

**SMITHVILLE BOARD OF ALDERMEN
RETREAT
JUNE 13 & 14, 2024**

A Retreat Work Session of the Smithville Board of Aldermen was held on June 13 and 14, 2024 at Northwest Missouri State University-Kansas City building located at 6889 North Oak Trafficway, Gladstone.

Present: Mayor Damien Boley; Board members: Melissa Wilson, Leeah Shipley, Dan Hartman, Ronald Russell, Marvin Atkins, Kelly Kobylski and Ronald Russell.

Staff: Cynthia Wagner, Gina Pate, Jack Hendrix, Jason Lockridge, Rick Welch, Chuck Soules, Matt Denton, Linda Drummond, Tony Roetman, Mayra Toothman, Brandi Schuerger and Alex Threlkeld.

Call to Order

Mayor Boley called to order the Retreat Work Session at 1:00 p.m. on Thursday, June 13.

June 13

Servant Leadership/Pillars/Vision/Strategic Plan Update

After Board discussion the Vision Statement was updated to:

"Smithville builds its future by embracing growth, encouraging commerce and enhancing its natural surroundings."

The Board updated the Key Performance Areas (KPAs):

Growth	We nurture our community by attracting and maintaining diverse development.
Community Life	We foster a safe, secure environment that promotes an active, healthy lifestyle for the entire community.
Infrastructure	We plan, build and maintain the necessary road, utilities and strategic land use to prepare for residential and economic growth.
Governance	We act as a cohesive team, providing the human and physical resources for the betterment of the community.
Finance	We uphold public trust by making fiscally responsible investments in public revenues and resources.

Rick Welch presented the Sanitation Fund. After discussion it was recommended that staff create a consistent rate philosophy that will be used from year to year to figure the trash, household hazardous waste and administration fees.

June 13 Discussion Outcome

- \$2,500 donation to the Northland Development Workforce Center and invite Smithville Business to match.
- Continue partnerships with entities for facility use for Parks and Recreation.

- Neighborhood Grants tabled for this year's budget to re-develop the rules and regulations to align with the Parks and Recreation Master Plan and the Stormwater Master Plan.
- Keep the 15% discount trash rate for seniors.
- Develop scenarios for trash contract with GFL
- Explore additional cardboard drop off sites

The retreat recessed at 4:45 p.m. on June 13 and reconvened at 9:00 a.m. on Friday, June 14.

June 14

Budget Discussion, Priorities and Timeline

FY2025 Items for Future Budget Discussion

Human Infrastructure

- Six weeks family leave
- Fitness membership and incentive – on hold – unfunded
- Four Compensation Plans for FY2025 Budget for Board to review
 1. Adjust pay ranges by 4% and all current permanent employees by 6%
 2. Adjust pay ranges by 4% and employees in pay grades 55 and below by 6%, and employees in pay grades 60-65 by 8%
 3. Adjust pay ranges by 6% and all current permanent employees by 8%
 4. Adjust pay ranges by 6% and frontline employees by 10%, and supervisors by 8%

Other Considerations

- Board of Aldermen/Economic Development Committee Joint Work Session
 - Meeting date before reappointment of EDC members
- Staff begin developing annexation area of intent
- Include funding for the Strategic Plan Update
- No funding in the FY2025 budget for the Neighborhood Beautification Grants (in future discussion clarify eligibility)
- Public Safety Sales Tax timing
 - Revisit discussion on timing in November
- Workforce Development Center Funding \$2,500
 - Communication for community investment
- Consider creating a Contingency Fund of \$25,000

Adjourn

The Mayor declared the retreat adjourned at 3:18 p.m.

Linda Drummond, City Clerk

Damien Boley, Mayor