

**City of Mission
Regular Meeting Agenda
Wednesday, November 16, 2016
7:00 p.m.
Mission City Hall**

If you require any accommodations (i.e. qualified interpreter, large print, reader, hearing assistance) in order to attend this meeting, please notify the Administrative Office at 913-676-8350 no later than 24 hours prior to the beginning of the meeting.

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC HEARING

1. SPECIAL PRESENTATIONS

- Introduction of Tari Ross, HR Specialist
- Proclamation Recognizing Doug Gregg, AnswerPro Ltd.

2. ISSUANCE OF NOTES AND BONDS

3. CONSENT AGENDA

*NOTE: Information on consent agenda items has been provided to the Governing Body. These items are determined to be routine enough to be acted on in a single motion; however, this does not preclude discussion. **If a councilmember or member of the public requests, an item may be removed from the consent agenda for further consideration and separate motion.***

CONSENT AGENDA - GENERAL

- 3a. [Minutes of the September 21, 2016 City Council Meeting](#)

CONSENT AGENDA - Finance & Administration Committee

[Finance & Administration Committee Meeting Packet 11-2-16](#)

Finance & Administration Committee Meeting Minutes 11-2-16

- 3b. Human Service Fund Recommendations
- 3c. Ordinance Repealing Mission Code Chapter 625 Regarding Licensing of Private Security Guards
- 3d. Contract for Crossing Guard Services
- 3e. Northeast Animal Control Interlocal Agreement

CONSENT AGENDA - Community Development Committee

[Community Development Committee Meeting Packet 11-2-16](#)

Community Development Committee Meeting Minutes 11-2-16

- 3f. Foxridge Phase I Design Concept Resolution
- 3g. Task Order for PES for Rock Creek Channel Design Solutions

COMMUNITY COMMITTEE REPORTS

Approved Minutes from Board and Commission meetings are available on the City of Mission website under the "[Agendas & Minutes](#)" tab.

4. PUBLIC COMMENTS

5. ACTION ITEMS

Planning Commission

Miscellaneous

6. COMMITTEE REPORTS

Finance & Administration, Ron Appletoft

[Finance & Administration Committee Meeting Packet 11-2-16](#)

Finance & Administration Committee Meeting Minutes 11-2-16

- 6a. Employee Benefit Renewals
- 6b. Johnson Drive Pedestrian and Traffic Safety

Community Development, Arcie Rothrock

[Community Development Committee Meeting Packet 11-2-16](#)

Community Development Committee Meeting Minutes 11-2-16

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. MAYOR'S REPORT

10. CITY ADMINISTRATOR'S REPORT

EXECUTIVE SESSION

ADJOURNMENT

City of Mission	Item Number:	6a.
ACTION ITEM SUMMARY	Date:	October 24, 2016
Administration	From:	Brian Scott

Action items require a vote to recommend the item to full City Council for further action.

RE: Recommendation for 2017 Employee Benefits Program

RECOMMENDATION: Authorize the Mayor, or his/her designee, to execute any and all documents necessary to approve contracts for the City of Mission's 2017 employee health/welfare benefits program.

DETAILS: Benefits are an important component of an overall compensation package that the City offers its employees. Staff has been working with the City's benefit broker, Lockton Benefit Company, and other plan providers over the past several months to organize, evaluate, negotiate, and recommend an employee benefits program for 2017 that is supportive of the employees while also being fiscally sound for the City. Please see the attached memorandum and exhibits for detailed information on the recommended 2017 employees benefits program. The recommendations include:

- Switch from Aetna to Cigna for employee health insurance, as recently approved by the City Council, effective October 1st with 4% increase in premiums.
- Continue with the current health insurance premium structure, 80% of the premium being paid by the City and 20% being paid by the employee.
- Fund a wellness program for City employees in the amount of \$10,000.
- Renew the dental insurance benefit plan with Delta Dental of Kansas effective January 1, 2017 with 5% increase in premium rates.
- Maintain the current dental insurance premium structure of 80% paid by the City and 20% paid by the employees.
- Switch vision benefits from The Standard to EyeMed with 100% of the premium paid by the City.
- Continue to provide a Section 125 Flexible Spending Account through Basic.
- Maintain basic Group-Term Life/AD&D benefits through The Standard.
- Maintain access to voluntary life insurance benefits through The Standard with all premiums paid 100% by participating employees.
- Maintain access to voluntary supplemental insurance benefits through AFLAC with all premiums paid 100% by participating employees.
- Fund the KPERS and KP&F retirement plans in accordance with state mandated rates.
- Maintain the quarterly contribution of 2% of total earnings in the Principal Plan for non-KP&F employees, with no optional matching benefit.

Anticipated personnel costs for 2017 based on the recommendations provided are summarized in the table below.

Related Statute/City Ordinance:	
Line Item Code/Description:	Various Benefits
Available Budget:	\$6,582,300

City of Mission	Item Number:	6a.
ACTION ITEM SUMMARY	Date:	October 24, 2016
Administration	From:	Brian Scott

Action items require a vote to recommend the item to full City Council for further action.

Health/Welfare Benefits	\$ 750,800
Retirement Benefits	\$ 549,000
SUI, FICA, Worker's Compensation	\$ 449,100
2017 Total Estimated Benefit Costs	\$ 1,748,900
2017 Total Estimated Salary Costs	\$ 4,746,250
2017 Total Personnel Costs:	\$ 6,495,150
Total 2017 Budgeted Personnel Costs	\$ 6,582,300
2017 Benefits as a % of Total Personnel Costs	27%

The recommendations summarized account for an anticipated merit increases ranging from 1% to 3% that are scheduled to be provided to employees in the last pay period in November 2016.

Attachments:

- Memo 2017 Employee Benefits Program
- Marketing and Renewal Material from Lockton Benefits Consultant

CFAA CONSIDERATIONS/IMPACTS: N/A

Related Statute/City Ordinance:	
Line Item Code/Description:	Various Benefits
Available Budget:	\$6,582,300



MEMORANDUM

Date: September 28, 2016
To: Members of the Finance and Administration Committee
From: Brian Scott, Assistant City Administrator/Finance Director
RE: 2017 Employee Benefits Program

Benefits are a key component of the total compensation package that we offer our employees. Just as important as maintaining competitive wages in the marketplace, maintaining competitive benefits can help in recruiting and retaining good employees. To this end, staff works with the City's benefit broker, Lockton Benefit Company (LBC), and other plan providers to organize, evaluate, negotiate and recommend an employee benefits package for each fiscal year that is competitive within the marketplace, efficient and fiscally prudent. The recommendations for fiscal year 2017 are summarized in this memorandum with corresponding attachments where appropriate.

Medical Benefit

The City has offered medical insurance benefits for its employees through Aetna since 2008. However, given Aetna's proposed premiums for 2017, the City opted to take proposals from other providers in the market. The City Council ultimately approved entering into a contract with Cigna to provide health insurance benefits for City employees effective October 1st. The initial plan year is for 15 months to realign the City back to a January 1st plan year.

The Cigna plan is structured as an open access plan, and provides a \$1,000 deductible for an individual (\$2,000 for family) seeking services within the network with 80% co-insurance after the deductible has been met. The plan also provides 100% coverage for wellness and preventive services, \$25 co-pay for physician office visits and \$50 co-pay for specialist office visits within the network. It is very similar to what had been offered to the employees through Aetna. The City and employees continue to share 80%/20%, respectively, in the premium rates for this plan.

Wellness Benefit

The City believes that improving the overall health and wellness of its employees can have a positive impact on future medical plan premiums. To this end, the City initiated a wellness program in 2012. Participants who successfully complete the required components of the program have been eligible to receive a \$30/month premium discount for the medical plan. In the past, the City has utilized a third-party wellness program provider, offering individual health risk assessments, face-to-face coaching, group education sessions, and wellness challenges. However, maintaining a long-term relationship with these providers has been difficult in that none have continued to provide these services.

Staff is currently working with Cigna and LBC to develop a wellness program that can be managed in-house. In the meantime, the City is no longer offering the reduction in premiums for the participants in the wellness program.

2017 Employee Benefits Package
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The following table is a breakdown of the the 2017 medical plan coverage tiers and premiums. The last two columns show the difference in premiums, per payroll, between 2016 and 2017 for those who did not participate in the wellness program, and for those that did participate in the wellness program.

