AGENDA

BASEHOR CITY COUNCIL WORK SESSION
November 10, 2008
6:00 p.m.
Basehor City Hall

a. Consider options for funding the U.S. 24-40/150th Intersection and Wolfcreek Parkway projects.
b. Discuss issues surrounding annexation of Cedar Lake Estates subdivision and work completed by city engineer.
c. Review proposed changes to the subdivision regulations and sign code.
d. Review future industrial site options.
e. Discuss proposed 2009 wage plan.

AGENDA ITEM INFORMATION FORM

Agenda Item: Consider options for funding the U.S. 24-40/150th Intersection and Wolfcreek Parkway projects.

Department: Administration and Public Works

Background/Description of Item:
The Cooperative Agreement provided terms for use of the $325,000 for purchase of the triangle piece of property plus preliminary design of the project. A draft agreement was also presented at the Oct. 20 city council meeting between KDOT and the City of Basehor wherein KDOT agrees to provide the $325,000 funding to the City of Basehor.

Remaining to be decided is how the $500,000 originally committed by KDOT to the City of Basehor for Wolfcreek Parkway will be spent. The $1.5 million 150th Intersection project might be grouped together with the $1.5 million Wolfcreek Parkway project and the $500,000 utilized towards the combined $3.0 million total.

KDOT is waiting on a decision from the City of Basehor on how the $500,000 funding will be used before completing the funding agreement.

The City would need to make the 150th Intersection a priority and agree to a funding mechanism for the project such as a KDOT revolving loan. Funding for this project would use up projected funds for other projects that were previously higher in priority. Part of the reason for putting the $500,000 against Wolfcreek Parkway was the option of getting the funding rebated through the Transportation Development District (TDD).

Current balance in the Consolidated Highway transportation fund (July 8, 2008): $2,015,300.83
#1 150th Street from Parallel to Craig 2009 project - $850,000 project, minus $100,000 corridor funds
#2 Wolfcreek Parkway – no direct funding required
#3 155th Street from 24-40 North for 800' – might wait
#4 158th from 24-40 north to Parallel – completed in 2008 by Lv County - $56,000
#5 150th Intersection North of 24-40 – projected cost $1.5 million

Other Projects:
#1 155th and Parallel Intersection, add turn lanes – projected cost $499,428
Balance after 150th Street: $1,265,300

Funding Source: Transportation, TDD and Corridor Management Funds

Recommendation: Resolve priority and funding issues on the Wolfcreek Parkway and 150th Intersection project.

Prepared by: Carl E. Slaugh, City Administrator
Council Date: November 10, 2008

Capital Improvements Plan 2008-2012

Project:	Priority	2008	2009	2010	2011	2012
Community Facilities						
Improve PD Parking Lot	1	10,000				
Extend City Hall sidewalk	2	1,000				
Unfunded Future Projects						
City Hall and Police Building	3					5,000,000
Community Center ($4.0 million)	4					
Total Revenues:		279,773	307,869	335,965	364,061	392,157
Balance Forward:		593,037	861,810	1,169,678	1,505,643	1,869,703
Capital Expenditures:		11,000	0	0	0	5,000,000
Projected Balance:		861,810	1,169,678	1,505,643	1,869,703	-2,738,141

Transportation						
Corridor Management Projects (Note 4)						
150th St.- Craig St. to Parallel Rd.	1		785,956			
Wolfcreek Blvd Reverse Frontage 150th-153rd	2	$0				
155th St.- 24/40 N. for 800'	3		320,000 (1)			
158th St.- 24/40 N. to Parallel Rd.	4			734,976		
150th and 24-40 Intersection North	5				Unknown	
150th St. 24-40 north to Wolfcreek Blvd	6					
Reverse Frontage 150th-153rd South Side	7					
150th and 24-40 Intersection South	8					
Reverse Frontage Rd.- 155th to 158th St.	9				124,015	
Other Projects						
155th St. and Parallel Intersection	1		499,428			
155th St- Parallel N. to Elm	2			480,000		
155th St. and Leavenworth Rd. Intersection	3			998,855		
147th St.- Donahoo Rd. to Hollingsworth Rd.	4			535,000 (2)		
147th St.- Leavenworth to Donahoo Rd.	5				610,000	
K-7 to Donahoo Rd. Left Turn Lane	6					250,000
Parallel Rd.- 155th St. to 163rd St.	7					165,000
Miscellaneous Improvements	-	181,468	185,823	190,283	194,850	199,526
Unfunded Future Projects						
147th St.- Parallel Ln. to Leavenworth Rd.	12					1,371,534
142nd St.- State Ave. to Parallel Rd.	13					727,425
Rev. Frontage Rd.(N)- 153rd to 150th St.	14					
Rev. Frontage Rd.(S)- 153rd to 150th St.	15					
150th St. Intersection Improvements	16					
Total Revenues:		572,678	610,252	647,942	685,750	723,679
Balance Forward:		1,732,021	2,106,276	1,227,859	-2,025,137	-2,286,727
Operating Expenditures:		16,955	17,462	17,968	18,475	18,982
Capital Expenditures:		181,468	1,471,207	3,882,969	928,865	614,526
Projected Balance:		2,106,276	1,227,859	-2,025,137	-2,286,727	-2,196,555

Capital Improvements Plan 2008-2012

Project:	Priority	2008	2009	2010	2011	2012
Public Utilities						
New Plant Expansion	1	3,940,000				
Remove Chestnut lift station	2	150,000				
Storage shed	3		50,000			
Sewer Line Rehabilitation	-	400,000	400,000	400,000		
Plant Bond Payments	-	488,000	488,000	811,581	1,135,162	1,135,162
Total Revenues:		6,312,101	887,141	963,889	1,028,264	1,089,661
Balance Forward:		633,604	1,677,686	1,325,208	763,831	330,701
Operating Expenditures:		290,019	301,620	313,685	326,232	339,281
Capital Expenditures:		4,978,000	938,000	1,211,581	1,135,162	1,135,162
Projected Balance:		1,677,686	1,325,208	763,831	330,701	-54,081
Recreation and Leisure						
Trail 1- Tomahawk Valley	1		132,331			
Trail 2- BES to Park	2		19,608			
Unfunded Future Projects						
Recreation Complex/City Park	3		4,000,000			
Total Revenues:		30,010	31,162	32,373	33,647	34,989
Balance Forward:		101,400	125,230	-1,913	23,903	50,797
Operating Expenditures:		6,180	6,365	6,556	6,753	6,956
Capital Expenditures:		0	151,939	0	0	0
Projected Balance:		125,230	-1,913	23,903	50,797	78,830

Notes:

(1) Funded by a Transportation Development District (TDD).

(2) Leavenworth County project.

(3) Forecasts do no include interest.

(4) Project amounts listed are the city participating share, not total project costs; see individual project sheets for details

AGENDA ITEM INFORMATION FORM

Agenda Item: Update on the annexation process for the Cedar Lake Estates subdivision.

Department: Administration

Background/Description of Item:
The city council on July 7, 2008 approved Resolution 2008-09 which set a public hearing date of September 8, 2008 as part of the process in the proposed annexation of Cedar Lake Estates subdivision in accordance with K.S.A. 12-520.

Prior to the public hearing on July 17 notices were mailed to the affected property owners. An open house was also held on August 25 to give an opportunity to discuss the issues surrounding the annexation.

During the public hearing on September 8 questions were raised concerning the sufficiency of the legal process required by K.S.A. 12-520a. After considering the alleged deficiencies there were recommendations to start the process over again rather than take the chance that a legal appeal would result in the same recommendation.

