OSAWATOMIE CITY COUNCIL AGENDA

October 27, 2016 6:30 p.m., Memorial Hall

- 1. Call to order
- 2. Roll Call
- 3. Pledge of Allegiance
- 4. Invocation
- 5. Consent Agenda

Consent Agenda items will be acted upon by one motion unless a Council member requests an item be removed for discussion and separate action.

- A. October 27 Agenda
- B. Appropriation Ordinance 2016-09
- 6. Comments from the Public

Citizen participation will be limited to 5 minutes. Please stand & be recognized by the Mayor.

- 7. Presentations & Proclamations
 - A. Proclamation Osawatomie State Hospital Anniversary Celebration
- 8. Public Hearings
- 9. Unfinished Business
 - A. Resolution Authority to Apply for CDBG Project
 - B. Resolution Operation of Maintenance of CDBG Project
- 10. New Business
 - A. Street Name Sign Discussion
 - B. Christmas Decoration Wreaths
 - C. Part Time Employee Benefits
- 11. Council Report
- 12. Mayor's Report
- 13. City Manager & Staff Reports
- 14. Executive Session
- 15. Other Discussion/Motions
- 16. Adjourn

NEXT REGULAR MEETING - November 10, 2016

Record of Ordinances

ORDINANCE NO. 2016-09

DATE WARRANTS ISSUED: September 30, 2016 Page No. 1

AN ORDINANCE MAKING APPROPRIATION FOR THE PAYMENT OF CERTAIN CLAIMS.

Be it ordained by the Governing Body of the City of Osawatomie, Kansas

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

| CLAIMANT | CLAIMANT NATURE OF CLAIM OR SERVICE | | Amount |
|----------------------------------|---------------------------------------|-------|-----------|
| City of Osawatomie | Petty Cash Reimbursement | 1791 | 3,416.01 |
| KMEA | Wapa Electricity | 1792 | 10,837.66 |
| KMEA | GRDA Electricity | 1793 | 90,407.70 |
| KMEA | SPA Electricity | 1794 | 3,757.96 |
| City of Osawatomie | Petty Cash Reimbursement | 1795 | 3,139.59 |
| Iowa Fabric Buildings, LLC | Fabric Building - Down Payment | 48295 | 1,140.97 |
| Crawford Sales Company | Budweiser | 48296 | 262.95 |
| Walmart | Pork Loin, Candy, Buns, Gatorade | 48297 | 1,448.53 |
| Curb Roller Manufacting, LLC | Curbroller | 48298 | 4,350.00 |
| Midwest Distributors | Miller | 48299 | 126.30 |
| AT&T | RTU'S | 48300 | 222.88 |
| Belson Outdoors | Benches | 48301 | 1,290.17 |
| Jeff Boyle | Consulting Service | 48302 | 745.43 |
| Bradley A/C & Heating | Install Compressor, Guard | 48303 | 4,280.39 |
| Champion Brands, LLC | Safety Glasses, Parts Cleaner | 48304 | 502.82 |
| Chris's Café | Cookies | 48305 | 50.00 |
| City of Osawatomie | Utilities | 48306 | 10,557.67 |
| Coleman Equipment, Inc. | Snap Rings | 48307 | 38.72 |
| Correct Care Solutions, LLC | Inmate Healthcare Repricing | 48308 | 18.00 |
| Deffenbaugh | Sludge Haul Off | 48309 | 1,499.66 |
| Delta Dental | Dental Insurance | 48310 | 3,131.66 |
| Dish Network | Service | 48311 | 104.02 |
| EMG, Inc. | Energy Consulting | 48312 | 1,651.00 |
| Emporia Vintage Baseball Team | Historical Performance | 48313 | 300.00 |
| Evangeline Specialties | Traffic Signs | 48314 | 1,097.63 |
| Family Center | Trimmer Line, Concrete Mix, Drill Bit | 48315 | 778.66 |
| Michael Fraiser | Musical Performance | 48316 | 400.00 |
| Galls | Badge | 48317 | 111.69 |
| Gallagher Benefit Services, Inc. | Administration Fee | 48318 | 466.00 |
| Jennifer Haefele | Contractual For Library | 48319 | 100.00 |
| Halls Bobcat Service | Landscaping Front of Library | 48320 | 1,487.50 |
| Hawkins | Aqua Hawk, Azone | 48321 | 7,197.13 |
| Jay's Uniforms | Badges | 48322 | 345.67 |
| Jive Communications, Inc. | Service | 48323 | 1,315.24 |
| Kansas City Wilbert | Grave Openings | 48324 | 1,515.00 |
| Kansas Department of Commerce | JTC Oil Lease-Sept 2016 | 48325 | 1,000.00 |
| Kansas Department of Health | Principal, Interest, Service Fee | 48326 | 20,000.00 |
| Kansas One Call | Locates | 48327 | 82.00 |
| KC Bobcat | Oil Filters, Coupler | 48328 | 46.94 |
| Key Equipment | SB Saver Set | 48329 | 100.00 |

