



Agenda

**COMMITTEE OF THE WHOLE
GOVERNING BODY
CITY OF LENEXA, KANSAS
17101 W. 87TH STREET PARKWAY**

**MARCH 8, 2022
7:00 PM
COMMUNITY FORUM**

CALL TO ORDER

ROLL CALL

APPROVE MINUTES

January 25, 2022 Committee of the Whole meeting draft minutes (located in the Appendix)

DISCUSSION

1. Johnson County Transit presentation
2. Lenexa Arts Council public art discussion
3. Community Development Department update

APPENDIX

4. January 25, 2022 Committee of the Whole meeting draft minutes
5. Item 2 -- Public Art Policy

ADJOURN

Dist. Governing Body; Management Team; Agenda & Minutes Distribution List

IF YOU NEED ANY ACCOMMODATIONS FOR THE MEETING, PLEASE CONTACT THE CITY ADA COORDINATOR, 913/477-7550. KANSAS RELAY SERVICE 800/766-3777. PLEASE GIVE 48 HOURS NOTICE



**COMMITTEE OF THE WHOLE
MEMORANDUM**

ITEM 1

SUBJECT: Johnson County Transit presentation

CONTACT: Scott McCullough, Community Development Director

DATE: March 8, 2022

PROJECT BACKGROUND/DESCRIPTION:

Josh Powers, Business Liaison with Johnson County, will present proposed new transit pilot programs and changes to transit routes, including a proposed new route on 87th Street Parkway through Lenexa.

ATTACHMENTS

None



**COMMITTEE OF THE WHOLE
MEMORANDUM**

ITEM 2

SUBJECT: Lenexa Arts Council public art discussion

CONTACT: Susanne Neely, Recreation Supervisor

DATE: March 8, 2022

PROJECT BACKGROUND/DESCRIPTION:

For more than 30 years, the City, with the input of the Lenexa Arts Council, has amassed a sizeable collection of public art pieces for the enjoyment of the community. The City currently owns more than 20 pieces, including two-dimensional and three-dimensional art.

In 2007, the Governing Body approved the City's Public Art Policy, which sets forth the City's approach to acquiring and placing public art. The policy provides direction on the purchase process, selection factors, and methods, as well as funding options and the location of public art.

The City's most recent public art efforts include:

- Purchase of "Frenzied Flight" in 2015 and located in Central Green Park;
- Purchase of "Amusing Breeze" in 2016 and located in Sar-Ko-Par Trails Park;
- Purchase of "Body Politic" and "Splash" in 2018 and located on the Lenexa civic campus;
- Relocation of "Na Nex Se" in 2017 to the Lenexa civic campus; and
- Relocation of "Team Illusion" in 2021 along 95th Street between Lackman Road and Santa Fe Trail Drive.

The policy requires the Arts Council to annually review the policy and to make recommendations to the Governing Body regarding the priority list of locations for public art and the purchase of public art.

Staff will present an overview of the policy, share the Arts Council's recommendations for priority locations, and discuss preferences for public art.

VISION / GUIDING PRINCIPLES ALIGNMENT:

Vision 2040
Inviting Places

Guiding Principles
Extraordinary Community Pride

ATTACHMENTS

1. Presentation
2. Policy located in the Appendix



Public Art Discussion with Parks & Recreation Lenexa Arts Council

March 8, 2022



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Background

- City's public art collection includes more than 20 pieces of art
- Most Recent Public Art Efforts
 - Frenzied Flight – 2015
 - Amusing Breeze – 2016
 - Na-Nex-Se relocation - 2017
 - Body Politic – 2018
 - Splash – 2018
 - Team Illusion relocation - 2021

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Public Art Policy Overview

- **Procedures:**

- Annually, the Arts Council shall make recommendation(s) to the Governing Body regarding the purchase of public art. The recommendation should focus on public art appropriate for areas identified in the approved "Priority List".
- Final decisions rest with City Council. Anticipated that city makes one annual purchase of public art.
- Upon GB acceptance of recommendations, GB directs the City Attorney or designee to commence negotiations. City Attorney may work collectively with one or more member of the LAC and GB to negotiate terms.
- Public Art is exempt from City's purchasing policies.