The deficiencies included the following:
1. Three of the 112 property owners were not sent certified notices.
2. Resolution 2008-09 was not sent with the original certified notifications
3. Claims that the detail on extension of services required by K.S.A. 12-520a (3) was insufficient.

If the council votes to start the process over again a new resolution would be approved setting a new public hearing date.
Nov. 17 Adopt resolution to set public hearing date (no less than 60 (Jan. 16) nor more than 70 (Jan. 26) days) – projected for Jan. 19

Some issues to resolve: house numbering, garbage collection service
Consider using a legal consultant specializing in annexation issues.

Funding Source: Planning, 807 Printed Materials/Publications $4,000 balance 1,667.73

Recommendation: Review annexation procedures and issues.

Prepared by: Carl E. Slaugh, City Administrator
Council Date: November 10, 2008

1. Possible Change in Some Addresses and Street Names

As part of the annexation, the City may choose to change the addresses from the County street numbering system to the City street numbering system. This will effect mainly those properties on north-south streets with five digit addresses.

In addition, 154 Terrace and the existing segment of 155 Street in Cedar Lake are incorrectly numbered in relation to their alignment on the street grid. 154 Terrace should be 155 Terrace and 155 Street should be 156 Street.

2. Garbage Collection

Upon annexation, the residents of Cedar Lake Estate will be eligible for solid waste pick-up through the city's contract with Deffenbaugh Industries. The current rate for a city resident is $9.70 per month (billed every three months), rate varies depending on COLA. Depending on the location, the average trash hauling fee for a non-city resident is approximately $24.00 per month.

Bumpy Roads and Honey Creek provide garbage collection service to the area. Bumpy Roads charges $18.35 per month and has made a request to continue providing service there until the Deffenbaugh contract comes up for renewal (Dec. 31, 2010).

There has been some question whether the contract with Deffenbaugh allows another hauler within the city limits. It appears that the city has the right in accordance with the Code to exclude certain properties.

1. WORK TO BE DONE

The **CONTRACTOR** shall collect and dispose of all garbage, trash and solid waste, as those matters are defined in Section 15, Artle 3 of the Code of the City of Basehor, a copy of which is attached hereon and incorporated herein as "Attachment A" and hereafter referred to as the **CODE**, from all residential dwellings, except those which may be excluded by the CITY in accordance with the **CODE**, and from those commercial, public or semi-public **facilities which may be included by the CITY, in accordance with the** CODE, and from those commercial, public or semi-public facilities which may be included by the **CITY**, in accordance with the **CODE**, all within the corporate limits of the City of Basehor KS.

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Proposed Annexation Area

Existing City Limits

N

0 500

scale feet

1" = 500'

CEDAR LAKES ANNEXATION

McAFEE HENDERSON SOLUTIONS, INC.
Civil Engineering ✦ Land Surveying
15323 W. 95th Street Lenexa, KS 66219
Ph: (913) 888-4647 Fax: (913) 390-9865

Annexation Legal

A tract of land located in Southwest Quarter of Section 11, Township 11 South, Range 22 East, and being all of Cedar Lake Estates, Cedar Lake Estates – Phase 2, Cedar Lake Estates Phase 3, and Cedar Lake Estates Phase 4 Subdivision, all subdivisions in the County of Leavenworth, Kansas according to the recorded plats thereof and being more particularly described as follows:

COMMENCING at the Southeast corner of the Southwest Quarter of said Section 11; thence North 00°19'04" East, along the East line of said Southwest Quarter, a distance of 706.58 feet to the POINT OF BEGINNING; thence continuing North 00°19'04" East, along said East line, a distance of 1932.89 feet to the Northeast corner of the Southwest Quarter of said Section 11; thence North 89°13'03" West, along the North line of the Southwest Quarter of said Section 11, a distance of 2286.87 feet; thence South 00°00'43" West, a distance of 725.99 feet; thence South 89°13'03" West, a distance of 125.00 feet; thence South 00°00'43" West, a distance of 275.00 feet; thence South 89°13'03" West, a distance of 200.00 feet to the East right-of-way line of 158th Street as shown on the recorded plat; thence South 00°00'43" West, along said right-of-way line, a distance of 150.00 feet; thence South 89°59'17" East, a distance of 300.00 feet; thence South 00°00'43" West, a distance of 829.00 feet; thence South 90°00'00" East, a distance of 843.87 feet; thence South 01°36'23" East, a distance of 174.00 feet; thence South 17°13'37" West, a distance of 164.54 feet; thence South 03°22'07" West, a distance of 134.25 feet; thence South 90°00'00" East, a distance of 51.56 feet; thence North 13°43'52" East, a distance of 134.52 feet; thence North 46°47'14" East, a distance of 278.31 feet; thence North 68°12'43" East, a distance of 103.13 feet; thence South 70°56'34" East, a distance of 169.45 feet; thence South 14°02'43" East, a distance of 75.39 feet; thence North 86°52'48" East, a distance of 91.62 feet; thence South 51°41'08" East, a distance of 91.16 feet; thence South 45°26'02" West, a distance of 106.06 feet; thence South 44°27'07" East, a distance of 252.25 feet; thence North 84°10'39" East, a distance of 290.03 feet; thence North 43°06'36" East, a distance of 99.95 feet; thence North 29°54'56" East, a distance of 108.63 feet; thence North 19°36'26" East, a distance of 386.05 feet; thence North 89°53'53" East, a distance of 143.97 feet to the point of beginning and containing 5,021,508.21 square feet or 115.28 acres more or less.

Calculated error of closure = 1:995,932

NOTE: the above described legal description is based upon the recorded plats noted. No field work was performed to verify any overlaps or gaps. The legal descriptions for the indicated plats closed and were contiguous to each other.

Extent to Which Any of the Area is Land Devoted to Agricultural Use

No land within the proposed area to be annexed is used for agricultural purposes.

Area of Platted Land Relative to Unplatted Land

All of the land within the proposed area to be annexed is platted.

Topography, Natural Boundaries, Storm and Sanitary Sewers, Drainage Basins, Transportation Links or any Other Physical Characteristics Which May be an Indication of the Existence or Absence of Common Interest of the City and the Area Proposed to be Annexed

The area proposed to be annexed is currently being served by City of Basehor's wastewater treatment plant. The area abuts the current city boundary and is within the City's growth management area. The area to be annexed has developed in a similar manner to subdivisions within the city i.e. high density, asphalt streets with curb and gutter, storm sewer system, and sanitary sewer system.

Extent and Age of Residential Development in the Area to be Annexed and Adjacent Land Within the City's Boundaries

The first phase of the proposed area to be annexed was platted in 1996. The fourth and final phase was platted in 2002. The adjacent subdivisions to the north (Pinehurst), south (Estates of Cedar Lakes), and east (Cedar Falls) have been platted since 2002.

Present Population in the Area to be Annexed and the Projected Population Growth During the Next Five Years in the Area Proposed to be Annexed

The present population is estimated to be 375 with no additional growth occurring in the annexed area.

Extent of Business, Commercial, and Industrial Development in the Area

There are no business, commercial, or industrial development within the area proposed to be annexed.

Present Cost, Methods, and Adequacy of Governmental Services and Regulatory Controls in the Area

Police Protection – The proposed annexation area is currently served by the Leavenworth County Sheriff's Office (LVSO). The LVSO has divided the County into districts for patrolling purposes. The area to be annexed is located in a district that is bounded by State Avenue on the north, 206th Street to the west, and the County line on the east and south sides. The district contains approximately seventy-two square miles. There is one officer assigned to each patrol district. An additional officer roams between this district and the district to the west.

The LVSO is funded through property taxes,_____

_____

. The department received _____ from property taxes in 2008. Those taxes are paid on all properties within the County, including those within incorporated cities.