| CLAIMANT | NATURE OF CLAIM OR SERVICE | CLAIM NUMBER | AMOUNT |
|-----------------------------------|--------------------------------------|-----------------|-----------|
| Killough Construction, Inc. | Asphalt | 48330 | 598.95 |
| Kincaid Ready Mix | Concrete | 48331 | 530.88 |
| L&K Services | Refuse | 48332 | 33,758.95 |
| League of Kansas Municipalities | City Attorney's Association Meeting | 48333 | 75.00 |
| Logicnow | Mailbox Filtering | 48334 | 88.45 |
| Lybarger Oil | Dyed Diesel | 48335 | 857.40 |
| Martin Pringle | Municipal Matters, City Prosecutor | 48336 | 2,705.66 |
| McConnell Machinery | Belt, Pin Weldmen, Bolts | 48337 | 275.80 |
| Miami County Medical Center | Medical Care for Prisoner | 48338 | 286.80 |
| Mid-States Energy Works, Inc. | Install Breakers | 48339 | 1,287.50 |
| New Century Dodge | Grommett, Gear Shift Rod | 48340 | 39.12 |
| NPG Newspapers | Ordinances Bids, Job Openings | 48341 | 393.22 |
| Olathe Winwater Works | Two Bolt Coupler, Pipe | 48342 | 331.00 |
| Void | | 48343 | - |
| PB Electronics, Inc. | Antenna Cable | 48344 | 194.00 |
| Emory Platt | Wild West Gunfight | 48345 | 300.00 |
| Postmaster | Postage | 48346 | 1,000.00 |
| Quill | Ink, Towels, Pens, Batteries, Towels | 48347 | 771.38 |
| Ramsey Printing Co. | Sign Stickers | 48348 | 120.00 |
| Reeves-Wiedeman Company | Plastic Tube and Hose Cutter | 48349 | 25.90 |
| Ricoh | Copies | 48350 | 2,152.11 |
| RMI Golf Carts | Drive Clutch | 48351 | 690.34 |
| Rural Water District | Service | 48352 | 222.25 |
| Sanford Lee & Associates, Inc. | Historical Performance | 48353 | 1,700.00 |
| Scott A Michie Planning Services | Consulting Service | 48354 | 451.00 |
| Smitty's Lawn & Garden | Link, Spring, O Ring | 48355 | 6.24 |
| Solomon Corporation | Regulator | 48356 | 4,025.00 |
| Suddenlink | Internet | 48357 | 459.94 |
| The Marais des Cygnes River Water | Water Assurance Fees | 48358 | 9,526.46 |
| Tri County Ice | Car Wash Tokens | 48359 | 200.00 |
| USA Bluebook | Maintenance Kit, Fluoride, Ammonia | 48360 | 980.21 |
| USD 367 Sport & Fitness Zone | Membership | 48361 | 40.00 |
| Verizon | Internet | 48362 | 40.01 |
| Viking Industrial Supply | Paper Products | 48363 | 380.38 |
| Visa | Dvd's, Slow Cookers, Knife Set | 48364 | 2,005.75 |
| Visa | Lodging, Class, Dog Pound License | 48365 | 1,019.74 |
| Visa | Rear Hub, Brochures | 48366 | 317.88 |
| Wades Quarry | Gravel | 48367 | 1,481.46 |
| We Be Smokin, Inc. | BBQ for Reenactors | 48368 | 200.00 |
| Winkler, Domoney & Schultz | Municipal Court Judge | 48369 | 4,120.00 |
| Winterscheid Auto Parts | A/C Compressor, Hose Fittings | 48370 | - |
| Winterscheid Auto Parts | A/C Compressor, Hose Fittings | 48371 | 1,697.77 |
| Wex Bank | Fuel | 1796 | 4,049.38 |
| Visa | Ink, Ammo, Pens, Tags, Pouch | 1797 | 1,134.98 |
| Kansas Department of Revenue | Compensating Use Tax | 1798 | 77.69 |