2017 Health Insurance Premium Structure 80%/20%

	2017 Total Monthly Premium	2017 City's Monthly Portion	2017 Employee's Monthly Portion	2017 Employee's Per Payroll Premium	2016/2017 Per Payroll Difference	2016/2017 Per Payroll Difference w/ Wellness
Employee Only	\$620.38	\$496.30	\$124.08	\$62.04	\$5.39	\$20.39
Employee + Spouse	\$1,231.10	\$984.88	\$246.22	\$123.11	\$4.21	\$19.22
Employee + Child(ren)	\$1,064.84	\$851.87	\$212.97	\$106.48	\$4.28	\$19.28
Family	\$1,732.38	\$1,385.90	\$346.48	\$173.24	\$3.05	\$18.05

2016 and 2017 Difference in Employee's Annual Health Insurance Premium

	Number of Participants	2017 Employee's Annual Premium	2016-2017 Annual Difference		2016-2017 Annual Difference w/ Wellness	
Employee Only	21	\$1,488.96	\$129.36	10%	\$489.36	49%
Employee + Spouse	10	\$2,954.64	\$101.04	4%	\$461.28	18%
Employee + Child(ren)	11	\$2,555.64	\$102.72	4%	\$462.72	22%
Family	19	\$4,157.76	\$73.20	2%	\$433.20	12%

Average Merit Increase for 2016-2017

2016 Average annual salary:	\$ 52,308
2016 Average annual merit increase (%)	2.5%
2016 Average annual merit increase (\$)	\$ 1,300

2017 Employee Benefits Package
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Recommendation For Medical and Wellness Benefits:

- ***Transition to Cigna health insurance as recently approved by the City Council effective October 1st with a 4% increase in premiums - approximately \$672,000 annual cost for the City;***
- ***Continue with the current premium structure, 80% of the premium being paid by the City, and 20% being paid by the employee; and***
- ***Continue to fund the wellness program in the amount of \$10,000 annually,***

The estimated impact to the City's 2017 budget for the recommended medical and wellness benefits is \$682,000.

Dental Benefit

The City offers its employees dental coverage through Delta Dental of Kansas. Delta Dental has a wide network of dental care providers across the Kansas City region, on both sides of the state line, and are generally considered to be the leader in dental insurance.

The City's dental insurance plan provides an annual deductible of \$50 for an individual and \$150 for a family with an annual maximum of \$1,000, regardless of whether it is in or out of network. The plan also provides for 100% of preventive services and 80% of basic services within network.

As with the medical benefit, the City currently pays 80% of the premium rates and the employee pays 20%. Delta Dental is proposing a 5% increase in premiums for 2017. The City did seek proposals from other providers, and though the premiums were less, their network of providers was also less. Staff is recommending the City continue to utilize Delta Dental as its dental insurance provider.

The following table represents the staff's recommendations for the 2016 dental benefit.

2017 Premium Structure 80%/20%

	Total Monthly Premium	Employer Contribution	Employee Contribution	Per Payroll Premium	2016/2017 Per Payroll Difference
Employee Only	\$ 31.20	\$ 24.96	\$ 6.24	\$ 3.12	\$ 0.15
Employee + Family	\$ 91.25	\$ 73.00	\$ 18.25	\$ 9.13	\$ 0.44

Recommendation:

- **Renew the dental insurance benefit plan with Delta Dental of Kansas effective January 1, 2016 with a 5% increase in premium rates; and**
- **Maintain the current premium structure of 80% City and 20% employees.**

Estimated impact to the City's 2017 budget for the recommended dental benefits is \$55,000.

2017 Employee Benefits Package

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Vision Benefit

The current vision benefit provider is The Standard offering the VSP Signature Network. Vision benefit premiums are paid 100% by the City. Standard offered a two year rate guarantee, 2016 being the second year. A summary of the vision benefit is attached. Standard has proposed a renewal of the plan for another two years at the same premium. However, in soliciting proposals from the marketplace, the City received a proposal from EyeMed, which like Delta Dental, is considered the leader in vision insurance. The proposed plan is equal or slightly better than The Standard Plan, but with a drastically reduced premium.

Recommendation: Switch vision benefits from The Standard to EyeMed, effective January 1st resulting in a 29% reduction in premiums. Maintain 100% of the premium paid by the City with an estimated impact to the City's 2017 budget of \$8,700.

125 Flexible Spending Account Benefit

The City offers a Flexible Spending Account (FSA) program (unreimbursed medical and dependent care expenses) through BASIC. The plan allows employees to set aside pre-tax dollars for qualified expenses eligible for reimbursement throughout the plan year.

There are currently 41 employees participating in the FSA with annual contributions of approximately \$67,600. Annual plan administration fees renewed, with no rate increase, and are anticipated to be approximately \$2,500 for 2017. Participation in the plan saves both the employees and the City approximately \$4,500 each in FICA taxes a year.

Recommendation: Continue to provide a Section 125 Flexible Spending Account through Basic with an estimated impact on the 2017 budget of \$2,500.

Basic Life / AD&D Insurance Benefit

The City provides a basic group-term life/AD&D policy through The Standard for all benefit eligible employees, paid 100% by the City. Department directors receive \$25,000 benefit and all other employees (unless reduced as a result of age) receive a \$20,000 benefit.

Recommendation: Maintain basic Group-Term Life/AD&D benefits through The Standard for 2017 with an estimated impact to the City's 2017 budget of \$2,600.

Voluntary Life Insurance Benefit

The City also offers its employees the option to purchase additional life insurance through The Standard. The plan allows employees to purchase insurance in increments of \$10,000 up to a max of 5X their annual salary. The pricing is age rated and employees have the opportunity to purchase coverage for a spouse and dependents as well. The premiums are paid 100% by the employee that chooses to participate. The voluntary life insurance benefit will renew at no rate increase. Premium may increase only if an employee crosses an age-band or they make specific application for an increase in coverage amounts.

2017 Employee Benefits Package
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Recommendation: Maintain access to voluntary life insurance benefits through The Standard with all premiums paid 100% by participating employees. No impact to the 2017 budget.

Voluntary Supplemental Insurance Benefit

Employees are provided the option to participate in a supplemental insurance benefit through AFLAC. Though AFLAC provides primarily short-term disability insurance, they also offer a number of other insurance options that employees can select to participate in given their particular needs. This benefit is paid 100% by the employees that choose to participate.

Recommendation: Maintain access to voluntary supplemental insurance benefits through AFLAC with all premiums paid 100% by participating employees. No impact to the 2017 budget.

Retirement Plan Benefit

The City participates in the Kansas Public Employee Retirement System and the Kansas Police and Firefighters retirement system (KPERS/KP&F) for all eligible employees. Contributions to these two systems are mandatory for both the City, as the employer, and the employees. Contribution rates are dictated annually by the plan and are as follows for 2017:

KPERS:	Employer	8.96% of Covered Payroll (Decrease of 1.22% from last year)
	Employee	6.00% of earnings
KP&F:	Employer	19.03% of Covered Payroll (Decrease of 1.39% from last year)
	Employee	7.15% of earnings

The estimated employer (the City's) contribution to KPERS/KP&F is approximately \$510,000 for 2017. This is a reduction of approximately \$42,000 from last year.

Recommendation: Fund the KPERS and KP&F retirement plans in accordance with state mandated rates for an estimated cost of \$510,000 for 2017.

Supplemental Retirement Benefit

Since 1980, the City has provided a supplemental retirement program for all non-public safety employees working more than 1,000 hours per year. This plan, through Principal investment company, was put in place based on a desire by the City to help equalize the gap in the employer funded contributions between KPERS and KP&F. It has no impact on the KPERS benefits available to employees upon their retirement. In 2014, staff recommended and implemented a reduction to this plan, taking the contribution from 4% to 2% of total earnings and eliminating the optional match benefit.

Recommendation: Maintain the contribution of 2% of total earnings in the Principal plan for non-KP&F employees, with no optional matching benefit. The estimated cost for 2017 is \$39,000.

2017 Employee Benefits Package
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Summary and Recommendation for Health & Welfare Benefits

The following is the recommended 2017 Employee Benefit Package.

- Switch from Aetna to Cigna for employee health insurance, as recently approved by the City Council, effective October 1st with 4% increase in premiums.
- Continue with the current health insurance premium structure, 80% of the premium being paid by the City and 20% being paid by the employee.
- Fund a wellness program for City employees in the amount of \$10,000.
- Renew the dental insurance benefit plan with Delta Dental of Kansas effective January 1, 2017 with 5% increase in premium rates.
- Maintain the current dental insurance premium structure of 80% paid by the City and 20% paid by the employees.
- Switch vision benefits The Standard to EyeMed with 100% of the premium paid by the City.
- Continue to provide a Section 125 Flexible Spending Account through Basic.
- Maintain basic Group-Term Life/AD&D benefits through The Standard.
- Maintain access to voluntary life insurance benefits through The Standard with all premiums paid 100% by participating employees.
- Maintain access to voluntary supplemental insurance benefits through AFLAC with all premiums paid 100% by participating employees.
- Fund the KPERS and KP&F retirement plans in accordance with state mandated rates.
- Maintain the quarterly contribution of 2% of total earnings in the Principal Plan for non-KP&F employees, with no optional matching benefit.