Due to the large coverage area of each patrol officer compared to the City of Basehor's Police Department the service would be considered inadequate.

Fire Protection – The proposed annexation area is served by the Fairmount Township Fire Department (FTFD). The FTFD is a volunteer fire department with over thirty active members. The department is located on 155th Street approximately 2.5 miles north of the proposed annexation area. The fire department is funded by a 3.988 tax levy (2007 Tax Rate) that is paid by all properties in Fairmount Township.

The service provided by the fire department is adequate based upon the rural setting and population of the township.

Wastewater Treatment – Under KDHE mandate the sewage lagoons which served Sewer District #7 were removed from service in 2004. The sewage from the proposed annexation area is treated by the City of Basehor's wastewater treatment plant. Properties outside of the City limits pay 125% of the City's sewer rates. Based on billing records the average sewer bill for the area is $44.55. The property tax bill for residents in the annexation area includes a grinder pump maintenance fee of $91/year and a $240/year fee for repayment of a KDHE loan.

Street Maintenance – The roads within the proposed annexation area are maintained by the Leavenworth County Public Works Department (LVPW). The department maintains 726 miles of county roads. The majority of the roads, approximately 69%, are unpaved. Only a small percentage of the roads within the County are constructed with asphalt and curb & gutter such as those within the area to be annexed.

The total budget for the LVPW was approximately $9,200,000 in 2008. On a per mile basis the County spends over $12,600/year on maintaining roads. The LVPW receives the majority of its funding, around 75%, through property taxes. All residents within the County, including those within incorporated cities, pay 8.055 mils (2007 Tax Rate) to the County Road & Bridge Fund.

Residents outside of the City pay any additional township mil levy for township roads. The 2007 tax rate for township county roads was 7.629 mils.

According to the County Engineer his department is not set up to maintain the types of streets within this subdivision. They have contracted for crack sealing in the past and would chip & seal the roads if needed. Typically residents in high density subdivisions such as this are not satisfied with having chip & seal placed over the asphalt.

Trash Service – The area to be annexed is currently served by Bumpy Roads at a cost of $18.35 per month.

Regulatory Controls – The Leavenworth County Board of County Commissioners (BOCC) currently regulates this area. Land use issues within the area must be heard by the Leavenworth County Planning Commission (PC). The PC makes recommendations to the BOCC on land use issues. Leavenworth County issues building permits for the area but there are no building codes within the County.

Proposed Cost, Extent, and the Necessity of Governmental Services to be Provided by the City Proposing Annexation and the Plan and Schedule to Extend Such Services

Police Protection – The City of Basehor Police Department divides the City into two districts for patrolling purposes. The department has an east and a west district with 155th Street as the dividing line. The west district covers approximately 2.5 square miles of area while the east district covers approximately 3.5 square miles. The proposed annexation area would be located in the west district. The department has one officer assigned to each district at all times. Officers with the City of Basehor Police Department routinely drive through the annexation area while patrolling the surrounding City subdivisions, Pinehurst and Cedar Falls. Due to the proximity of the proposed area to be annexed in relation to the current City limits the increase in cost to the department to patrol the area will be minimal.

The Police Department is primarily funded through property taxes. In 2008 the department received _____ from the City's general fund.

Fire Protection – The proposed area to be annexed and the City of Basehor are both located in Fairmount Township. No change in fire protection will occur.

Wastewater Treatment – Upon annexation the sewer rates for the area will decrease to the current established City sewer rates. Based upon current billing records the average bill will decrease $8.91/month. It is anticipated that the City will continue to collect a grinder pump maintenance fee to fund repairs and replacement of grinder pumps. This fee may be adjusted as required to fund the needed maintenance.

The Wastewater treatment plant is funded by user fees, connection fees, and property taxes. These funding sources are used to pay for the daily maintenance and operation of the plant along with KDHE loans for upgrades, expansion, etc. Properties connected to the wastewater plant but

outside of the city limits are only contributing through user fees. The City currently makes payments of $488,000/year to KDHE for the original plant. The wastewater treatment plant is operating at near capacity. Construction of a plant expansion is scheduled to start before the end of 2008. This expansion is needed to serve the growth of the City and areas outside of the City which Leavenworth County is no longer able to provide wastewater treatment to.

Change to Total Department Budget to be comparable to County

Street Maintenance – The City of Basehor Public Works Department maintains approximately 44 miles of roadway within the City limits. Based on the department 2009 budget the City will spend approximately $5,200/mile/year for street maintenance and repair. The City recently began a street maintenance program to evaluate the condition of the streets within the City and prioritize the repairs that are needed. The repairs in the program include curb replacement, patching, milling, and overlaying. The 1.5 miles of streets within the annexation area will be included in this program.

Trash Service – The City of Basehor contracts with Deffenbaugh for trash service. The current charge is $9.70 per month. This amounts to a savings of $8.65 per month.

Regulatory Controls – The City of Basehor Planning Commission and City Council would regulate the proposed annexation area. The City issues building permits and has an inspection program to ensure compliance of building codes within the City limits.

Tax Impact Upon Property in the City and the Area

There will be no current tax impact on the taxpayers in the City of Basehor. The taxpayers in the proposed annexation area will see approximately a 22% increase in their taxes. The following table shows the 2007 tax levies for Leavenworth County and the City of Basehor.

	City of Basehor	Leavenworth County
State	1.500	1.500
County	28.121	28.121
Basehor City	28.547	
Fairmount Township	3.988	11.617
School – USD 458	47.688	47.688
Basehor Library	6.167	6.167
Total	**116.011**	**95.093**

Refer to Table 1 for the change in property taxes for each property within the proposed area to be annexed.

Extent to Which the Residents in the Area are Directly or Indirectly Dependent Upon the City for Governmental Services and for Social, Economic, Employment, Cultural, and Recreational Opportunities and Resources

No social, economic, employment, cultural or recreational opportunities or resources presently exist in the area proposed to be annexed, so the residents are directly dependent upon the City of Basehor or others for such services and amenities.

Effect of the Proposed Annexation on the City and Other Adjacent Areas, Including, but not Limited to, Other Cities, Sewer and Water Districts, Improvement Districts, Townships or Industrial Districts and, Subject to the Provisions of K.S.A. 12-512a, and Amendments Thereto, Fire Districts

There will be no impact on other cities, water district, improvement district, township, or fire district. The County Public Works Department currently maintains and manages the Sewer District #7 account which collects fees for the repayment of a KDHE loan and maintenance of the sewer system. This account will be taken over and managed by the City of Basehor.

Existing Petitions for Incorporation of the Area as a New City or for the Creation of a Special District

There are no known existing petitions.

Likelihood of Significant Growth in the Area and in Adjacent Areas During the Next Five Years

The proposed area to be annexed is built out with the exception of several lots so there will be no significant growth within the area to be annexed.

Leavenworth County Sewer District #3 is preparing to close its sewage lagoon by connecting the district's system to the City of Basehor's sewage system. A new gravity sewer line will be installed across undeveloped ground east of Glenwood Estates Subdivision. This line will open over sixty acres of land for development. A new middle school is scheduled to be completed in June 2010. The new middle school will be located on the west side of 158th Street directly west of Glenwood Elementary School.

The likelihood of additional growth in the surrounding area is high.

Effect of Annexation Upon the Utilities Providing Services to the Area and the Ability of Those Utilities to Provide Those Services Shown in the Detailed Plan

The utility providers will not change due to the proposed annexation.

Economic Impact on the Area

There will be no economic impact on the area.

Wasteful Duplication of Services

There will be no duplication of services.