Record of Ordinances

DATE WARRANTS ISSUED: September 30, 2016 Page No. 3

| CLAIMANT | NATURE OF CLAIM OR SERVICE | CLAIM NUMBER | AMOUNT |
|---------------------------------------|-------------------------------------|-----------------|-----------|
| Kansas Department of Revenue | Sales Tax | 1799 | 11,538.93 |
| Kansas Department of Revenue | Sales Tax | 1800 | 988.88 |
| KMEA | Emp Electricity | 1801 | 49,212.42 |
| First Option Bank | Golf Course Irrigation Loan | 1802 | 17,290.32 |
| United Healthcare | Health Insurance | 1803 | 45,177.77 |
| Kansas Association for Court Manageme | Court Management Conference | 48373 | 125.00 |
| Kansas Gas Service | Service | 48374 | 431.10 |
| Crawford Sales Company | Budweiser | 48375 | 255.05 |
| Altec Parts | Load Break Tool | 48376 | 2,469.33 |
| American Safety Utility Corporation | Gloves, Headlamp | 48377 | 396.69 |
| American Topsoil | Dirt | 48378 | 270.00 |
| Applied Maintenance Supplies | Glasses, Gatorade | 48379 | 383.97 |
| Baker & Taylor | Books | 48380 | 1,170.55 |
| California Contractors Supplies, Inc. | Gloves, Plastic Ties | 48381 | 261.87 |
| CenturylInk | RTU'S | 48382 | 236.56 |
| Classic Wood, LLC | Bookcases | 48383 | 793.00 |
| Conrad Fire Equipment | Photographer Tapes | 48384 | 10.00 |
| Deffenbaugh | Sludge Haul Off | 48385 | 998.78 |
| Detroit Industrial Tool | Diamond Industrial Tool | 48386 | 320.53 |
| Donna & Viola's | Shirts, Patches | 48387 | 325.76 |
| Environmental Compliance Solutions | Audit & Consultation Retainer | 48388 | 850.00 |
| Richard Fisher | Attorney Fee | 48389 | 1,575.00 |
| Galls | Badges | 48390 | 166.31 |
| Gasmart | Insurance Claim | 48391 | 133.48 |
| Matthew Godfrey | Hay Bales | 48392 | 120.00 |
| Grainger | Ear Plugs | 48393 | 125.82 |
| Hanes Florist & Greenhouse | Plants | 48394 | 110.00 |
| HD Supply Waterworks | Water Meter, Flow Meter | 49395 | 9,886.88 |
| Connie Hebert | Beads, Strands, Bags, Shoe Box | 48396 | 197.15 |
| Home Depot | Elbow, PVC Cement, Outlet, Cover | 48397 | 169.09 |
| International Code Council | Membership | 48398 | 135.00 |
| International Code Council | Building Inspection Education | 48399 | 200.00 |
| Jerry's Sports Center | Ammo | 48400 | 159.95 |
| Kansas City Power & Light | Service | 48401 | 2,870.53 |
| Kansas Municipal Utilities | PPO Workshop | 48402 | 390.00 |
| Kansas State University | Commercial Pesticide Training | 48403 | 124.00 |
| Logan Contractors Supply, Inc. | Spline, Sonotube | 48404 | 114.53 |
| Lybarger Oil | Fuel | 48405 | 1,581.36 |
| Maxim Golf Solutions | Consulting Service | 48406 | 1,250.00 |
| Miami County Sheriff's Office | Prisoner Care | 48407 | 1,640.00 |
| National Sign Company | Drive Cap, Car Parking Stop, Bolt | 48408 | 1,050.49 |
| Nips, LLC | Cone, Casting and Lid | 48409 | 575.00 |
| NPG Newspapers, Inc. | Resource Guide | 48410 | 329.13 |
| Oil Patch Pump & Supply, Inc. | Adapter, Bushing, Plug, Cap | 48411 | 20.63 |
| Olathe Winwater Works | Cap, Saddle, Gasket Pipe, Ring, Lid | 48412 | 889.87 |

DATE WARRANTS ISSUED: September 30, 2016

| CLAIMANT | NATURE OF CLAIM OR SERVICE | CLAIM NUMBER | AMOUNT |
|--------------------------------|--------------------------------------|-----------------|------------|
| Osawatomie Rotary Club | Semi Annual Dues | 48413 | 120.00 |
| Paola Do It Best Hardware | Union, Coupling, Adapter, Elbow | 48414 | 81.80 |
| Pepsi | Pop | 48415 | 359.34 |
| Professional Turf Product | Wheel, Tire | 48416 | 240.56 |
| Pud, LLC | Red Grease | 48417 | 629.81 |
| Red Bud Supply, Inc. | Safety Glasses | 48418 | 58.68 |
| Regency Coffee & Vending | Coffee | 48419 | 58.44 |
| Ricoh | Copier Lease | 48420 | 280.78 |
| Ricoh | Copier Lease | 48421 | 96.87 |
| Ricoh | Copier Lease | 48422 | 183.90 |
| Ron's Country Mart | Hamburger, Cube Steak, Buns | 48423 | 561.57 |
| Scott Michie Planning Services | Consulting Service | 48424 | 99.00 |
| Security 1st Title, LLC | Title Search | 48425 | 275.00 |
| Smith & Loveless, Inc. | Element Filter Kit | 48426 | 116.00 |
| Suddenlink | Internet | 48427 | 59.95 |
| Superior Vision | Vision Insurance | 48428 | 598.56 |
| Debbie Talley | Memorial Hall Janitorial | 48429 | 375.00 |
| Taser International | Tasers | 48430 | 2,480.79 |
| Training @ Your Place | Update for State Changes, Back Up | 48431 | 95.00 |
| Van Wall Equipment | Repair Wiring Harness, Filler Cap | 48432 | 391.10 |
| Walmart | Brisket, Pop, Buns, Plates, Gatorade | 48433 | 1,189.98 |
| Wycoff's Locksmithing | Lockout | 48434 | 65.00 |
| Zep Sales | Towels | 48435 | 141.90 |
| Payroll 09/02/16 | | | 94,704.07 |
| Fica 09/02/16 | | | 6,604.88 |
| Payroll 09/16/16 | | | 96,286.76 |
| Fica 09/16/16 | | | 6,726.01 |
| Payroll 09/30/16 | | | 96,848.46 |
| Fica 09/30/16 | | | 6,768.14 |
| KPERS | | | 23,647.64 |
| | | | 757,407.87 |
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Record of Ordinances

DATE WARRANTS ISSUED: September 30, 2016 Page No. 5

| CL | AIMANT | NATURE OF CLAIM OR SERVICE | CLAIM NUMBER | AMOUNT |
|----------|------------|----------------------------|-----------------|--------|
| GO | 240,477.89 | | | |
| WTR | 60,609.98 | | | |
| EL | 230,886.32 | | | |
| EE Ben | 81,320.89 | | | |
| Refuse | 33,858.95 | | | |
| LIB | 791.48 | | | |
| IND | 1,000.00 | | | |
| ST IMP | 6,828.09 | | | |
| Saf Equi | 2,480.79 | | | |
| SEW | 44,790.46 | | | |
| GOLF | 46,264.17 | | | |
| TOUR | 3,714.89 | | | |
| CIP-Sper | 1,290.17 | | | |
| CIP-Gen | 2,208.37 | | | |
| EL Rev | 419.42 | | | |
| CAF | 466.00 | | | |
| | 757,407.87 | | | |
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CITY OF OSAWATOMIE



