insert the figure "1,835,043" after the words "Assessment Fund - 045 Non-Departmental", to delete the figure "10,496,705" and insert the figure "8,648,344" after the words "Total" immediately following all on page four, to delete the figure "362,647,883" and insert the figure "360,207,891" after the words "Total - All Appropriated Funds" on page five, to insert the phrase ", as modified by the document attached hereto as Exhibit A and designated "2020 Budget Adjustments"." on page six. The motion passed by a voice vote.

[5292](#)

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to perfect the Floor Amendment for Ordinance #5292 dated December 16, 2019. The motion passed by voice vote.

(PERFECTED)

[5292](#)

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to adopt Ordinance #5292 as perfected, to adopt the annual budget and set forth appropriations for the various spending agencies and the principal subdivisions thereof, for the fiscal year ending December 31, 2020. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

(ADOPTED)

[5293](#)

A motion was made by Dan Tarwater III, seconded by Scott Burnett, to perfect Ordinance #5293 setting the 2020 Jackson County, Missouri tentative tax levy. The motion passed by a voice vote.

(PERFECTED)

[5293](#)

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to adopt Ordinance #5293 setting the 2020 Jackson County, Missouri tentative tax levy. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

(ADOPTED)

[5301](#)

A motion was made by Crystal Williams, seconded by Dan Tarwater III, to perfect Ordinance #5301 repealing section 9125. Jackson County Code, 1984, relating to the Board of Equalization and enacting, in lieu thereof, one new section relating to the same subject, with an effective date. The motion passed by a voice vote.

(PERFECTED)

[5301](#)

A motion was made by Crystal Williams, seconded by Dan Tarwater III, to adopt Ordinance #5301 repealing section 9125. Jackson County Code, 1984, relating to the Board of Equalization and enacting, in lieu thereof, one new section relating to the same subject, with an effective date. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

(ADOPTED)

[5303](#)

A motion was made by Crystal Williams, seconded by Dan Tarwater III to perfect Ordinance #5303. The motion passed by a voice vote.

(PERFECTED)

[5303](#)

A motion was made by Crystal Williams, seconded by Dan Tarwater III, to adopt Ordinance #5303, appropriating \$143,850.00 from the undesignated fund balance of the 2019 Assessment Fund to provide for final payment for the 2018-2019 Sanborn Oblique Imagery mapping images. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

(ADOPTED)

7 FINAL PASSAGE OF PROPOSED ORDINANCES

[5299](#)

Consent Agenda.

[5300](#)

Consent Agenda.

[5302](#)

Consent Agenda.

8 RESOLUTIONS IN COMMITTEE

[20328](#)

A RESOLUTION expressing the intent of the Legislature that all future funding decisions on outside agency contracts be made by majority vote of the Legislature as a Whole.

(Budget Committee - 2nd. Meeting)

9 CONSENT AGENDA

[5299](#)

AN ORDINANCE transferring \$126,537.00 within the 2019 General Fund and \$240,803.00 within the 2019 Anti-Crime Sales Tax Fund, and appropriating \$951,640.00 from the undesignated fund balance of the 2019 Grant Fund, in acceptance of the Victims of Crime Act Grant for use by the Prosecuting Attorney's Office's Victim Services Program and authorizing the County Executive to execute a Program Agreement with the Missouri Department of Social Services.

(ADOPTED)

[5300](#)

AN ORDINANCE transferring \$68,987.00 within and appropriating \$121,748.00 from the undesignated fund balance of the 2019 Special Obligation Bond Capital Project Fund and appropriating \$121,748.00 from the undesignated fund balance of the 2019 Special Obligation Bond Debt Service Fund, to reconcile certain County debt service accounts.

(ADOPTED)

[5302](#)

AN ORDINANCE appropriating \$77,350.00 from the undesignated fund balance of the 2019 Park Fund in connection with the replacement of the Fred Arbanas Golf Course cart barn.

(ADOPTED)

Ordinances #5299, #5300 and #5302 were moved to the Consent Agenda for adoption.

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to approve the Consent Agenda. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

10 INTRODUCTION OF PROPOSED ORDINANCES AND ASSIGNMENT TO COMMITTEE

None.