Table 1 - Property Tax

PROPERTY ADDRESS		County Property Tax	City Property Tax	Property Tax Change	
18175	CYPRESS BEND	$2,925.30	$3,568.79	$643.49	
18147	CYPRESS BEND	$2,672.68	$3,260.61	$587.92	
18141	CYPRESS BEND	$2,800.63	$3,416.70	$616.07	
18137	CYPRESS BEND	$3,767.24	$4,595.93	$828.69	
18131	CYPRESS BEND	$2,984.35	$3,640.83	$656.48	
18125	CYPRESS BEND	$2,987.63	$3,644.83	$657.20	
18119	CYPRESS BEND	$2,749.34	$3,354.13	$604.78	
18111	CYPRESS BEND	$3,001.85	$3,662.18	$660.33	
18105	CYPRESS BEND	$4,068.08	$4,962.95	$894.87	
18100	CYPRESS BEND	$4,216.59	$5,144.12	$927.54	
18114	CYPRESS BEND	$4,940.75	$6,027.58	$1,086.84	
18138	CYPRESS BEND	$4,235.39	$5,167.07	$931.68	
18152	CYPRESS BEND	$4,042.93	$4,932.27	$889.34	
18168	CYPRESS BEND	$4,694.69	$5,727.41	$1,032.71	
18184	CYPRESS BEND	$3,463.33	$4,225.18	$761.84	
18200	CYPRESS BEND	$4,290.07	$5,233.78	$943.71	
15713	CEDAR LANE	$4,050.36	$4,941.34	$890.98	
15693	CEDAR LANE	$3,824.21	$4,665.44	$841.23	
15677	CEDAR LANE	$3,754.01	$4,579.79	$825.78	
15671	CEDAR LANE	$4,130.74	$5,039.40	$908.66	
15651	CEDAR LANE	$4,437.71	$5,413.89	$976.18	
15625	CEDAR LANE	$3,746.57	$4,570.72	$824.15	
15674	CEDAR LANE	$3,280.71	$4,002.38	$721.67	
15690	CEDAR LANE	$3,158.67	$3,853.49	$694.82	
15710	CEDAR LANE	$3,242.43	$3,955.69	$713.25	
15724	CEDAR LANE	$2,768.92	$3,378.01	$609.09	
15750	CEDAR LANE	$2,906.71	$3,546.11	$639.40	
18290	155TH ST	$3,647.05	$4,449.31	$802.26	
00000	EVANS RD	$0.11	$0.13	$0.02	Lake Tract
15604	CEDAR LANE	$3,180.54	$3,880.17	$699.64	
15586	CEDAR LANE	$5,844.58	$7,130.24	$1,285.66	
15564	BRADFORT CT	$3,242.43	$3,955.69	$713.25	
15558	BRADFORT CT	$3,376.94	$4,119.78	$742.84	
15544	BRADFORT CT	$2,942.80	$3,590.13	$647.34	
15532	BRADFORT CT	$2,740.81	$3,343.72	$602.91	
15522	BRADFORT CT	$2,665.03	$3,251.27	$586.24	
15510	BRADFORT CT	$3,230.40	$3,941.01	$710.61	
15502	BRADFORT CT	$3,008.41	$3,670.18	$661.77	
15490	BRADFORT CT	$3,074.02	$3,750.23	$676.21	
15474	BRADFORT CT	$3,250.74	$3,965.82	$715.08	
15458	BRADFORT CT	$2,588.48	$3,157.88	$569.40	
15446	BRADFORT CT	$3,040.12	$3,708.87	$668.75	
18231	153RD ST	$3,176.60	$3,875.37	$698.77	
15489	BRADFORT CT	$3,042.53	$3,711.81	$669.28	
15507	BRADFORT CT	$2,492.24	$3,040.47	$548.23	
15519	BRADFORT CT	$3,214.00	$3,921.00	$707.00	
15523	BRADFORT CT	$3,164.79	$3,860.96	$696.17	
15549	BRADFORT CT	$3,072.93	$3,748.90	$675.97	
15506	CEDAR LANE	$2,934.05	$3,579.46	$645.41	
15498	CEDAR LANE	$3,031.37	$3,698.20	$666.82	
18209	153RD ST	$3,141.61	$3,832.68	$691.07	
18236	153RD ST	$2,531.61	$3,088.50	$556.89	
18224	153RD ST	$3,206.13	$3,911.39	$705.27	
18210	153RD ST	$3,433.81	$4,189.16	$755.35	
18198	153RD ST	$3,128.70	$3,816.94	$688.23	
18180	153RD ST	$3,836.24	$4,680.12	$843.87	
00000	153RD ST	$828.38	$1,010.60	$182.22	Vacant Lot

Table 1 - Property Tax Cont.

PROPERTY ADDRESS		County Property Tax	City Property Tax	Property Tax Change	
15463	CEDAR LANE	$4,287.89	$5,231.11	$943.22	
15471	CEDAR LANE	$4,373.18	$5,335.17	$961.99	
15483	CEDAR LANE	$4,551.44	$5,552.63	$1,001.20	
15491	CEDAR LANE	$5,015.77	$6,119.10	$1,103.34	
15501	CEDAR LANE	$4,028.05	$4,914.12	$886.07	
15515	CEDAR LANE	$4,907.39	$5,986.89	$1,079.50	
15527	CEDAR LANE	$4,142.44	$5,053.67	$911.23	
15539	CEDAR LANE	$4,202.26	$5,126.65	$924.39	
15547	CEDAR LANE	$4,715.14	$5,752.35	$1,037.21	
15561	CEDAR LANE	$3,759.69	$4,586.73	$827.03	
15575	CEDAR LANE	$4,966.56	$6,059.07	$1,092.51	
00000	CEDAR LANE	$860.42	$1,049.69	$189.27	Vacant Lot
15591	CEDAR LANE	$4,202.70	$5,127.18	$924.48	
15601	CEDAR LANE	$3,531.90	$4,308.83	$776.93	
15613	CEDAR LANE	$4,532.85	$5,529.95	$997.11	
18279	155TH ST	$3,827.49	$4,669.44	$841.95	
18351	155TH ST	$3,069.65	$3,744.89	$675.24	
18363	155TH ST	$3,352.88	$4,090.43	$737.55	
18371	155TH ST	$2,962.48	$3,614.15	$651.67	
18383	155TH ST	$2,806.54	$3,423.90	$617.37	
18391	155TH ST	$3,126.19	$3,813.87	$687.68	
18396	155TH ST	$3,241.34	$3,954.35	$713.01	
18388	155TH ST	$3,057.62	$3,730.22	$672.60	
18376	155TH ST	$3,468.80	$4,231.85	$763.05	
18367	154TH TERR	$3,792.50	$4,626.75	$834.25	
18375	154TH TERR	$462.58	$564.34	$101.76	
18387	154TH TERR	$2,783.13	$3,395.35	$612.22	
18392	154TH TERR	$2,775.48	$3,386.01	$610.53	
18380	154TH TERR	$2,891.40	$3,527.43	$636.03	
18372	154TH TERR	$3,433.81	$4,189.16	$755.35	
15508	PINE RIDGE	$2,926.39	$3,570.12	$643.73	
15518	PINE RIDGE	$3,276.33	$3,997.04	$720.71	
15527	PINE RIDGE	$3,057.40	$3,729.95	$672.55	
15541	PINE RIDGE	$2,932.95	$3,578.13	$645.17	
15551	PINE RIDGE	$3,351.79	$4,089.10	$737.31	
15561	PINE RIDGE	$3,493.95	$4,262.53	$768.58	
15587	PINE RIDGE	$3,242.43	$3,955.69	$713.25	
15613	PINE RIDGE	$3,078.40	$3,755.57	$677.17	
15651	PINE RIDGE	$3,024.81	$3,690.19	$665.38	
18356	155TH ST	$3,690.80	$4,502.68	$811.88	
15709	PINE CIRCLE	$3,195.41	$3,898.32	$702.91	
15715	PINE CIRCLE	$3,019.45	$3,683.66	$664.20	
15721	PINE CIRCLE	$3,134.17	$3,823.61	$689.44	
15727	PINE CIRCLE	$2,582.36	$3,150.41	$568.05	
15733	PINE CIRCLE	$3,019.78	$3,684.06	$664.27	
15743	PINE CT	$3,139.31	$3,829.88	$690.57	
15753	PINE CT	$2,732.83	$3,333.98	$601.15	
15763	PINE CT	$2,701.12	$3,295.29	$594.18	
15773	PINE CT	$621.04	$757.65	$136.61	
15778	PINE CT	$420.48	$512.97	$92.49	
15768	PINE CT	$2,515.21	$3,068.49	$553.28	
15758	PINE CT	$2,787.73	$3,400.96	$613.23	
15748	PINE CT	$3,626.28	$4,423.96	$797.69	
15738	PINE CT	$2,577.65	$3,144.67	$567.02	