PROCLAMATION

ISSUED BY THE MAYOR AND CITY COUNCIL

WHEREAS, Osawatomie State Hospital accepted its first patient on Nov. 5, 1866 and has operated since that time providing care to hundreds of thousands of Kansans during the past 150 years; and

WHEREAS, Osawatomie State Hospital has always been and continues to be a critical part of the economy and community of Osawatomie; and

WHEREAS, Osawatomie State Hospital employees have been and continue to be vital leaders within the City of Osawatomie, serving as mayors, city council members, school board members, service organization presidents, and numerous other service and leadership roles in the community; and

WHEREAS, many former hospital employees remain active in the mental health community providing national and statewide leadership as advocates for persons in need of mental health services; and

WHEREAS, the evolving treatment protocols have required continuous, dedicated service and training by the hospital's employees; and

WHEREAS, the City of Osawatomie continues to support the Osawatomie State Hospital and appreciates the dedication of its employees.

 ${\it NOW,\ THEREFORE,\ I}$, L. Mark Govea, Mayor of the City of Osawatomie, do hereby proclaim

November 5, 2016

Osawatomie State Hospital Day

in the City of Osawatomie, and I urge all citizens to join in this observance of the recognition of this historic occasion and accomplishment on the sesquicentennial anniversary of the Osawatomie State Hospital.

Proclaimed this 27th day of October, 2016.

L. Mark Govea, Mayor City of Osawatomie

RESOLUTION NO. 733

BY THE CITY OF OSAWATOMIE, KANSAS

CERTIFYING LEGAL AUTHORITY TO APPLY FOR THE 2017 KANSAS SMALL CITIES COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM FROM THE KANSAS DEPARTMENT OF COMMERCE AND AUTHORIZING THE MAYOR TO SIGN AND SUBMIT SUCH AN APPLICATION

WHEREAS, The City of Osawatomie, Kansas, is a legal governmental entity as provided by the laws of the STATE OF KANSAS, and

WHEREAS, The City of Osawatomie, Kansas, intends to submit an application for assistance from the 2017 COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF OSAWATOMIE, KANSAS:

THE APPLICANT hereby certifies that the City of Osawatomie, Kansas, is a legal governmental entity under the status of the laws of the STATE OF KANSAS and thereby has the authority to apply for assistance from the 2017 KANSAS SMALL CITIES COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM.

THE APPLICANT hereby authorizes the MAYOR of Osawatomie, Kansas, to act as the applicant's official representative in signing and submitting an application for the assistance to the 2017 COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM.

THE APPLICANT hereby dedicates \$1,133,700 in cash funds toward this project and \$-0- in force account labor for same.

PASSED AND APPROVED by the Governing Body of the City of Osawatomie, Kansas, this 27th day of October, 2016.

APPROVED and signed by the Mayor.

| | L. Mark Govea, Mayor |
|----------------------------|----------------------|
| (SEAL) | |
| | |
| ATTEST: | |
| ATTEST. | |
| | |
| Tammy Seamands, City Clerk | |

RESOLUTION NO. 734

BY THE CITY OF OSAWATOMIE, KANSAS

ASSURING THE KANSAS DEPARTMENT OF COMMERCE THAT FUNDS WILL BE CONTINUALLY PROVIDED FOR THE OPERATION AND MAINTENANCE OF IMPROVEMENTS TO THE STREET SYSTEM TO BE FINANCED WITH COMMUNITY DEVELOPMENT BLOCK GRANT FUNDS

WHEREAS, The City of Osawatomie is applying for Small Cities Community Development Block Grant funds under the Community Improvement Category, as administered by the Kansas Department of Commerce; and,

WHEREAS, The City of Osawatomie wishes to utilize this funding for the purpose of constructing improvements to the City's street system, as described in the Community Development Block Grant application submitted to the Kansas Department of Commerce; and,

WHEREAS, The City of Osawatomie has determined that the annual operation and maintenance costs of the street system improvements are anticipated to be approximately \$28,500; and,

WHEREAS, The annual street budget has been determined to be adequate to fund the operation and maintenance of the street system;

NOW, THEREFORE, BE IT RESOLVED THAT: The Governing Body of the City of Osawatomie, Kansas, hereby assures the Kansas Department of Commerce that sufficient funds will be provided for the continued operation and maintenance of the above described improvement; that these operation and maintenance costs will be reviewed annually; and that the budget will be adjusted, when necessary, to reflect and cover any increase in costs.

PASSED AND APPROVED by the Governing Body of the City of Osawatomie, Kansas, this 27th day of October, 2016.

APPROVED and signed by the Mayor.

| | L. Mark Govea, Mayor |
|---------|----------------------|
| (SEAL) | |
| ATTEST: | |
| | |

CITY OF OSAWATOMIE



STAFF AGENDA MEMORANDUM

DATE OF MEETING: October 27, 2016

AGENDA ITEM: Street Name Sign Discussion

PRESENTER: Blake Madden, Director of Public Works and Utilities

ISSUE SUMMARY: The current City practice for displaying street name signs at intersections is to mount them atop a round galvanized post. At intersections with a stop condition for cross streets, the City's current practice is to install a separate perforated square post for mounting of the stop sign. Department staff is aware of the discussion had by City Council several years back where a determination was made to mount street name signs with black lettering on a white background atop the round posts. The Department requests that the City Council revisit this determination considering the additional information presented below.

