



CITY COUNCIL WORK SESSION
Council Chambers, 800 1st Terrace, Lansing, KS 66043
Thursday, July 29, 2021 at 7:00 PM

AGENDA

CALL TO ORDER

AGENDA ITEMS

- [1.](#) Public Safety Compensation Study

ADJOURNMENT

WORKSESSION ITEM

TO: Mayor McNeill; Lansing City Council
FROM: Tim Vandall, City Administrator
DATE: July 26, 2021
SUBJECT: Public Safety Pay Study

Explanation: At a previous work session in 2020, the City Council and Chief Wayman discussed the challenges all cities are currently facing in retaining and recruiting qualified police officers. Earlier this year, at the direction of the Council, staff put out RFP's to solicit proposals for a public safety pay study and selected the McGrath Consulting Group.

A committee composed of Chief Wayman, Finance Director Sanford, City Clerk/HR Bodensteiner, and City Administrator Vandall has met multiple times to go over this project. Dr. McGrath has analyzed data from nearly all of the same cities as our 2016 study: Basehor, Bonner Springs, Edwardsville, Leavenworth County, Leavenworth, Mission, Ottawa, Roeland Park, Tonganoxie, Excelsior Springs, Grain Valley, Harrisonville, Kearney, Pleasant Hill, and Smithville. Dr. McGrath will present three different options. The third option illustrates a step-plan; however, when examining data from other law enforcement entities, she was only able to find one other entity that utilizes a step system.

Financial Considerations: The pay study costs \$10,985. The cost of implementation of the pay study will vary depending on which course of action is decided upon. Funds are available in the General Fund for immediate implementation of the study.

Policy Considerations: None.

Action: Discussion and possible direction on the best way forward with the public safety pay study.

WORKSESSION ITEM