Based on 2007 Leavenworth County Tax Rates

Summary of Changes to the Subdivision Regulations
November 4, 2008
Dustin Smith, Planning Director

Preface - removed because most of the information will be covered in the ordinance adopting the Regulations.

Section numbering – has been changed to reflect the codification of the Subdivision Regulations in the Municipal Code. However, only the section numbers have been changed at this time. The subsections have not been renumbered and will be done for later versions.

2-106. Included language to establish a period of eighteen (18) months after approval of the final plat in which the the development rights will be vested, unless the final plat is recorded, after which the development rights are vested for five (5) years.

2-106b – removed.

2-201 – Removed language that encourages informal meeting with the Planning Commission prior to plat submittal, since we no longer encourage it, but it still suggests an informal meeting with staff.

2-203 (1) (a) (11) – added to require the setbacks to be listed on the final plat.

2-203 (1) (a) (12) – added language to ensure that the surveyors seal and signatures is required.

2-203 (2) – added language for clarification.

2-203 (6) – added language to clarify the process of recording the final plat.

2-203 (7) - added language regarding the period of validity of the final plat that coincides with the vesting of the development in section 2-106.

2-404 (10) (b) – Recommending the minimum size of apartments be reduced to 550 square feet, based on a request from a developer and his perception of the market in Basehor.

2-409. Removing the requirement for development reviews by the Park Advisory Board.

2-409 (3). Changes to how the fees for the Park Fund are determined. Currently we use $200 per lot.

2-410 (2) (c) and (d) – provides new requirements for corner markers in subdivisions.

2-412 and 2-413. Clarification of review fees for plats and construction documents.

2-503 (1) (a). Providing requirement that the surety bond amount is equal to 100% of the contractors bid price provided to the developer.

2-503(5) – Including a maintenance bond amount equal to 125% of the costs of the public improvements.

2-507. Includes a timeframe for the completion of punch list items after the acceptance of the public improvements.

Other minor language changes made throughout the document.

Changes Since the October 7, 2008 Planning Commission Meeting

2-204 (1 and 3). Exempting short-form plats (plats for four lots or less) from the public hearing requirements.

2-402 (16). Included language to require sidewalks to extend off of the closed end of cul-de-sacs if cul-de-sacs are allowed in the subdivision design.

2-402 (17). Changed the right-of-way widths to coincide with the Comprehensive Plan.

2-402 (24 thru 26). Adopting KCAPWA standards for street construction.

2-402 (27). Requiring sidewalks to be constructed to KCAPWA standards and requiring sidewalks on both sides of all streets.

2-406. Requiring water and sanitary sewer facilities to be designed according to KCAPWA.

2-407. Requiring water and sanitary sewer facilities to be designed according to KCAPWA.

Summary of Sign Regulations
November 4, 2008
Dustin Smith, Planning Director

District Regulations

Freestanding Signs

Sign Area (Maximum)

Current

Residential: 50 square feet

Commercial: Four (4) square foot per lineal foot of property frontage, not to exceed 300 square feet.

Industrial: Four (4) square foot per lineal foot of property frontage, not to exceed 700 square feet.

Proposed

Residential: 24 square feet

Commercial and Industrial: 100 square feet maximum.

Sign Height (Maximum)

Current	**Proposed**
Residential: 15 feet	7 feet
Commercial: 40 feet	20 feet
Industrial: 30 feet	20 feet

Number of Signs Allowed

Current	**Proposed**
Residential: 1	1
Commercial: 2 per zoning lot	1 per street frontage
Industrial: 2 per zoning lot	1 per street frontage

Setbacks on Freestanding Signs

Current

Residential: No closer than ½ the distance of the front yard.

Commercial: Advertising signs must maintain the same setback as principal structure, otherwise, no setback on other signs, except they can't extend into or be placed in the right-of-way, but other types of signs (i.e. business signs) can be at the property line, but not in the right-of-way.

Industrial: Advertising signs must maintain the same setback as principal structure, otherwise, no setback on other signs, except they can't extend into or be placed in the right-of-way.

Proposed

All districts: Cannot be placed in or extend into any right-of-way, utility or access easement or across a property line.

Wall Signs

Sign Area (Maximum)

Current

Residential: 50 square feet.

Commercial and Industrial Districts: No apparent limitation on size.

Proposed

Residential: Signage limited to one (1) square foot per 2 feet of lineal footage of the wall onto which the sign will be attached.

Commercial and Industrial Districts: Signage limited to one (1) square foot per lineal footage of the wall onto which the sign will be attached.

Number Allowed

Current

Residential: One (1) sign total per property (i.e. cannot have wall sign and freestanding sign.

Commercial and Industrial Districts: Three (3) signs total per property (i.e. two wall signs and one freestanding sign.)

Proposed

Residential: One wall sign per structure.

Commercial and Industrial Districts: Can be one sign or multiple signs. Signs can be placed on each wall with the assumption that most buildings will have no more than two walls with signage on them due to visibility.

Other Changes after October 7, 2008

Section 4-804A(1)(e) – clarification of information required for sign permit.

Section 4-804A(6) – added language to only require the permit to be displayed until construction is complete.

Section 4-804A(7)(B)(3) – clarification of when the city will send a letter for unsafe sign.

Section 4-804B – added section on Enforcement and Violations.

Section 4-805C – provided language to allow monument signs supported by two-posts without having to provide post covers.

Section 4-805D – Remove the language relating to time and temperature signs due to redundancy. These signs will be allowed by the regulations.

Section 4-805G – Added section to address hand-made signs and required uniform lettering with the use of guidelines.

Section 4-805I – Added section relating to real estate signs.

Section 4-805J – Added section to address banner signs and allowing four (4) signs per year for 15 days at a time on properties that are used for multi-family or non-residential purposes.

Removed section on menu-boards and replaced into Section 4-806B that addresses signs exempt from obtaining permits.

Section 4-805K - Minor amendments for clarification on prohibited signs and devices.

Section 4-805L – Amendments to Traffic Safety section.

Section 4-805M – Amendments indicating that non-conforming signs will be regulated in the same manner as non-conforming structures in the Zoning Regulations and removed language specific to the Sign Regulations.

Section 4-805N – Minor amendments relating to sign maintenance with subsection 3 removed because it is covered in a preceding section.

Section 4-806A – reduced the number of signs exempted from the regulations.

Section 4-806B (9) – amendments to size and display periods for political signs.