The following tables present the associated costs related to mounting street name signs on a separate post versus mounting the signs atop the stop sign post. The items are listed in order from the ground up.

| SIGNS MOUNTED ON SEPARATE POSTS | | | | | | |
|---------------------------------|----------------------------|----------|--|--|--|--|
| | Item Description Cost Each | | | | | |
| | Perforated Square Anchor | \$16.55 | | | | |
| Stop Sign Post | Perforated Square Post | \$25.80 | | | | |
| | Stop Sign | \$44.00 | | | | |
| | Concrete Footing | \$15.00 | | | | |
| | Galvanized Round Post | \$19.25 | | | | |
| Street Name Sign Bost | Round Post Cap | \$10.95 | | | | |
| Street Name Sign Post | Street Name Sign | \$30.00 | | | | |
| | 90° Crosspiece | \$10.95 | | | | |
| | Street Name Sign | \$30.00 | | | | |
| | TOTAL | \$202.50 | | | | |

| SIGNS MOUNTED ON SAME POST | | | | | |
|----------------------------|-----------|--|--|--|--|
| Item Description | Cost Each | | | | |
| Perforated Square Anchor | \$16.55 | | | | |
| Perforated Square Post | \$25.80 | | | | |
| Stop Sign | \$44.00 | | | | |
| Square Post Cap | \$10.95 | | | | |
| Street Name Sign | \$30.00 | | | | |
| 90° Crosspiece | \$10.95 | | | | |
| Street Name Sign | \$30.00 | | | | |
| TOTAL | \$168.25 | | | | |

As shown in these tables, the cost to install the stop sign and street name signs on a single post saves approximately \$35 per intersection with a stop condition. In addition to the cost savings, mounting all signs on one post eliminates the labor necessary to install the additional street name sign post and avoids "cluttering up the corner" with more posts than is necessary.

COUNCIL ACTION NEEDED: Review, discuss, and determine whether to continue mounting street name signs on their own post or begin mounting the signs atop the stop sign posts.

STAFF RECOMMENDATION TO COUNCIL: Staff recommends changing the City's practice to mounting the street name signs atop the stop sign posts.

CITY OF OSAWATOMIE



STAFF AGENDA MEMORANDUM

DATE OF MEETING: October 27, 2016

AGENDA ITEM: Part Time Employee Emergency Leave (REVISED)

PRESENTER: Don Cawby, City Manager

ISSUE SUMMARY: After an issue arose about a regular part-time employee needing to be gone for medical reasons for a couple of weeks, I asked staff to look into what other cities do for leave for part-time employees. I believe we should offer some kind of sick leave, possibly for emergency or extended circumstances, for the small number of employees that regularly work for the City but don't reach a full-time status for those benefits.

Cities are not required to administer paid leave of any type for employees, but it is an industry standard and a recruiting tool to do so. Many municipalities provide some type of paid leave for emergency purposes to part-time employees. Part-time employees receiving leave are generally required to work more than 20 hours a week, but less than 32 hours. Some municipalities offer sick leave on a pro-rated basis to all employees working between 20 and 40 hours. Other Kansas communities provide sick leave for all part-time employees working less than 40 hours a week at ½ the rate of full-time employees.

When considering any policy, it would make sense that there would be a requirement that a part-time employee would have to have at least one-year's service at a qualifying level before receiving some sick or emergency leave and the hours of leave received should be based on the hours worked in the previous 12 month average. As a result, seasonal employees would not be eligible for emergency leave.

An example of a pro-rated policy, employees who average between 20 and 32 hours a week would receive 4 hours of emergency leave per month. Employees working above 32 hours but below 40 will receive 6 hours of emergency leave per month. A system of leave provided at half the rate of full-time would give part time employees, who work more than 20 hours a month and less than 40 hours, 4 hours of emergency leave a month. I would also recommend that after the adoption of a policy, employees who have been with the city more than one year be retroactively given sick leave hours for the previous 3 years.

The policy would also need to consider when leave could be used. One of the expectations of a part-time employee is that personal matters, such as a medical appointment, will be handled during non-scheduled hours. This policy should be focused on the emergency portion of sick leave and not the routine. Because of this, I would recommend that a policy include instances of hospitalization or an illness causing the employee to miss the equivalent of their normal one-week's worth of working hours. Any such incident would need to be confirmed by a physician. Furthermore, I think this emergency leave should be allowed in situations that involve care of a dependent (including adult dependents) or an emergency situation (accident or illness requiring hospitalization) involving an immediate family member.

We currently have a shared leave policy in place, and I believe the City Manager has the authority to approve the use of that shared leave for situations involving part-time employees. However, I feel that we should use that program for extended illnesses and emergencies and not count on it for an on-going safety net for employees that work for us on a daily basis but just happen to accrue less than 40 hours a week.

COUNCIL ACTION NEEDED: Review and discuss.

STAFF RECOMMENDATION TO COUNCIL: Provide direction to the City Manager for approval of an interim policy and to develop a permanent policy for the personnel manual. While some of these issues are within the purview of the City Manager's authority, issues such as creating policies governing the granting of benefits and those concerning disciplinary and legal action need to have the approval of the City Council to ensure equity, fairness and legal authority to act.