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Public Art Policy Overview

- **Purchase Methods:**

1. Standard Purchase – already completed piece of art
2. Open Competition
3. Limited Competition
4. Direct Selection



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Overview of Funding

- Public Art Funding is available through four main sources
 - PRIF Zone 1: \$33,374.35
 - CIF: \$176,693.93
 - Foundation: \$42,884.18
 - Fundraising: ??? Per piece

Zone 1	Fees Collected	Interest	Expense	Encumbrance	Balance
Parks	1,944,305.78	65,208.80	\$999,900.99	\$0.00	\$1,109,613.59
Arts	58,469.77	2,515.58	\$27,611.00	\$0.00	\$33,374.35
Total	\$2,002,775.55	\$67,724.38	\$927,511.99	\$0.00	\$1,142,987.94

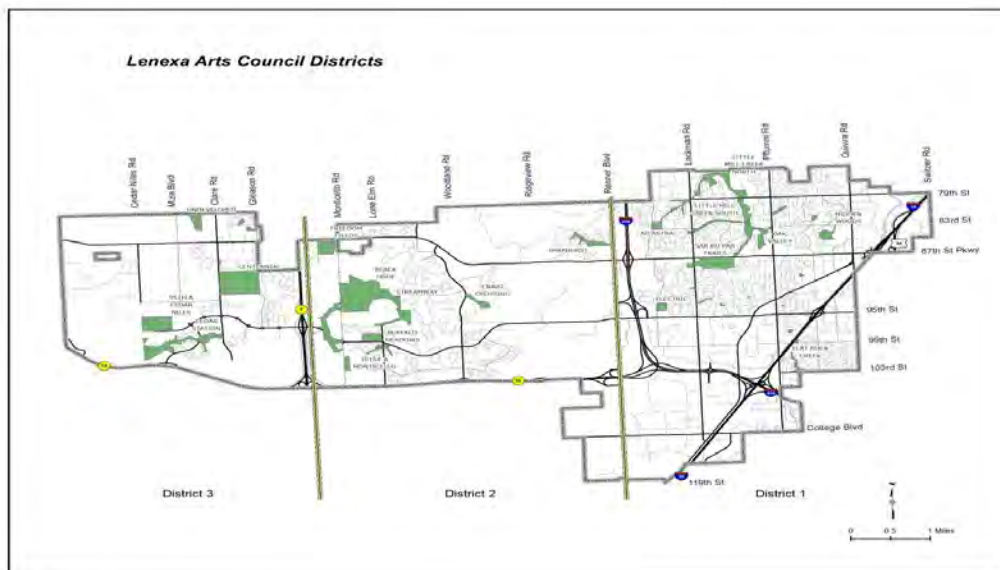
Zone 2	Fees Collected	Interest	Expense	Encumbrance	Balance
Parks	1,488,074.88	60,075.77	593,423.50	\$0.00	\$954,727.15
Arts	45,557.14	1,351.26	32,630.49	\$0.00	\$14,277.91
Total	\$1,533,632.02	\$61,427.03	\$626,053.99	\$0.00	\$969,005.06

Zone 3	Fees Collected	Interest	Expense	Encumbrance	Balance
Parks	931,199.31	60,392.83	\$158,770.00	\$0.00	\$832,822.14
Arts	27,860.85	2,744.17	\$0.00	\$0.00	\$30,605.02
Total	\$959,060.16	\$63,137.00	\$158,770.00	\$0.00	\$863,427.16



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Public Art Zone Map



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Public Art Locations by Zone

Zone 1

- Windswept – Police Department
- Sundown – Community Center
- The Jogger – Community Center
- Team Illusion – 95th St
- Wash Day – Sar-Ko-Par
- Swimmer – Sar-Ko-Par
- The Serpent – Sar-Ko-Par
- Grampa – Sar-Ko-Par
- Amusing Breeze – Sar-Ko-Par
- Cowboy – Sar-Ko-Par
- The Hunt – 83rd near Candlelight
- Abstract Spinach Garden –TB

Zone 2

- Bull Ridge – Prairie Star
- Na Nex Se – Civic Campus
- Body Politic – Civic Campus
- Splash – Civic Campus
- Frenzied Flight – Central Green

Storage

- Bison
- Kuros
- Autumn Landscape
- Winter Landscape
- Hunter with Pheasants
- This Town is Lenexa Kansas

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Priority Locations Recommendation