A historical review of the changes in net costs for the City’s health and welfare benefit programs is summarized below.

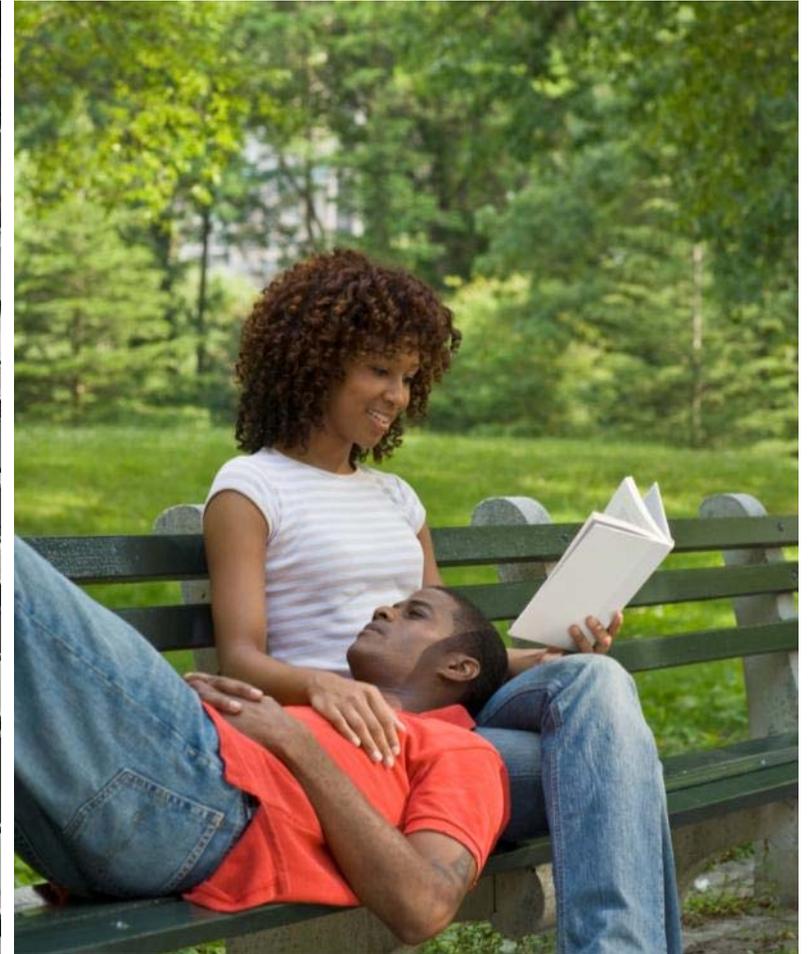
Five-Year Summary of Total Health and Welfare Benefit Costs

	2013	2014	2015	2016	2017
City’s Total Net Costs	\$624,000	\$691,834	\$742,464	\$744,900	\$750,800
\$ Change	(\$60,482)	\$67,834	\$50,630	\$2,436	\$5,900
% Change	(8.8%)	10.9%	7.3%	0%	1%

2017 Employee Benefits Package
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Anticipated personnel costs for 2017 based on the recommendation provided are summarized in the table on the next page.

Health/Welfare Benefits	+ \$ 750,800
Retirement Benefits	+ \$ 549,000
SUI, FICA, Worker's Compensation	+ \$ 449,100
2017 Total Estimated Benefit Costs	= \$ 1,748,900
2017 Total Estimated Salary Costs	+ \$ 4,746,250
2017 Total Personnel Costs:	= \$ 6,495,150
Total 2017 Budgeted Personnel Costs	\$ 6,582,300
2017 Benefits as a % of Total Personnel Costs	27%



City of Mission Ancillary Renewals and Marketing Results

September 29, 2016



L O C K T O N C O M P A N I E S

Agenda

- ❖ Executive Summary
- ❖ Dental, Vision, Life and STD Renewal and Marketing Results
- ❖ STD Information
- ❖ Carrier Considerations
- ❖ Estimated Annual Costs
- ❖ Open Discussion:
 - BASIC FSA
 - New Directions EAP
 - Wellness Program

Executive Summary

Dental

- Current carrier - Delta Dental of KS
- Received 5% increase due to cap (needed 15%)
- Marketed to 9 Carriers

Vision

- Current carrier - The Standard
- Received 0% increase
- Marketed to 9 Carriers

Basic and Voluntary Life

- Current carrier - The Standard
- Received 0% Increase
- Marketed to 7 Carriers

STD

- Proposed employer paid benefit
- Marketed to 6 Carriers



Dental, Vision, Life and STD
Renewals and Marketing Results



Dental, Vision, Life and STD Marketing

Carrier	AM Best	Comments
Aetna	A	Quoted Dental & Vision; Life – not competitive
Ameritas	A	Vision – DTQ due to relationship with The Standard; Dental – not competitive
Blue KC	Not Rated	Dental – not competitive
Cigna	A	Quoted Dental, Vision, Life & STD
EyeMed	No Rating	Quoted Vision
Guardian	A++	Quoted Dental & Life; Vision – DTQ - not competitive; STD – DTQ due to industry
Lincoln Financial	A+	Quoted Dental, Vision, Life & STD
MetLife	A+	Quoted Dental, Vision, Life & STD
Principal	A+	Quoted Dental, Vision & Life; STD – DTQ due to industry
Reliance Standard	A+	Quoted Dental, Vision, Life & STD

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Dental Renewal and Marketing Results

Benefit		Delta Dental of KS - Current		Principal		Guardian	
		In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible							
Individual		\$50		\$50		\$50	
Family		\$150		\$150		\$150	
Annual Maximum		\$1,000		\$1,000		\$1,000	
Diagnostic & Preventive Services		100%	80%	100%	80%	100%	80%
Basic Services		80%	60%	80%	60%	80%	70%
Major Services		50%	40%	50%	40%	50%	40%
Orthodontia		50%		50%		50%	
Orthodontia Benefit Maximum		\$1,000		\$1,000		\$1,000	
Rollover Benefit		No		Yes		Yes	
Out-of-Network Reimbursement		Pays an average of submitted claims. Does not use R&C.		90% percentile		90th percentile	
Dependent Age Limit		Orthodontia: 19 All other dental services: 19 / 24 if FT student		Orthodontia: 19 All other dental services: 26		Orthodontia: 19 All other dental services: 26	
Disruption %				76% Match		80% Match	
Tier Level	Enrollment	Monthly Premium *		Monthly Premium *	Monthly Premium		
		Current	Renewal				
Employee	20	\$29.71	\$31.20	\$19.72	\$21.64		
Family	43	\$86.90	\$91.25	\$60.29	\$67.43		
Total Enrollment	63						
Monthly Premium		\$4,331	\$4,548	\$2,987	\$3,332		
Annual Premium		\$51,971	\$54,573	\$35,842	\$39,987		
\$ Change from Current		N/A	\$2,602	-\$16,128	-\$11,983		
% Change from Current		N/A	5.0%	-31%	-23%		
Rate Guarantee		1/1/2018		1/1/2018	1/1/2018		
Commissions		Net of commission		Net of commission	Net of commission		

* Rate cap of 6% for 2018

* 1st year rate cap of 5.9%

Dental Renewal and Marketing Results

Benefit		Delta Dental of KS - Current		MetLife		Lincoln Financial	
		In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible							
Individual		\$50		\$50		\$50	
Family		\$150		\$150		\$150	
Annual Maximum		\$1,000		\$1,000		\$1,000	
Diagnostic & Preventive Services		100%	80%	100%	80%	100%	80%
Basic Services		80%	60%	80%	60%	80%	60%
Major Services		50%	40%	50%	40%	50%	40%
Orthodontia		50%		50%		50%	
Orthodontia Benefit Maximum		\$1,000		\$1,000		\$1,000	
Rollover Benefit		No		No		No	
Out-of-Network Reimbursement		Pays an average of submitted claims. Does not use R&C.		90th percentile		90th percentile	
Dependent Age Limit		Orthodontia: 19 All other dental services: 19 / 24 if FT student		Orthodontia: 19 All other dental services: 26		All services: 19 / 23 if FT student	
Disruption %				83% Match		71% Match	
Tier Level	Enrollment	Monthly Premium *		Monthly Premium *		Monthly Premium	
		Current	Renewal				
Employee	20	\$29.71	\$31.20	\$21.68		\$23.77	
Family	43	\$86.90	\$91.25	\$67.61		\$69.52	
Total Enrollment	63						
Monthly Premium		\$4,331	\$4,548	\$3,341		\$3,465	
Annual Premium		\$51,971	\$54,573	\$40,090		\$41,577	
\$ Change from Current		N/A	\$2,602	-\$11,881		-\$10,394	
% Change from Current		N/A	5.0%	-23%		-20%	
Rate Guarantee		1/1/2018		1/1/2018		1/1/2019	
Commissions		Net of commission		Net of commission		Net of commission	