CASH TRANSACTIONS REPORT

YEAR: THROUGH SEPTEMBER

Page: 1 10/20/2016 4:44 pm City od Osawatomie

| City od Osawatomie | | | | | | 4:44 pm |
|---------------------|--------------------|---------------|-------------------|---------------|---------------|----------------|
| Account Number | | | Beginning Balance | Debit | Credit | Ending Balance |
| 100.101 CASH & INVE | STMENTS | | | | | |
| 100.101 CASH & IN | IVESTMENTS | | | | | |
| 01-000-100.101 | CASH & INVESTMENTS | | 422,151.52 | 2,226,808.66 | 1,967,888.46 | 681,071.72 |
| 02-000-100.101 | CASH & INVESTMENTS | | 179,812.64 | 667,335.81 | 598,150.52 | 248,997.93 |
| 03-000-100.101 | CASH & INVESTMENTS | | 581,707.49 | 2,866,244.30 | 2,754,163.03 | 693,788.76 |
| 04-000-100.101 | CASH & INVESTMENTS | | 69,806.10 | 796,332.25 | 725,320.12 | 140,818.23 |
| 05-000-100.101 | CASH & INVESTMENTS | | 4,941.92 | 302,280.06 | 267,645.43 | 39,576.55 |
| 06-000-100.101 | CASH & INVESTMENTS | | 106,246.95 | 15,395.07 | 11,866.70 | 109,775.32 |
| 07-000-100.101 | CASH & INVESTMENTS | | 0.00 | 209.31 | 209.31 | 0.00 |
| 08-000-100.101 | CASH & INVESTMENTS | | 7,399.18 | 10,447.59 | 15,364.89 | 2,481.88 |
| 09-000-100.101 | CASH & INVESTMENTS | | 60,641.06 | 27,355.00 | 11,095.70 | 76,900.36 |
| 10-000-100.101 | CASH & INVESTMENTS | | 0.00 | 0.00 | 0.00 | 0.00 |
| 11-000-100.101 | CASH & INVESTMENTS | | 94,867.01 | 22,245.52 | 10,964.30 | 106,148.23 |
| 12-000-100.101 | CASH & INVESTMENTS | | 111,836.75 | 112,405.18 | 159,048.26 | 65,193.67 |
| 13-000-100.101 | CASH & INVESTMENTS | | 156,240.81 | 718,743.48 | 798,570.14 | 76,414.15 |
| 14-000-100.101 | CASH & INVESTMENTS | | 3,673.08 | 65,188.70 | 36,232.40 | 32,629.38 |
| 15-000-100.101 | CASH & INVESTMENTS | | 0.84 | 22,605.00 | 22,605.00 | 0.84 |
| 16-000-100.101 | CASH & INVESTMENTS | | 245,326.31 | 644,650.82 | 725,693.18 | 164,283.95 |
| 17-000-100.101 | CASH & INVESTMENTS | | 0.00 | 26.22 | 26.22 | 0.00 |
| 18-000-100.101 | CASH & INVESTMENTS | | 5,600.86 | 275,441.38 | 290,486.24 | -9,444.00 |
| 19-000-100.101 | CASH & INVESTMENTS | | 0.00 | 0.00 | 0.00 | 0.00 |
| 20-000-100.101 | CASH & INVESTMENTS | | 9,897.41 | 0.00 | 0.00 | 9,897.41 |
| 21-000-100.101 | CASH & INVESTMENTS | | 0.00 | 0.00 | 0.00 | 0.00 |
| 22-000-100.101 | CASH & INVESTMENTS | | 39,737.00 | 55,936.23 | 53,876.91 | 41,796.32 |
| 23-000-100.101 | CASH & INVESTMENTS | | 12,899.79 | 0.00 | 0.00 | 12,899.79 |
| 24-000-100.101 | CASH & INVESTMENTS | | 41,003.09 | 151,588.39 | 84,120.07 | 108,471.41 |
| 25-000-100.101 | CASH & INVESTMENTS | | 913,026.66 | 200,000.00 | 1,258,088.78 | -145,062.12 |
| 26-000-100.101 | CASH & INVESTMENTS | | -368.00 | 4,368.00 | 0.00 | 4,000.00 |
| 27-000-100.101 | CASH & INVESTMENTS | | 121,346.09 | 377,694.00 | 226,081.21 | 272,958.88 |
| 28-000-100.101 | CASH & INVESTMENTS | | 569,576.78 | 0.00 | 305,357.42 | 264,219.36 |
| 30-000-100.101 | CASH & INVESTMENTS | | 0.00 | 6,604,599.40 | 6,604,599.40 | 0.00 |
| 33-000-100.101 | CASH & INVESTMENTS | | 3,858,287.35 | 102,977.38 | 311,864.29 | 3,649,400.44 |
| 43-000-100.101 | CASH & INVESTMENTS | | 95,766.45 | 169,697.00 | 287,291.60 | -21,828.15 |
| 50-000-100.101 | CASH & INVESTMENTS | | 32,174.07 | 27,860.66 | 24,548.90 | 35,485.83 |
| 51-000-100.101 | CASH & INVESTMENTS | | 7,401.00 | 0.00 | 0.00 | 7,401.00 |
| 52-000-100.101 | CASH & INVESTMENTS | | 13,666.54 | 10,448.76 | 9,948.76 | 14,166.54 |
| 53-000-100.101 | CASH & INVESTMENTS | | 2,928.42 | 675.00 | 2,850.00 | 753.42 |
| 54-000-100.101 | CASH & INVESTMENTS | | 0.00 | 0.00 | 0.00 | 0.00 |
| 55-000-100.101 | CASH & INVESTMENTS | | 0.01 | 0.00 | 0.00 | 0.01 |
| Total for 100.101 | | | 7,767,595.18 | 16,479,559.17 | 17,563,957.24 | 6,683,197.11 |
| Total for 100.101 | | - | 7,767,595.18 | 16,479,559.17 | 17,563,957.24 | 6,683,197.11 |
| | | Grand Totals: | 7,767,595.18 | 16,479,559.17 | 17,563,957.24 | 6,683,197.11 |
| | | | | | | |