- Zone 1 - Lenexa Community Center/Senior Center, outdoor gathering area for possible sculpture
- Zone 2 - Black Hoof Park, near Oak Shelter or along trail near lake
- Zone 1 - Little Mill Creek North Park, along trail or near playground
- Zone 1 - Lenexa Community Center/Senior Center, outdoor wall for possible mural
- Zone 2 – Future new Justice Center to be located at Prairie Star Parkway and Britton

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Priority Locations Recommendation

- Additionally, the LAC recommends looking at the following locations for future consideration on the priority list:
 - Zone 3 - Centennial Park – Future park on Claire Road
 - Zone 3 - Cedar Station Park at Mize Lake
 - Zone 2 - Craig Crossing Park on Woodland Road
 - Zone 1 - Hidden Woods Park, 12241 W. 83rd St



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Moving Forward

- Focus on new art piece(s) on priority list
 - Community/Senior Center reconstruction
 - Sculpture
 - Mural
 - Black Hoof Park



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Moving Forward

- Renew focus on following Public Art Policy
 - Revisit Priority List annually (and include in annual report to Council) seeking approval
 - Recommend a public art purchase annually or a target project





COMMITTEE OF THE WHOLE
MEMORANDUM

ITEM 3

SUBJECT: Community Development Department update

CONTACT: Scott McCullough, Community Development Director

DATE: March 8, 2022

PROJECT BACKGROUND/DESCRIPTION:

Community Development Director Scott McCullough will present the Community Development Department annual [report](#) covering the 2021 operating year.

VISION / GUIDING PRINCIPLES ALIGNMENT:

Vision 2040

Inviting Places

Vibrant Neighborhoods

Integrated Infrastructure & Transportation

Guiding Principles

Superior Quality Services

Strategic Community Investment

Inclusive Community Building

ATTACHMENTS

None



**MINUTES OF THE
JANUARY 25, 2022
LENEXA COMMITTEE OF THE WHOLE MEETING
COMMUNITY FORUM, 17101 W 87th STREET PARKWAY
LENEXA, KS 66219**

CALL TO ORDER

Mayor Boehm called the meeting to order at 7 PM.

ROLL CALL

Councilmembers Karlin, Eiterich, Nicks, Roh, Arroyo, Sayers, and Denny were present with Mayor Boehm presiding. Councilmember Nolte was absent.

Staff present included Beccy Yocham, City Manager; Todd Pelham, Deputy City Manager; Mike Nolan, Assistant City Administrator; Scott McCullough, Community Development Director; Sean McLaughlin, City Attorney; Jennifer Martin, City Clerk; and other City Staff.

APPROVE MINUTES

January 11, 2022 Committee of the Whole meeting draft minutes

Councilmember Roh made a motion to approve the January 11, 2022 Committee of the Whole meeting draft minutes and Councilmember Eiterich seconded the motion. Motion passed unanimously.

STUDENT INTRODUCTION

Thomas Arnett, Scout Troop 324, attended the meeting for his Citizenship in the Community badge.

DISCUSSION

1. Compensation Study presentation and discussion

Jim Bowers, Human Resources Director, reviewed Johnson County and Kansas City Metro unemployment rates, entry-level position hiring struggles, and turnover rates since 2017. He explained how local competitors' pay plans worked differently than Lenexa's and said that Lenexa made changes to its process in 2018. He detailed the results of those changes, noting that turnover dropped immediately and resignations to join other agencies stopped.

Mr. Bowers said that the City pay plans increased in 2019, but not in 2020 or 2021 due to the pandemic. He reported on current turnover rates and vacancies and said that

entry-level, non-safety positions are even more difficult to fill now than in 2017, in part because comparative agencies have significantly increased entry-level pay.

Mr. Bowers said that a comprehensive pay study was finally completed in fall 2021 that had been delayed from spring 2020. He said that eight comparison market/peer groups were identified, as well as benchmark jobs. The study conducted market pricing using published pay data, conducted a custom survey of the peer group, and compared market results against incumbent data.

Mr. Bowers said the pay study concluded that the current economy and inflation are leading employers to perform pay studies and increase pay plans and that Lenexa's pay amounts have fallen behind competitors. He presented six staff recommendations.