* Rate cap of 6% for 2018

* 1st year rate cap of 7%

Vision Renewal and Marketing Results

Benefit	The Standard - Current and Renewal		EyeMed		MetLife	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	VSP Signature		EyeMed		VSP Signature	
Frequency						
Eye Exam	Once every 12 months		Once every 12 months		Once every 12 months	
Materials:						
Lenses	Once every 12 months		Once every 12 months		Once every 12 months	
Frames	Once every 24 months		Once every 24 months		Once every 24 months	
Contact Lenses	Once every 12 months (in lieu of frames and lenses)		Once every 12 months		Once every 12 months	
Benefits						
Eye Exam	\$10 Copay	Up to \$43	\$10 Copay	Up to \$40	\$10 Copay	\$45 Allowance
Single Vision Lenses	\$10 Copay	Up to \$26	\$10 Copay	Up to \$30	\$10 Copay	\$30 Allowance
Lined Bifocal Lenses	\$10 Copay	Up to \$43	\$10 Copay	Up to \$50	\$10 Copay	\$50 Allowance
Lined Trifocal Lenses	\$10 Copay	Up to \$60	\$10 Copay	Up to \$70	\$10 Copay	\$65 Allowance
Lenticular Lenses	\$10 Copay	Up to \$91	\$10 Copay	Up to \$70	\$10 Copay	\$100 Allowance
Standard Progressive Lenses	Up to provider's contracted fee for Lined Bifocal Lenses	Up to \$43	\$75 Copay	Up to \$50	Up to \$55 copay	\$50 Allowance
Frames	\$120 Allowance	Up to \$40	\$150 Allowance + 20% off balance over \$150	Up to \$105	\$130 Allowance Costco only: \$70 Allowance	\$70 Allowance
Contact Lenses:						
Medically Necessary Contacts	Covered in full after copay	Up to \$210	\$0 Copay, Paid-in-full	Up to \$210	Covered in full after copay	\$210 Allowance
Elective Contacts	Up to \$120	Up to \$100	\$0 Copay, \$150 Allowance	Up to \$150	\$130 Allowance	\$105 Allowance
Tier Level	Monthly Premium - Current & Renewal Enrollment Rate		Monthly Premium		Monthly Premium Rate	
Employee	15	\$6.92	\$5.28		\$5.71	
Family	48	\$19.00	\$13.48		\$13.40	
Total Enrollment	63					
Monthly Premium	\$1,016		\$726		\$729	
Annual Premium	\$12,190		8,715		\$8,746	
\$ Change from Current	\$0		-\$3,475		-\$3,443	
% Change from Current	\$0		-29%		-28%	
Rate Guarantee	1/1/2019		1/1/2021		1/1/2018	
Commissions	Net of commission		Net of commission		Net of commission	

Vision Renewal and Marketing Results

Benefit	The Standard - Current and Renewal		Principal		Lincoln Financial	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	VSP Signature		VSP Choice		Lincoln VisionConnect	
Frequency						
Eye Exam	Once every 12 months		Once every 12 months		Once every 12 months	
Materials:						
Lenses	Once every 12 months		Once every 12 months		Once every 12 months	
Frames	Once every 24 months		Once every 24 months		Once every 24 months	
Contact Lenses	Once every 12 months (in lieu of frames and lenses)		Once every 12 months (in lieu of frames and lenses)		Once every 12 months (in lieu of frames and lenses)	
Benefits						
Eye Exam	\$10 Copay	Up to \$43	\$10 Copay	Up to \$45	\$10 Copay	Reimbursed up to \$40
Single Vision Lenses	\$10 Copay	Up to \$26	\$10 Copay	Up to \$30	\$10 Copay	Reimbursed up to \$40
Lined Bifocal Lenses	\$10 Copay	Up to \$43	\$10 Copay	Up to \$50	\$10 Copay	Reimbursed up to \$60
Lined Trifocal Lenses	\$10 Copay	Up to \$60	\$10 Copay	Up to \$65	\$10 Copay	Reimbursed up to \$80
Lenticular Lenses	\$10 Copay	Up to \$91	\$10 Copay	Up to \$100	\$10 Copay	Reimbursed up to \$80
Standard Progressive Lenses	Up to provider's contracted fee for Lined Bifocal Lenses	Up to \$43	\$10 copay	Up to the scheduled amount of the underlying lens	20%-40% discount	
Frames	\$120 Allowance	Up to \$40	\$150 Allowance + 20% off balance over \$150	Up to \$70	\$130 Allowance + 30% off balance over \$130	Reimbursed up to \$45
Contact Lenses:						
Medically Necessary Contacts	Covered in full after copay	Up to \$210	Covered in full after copay	Up to \$210	Covered in full after copay	Reimbursed up to \$210
Elective Contacts	Up to \$120	Up to \$100	Up to \$60 Copay \$150 Allowance	Up to \$105	Covered contact lens selection: Copay then 100%; All other elective contact lenses: Up to \$125	Reimbursed up to \$125
Tier Level	Monthly Premium - Current & Renewal Enrollment Rate		Monthly Premium *		Monthly Premium	
Employee	15	\$6.92	\$6.12		\$7.77	
Family	48	\$19.00	\$21.02		\$19.41	
Total Enrollment	63					
Monthly Premium	\$1,016		\$1,101		\$1,048	
Annual Premium	\$12,190		13,209		12,579	
\$ Change from Current	\$0		\$1,020		\$389	
% Change from Current	\$0		8%		3%	
Rate Guarantee	1/1/2019		1/1/2018		1/1/2019	
Commissions	Net of commission		Net of commission		Net of Commission	

* Can only provide 4 tier rates

Basic Life/AD&D Renewal and Marketing Results

Benefit	The Standard - Current & Renewal	Lincoln Financial	Reliance Standard	MetLife	Principal
Eligibility	Class 1: All active full-time Financial Officers, Department Heads or Police Chiefs Class 2: All other active full-time employees	Class 1: All active full-time Financial Officers, Department Heads or Police Chiefs Class 2: All other active full-time employees	Class 1: All active full-time Executives Class 2: All other active full-time employees	Class 1: All active full-time executives Class 2: All other active full-time employees	Class 1: All active full-time Financial Officers, Department Heads or Police Chiefs Class 2: All other active full-time employees
Benefit	Class 1: Flat \$25,000 Class 2: Flat \$20,000	Class 1: Flat \$25,000 Class 2: Flat \$20,000	Class 1: Flat \$25,000 Class 2: Flat \$20,000	Class 1: Flat \$25,000 Class 2: Flat \$20,000	Class 1: Flat \$25,000 Class 2: Flat \$20,000
Age Reduction Schedule	Reduces by: 35% at 65 50% at 70 35% at 75	Reduces by: 35% at 65 50% at 70 65% at 75	Reduces by: 35% at 65 25% at 70 20% at 75	Reduces by: 35% at 65 50% at 70 65% at 75	Reduces by: 35% at 65 50% at 70
Waiver of Premium	Included	Included	Included	Included	Included
Accelerated Death Benefit	75% to \$500,000	75% to \$250,000	75% to \$500,000	80% to \$500,000	75% to \$250,000
Conversion	Included	Included	Included	Included	Included
Portability	Included	Included	Not Included	Included	Not Included
Seat Belt	Not Included	Lesser of \$10,000 or 10% of Principal Sum	10% up to \$25,000	10% up to \$25,000	Not Included
Air Bag	Not Included	Lesser of \$10,000 or 10% of Principal Sum	5% up to \$25,000	5% up to \$10,000	Not Included
Line of Duty Benefit	Lesser of \$50,000 or 100% of AD&D Benefit	2 times the AD&D Benefit	Not Included	Not Included	Not Included
	Current & Renewal Rates	Rates	Rates	Rates	Rates
Monthly Volume	\$1,351,000	\$1,351,000	\$1,351,000	\$1,351,000	\$1,351,000
Life Rate Per \$1,000 Benefit	\$0.14	\$0.10	\$0.11	\$0.115	\$0.132
AD&D Rate Per \$1,000 Benefit	\$0.02	\$0.02	\$0.02	\$0.027	\$0.025
Total Life and AD&D Rate	\$0.16	\$0.12	\$0.13	\$0.142	\$0.157
Total Monthly Premium	\$216	\$162	\$176	\$192	\$212
Total Annual Premium	\$2,594	\$1,945	\$2,108	\$2,302	\$2,545
\$ Change from Current	\$0	-\$648	-\$486	-\$292	-\$49
% Change from Current	\$0	-25%	-19%	-11%	-2%
Rate Guarantee	1/1/2018	1/1/2019	1/1/2019	1/1/2018	1/1/2018
Commissions	Net of commission	Net of commission	Net of commission	Net of commission	Net of commission