CITY OF OSAWATOMIE - CASH FLOW REPORT

| Date: September 2016 | BEGINNING BALANCE | REVENUE | EXPENDITURES | CASH BALANCE | ENCUMBERANCES (ORD.) | CASH BALANCE 9/30/2016 |
|------------------------|----------------------|--------------|---------------|-----------------|----------------------|---------------------------|
| GENERAL OPERATING | 422,151.52 | 2,003,047.05 | 1,744,126.85 | 681,071.72 | | 681,071.72 |
| WATER | 179,812.64 | 658,628.40 | 589,443.11 | 248,997.93 | | 248,997.93 |
| ELECTRIC | 581,707.49 | 2,777,511.90 | 2,665,430.63 | 693,788.76 | | 693,788.76 |
| EMPLOYEE BENEFIT | 69,806.10 | 689,612.68 | 618,600.55 | 140,818.23 | | 140,818.23 |
| REFUSE | 4,941.92 | 302,280.06 | 267,645.43 | 39,576.55 | | 39,576.55 |
| LIBRARY | 106,246.95 | 15,358.77 | 11,830.40 | 109,775.32 | | 109,775.32 |
| RECREATION | - | 209.31 | 209.31 | - | | - |
| RURAL FIRE | 7,399.18 | 10,447.59 | 15,364.89 | 2,481.88 | | 2,481.88 |
| INDUSTRIAL | 60,641.06 | 27,355.00 | 11,095.70 | 76,900.36 | | 76,900.36 |
| REVOLVING LOAN | _ | - | _ | - | | - |
| SPECIAL PARKS & REC | 94,867.01 | 22,040.47 | 10,759.25 | 106,148.23 | | 106,148.23 |
| STREET IMPROVEMENTS | 111,836.75 | 111,976.43 | 158,619.51 | 65,193.67 | | 65,193.67 |
| BOND & INTEREST | 156,240.81 | 718,737.92 | 798,564.58 | 76,414.15 | | 76,414.15 |
| PUBLIC SAFETY EQUIP. | 3,673.08 | 60,504.00 | 31,547.70 | 32,629.38 | | 32,629.38 |
| FIRE INS PROCEEDS | 0.84 | - | - | 0.84 | | 0.84 |
| SEWER | 245,326.31 | 639,785.36 | 720,827.72 | 164,283.95 | | 164,283.95 |
| RECREATION BENEFIT | - | 26.22 | 26.22 | (0.00) | | (0.00) |
| GOLF COURSE | 5,600.86 | 250,887.67 | 265,932.53 | (9,444.00) | | (9,444.00) |
| SPECIAL REVENUE (911) | 9,897.41 | - | - | 9,897.41 | | 9,897.41 |
| LLEBG GRANT | - | - | - | - | | - |
| TOURISM | 39,737.00 | 51,477.69 | 49,418.37 | 41,796.32 | | 41,796.32 |
| EVIDENCE LIABILITY | 12,899.79 | = | - | 12,899.79 | | 12,899.79 |
| CAPITAL - GENERAL | 41,003.09 | 105,011.39 | 37,543.07 | 108,471.41 | | 108,471.41 |
| CAPITAL IMP STREETS | 913,026.66 | 200,000.00 | 1,258,088.78 | (145,062.12) | | (145,062.12) |
| CAPITAL IMP - SEWER | (368.00) | 4,000.00 | (368.00) | 4,000.00 | | 4,000.00 |
| CAPITAL IMP - GRANTS | 121,346.09 | 377,694.00 | 226,081.21 | 272,958.88 | | 272,958.88 |
| CAPITAL IMP - WATER | 569,576.78 | = | 305,357.42 | 264,219.36 | | 264,219.36 |
| ELECTRIC REVENUE BONDS | 3,858,287.35 | 49,387.71 | 258,274.62 | 3,649,400.44 | | 3,649,400.44 |
| ELECTRIC BOND RESERVE | 95,766.45 | 169,697.00 | 287,291.60 | (21,828.15) | | (21,828.15) |
| CAFETERIA 125 # 50 | 32,174.07 | 27,769.41 | 24,457.65 | 35,485.83 | | 35,485.83 |
| COURT ADSAP # 51 | 7,401.00 | = | = | 7,401.00 | | 7,401.00 |
| COURT BONDS #52 | 13,666.54 | 10,448.76 | 9,948.76 | 14,166.54 | | 14,166.54 |
| FORFEITURES # 53 | 2,928.42 | 675.00 | 2,850.00 | 753.42 | | 753.42 |
| PAYPAL #55 | 0.01 | = | = | 0.01 | | 0.01 |
| TOTALS | 7,767,595.18 | 9,284,569.79 | 10,368,967.86 | 6,683,197.11 | - | 6,683,197.11 |