Section 4-806B (10 thru 12) – minor amendments addressing temporary signs, memorial signs and menu boards.

Electronic Message Centers

Residential Districts – limited to:

1. Shall not exceed 50% of the total sign area allowed in the district
2. Maximum 7 feet in height
3. must be turned off by 10:00 p.m.

Commercial and Industrial Districts – limited to:

1. Cannot exceed 32 square feet of the 100 square feet allowed for the entire business sign.
2. Maximum 20 feet in height.
3. Does not have to be turned off at night, but must be equipped with dimmer relative to ambient light.

AGENDA ITEM INFORMATION FORM

Agenda Item: Consider industrial site property to be promoted by LCDC and the City of Basehor.

Department: Administration and Planning

Background/Description of Item:
The City has previously looked at several properties that might be suitable for industrial site development. The Port Authority and LCDC have been working to select a site within the county for development. They are ready to authorize an engineer to do some more in depth analysis of each site, approximately $20,000 per property.

The City previously selected the Miles industrial site as the property closest to being ready to develop. Others that might be suitable are the Joe Nick property, Meyer family property, and the Schlagel property south of 24-40.

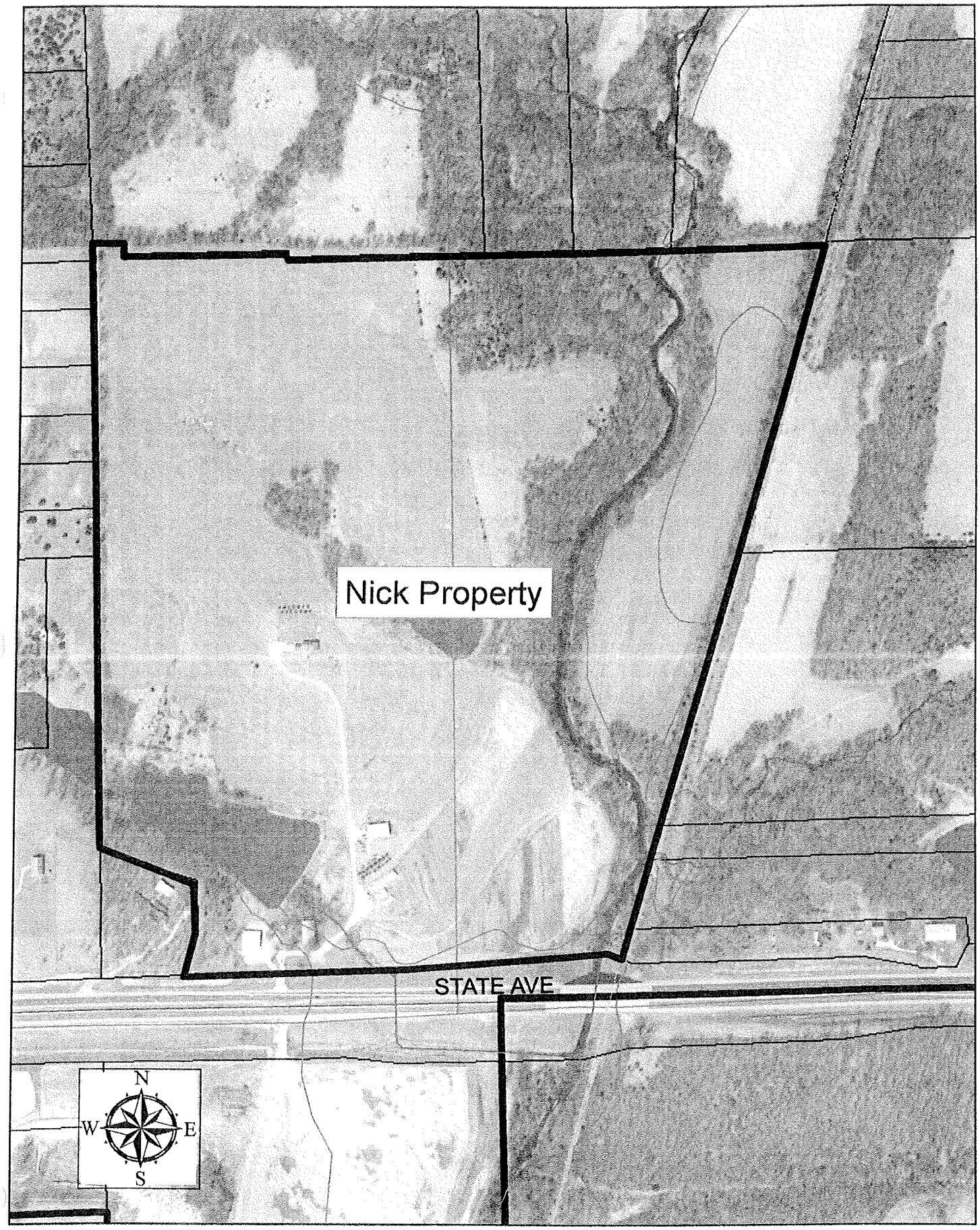
The pros and cons of each property will be discussed, including point system, owner willingness to sell and cost of land preparation.

Funding Source: Planning

Recommendation: Review progress in developing an industrial site and the challenges awaiting resolution to make the property readily available.

Prepared by: Carl E. Slaugh, City Administrator
Council Date: November 10, 2008

		Schlagel Property	Meyer Property	Nick Property	Bocks Property	Miles Property
		158 St/US 24-40	147 St / Leavenworth Rd.	14700 block of US 24/40	142 St/US 24-40	142 St/US 24-40
Transportation						
	Roads/Highways	85	85	85	85	85
	Rail	0	0	0	0	0
	Airports	0	0	0	0	0
	Bridges	0	0	0	0	0
	Rivers	0	0	0	0	0
Physicality of Land						
	Topo/Slope/Grades	47	64	43	48	51
	Underlying Geology	15	15	-5	-5	-5
	Soil Type	15	10	10	15	15
	Water Detention	-5	15	15	15	15
	Environmental	10	10	10	10	10
	Flood Plain/Wetland	5	5	-15	-15	5
	Size of Tract	30	30	30	30	15
	Shape of Tract(s)	20	20	20	20	20
Utility Access						
	Phone/Internet	30	30	15		30
	Gas	13	25	13	5	13
	Electric	30	15	15	15	45
	Water	40	30	40	40	40
	Sewer	30	0	0	0	50
Acquisition Considerations						
	Willing to sell attitude	0	50	50	20	50
	Number of Owners	30	40	30	40	40
	Proximity to Existing Ind. Parks	10	10	20	20	10
Adjoining Properties						
	Residential Encroachment and Developments	60	30	30	30	30
	Expansion Opportunities	10	10	0	10	25
Costs to Purchase						
	Costs to Purchase	60	60	60	60	60
Process/Zoning/Codes/Regulations/Convenants						
	Comprehensive Plan Compliance	15	-20	10	5	50
	Technical Specifications Reqs.	-30	-30	-30	-30	-30
	Platting Process	20	10	20	20	40
	Zoning	0	0	0	0	20
	Codes	15	15	15	15	15
	Proximity to City	10	10	10	10	10
Total Points		565	539	491	463	709