Voluntary Life Renewal and Marketing Results – Pg 1 of 2

Benefit	The Standard - Current & Renewal	Lincoln Financial	MetLife
Benefit	\$10,000 increments up to 5 times annual salary	\$10,000 increments, up to 5 times annual salary	\$10,000 increments up to 5 times annual salary
Guarantee Issue	\$100,000	\$100,000	\$100,000
Maximum	\$300,000	Under age 70: \$300,000 Age 70 +: \$50,000	\$500,000
Age Reduction Schedule	Reduces by: 35% at 65 50% at 70 35% at 75	Reduces by: 35% at 65 50% at 70 65% at 75	None
Accelerated Death Benefit	75% to \$500,000	75% to \$250,000	80% to \$500,000
Waiver of Premium	Included	Included	Included
Portability	Included	Included	Included
Conversion	Included	Included	Included
Spouse Benefit	\$5,000 increments up to \$150,000	\$5,000 increments up to 2.5 times employee's annual salary, max of \$150,000	\$5,000 increments up to \$100,000
Guarantee Issue	\$10,000	\$10,000	\$25,000
Maximum	50% of employee election	50% of employee election	50% of employee election
Child Benefit	\$10,000	14 days - 6 months: \$250 6 months to age 19: \$10,000	15 days to 6 months: \$1,000 6 months to age 26: \$1,000/\$2,000/\$4,000/\$5,000/\$10,000
Employee & Spouse Rates	Current & Renewal Rates (Per \$1,000)	Rates (Per \$1,000)	Rates (Per \$1,000)
<20	\$0.067	\$0.067	\$0.067
20 through 24	\$0.067	\$0.067	\$0.067
25 through 29	\$0.067	\$0.067	\$0.067
30 through 34	\$0.074	\$0.074	\$0.074
35 through 39	\$0.104	\$0.104	\$0.104
40 through 44	\$0.148	\$0.180	\$0.148
45 through 49	\$0.237	\$0.237	\$0.237
50 through 54	\$0.370	\$0.370	\$0.370
55 through 59	\$0.496	\$0.496	\$0.496
60 through 64	\$0.814	\$0.814	\$0.814
65 through 69	\$1.265	\$1.265	\$1.265
70 through 74	\$2.257	\$2.257	\$2.257
75 or over	\$8.547	\$2.257	\$2.257
Child	\$1.00/\$1,000 per family	\$2.00/\$10,000 per family	\$0.24/1,000 per family
Rate Guarantee	1/1/2018	1/1/2019	1/1/2018
Commissions	Net of commission	Net of commission	Net of commission

Voluntary Life Renewal and Marketing Results – Pg 2 of 2

Benefit	The Standard - Current & Renewal	Reliance Standard	Principal
Benefit	\$10,000 increments up to 5 times annual salary	\$10,000 increments up to \$300,000	\$10,000 increments up to \$300,000
Guarantee Issue	\$100,000	\$100,000	Under age 70: \$100,000 Age 70 +: \$10,000
Maximum	\$300,000	\$300,000	\$300,000
Age Reduction Schedule	Reduces by: 35% at 65 50% at 70 35% at 75	Reduces by: 35% at 65 25% at 70 20% at 75	Reduces by: 35% at 65 50% at 70
Accelerated Death Benefit	75% to \$500,000	75% to \$500,000	75% to \$250,000
Waiver of Premium	Included	Included	Included
Portability	Included	Included	Included
Conversion	Included	Included	Included
Spouse Benefit	\$5,000 increments up to \$150,000	\$5,000 increments up to \$150,000	\$5,000 increments up to \$150,000
Guarantee Issue	\$10,000	\$10,000	\$30,000
Maximum	50% of employee election	50% of employee election	50% of employee election
Child Benefit	\$10,000	Birth to 6 months: \$500 6 months to age 19: \$10,000	Under 14 days of age: \$1,000 14 days to age 26: \$10,000
Employee & Spouse Rates	Current & Renewal Rates (Per \$1,000)	Rates (Per \$1,000)	Rates (Per \$1,000)
<20	\$0.067	\$0.067	\$0.067
20 through 24	\$0.067	\$0.067	\$0.067
25 through 29	\$0.067	\$0.067	\$0.067
30 through 34	\$0.074	\$0.074	\$0.074
35 through 39	\$0.104	\$0.104	\$0.104
40 through 44	\$0.148	\$0.148	\$0.148
45 through 49	\$0.237	\$0.237	\$0.237
50 through 54	\$0.370	\$0.370	\$0.370
55 through 59	\$0.496	\$0.496	\$0.496
60 through 64	\$0.814	\$0.814	\$0.814
65 through 69	\$1.265	\$1.265	\$1.265
70 through 74	\$2.257	\$2.257	\$2.257
75 or over	\$8.547	\$8.547	\$8.547
Child	\$1.00/\$1,000 per family	\$.10/\$1,000 per family	\$2.00/\$10,000 per family
Rate Guarantee	1/1/2018	1/1/2019	1/1/2019
Commissions	Net of commission	Net of commission	Net of commission

STD Marketing Results

Plan Design	Lincoln Financial	MetLife	Reliance Standard
Class Description	All Active FT Employees (30 Hours)	All Active FT Employees (30 Hours)	All Active FT Employees (30 Hours)
Weekly Benefit	60%	60%	60%
Maximum Weekly Benefit	\$1,500	\$1,500	\$1,500
Elimination Period - Benefits Begin On:	Accident: 8th Day Sickness: 8th Day	Accident: 8th day Sickness: 8th day	Accident: 8th Day Sickness: 8th Day
Benefit Duration	13 Weeks	13 Weeks	12 Weeks
Pre-Existing Conditions Limitation	None	3/12	None
Rate Guarantee	2 Years	1 Year	1 Year
Financial Analysis			
Covered Volume	\$41,442	\$41,442	\$41,442
Rate (per \$10 covered weekly benefit)	\$0.21	\$0.225	\$0.38
Monthly Premium	\$870	\$932	\$1,575
Annual Premium	\$10,443	\$11,189	\$18,898

Need for Disability Insurance

"The average SSDI monthly benefit payment is \$1,165."

Social Security Administration, Fact Sheet, January 2015

"Medical problems contributed to a majority of all personal bankruptcies."

American Medical Association

"In 1940, the life expectancy of a 65-year-old was almost 14 years; today it is about 20 years."