1. Increase non-public safety (NPS) pay amounts 5.5%
2. Eliminate NPS pay amounts below \$15 per hour
3. Increase public safety pay
4. Make range adjustments for existing employees in March 2022
5. Make annual pay increase of 3% in August 2022 for qualified employees
6. Adjust pay amounts annually as budget allows

Mr. Bowers reviewed the Fire, Police, and NPS current and proposed pay plans. He said the cost to implement these recommendations is approximately \$1.75 million.

Mr. Bowers said that benefits will be studied next, comparing Lenexa's benefits and retention tools to the peer groups from the 2021 pay study.

Mr. Bowers said that staff plans to present the 2022 pay plan to the Governing Body in February. He added that staff will report on benefits at a future date.

Discussion followed regarding the pay ranges that are being eliminated, how the changes will be communicated with employees, effects of the changes on the remaining pay ranges, how job experience is calculated, frequency of pay studies and informal reviews, benefits study recommendations, employee appreciation and retention, and the selection of the pay study peer groups.

Beccy Yocham, City Manager, and Mr. Bowers addressed questions and talked about how this is a complicated process, and a lot of work has been done to make sure it will work.

Ms. Yocham said that benefits will be reviewed next, and staff will consider non-traditional benefits that might appeal to employees in addition to health and retirement.

STAFF REPORTS

Ms. Yocham said that the National League of Cities conference will be held in person March 12-16, 2022 and any councilmember wanting to attend needs to let staff know right away to meet registration deadlines. Mayor Boehm asked Mike Nolan, Assistant City Manager, to contact representatives to determine their availability during the

conference so schedules can be arranged to meet with them personally.

ADJOURN

Councilmember Eiterich made a motion to adjourn, and Councilmember Sayers seconded the motion. Motion passed unanimously.

The meeting adjourned at 7:52 PM.

GOVERNING BODY POLICIES

CHAPTER GB07 PUBLIC ART

Article GB07-A PUBLIC ART POLICY.

Section GB07-A-1 OBJECTIVES.

The purpose of the Arts Council is to promote and encourage public programs to further public awareness in the fine and performing arts and to serve as a clearing house for scheduling artistic activities, reviewing artist proposals, and managing exhibits with the City. The Arts Council also serves as an advisor to the Governing Body making recommendations for the purchase, placement, and disposition of public art.

The intent of this Public Art Policy ("Policy") is to establish guidelines for the Arts Council and Governing Body in the purchase and placement of public art. The goals of the Policy are to:

1. Improve quality of life;
2. Educate the community; and
3. Promote public art.

Section GB07-A-2 SCOPE.

Art can be defined broadly to include visual art, interactive art and performing art, but for the purpose of this Policy, the focus shall be limited to public art as defined herein.

Section GB07-A-3 DEFINITIONS.

The following words when used in connection with this Policy shall have the meaning respectively ascribed to them herein.

CITY: The City of Lenexa.

LENEXA ARTS COUNCIL (ARTS COUNCIL): a nine member board established pursuant to Lenexa Code Section 1-5-B-1.

PRIORITY LIST: A list that establishes priority areas for locating public art; which list is approved by the Governing Body, maintained by the City Clerk, and reviewed at least annually by the Arts Council. The Priority List may be amended at any time by vote of the Governing Body on either its own initiative or upon recommendation of the Arts Council.

PUBLIC ART: Visual art displayed in an outdoor City-owned area, on the exterior of any City-owned facility, or inside any City-owned facility in areas designated by the City as public areas if the work of art is installed or financed in whole or part by the City.

Section GB07-A-4 PROCEDURES.

A. Art Purchases

1. Purchase Process: Annually, the Arts council shall make recommendation(s) to the Governing Body regarding the purchase of public art. The recommendation should focus on public art appropriate for areas identified in the approved Priority List.

For each location on the Priority List for which the Arts Council is recommending a specific piece of public art be purchased, the Arts Council shall provide the following information.

- a. a brief description of the public art;
- b. the application of the applicable public art selection factors set forth in Section GB07-A-4 A. 2;
- c. whether the public art is available or would need to be located/commissioned and the recommended purchase method;
- d. the list price of the public art or an estimated commission charge for artwork to be created and the recommended funding source; and
- e. a theme for public art at a specific location if recommended.