11 INTRODUCTION OF PROPOSED RESOLUTIONS AND ASSIGNMENT TO COMMITTEE

Diana Turner, Director of Corrections, addressed the Legislature regarding Resolution #20336. She said that this resolution will allow housing of up to 45 inmates, 35 men and 10 women. Most of them are sentenced inmates and a few pre-trial detainees. The proposed term is 90 days with the ability to extend up to 180 days. Jackson County will be paid \$110 per day, per inmate, plus medical costs. The inmates will be housed in the lower level of the jail but the Regional Correctional Center will not be reopened. She said terms of the previous contract were not tenable but this contract is at a more manageable level. She reported that fifteen months have passed without a major incident. This contract change allowed staff time to gain control of the situation at the Detention Center and she believes staff can successfully manage and control this operational environment. She looks forward to a good partnership with the City. She said they have developed this proposal in conjunction with their command staff within parameters they believe they can handle. She said a clause is included in the contract that if an inmate becomes a danger to themselves or other inmates, staff has an option to ask the city to remove the inmate. This option was not previously available to the County in the prior contract.

[20336](#)

A motion was made by Dan Tarwater III, seconded by Crystal Williams, to adopt Resolution #20336, authorizing the County Executive and Sheriff to execute an Intergovernmental Cooperative Agreement with the City of Kansas City, MO, concerning the housing of city inmates in the Jackson County Detention Center, for a fee payable to the County. The motion passed by a roll call vote:

Yes: 9 - Jalen Anderson, Crystal Williams, Tony Miller, Scott Burnett, Ronald E. Finley, Charlie Franklin, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

(ADOPTED)

Jean Peters Baker, Jackson County Prosecuting Attorney, addressed the County Legislature regarding Resolution #20337. Ms. Baker said that she presented this Resolution today because Jackson County was named after Andrew Jackson on December 15, 1826. In presenting the proposed language, she said she wanted to avoid a drawn-out process, but give the County Legislature a starting point for discussion. She said Jackson County is a broad community and it is her desire for everyone to have a stake in the process. She said that for everyone who walks into the courthouse every day, we want them to know that justice can be found here. She said it was not her intent to exclude the County Executive. Scott Burnett, County Legislator, recommended that the Resolution be tabled until February 2020. Ms. Baker said that she requested a time limit on any type of proposal so that this doesn't end up being drawn out with studies and competing proposals that end up going nowhere.

Jeanie Lauer, County Legislator, inquired of Jalen Anderson, County Legislator, about the background for his sponsorship of this Resolution. Mr. Anderson spoke about his experience in Ferguson, Missouri which resulted in being hit with pepper spray, a baton and arrested for peaceful protest. He said we need to make sure justice is given and protected at every level. He would like that nothing stands in the way of entering either the downtown courthouse or the Historic Truman Courthouse to pay taxes. The goal is to understand what Andrew Jackson did, and to recognize his role as a slave owner and his role in the Indian Removal Act which resulted in the Trail of Tears and the death of one-quarter of the entire Cherokee Nation. Ms. Baker said that the goal is not to denigrate the man, but to acknowledge his history. Dan Tarwater III, County Legislator, said that although he initially was opposed to this, he said he believes this will cause people to learn more about our history and the actions of Andrew Jackson. A copy of the Ms. Baker's presentation is available as an attachment to Resolution #20337 and under Meeting details for the December 16, 2019 Legislative Meeting. (<https://jacksonco.legistar.com/Calendar.aspx>).

[20337](#)

A motion was made by Jalen Anderson, seconded by Crystal Williams, to adopt Resolution #20337, approving language to be included on plaques to be affixed to the statues of Andrew Jackson located outside the Jackson County Courthouse in Kansas City and the Historic Truman Courthouse in Independence. The motion passed by a roll call vote:

Yes: 6 - Jalen Anderson, Crystal Williams, Tony Miller, Dan Tarwater III, Jeanie Lauer and Theresa Galvin

No: 2 - Scott Burnett and Ronald E. Finley

Abstain: 1 - Charlie Franklin

(ADOPTED)

Discussion.

12 COUNTY EXECUTIVE ORDERS[19-32](#)

I hereby rescind Executive Order 19-28, dated November 6, 2019, which had appointed Kenneth E. Romine as Director of Human Resources. Michelle Chrisman shall remain in the position of Interim Director of Human Resources until the appointment of a permanent director.

13 UNFINISHED BUSINESS

Dan Tarwater III presented a plaque to Theresa Galvin and thanked her for serving as Chairman of the Jackson County Legislature for 2019.

Theresa Galvin presented a plaque to Dan Tarwater III and thanked him for serving as Vice Chairman of the Jackson County Legislature for 2019.

14 NEW BUSINESS

Jalen Anderson thanked Crystal Williams, Theresa Galvin and Jeanie Lauer for their leadership and strength.

15 ADJOURNMENT

A motion was made by Dan Tarwater III, seconded by Jalen Anderson, to adjourn the meeting. The motion passed by a voice vote.

Meeting adjourned until Monday, January 6, 2020 at 10:00 A.M. at the Jackson County Courthouse, 415 E. 12th Street, Kansas City, Missouri, 2nd Floor, Legislative Assembly Area.