Social Security Administration, Fact Sheet, April 2, 2014

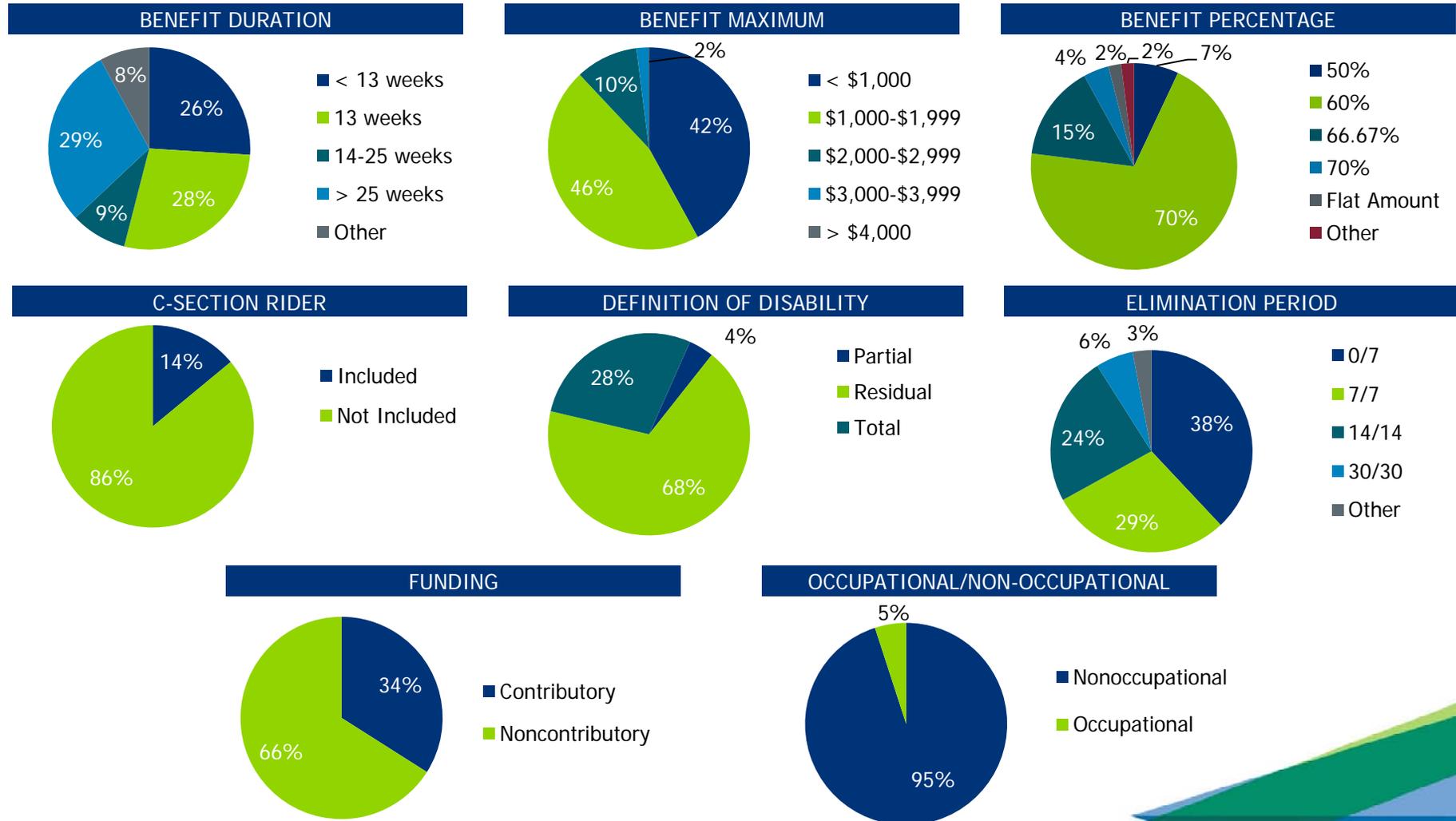
"Fewer than five percent of reporting company disability claimants were also receiving workers' compensation payments from 2009-2013."

Council for Disability Awareness, Long-Term Disability Claims Review, 2014

"Just over 1 of 4 of today's 20-year-olds will become disabled before they retire."

Social Security Administration, Fact Sheet, April 2, 2014

Short-Term Disability (STD) Benefits Benchmarking



Source: Unum Group MarketShare, Case Size: 10+ Lives, 8/7/2015

Carrier Considerations

- ❖ Basic Life/AD&D – Line of Duty benefit is only offered by Lincoln Financial
- ❖ Provider Disruption – Dental and Vision
- ❖ Rate Guarantees :
 - Lincoln Financial – 2 Years for Dental, Vision and STD
 - EyeMed – 4 Years
- ❖ Delta Dental – Rate cap of 6% for 2018 renewal
- ❖ Principal and MetLife – 2018 dental renewal rate cap

Estimated Total Annual Costs

	Renewal Premium	Lincoln Financial	Principal	MetLife
Line of Coverage				
Dental (COM contributes 80%)	\$43,658	\$33,262	\$28,674	\$32,072
Vision (COM contributes 100%)	\$12,190	\$12,579	\$13,209	\$8,746
Life/AD&D	\$2,594	\$1,945	\$2,545	\$2,302
Voluntary Life	\$0	\$0	\$0	\$0
Total without STD	\$58,442	\$47,786	\$44,428	\$43,120
STD	N/A	\$10,443	Declined to Quote	\$11,189
Total with STD	N/A	\$58,229	N/A	\$54,309

Our Mission

To be the worldwide value and service leader in insurance brokerage,
risk management, employee benefits, and retirement services

Our Goal

To be the best place to do business and to work



RISK MANAGEMENT | EMPLOYEE BENEFITS | RETIREMENT SERVICES

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City of Mission	Item Number:	6b.
ACTION ITEM SUMMARY	Date:	October 27, 2016
Administration	From:	Laura Smith

Action items require a vote to recommend the item to full City Council for further action.

RE: Johnson Drive Pedestrian and Traffic Safety Considerations

RECOMMENDATION: Approve the recommendations related to pedestrian and traffic safety on Johnson Drive including adopting an ordinance to reduce the speed limit to 25 mph and designating specific parking stalls as “Compact Car Only.”

DETAILS: On several occasions over the last eighteen months, we have reviewed and discussed pedestrian and traffic safety on Johnson Drive. Mayor Schowengerdt felt it was important to re-engage in those conversations, and requested that Olsson Associates provide options which could be considered to improve safety throughout the corridor without compromising the intent of the original street design. After reviewing options provided by Olsson, the Mayor convened a working group on October 5, 2016 to review the options in greater detail and to develop consensus around recommendations to be forwarded to the Finance & Administration Committee. The working group members included:

- ❖ Mayor Steve Schowengerdt
- ❖ Ward II Councilmember Nick Schlossmacher
- ❖ Ward III Councilmember Debbie Kring
- ❖ Planning Commissioner Frank Bruce
- ❖ Business Owner Sandi Russell
- ❖ Chief of Police Ben Hadley
- ❖ Public Works Director John Belger
- ❖ City Administrator Laura Smith
- ❖ Paul Moore, Olsson Associates

Similar to previous conversations, the group discussed concerns with traffic speeds, motorists observing pedestrian crosswalks, visibility while turning onto Johnson Drive, and backing from parking stalls. While the incident of accidents, both vehicular and pedestrian, throughout downtown is very low, there was a feeling among the group that something still should be done to try and reduce these concerns.

The working group recommends that the City Council consider taking the following actions to impact traffic and pedestrian safety concerns along the Johnson Drive corridor as soon as possible:

1. Reduce the speed limit on Johnson Drive from the east City Limits (Roe) to Lamar from 30 mph to 25 mph. The City Council would need to pass an ordinance revising the speed limit in order to effect this change.

Related Statute/City Ordinance:	
Line Item Code/Description:	
Available Budget:	

City of Mission	Item Number:	6b.
ACTION ITEM SUMMARY	Date:	October 27, 2016
Administration	From:	Laura Smith

Action items require a vote to recommend the item to full City Council for further action.

The group discussed the need for enforcement to communicate to drivers the importance of maintaining lower speeds through downtown Mission. Chief Hadley is also researching the possibility of borrowing or renting a speed trailer to assist in educating the public about traveling speeds.

2. Designate nine (9) parking stalls as “Compact Car Only.”

The parking stalls at the northeast and southwest corners of certain intersections can create visibility issues for exiting traffic when those stalls are occupied by large vehicles. The first two parking stalls at the following locations would be signed for compact cars:

- ❖ Northeast corner of Horton
- ❖ Northeast corner of Beverly
- ❖ Southwest corner of Dearborn
- ❖ Northeast corner of Woodson (already signed)
- ❖ Southwest corner of Woodson
- ❖ Northeast corner of Outlook
- ❖ Southwest corner of Outlook
- ❖ Northeast corner of Reeds
- ❖ Southwest corner of Reeds

Both of these solutions can be implemented quickly and with minimal cost impact. In addition to these recommendations, the group discussed the possibility of adding LED lighting to the existing pedestrian crossing signs, and giving consideration to reconfiguring the street to 3-lanes in 8-10 years when it is due for an overlay treatment.

UPDATE: At the Committee meeting it was recommended to proceed to upgrade the signs at the existing pedestrian beacon locations to include LED lighting. There are a total of twelve (12) signs which would be impacted, at an estimated cost of approximately \$1,400 per sign plus installation. Staff is currently finalizing costs and will provide those at the City Council meeting, along with a recommendation of where the funding would come from.

CFAA CONSIDERATIONS/IMPACTS: The work of this committee and its recommendations support safe access to multi modal forms of transportation, including pedestrian, which is one of the base components of the Community for All Ages initiative. Providing safe pedestrian access along Johnson Drive will support a higher quality of life for residents of all ages in our community.

Related Statute/City Ordinance:	
Line Item Code/Description:	
Available Budget:	



MEMORANDUM

Date: October 25, 2016
To: Mayor and City Councilmembers
From: Johnson Drive Working Group
RE: Pedestrian and Vehicle Safety Recommendations - Johnson Drive

On several occasions over the last eighteen months, we have reviewed and discussed pedestrian and traffic safety on Johnson Drive. Over the last couple of months, Mayor Schowengerdt felt it was important to re-engage in those conversations, and initiated a meeting with Olsson Associates to relay his ongoing concerns and to continue to explore potential solutions. That meeting, held in late September with Paul Moore and Sterling Cramer, resulted in Olsson providing a memo (attached) that outlined several options which could be considered to improve safety throughout the corridor without compromising the intent of the original design.