Nick Property
STATE AVE
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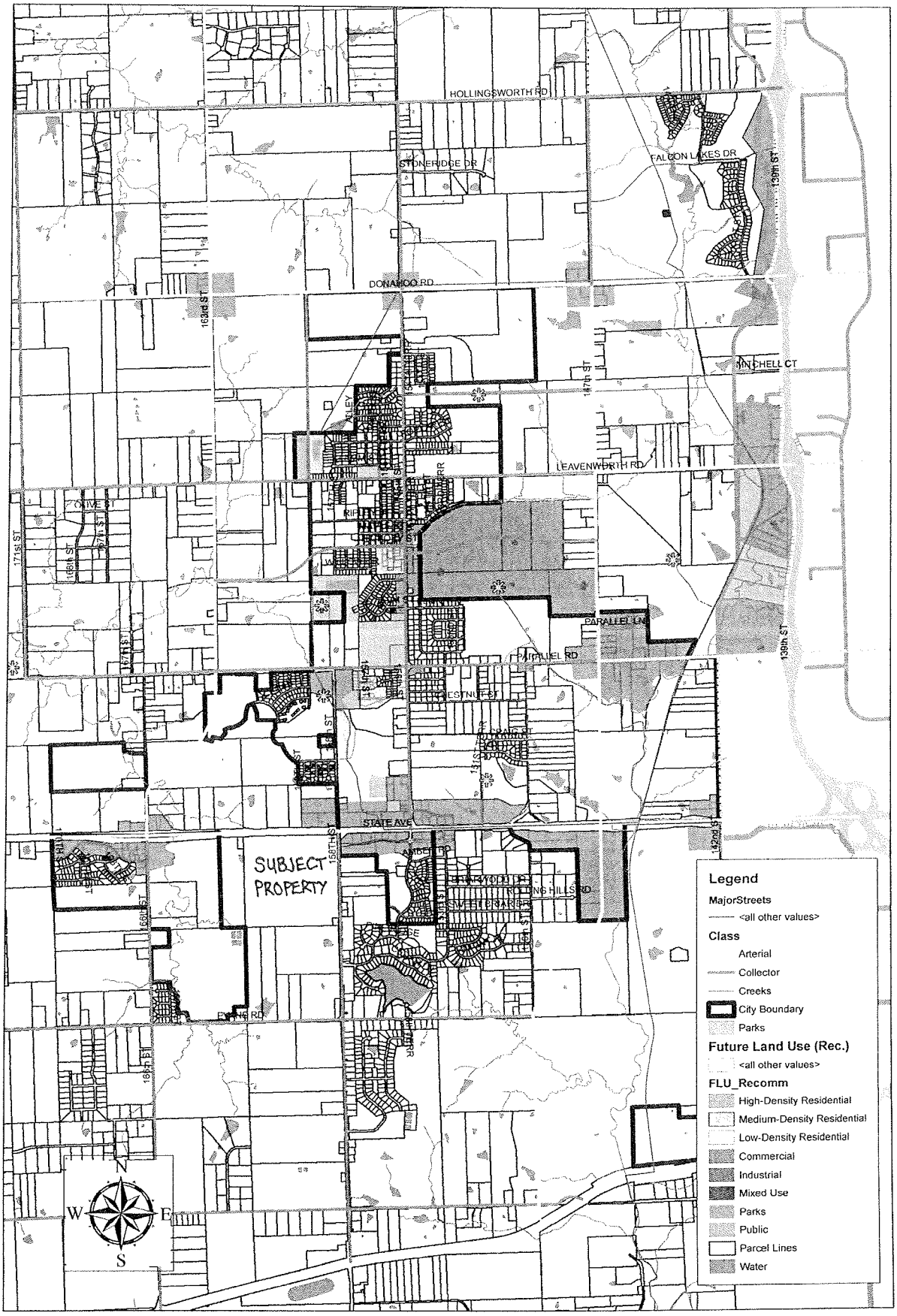
26
35
SUBJECT PROPERTY
SEWER LOCATIONS
LEAVENWORTH ROAD
WELLINGTON PLACE DRIVE
POPLAR STREET
MARTIN STREET
ELM STREET
147TH STREET
155TH STREET
154TH ST.
153RD TERRACE
1" = 900'

Future Land Use Recommendations
March, 2007



AGENDA ITEM INFORMATION FORM

Agenda Item: Consider proposed 2009 Wage Adjustments.

Department: Administration

Background/Description of Item:
The pay plan for the City of Basehor approved as part of the personnel policy manual includes a step increase plan to provide for employee longevity. There are also provisions for cost-of-living increases and merit.

The 2009 budget included the amounts for step increases and 5% for COLA and merit.

The Police Clerk pay appears to be set lower than the surrounding area. The rest of city positions are also lower than the surrounding area, but the police clerk position should be increased from a base position of $10.00 to $12.00 to eliminate a disparity.

The 5% pay increases will become effective with the pay dates worked in January for all employees not on probation.

The 2009 wage adjustments do not require an increase in the mill levy.

Funding Source:

Recommendation: Approve the 2009 wage adjustments and pay increases effective the first pay period of 2009.