CITY OF OSAWATOMIE - BUDGET REPORT

| DATE:September 2016 | BUDGETED | REIMBS | EXPENDITURES | UNEN BALANCE |
|--|---|------------|--------------------------|----------------------------|
| • | BUDGETED | KEIIVIDS | EXPENDITURES | UNEN BALANCE |
| GENERAL | - 10 - 0- 00 | | 222 - 24 22 | 1=0.0=0.01 |
| Administration | 543,507.00 | | 366,534.39 | 176,972.61 |
| Codes Enforcement | 158,772.00 | | 81,271.26 | 77,500.74 |
| Police | 872,693.00 | 22,500.19 | 659,441.63 | 235,751.56 |
| John Brown Cabin | 37,388.00 | | 26,028.07 | 11,359.93 |
| Public Works | 230,694.00 | | 124,100.55 | 106,593.45 |
| Swimming Pool | - | | - | - |
| Properties & Maintenance | 299,614.00 | 895.30 | 216,644.91 | 83,864.39 |
| Fire | 63,210.00 | 1,800.00 | 43,688.57 | 21,321.43 |
| Municipal Court | 175,338.00 | , | 113,792.20 | 61,545.80 |
| Levees & Storm Water | 36,950.00 | | 33,533.48 | 3,416.52 |
| Library | 142,092.00 | 2,223.19 | 106,510.47 | 37,804.72 |
| | , | · | | |
| TOTAL | 2,560,258.00 | 27,418.68 | 1,771,545.53 | 816,131.15 |
| WATER | | | | |
| Administration | 289,341.00 | | 206,059.10 | 83,281.90 |
| Water Treatment | 330,275.00 | | 222,691.08 | 107,583.92 |
| Water Distribution | 271,201.00 | | 160,692.93 | 110,508.07 |
| | , | | · | · |
| TOTAL | 890,817.00 | - | 589,443.11 | 301,373.89 |
| ELECTRIC | | | | |
| Administration | 1,445,476.00 | | 976,742.90 | 468,733.10 |
| Electric Production | 1,799,890.00 | | 1,276,077.91 | 523,812.09 |
| Elect Transmission | 574,524.00 | | 412,609.82 | 161,914.18 |
| TOTAL | 2 040 000 00 | | 0.665.400.60 | 1 151 150 27 |
| TOTAL | 3,819,890.00 | - | 2,665,430.63 | 1,154,459.37 |
| EMPLOYMENT BENEFIT | 745,687.00 | 99,542.94 | 718,143.49 | 127,086.45 |
| REFUSE | 431,500.00 | | 267,645.43 | 163,854.57 |
| LIBRARY | 11,000.00 | | 11,830.40 | (830.40) |
| RECREATION | 2,000.00 | | 209.31 | 1,790.69 |
| RURAL FIRE | 20,250.00 | | 15,364.89 | 4,885.11 |
| INDUSTRIAL | 20,500.00 | | 11,095.70 | 9,404.30 |
| REVOLVING LOAN | - | | - | - |
| SPECIAL PARKS & REC | 40,300.00 | | 10,759.25 | 29,540.75 |
| ST IMPROVEMENT | 178,024.00 | | 158,619.51 | 19,404.49 |
| BOND & INTEREST | 751,020.00 | | 798,564.58 | (47,544.58) |
| PUBLIC SAFETY EQUIP. | 47,100.00 | | 31,547.70 | 15,552.30 |
| FIRE INS PROCEEDS | , - | | - | - |
| SEWER | 973,126.00 | | 720,827.72 | 252,298.28 |
| REC EMP BENEFITS | 1,000.00 | | 26.22 | 973.78 |
| GOLF COURSE | 300,619.00 | 49.68 | 265,982.21 | 34,686.47 |
| SPECIAL REV (FIRE EQUIP) | - | 10.00 | - | |
| SPECIAL REVENUE (911) | _ | | _ | _ |
| LLEBG GRANT | _ | | | |
| | E0 002 00 | 1 060 00 | 50 470 27 | 0 663 63 |
| TOURISM | 58,082.00 | 1,060.00 | 50,478.37 | 8,663.63 |
| EVIDENCE LIABLITIY | 2,000.00 | | - | 2,000.00 |
| CAPITAL - GENERAL | 123,150.00 | | 37,543.07 | 85,606.93 |
| CAPITAL IMP STREET | 1,618,426.00 | | 1,258,088.78 | 360,337.22 |
| CAPITAL IMP - SEWER | 10,000.00 | - | (368.00) | 10,368.00 |
| CAPITAL IMP - GRANTS | 822,113.00 | | 226,081.21 | 596,031.79 |
| CAPITAL IMP - WATER ELECTRIC REVENUE BOND | 569,576.00 3,504,054.00 | | 305,357.42 258,274.62 | 264,218.58 3,245,779.38 |
| ELECTRIC REVENUE BOND ELECTRIC UTILITY DEBT SER | | | 287,291.60 | (1.60) |
| CAFETERIA 125 #50 | 47,500.00 | | 24,457.65 | 23,042.35 |
| COURT ADSAP #51 | - ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | , 107.50 | - |
| COURT BONDS #52 | 15,000.00 | | 9,948.76 | 5,051.24 |
| FOREITURES #53 | - | | 2,850.00 | (2,850.00) |
| PAY PAL #55 | | | <u> </u> | |
| GRAND TOTAL | 17,850,282.00 | 128,071.30 | 10,497,039.16 | 7,481,314.14 |