After reviewing Olsson's memo, the Mayor invited a small working group to review the options in greater detail and to develop consensus around recommendations to be forwarded to the Finance & Administration Committee. The group met on October 5, 2016 and included the following members:

- ❖ Mayor Steve Schowengerdt
- ❖ Ward II Councilmember Nick Schlossmacher
- ❖ Ward III Councilmember Debbie Kring
- ❖ Planning Commissioner Frank Bruce
- ❖ Business Owner Sandi Russell
- ❖ Chief of Police Ben Hadley
- ❖ Public Works Director John Belger
- ❖ City Administrator Laura Smith
- ❖ Paul Moore, Olsson Associates

Similar to previous conversations, the group discussed concerns with traffic speeds, motorists observing pedestrian crosswalks, visibility while turning onto Johnson Drive, and backing from parking stalls. While the incident of accidents, both vehicular and pedestrian, throughout downtown is very low, there was a feeling among the group that something still should be done to try and alleviate these concerns. The various options outlined by Olsson were reviewed and a number of other ideas and suggestions were discussed and evaluated.



MEMORANDUM

The working group has recommended that the City Council consider taking the following actions to begin to impact the Johnson Drive corridor as soon as possible. Those recommendations include:

1. Reduce the speed limit on Johnson Drive from the east City Limits (Roe) to Lamar from 30 mph to 25 mph.

Olsson included the following analysis in their memo:

“It should be noted that during the design phase, it was our and staff’s expectation that the traffic calming measures utilized on the project would decrease the 85th percentile speeds in the Johnson Drive corridor below the 30 mph posted speed limit. These measures included the design of the 10’ lanes, the installation of the speed table at Woodson Rd., and pedestrian nodes at each intersection. Post construction, Olsson Associates conducted a speed study in October 2015 and found that the 85th percentile speeds were 33 mph. Although this meets the posted speed limit, it does not achieve the desired effect of reducing speeds. Although there have been no reported accidents, in order to make the corridor safer for pedestrians, cars backing out of angled parking, and cars turning onto Johnson Drive from side streets, Olsson recommends reducing the speed limit on Johnson Drive to 25 miles per hour.”*

The City Council would need to pass an ordinance revising the speed limit in order to effect this change. Following publication of the ordinance, the signage can be updated. The group discussed the importance of enforcement to communicate to drivers the importance of maintaining lower speeds through downtown Mission. Chief Hadley is also researching the possibility of borrowing or renting a speed trailer to assist in educating the traveling public.

2. Designate nine (9) parking stalls as “Compact Car Only”

The parking stalls on the northeast and southwest corners of the intersections can create visibility issues for exiting traffic if those stalls are occupied by large vehicles. Understanding the desire and commitment to preserve as much parking as possible, this seemed to be a viable alternative, although potentially difficult to enforce. This solution was implemented several months ago at the



MEMORANDUM

northeast corner of Johnson Drive and Woodson with pavement markings. The first two parking stalls at the following locations would be signed for "Compact Car Parking Only:"

- ❖ Northeast corner of Horton
- ❖ Northeast corner of Beverly
- ❖ Southwest corner of Dearborn
- ❖ Northeast corner of Woodson (already signed)
- ❖ Southwest corner of Woodson
- ❖ Northeast corner of Outlook
- ❖ Southwest corner of Outlook
- ❖ Northeast corner of Reeds
- ❖ Southwest corner of Reeds

Both of these solutions can be implemented quickly and with minimal cost impact. In addition to these recommendations, the group discussed the possibility of adding LED lighting to the existing pedestrian crossing signs to make them more visible, and giving consideration to reconfiguring the street to 3-lanes in 8-10 years when it is due for an overlay treatment.

The recommendations have been placed on the November 2, 2016 Finance & Administration Committee agenda for further discussion and action.

September 19, 2016

City Mission
Laura Smith
6090 Woodson Road
Mission, KS 66202

RE: Johnson Drive – Lamar to Nall – Recommended Corridor Modifications

Dear Mrs. Smith,

Thank you for taking the time to set up the meeting with the Mayor. We appreciate the conversation and we are glad to be made aware of his concerns regarding safety along the corridor. The following are recommendations that can be immediately implemented to improve the corridor from a pedestrian and vehicular standpoint. These solutions can all be implemented at a very reasonable cost and do not affect the intent of the original design.

It should be noted that during the design phase, it was our and staff's expectation that the traffic calming measures utilized on the project would decrease the 85th percentile speeds in the corridor below the 30mph posted speed limit. These measures included the design of the 10' lanes, the installation of the speed table at Woodson Rd., and pedestrian nodes at each intersection. Post construction, Olsson Associates conducted a speed study in October of 2015 and found that the 85th percentile speeds were 33 mph. Although this meets the posted speed limit, it does not achieve the desired effect of reducing speeds. Although there have been no reported accidents, in order to make the corridor safer for pedestrians, cars backing out of angled parking, and cars turning onto Johnson Drive from side streets, Olsson recommends reducing the speed limit on Johnson Drive to 25 miles per hour.

In addition, based on the corridors current performance and the concerns expressed by the Mayor, it is Olsson's recommendation that the City implement one these three options:

1. **Special Parking Use Signs and Markings:** The parking stalls on the northeast and southwest of the intersections can create difficult visibility issues for exiting traffic when these stalls are occupied by large vehicles. We recommend making the first parking stall closest to the intersection on these corners "motorcycle / bicycle only" and the adjacent stall "compact car only". This would be accomplished with signing and pavement markings. See Exhibit – 1. The stall signed for compact cars could have additional wider striping added to make the stall appear narrower to discourage large vehicles from utilizing the compact car stall. The motorcycle parking stall would actually accommodate two motorcycles since a motorcycle stall is 4.5 feet wide, or half a stall width. This would be accomplished by adding an additional stripe to delineate the two stalls and further discourage vehicular parking. Implementing this plan would eliminate large vehicles from blocking visibility for turning side street vehicles.
 - a. We recommend the following locations receive this treatment:
 - i. Northeast corner of Horton
 - ii. Northeast corner of Beverly
 - iii. Southwest corner of Dearborn
 - iv. Northeast corner of Woodson

- v. Southwest corner of Woodson
- vi. Northeast corner of Outlook
- vii. Southwest corner of Outlook.
- viii. Northeast corner of Reeds
- ix. Southwest corner of Reeds



Example signing

2. **Adding stop signs on Johnson Drive at Woodson** (4 way stop condition) while keeping all the special parking stalls listed in item 1 above minus the Woodson intersection.
 - a. The pros and cons of this idea are listed below.
 - i. Pros
 1. Requires cars on Johnson Drive to stop at Woodson thereby reducing speeds in the corridor while at the same time allowing vehicles on Woodson an improved ability to turn left onto Johnson Drive.
 2. Increased Pedestrian safety at Woodson.
 3. In this scenario the motorcycle and compact car stalls could be eliminated from the northeast and southwest corners of Woodson since the stop controlled situation eliminates any potential intersection visibility issues.
 - ii. Cons
 1. Queue lengths on Johnson Drive during the peak hour.
 - a. Our traffic team analyzed the intersection as a 4 way stop with a traffic model using the traffic counts obtained during the speed study in 2015. This analysis yielded 7 vehicles queued in both westbound Johnson Drive lanes and 4 vehicles queued in both eastbound Johnson Drive lanes during the PM peak hour. This also corresponds to the worst 15 minutes in the PM peak hour.
 - b. The queues during the peak hour would affect angled parking near the intersection during this period and should be weighed against the benefits of this idea. This would also have been an issue with the old signal, but to a lesser extent, since with a signal the green time would clear out the cars and potentially allow gaps for cars to back out.
 2. If Johnson Drive were ever converted to a three lane section the stop signs on Johnson drive would yield queue lengths that would extend into the next intersection in the PM peak hour. In a three lane scenario the 4 way stops don't work. These could be removed at a later date if the roadway section was revised.