Prepared by: Carl E. Slaugh, City Administrator
Council Date: November 10, 2008

Five Year Budget Wage Plan

Authorized Positions and Estimated Wag 8-2009

Position	2008 Hourly Wage	2008 Salary	2008 Step Wage	2008 Step Date	2008 Step Salary	2008 Step Difference	2008 Actual Differences	2009 Hourly Wage	2009 Salary	2009 Step Wage	2009 Step Date	2009 Step Salary	2009 Step Difference	2009 Actual Differences
Mayor-PT	N/A	$1,200.00						N/A	$5,200.00					
City Council-PT	N/A	$6,000.00						N/A	$12,000.00					
City Administrator-FT	$32.75	$68,120.00						$34.39	$71,526.00					
City Administrator Intern - PT	$11.00	$11,440.00						$11.00	$11,440.00					
City Clerk-FT	$27.52	$57,241.60						$28.90	$60,103.68					
Treasurer-PT	$16.72	$24,076.80						$17.56	$25,280.64	$18.00	02/21/09	$25,920.00	$639.36	$586.08
Receptionist/Clerical-FT	$10.50	$21,840.00						$11.03	$22,932.00					
Chief of Police-FT	$24.27	$50,481.60	$24.87	07/10/08	$51,729.60	$1,248.00	$624.00	$25.48	$53,005.68					
Lieutenant-FT	$21.08	$43,846.40	$21.60	05/05/08	$44,928.00	$1,081.60	$721.07	$22.13	$46,038.72					
Police Sergeant-FT	$18.84	$39,187.20	$19.31	01/17/08	$40,164.80	$977.60	$977.60	$19.78	$41,146.56					
Police Corporal-FT	$16.60	$34,528.00	$17.02	07/28/08	$35,401.60	$873.60	$436.80	$17.43	$36,254.40					
Police Officer-FT	$15.25	$31,720.00		07/31/08			-$13,216.67	$16.01	$33,306.00					-$33,306.00
Police Officer-FT	$15.25	$31,720.00						$16.01	$33,306.00					
Police Officer-FT	$15.25	$31,720.00						$16.01	$33,306.00					
		-$31,720.00					-$31,720.00		-$33,306.00					
Police Officer-FT	$14.88	$30,950.40	$15.25	03/27/08	$31,720.00	$769.60	$641.33	$15.62	$32,497.92					
Police Officer-FT	$14.88	$30,950.40						$15.62	$32,497.92					
Police Officer-FT	$14.88	$30,950.40						$15.62	$32,497.92	$16.01	09/20/09	$33,300.80	$802.88	$267.63
Police Officer-FT	$14.88	$30,950.40						$15.62	$32,497.92	$16.01	08/22/09	$33,300.80	$802.88	$334.53
Police Officer-FT	$14.88	$30,950.40						$15.62	$32,497.92					
Police Officer-FT	$14.41	$29,972.80					$29,972.80	$15.13	$31,471.44					
Police-Court Clerk-FT	$13.87	$28,849.60	$14.22	07/31/08	$29,577.60	$728.00	$364.00	$14.56	$30,292.08					
Police-Court Clerk-FT	$10.72	$22,297.60	$10.99	07/17/08	$22,859.20	$561.60	$280.80	$11.26	$23,412.48					
Animal Control Officer-PT	$13.21	$13,738.40						$13.87	$14,425.32					
Police Officers-PT (3 Officers)	$14.41	$18,026.91						$15.13	$18,928.26					
Police Officers-PT (4 Officers)	$13.39	$36,822.50						$14.06	$38,663.63					
City Superintendent-FT	$28.77	$59,841.60						$30.21	$62,833.68	$30.97	03/08/09	$64,417.60	$1,583.92	$1,319.93
SR Maintenance Worker-FT	$13.78	$28,662.40						$14.47	$30,095.52					
Maintenance Worker-FT	$12.24	$25,459.20	$12.54	01/18/08	$26,083.20	$624.00	$624.00	$12.85	$26,732.16					
Maintenance Worker I-FT	$11.65	$24,232.00	$11.94	08/21/08	$24,835.20	$603.20	$251.33	$12.23	$25,443.60					
SR Wastewater Operator-FT	$16.82	$34,985.60						$17.66	$36,734.88					
Wastewater Operator-FT	$12.31	$25,604.80	$12.61	04/24/08	$26,228.80	$624.00	$468.00	$12.93	$26,885.04					
Assistant City Clerk-FT	$14.06	$29,244.80						$14.76	$30,707.04	$15.13	04/30/09	$31,470.40	$763.36	$508.91
Special Park Seasonal Employee	$9.10	$2,912.00						$9.56	$3,057.60					
Planning Director-FT	$27.85	$57,928.00	$28.55	03/27/08	$59,384.00	$1,456.00	$1,213.33	$29.24	$60,824.40					
Planner-FT	$17.85	$37,128.00						$18.74	$38,984.40					
Building/Code Inspector-FT	$19.90	$41,392.00	$20.40	09/28/08	$42,432.00	$1,040.00	$260.00	$20.90	$43,461.60					
Planning Intern-PT	$11.00	$11,440.00						$11.00	$11,440.00					
Total Estimated Wages		$1,104,691.81				$10,587.20	-$8,101.60		$1,168,422.40				$4,592.40	$1,125.00
Overtime at Regular Wage		$2,000.00							$2,000.00					
HIDTA Reimbursement		-$32,000.00							-$32,000.00					$32,000.00
OT/Comp Time / Vacation (11.35%)		$97,659.21							$81,982.00					
Total Estimated Wages		$1,172,351.02							$1,220,404.40					
Social Security (6.2%)		$72,685.76							$75,665.07					
Medicare (1.45%)		$16,999.09							$17,695.86					
Unemployment Benefits (.10%)		$6,291.82							$1,220.40					
Medical Benefit		$98,590.00							$174,670.51					
Life Insurance ($5/EE plus 4% inflation/yea		$1,260.00							$1,680.00					
Dental Insurance ($31/EE plus 4% inflation		$7,308.00							$11,424.00					
Deferred Compensation (13.51%)		$96,074.47							$95,614.05					
KPF Retirement Contribution (13.51%)		$64,123.44							$65,586.68					
		$1,535,683.61							$1,663,960.98					

Note: HIDTA Officer resigned July 2008 and there are no plans at this time to hire a full time planner in 2009. Both positions were budgeted for all benefits.

City of Basehor
STEP INCREASE SUMMARY
(Effective 1/01/08)

FULL-TIME EMPLOYEES											
Employee	**Hire Date**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
Adams, S	**2/21/2005**							1/1/2008	2/21/2009	2/21/2011	2/21/2013
Bridgeman,	1/7/2008	1/7/2008	1/7/2010	1/7/2012	1/7/2014	1/7/2016	1/7/2018	1/7/2020	1/7/2022	1/7/2024	1/7/2026
Brown, J	7/17/2006	1/1/2008	7/17/2008	7/17/2010	7/17/2012	7/17/2014	7/17/2016	7/17/2018	7/17/2020	7/17/2022	7/17/2024
Burns, A	3/7/2006	1/1/2008	3/27/2008	3/27/2010	3/27/2012	3/27/2014	3/27/2016	3/27/2018	3/27/2020	3/27/2022	3/27/2024
Cochran, R	8/21/2006					1/1/2008	8/21/2008	8/21/2010	8/21/2012	8/21/2014	8/21/2016
Cory, J	9/20/2007	1/1/2008	9/20/2009	9/20/2011	9/20/2013	9/20/2015	9/20/2017	9/20/2019	9/20/2021	9/20/2023	9/20/2025
Dockery, T	7/31/2000				1/1/2008	7/31/2008	7/31/2010	7/31/2012	7/31/2014	7/31/2016	7/31/2018
Hallgrimson	1/17/2004				1/1/2008	1/17/2008	1/17/2010	1/17/2012	1/17/2014	1/17/2016	1/17/2018
Henry, P	1/18/2006							1/1/2008	1/18/2008	1/18/2010	1/18/2012
Holden, D	3/14/2005									1/1/2008	3/14/2009
Johnson, A	10/8/1999										1/1/2008
Joslyn, M	4/19/2008	4/19/2010	4/19/2012	4/19/2014	4/19/2016	4/19/2018	4/19/2020	4/19/2022	4/19/2024	4/19/2026	4/19/2028
Lee, M	9/28/2004						1/1/2008	9/28/2008	9/28/2010	9/28/2014	9/28/2016
Lynnes, E	10/16/2006	1/1/2008	10/16/2008	10/16/2010	10/16/2012	10/16/2014	10/16/2016	10/16/2018	10/16/2020	10/16/2022	10/16/2024
Martley, L	3/19/2001	1/1/2008	7/10/2008*	3/19/2011	3/19/2013	3/19/2015	3/19/2017	3/19/2019	3/19/2021	3/19/2023	3/19/2025
Merget, M	8/22/2007	1/1/2008	8/22/2009	8/22/2011	8/22/2013	8/22/2015	8/22/2017	8/22/2019	8/22/2021	8/22/2023	8/22/2025
Mogle, M	11/6/1984										1/1/2008
Myracle, M	3/8/1999							1/1/2008	3/8/2009	3/8/2011	3/8/2013
Pierce, R	5/5/2008	5/5/2010	5/5/2012	5/5/2014	5/5/2016	5/5/2018	5/5/2020	5/5/2022	5/5/2024	5/5/2026	5/5/2028
Renn, K	4/30/2007	1/1/2008	4/30/2009	4/30/2011	4/30/2013	4/30/2015	4/30/2017	4/30/2019	4/30/2021	4/30/2023	4/30/2025
Slaugh, C	3/27/2006										
Smith, D	3/27/2006		1/1/2008	3/27/2008	3/27/2010	3/27/2012	3/27/2014	3/27/2016	3/27/2018	3/27/2020	3/27/2022
Stewart, E	12/5/2005		1/1/2008	Resigned							
Van Cleave	7/28/2004	1/1/2008	7/28/2008	7/28/2010	7/28/2012	7/28/2014	7/28/2016	7/28/2018	7/28/2020	7/28/2022	7/28/2024
Wright, S	4/24/2006	1/1/2008	4/24/2008	4/24/2010	4/24/2012	4/24/2014	4/24/2016	4/24/2018	4/24/2020	4/24/2022	4/24/2024
Legend:	Jan-08	Mar-08	Apr-08	Jul-08	Aug-08	Sep-08	Oct. 2008	Year 2009			

Note: Calculated on two-year increments (when employee became full-time)

*6/02/08-Council approved Step 2 increase effective 7/10/08 (6 mo. anniversary date)