The final decision authorizing the purchase of either a specific piece of art or authorizing the commission of a specific artist to create a specific piece of art rests with the Governing Body. It is anticipated that the City will make at least one annual purchase of public art. If the Governing Body decides not to purchase public art in any given calendar year, the reason(s) for such decision should be discussed in a public meeting.

Upon acceptance of an Arts Council recommendation, the Governing Body shall direct the City Attorney or designee to commence negotiations with the artist to agree on a price and contract terms. The City Attorney shall draft the contract and approve as to form. The City Attorney may work collectively with one or more members of the Arts Council and Governing Body to negotiate the final purchase terms with the artist. Public art purchases are exempt from the City's administrative purchasing policy.

2. Purchase Selection Factors: When making public art purchases the Governing Body shall consider factors such as:
 - a. Durability of design and material;
 - b. Maintenance requirements, including resistance to vandalism;
 - c. Quality and impact of work;
 - d. Appropriateness of the public art to the project site, including suitability to fit, content and scale;
 - e. Price;
 - f. Lighting, labeling and installation requirements;
 - g. Public safety; and
 - h. Any other applicable factors.
3. Purchase Methods: Public art may be purchased through multiple methods. The Arts Council will recommend to the Governing Body a method of purchase based upon the public art piece the Arts Council is proposing. There are four general methods of purchase:
 - a. Standard Purchase. The Governing Body may recommend the purchase of a specific completed piece of public art
 - b. Open Competition. The City may recommend a request for proposal ("RFP") that shall be sent to artists identified by the Arts Council and shall be advertised on the City's website, in a local newspaper, and/or in specialized magazines for the arts. The RFP should be tailored to fit the

specific public art sought, but will generally include a general description of the artwork desired; a description and a photograph of the location where the public art will be placed; if appropriate, the medium in which the artwork should be prepared; and an estimated time within which the public art should be completed. Artists responding to the RFP will submit slides or photographs of examples of their works as well as proposals for the project and a cost for the completed public art. The Arts Council will review all proposals and recommend a proposal for acceptance to the Governing Body.

- c. Limited Competition. The Governing Body may request the Arts Council invite a select group of artists to submit materials to the Arts Council for review. The Arts Council shall then recommend final approval of an artist to the Governing Body for consideration.
- d. Direct Selection. The Governing Body may directly commission a specific artist to create a piece of public art.
- e. Funding: Public art may be acquired with a variety of funds upon approval of the Governing Body.
 1. Funding sources for public art include but are not limited to:
 - a. Public/private funding partnerships.
 - b. Private donation; and
 - c. Fund raising;
 - d. Grants and other private funding;
 - e. Funding itemized in the annual City budget by the Governing Body specifically for art purchases;
 2. Arts Council money annually budgeted by the Governing Body for City Arts programs shall not be used for public art purchases.

B. Art Location

In determining the placement of public art, the following guidelines should be followed:

1. Priority List: It has been determined that, to have the greatest impact, public art should be clustered or consolidated within a selected area, thereby resulting in a Priority List. Annually, the Arts Council shall review the Priority List to determine if adjustments or changes should be recommended for consideration by the Governing Body. The Governing Body, on its own initiative, may also revise the Priority List.
2. Location Selection Factors: In determining a specific site, the Arts Council and Governing Body shall consider a number of factors, including but not limited to:
 - a. Durability;
 - b. Maintenance requirements;
 - c. Appropriateness of piece of art work for the site;
 - d. Accessibility of the site;
 - e. Secure location; and
 - f. Fit with the other pieces of City public art.

C. Art Displays on Loan to the City of Lenexa

In addition to purchasing public art, the Governing Body and Arts Council may consider securing displays that rotate or travel throughout the City. Such public art displays would be on loan to the City. Prior to approval of such public art displays, the Governing Body shall direct the City Attorney or designee to commence negotiations with the artist(s) or agent to agree on contract terms for loan of the public art display. The City Attorney shall draft the contract and approve as to form.

Section GB07-A-5 ENFORCEMENT.

The Governing Body shall be responsible for the enforcement of this Policy and may waive any provisions of this Policy so long as such waiver does not conflict with federal, state or local law. The Lenexa Arts Council, the City Manager and the City Attorney shall assist in the implementation of this Policy.

Section GB07-A-6 REFERENCES.

Resolution No. 98-108 Adopting Procedures for the Purchase and Placement of Public Art (which is hereby repealed).