3. **Adding stop signs on Johnson Drive at Beverly and Outlook** (4 way stop condition) while keeping all the special parking stalls listed in item 1 above minus the Beverly and Outlook intersections.
 - a. The pros and cons of this idea are listed below.
 - i. Pros
 1. Requires cars on Johnson Drive to stop at Beverly and Outlook thereby reducing speeds in the corridor while at the same time allowing vehicles at these two intersections a better ability to turn left onto Johnson Drive.
 2. Increased Pedestrian safety at Beverly and Outlook on top of the current raised intersection at Woodson.
 3. Traffic from the Community Center on Beverly could more easily turn onto Johnson Drive.
 4. In this scenario the motorcycle and compact car stalls could be eliminated from the northeast corner of Beverly and the northeast & southwest Corners of Outlook since the stop controlled situation eliminates any potential intersection visibility issues.
 5. Woodson would be a two way stop in this scenario but still has the raised intersection treatment which will continue to slow traffic on Johnson Drive at that location.
 - ii. Cons
 1. Queue lengths on Johnson Drive during the peak hour.
 - a. As noted in Idea #2 above the queue lengths along Johnson Drive will be an issue but in this instance it would occur at Beverly and Outlook.
 - b. The queues during the peak hour would affect angled parking near the intersections of Beverly and Outlook during this period and should be weighed against the benefits of this idea.
 2. If Johnson Drive were ever converted to a three lane section the stop signs on Johnson drive would yield queue lengths that would extend into the next intersection in the PM peak hour. In a three lane scenario the 4 way stops don't work. These could be removed at a later date if the roadway section was revised

An additional measure that would increase parking capacity and provide parking for business owners would be for the city to improve the city owned parking lots on the south legs of Woodson and Outlook. It is understood that the city has been considering this action. Olsson staff have expertise in parking lot layout and could be of service in the design of these facilities.

An idea that could aid in vehicle backing out of the angled parking stalls would be to change the stall angle from 60 degrees to 45 degrees. While the vehicle would have to turn less to back into the lane on Johnson Dr. the following negatives outweigh this advantage:

1. The overall parking stall count would have to go down.
2. Restriping the concrete parking pavement would require removing the old markings which often times means leaving a scar on the pavement which would still look like pavement marking and would confuse drivers.

3. 45 degree parking would increase the angle a person would have to look over their shoulder to see oncoming cars as you back out.

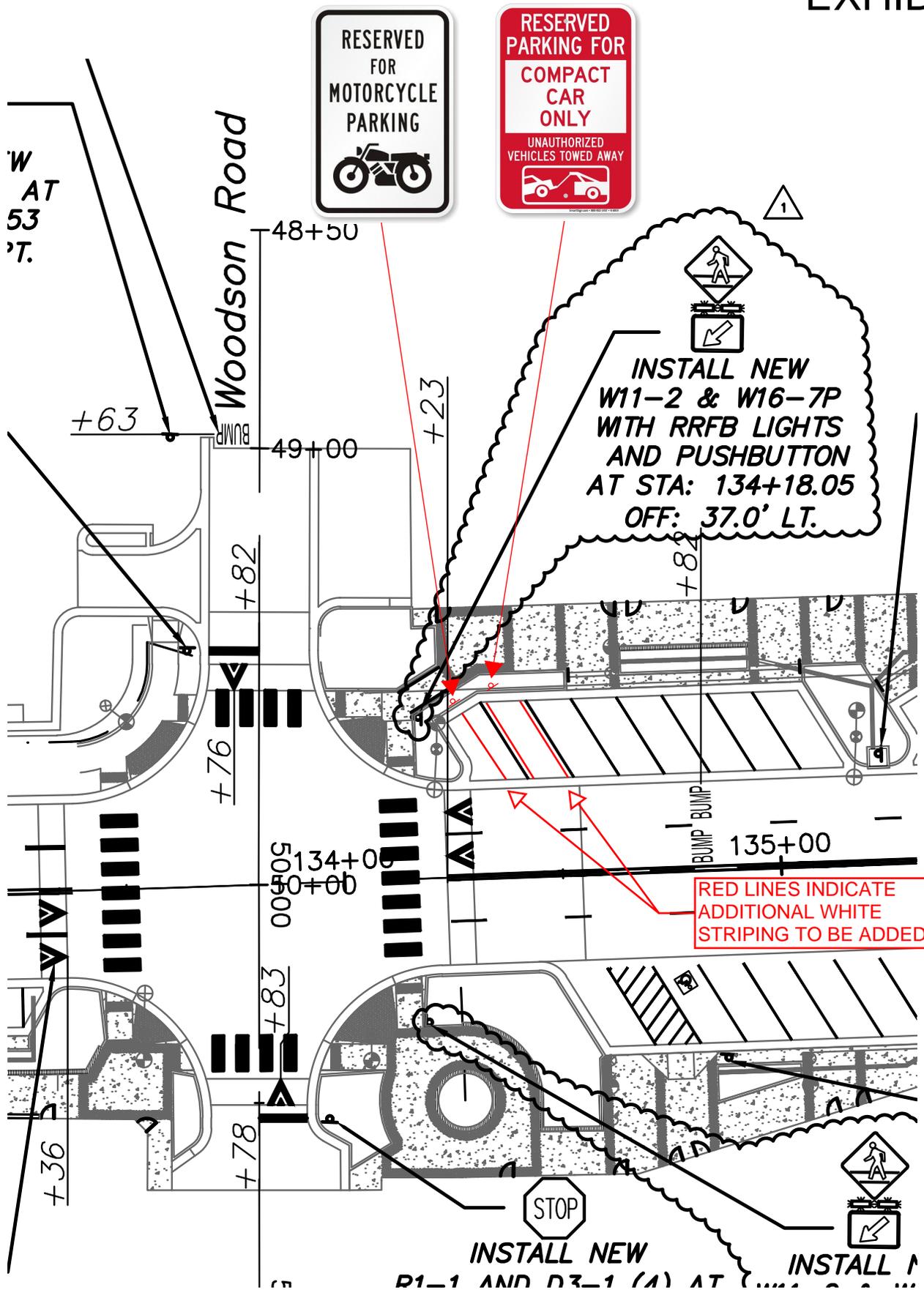
The attached Exhibit - 1 should help illustrate the parking stall reconfiguration described in the Special Parking Use Signs and Markings idea above. We are here to address any questions and will be glad to help implement the recommendations.

Please contact me if you have any questions or need additional information.

Sincerely,



Paul Moore, P.E.
Project Manager



TYPICAL PARKING STALL USAGE MODIFICATION FOR THE NE AND SW CORNERS OF INTERSECTIONS

ORDINANCE NO. ____

AN ORDINANCE AMENDING SCHEDULE I OF SECTION 310.010 OF THE CODE OF THE CITY OF MISSION, KANSAS ADJUSTING SPEED LIMITS ON VARIOUS STREETS THROUGHOUT THE CITY.

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF MISSION, KANSAS AS FOLLOWS:

Section 1. Schedule I of Section 310.010 of the Code of the City of Mission is hereby amended as follows:

SCHEDULE I. SPEED LIMITS

In accordance with Chapter 310, speed limits so declared shall be effective when appropriate signs giving notice thereof are erected upon such streets and/or parts of streets.

<i>Street</i>	<i>Speed Limit</i>
Johnson Drive:	
From Metcalf (U.S. Highway 69) to Roe Boulevard	30 mph
<u>Lamar</u>	
<u>From Lamar to East City Limits</u>	<u>25 mph</u>
Nall Avenue:	
From Johnson Drive to U.S. Highway 56	30 mph
From U.S. Highway 56 to 67 th Street	35 mph
Lamar Avenue:	
From North City limits to South City limits at 67 th Street	30 mph
Foxridge Drive:	
From Lamar Avenue to 56 th Street	35 mph
Roe Avenue:	35 mph
Martway Street:	
From Metcalf to Lamar	30 mph
From Shawnee Mission Parkway to Martway Street	25 mph
Metcalf:	
From Martway Street to I-35	55 mph
From Shawnee Mission Parkway to Martway Street	45 mph

Roeland Drive:
From Johnson Drive to Shawnee Mission Parkway 25 mph

Shawnee Mission Parkway:
From east City limits to west City limits 45 mph

I-35:
From east City limits to west City limits 60 mph

63rd Street:
From east City limits to west City limits 30 mph

School Zones (When school is in session, school zones will operate from 7:15 AM to 8:15 AM and 3:00 PM to 4:00 PM.

52 nd Street, Horton to Woodson	20 mph
Roe Avenue, 61 st Street to 63 rd Street	20 mph
51 st Street, Dearborn to Outlook Street	20 mph
53 rd Street, Lamar Avenue to Outlook Street	20 mph
Lamar Avenue, 53 rd Street to 50 th Street	20 mph

Section 2. This Ordinance shall take effect and be in full force from and after its publication in the official City newspaper according to law.

PASSED AND APPROVED by the City Council this ____ day of _____, 2016.

APPROVED by the Mayor this ____ day of _____, 2016.

(SEAL)

Steve Schowengerdt, Mayor

ATTEST:

Martha M. Sumrall, City Clerk

~~PREPARED BY:~~

APPROVED AS TO FORM:

PAYNE & JONES, CHTD.

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