

CITY COUNCIL STUDY SESSION

TO: Mayor and City Council

FROM: Mari E. Macomber, City Manager

SESSION DATE: April 4, 2016

TIME: 4:30 pm

PLACE: City Council Chambers

AGENDA:

- **Airport Report**
- **Comprehensive Plan**
- **TAP Fees**
- **Not-for-Profit Funding Support**
- **Review City Council Agenda**
- **Review Newsletter**

Airport Report

Each year, we like to give the Council an update on the airport operations. The Kirksville Regional Airport is one of nine commercial airports in the State of Missouri. We have been blessed as a community to have had the foresight to invest in aviation and as a result of doing so have helped to diversify our economy through the economic engine that is our airport. According to the last economic impact study completed by the Missouri Department of Transportation the airport is responsible for the creation of 56 jobs with a total payroll of over \$2 million. Jobs are generated through the FAA, TSA and Cape Air. The total economic value of the airport operations is \$6,139,000.

Our airport infrastructure has allowed us to support commercial airline service. Cape Air provides daily flights to St. Louis for residents and visitors. In addition to serving commercial airline passenger activity, the airport also accommodates corporate flying, air cargo, flight training, aerial inspections, and recreational flying. UPS Air Freight operates daily at the airport. The airport serves as an integral part of our limited transportation system by serving as access to our area for hunters visiting private and public wildlife reserves; visitors to Truman State University and A.T. Still University. There are also a variety of general aviation consumers who use the airport with including Preferred Family Healthcare, Kraft-Heinz, Onshore Technologies, POET (ethanol plant in Macon). Ground transportation services like STAT and Enterprise also benefit from the success of the airport. In addition to all of these, last year, North Scout Aviation opened its doors to provide aviation and avionics repair and maintenance and is approaching its one year anniversary.

Other support has been given for military exercises, agricultural spraying, aerial photography, aerial advertising. Even emergency medical transportation companies use the airport, including the transports for Children's Mercy Hospital.

There is a lot of activity taking place at the airport. Staff is preparing for the annual FAA inspection. Preparation is being made for the planned apron work. The essential air service contract is coming up for bid. The marketing program paid for from the State is nearing conclusion. The City's website is being upgraded to enhance the presence of the services at the airport. A business after hours is planned to be hosted at the airport on Thursday, April 21 from 5 to 7 pm.

With all that is going on at the airport, measures have been taken toward enhancing revenues of the airport from the rental of hangars, the use of the 80 x 80 hangar, and modifications to the fuel sale policy.

Glenn Balliew will be in attendance to provide an update for the City Council on the activities of the airport.

Comprehensive Plan

In 2014 the City Council approved an updated Comprehensive Plan. Missouri law requires cities to make and adopt a comprehensive development plan, describing the future development of the City. Chapter 89 of the Revised Statutes of the State of Missouri outline the responsibilities of the City, the Planning and Zoning Commission and the Board of Adjustment. Section 89.340 of the statute explains that a city plan should be developed.

City plan, contents--zoning plan.

89.340. The commission shall make and **adopt a city plan** for the physical development of the municipality. The city plan, with the accompanying maps, plats, charts and descriptive and explanatory matter, shall show the commission's recommendations for the physical development and uses of land, and* may include, among other things, the general location, character and extent of streets and other public ways, grounds, places and spaces; the general location and extent of public utilities and terminals, whether publicly or privately owned, the acceptance, widening, removal, extension, relocation, narrowing, vacation, abandonment or change of use of any of the foregoing; the general character, extent and layout of the replanning of blighted districts and slum areas. The commission may also prepare a zoning plan for the regulation of the height, area, bulk, location and use of private, nonprofit and public structures and premises, and of population density, but the adoption, enforcement and administration of the zoning plan shall conform to the provisions of sections 89.010 to 89.250.

The main purpose of the comprehensive plan is to serve as a guide for making the city a better place to live and work. It is, therefore, essential to determine what constitutes a "better place." This can be accomplished by establishing basic long-term goals and short-

term objectives to carry out those goals. Through such a statement of goals and objectives a consensus of future development policy can be formed. The goals and objectives established by the city will provide the foundation from which the plan will be developed.

Although establishment of goals should involve the planning commission, all city officials and all departments, the city council should play the leading role in the goal and objective formulation process. The city council, as the policy-making body for the city, will be making most of the development decisions, and the plan would be unrealistic if it does not express their desires. The goals that are included in the City's Comprehensive Plan were approved by the City Council.

Included with this report is an update of these goals for 2014 and 2015. Please take time to read these before Monday's meeting.

TAP Fees

The City hired Carl Brown Consulting to conduct a water rate study. In that Study, Mr. Brown noted that the Council should evaluate the tap fees charged for water service. A water or sewer tap fee is the fee we charge when a customer connects their private water or sewer line to the City's mains. The fee allows for a connection into our pipe. The current water tap fee is \$100 and the sewer tap fee is \$50. These fees were updated in November 2008.

Sec. 25-20. - New service connections; fees.

Customers seeking the installation of a new water service connection are required to do the following:

- (3) Pay a service connection fee of **one hundred dollars (\$100.00)** per meter unless covered by section 25-38.

Sec. 25-115. – Fees.

(b) The following fees shall be charged by the city for implementing specific portions of this article. This listing shall not be construed as precluding the city from establishing other fees and charges as may be required from time to time on a case-by-case basis:

- (2) Permit and inspection fee for a residential or commercial building sewer (section [25-132](#)), **fifty dollars (\$50.00)**.

Mr. Brown recommended that the City establish a fee structure based on the size of the water meter, with the larger meters up to an 8" in size, being greatly increased, while a normal sized 5/8" or 3/4 " meters would be a standard fee.

We made contact with several cities similar to Kirksville – Hannibal, Moberly, Warrensburg and Sedalia to find out their tap fees. The * denotes those rates that include the cost of the meter.

	<u>Water</u>	<u>Sewer</u>
Hannibal	3/4" - \$450*	\$150
Kirksville	3/4" - \$100	\$ 50
Moberly	3/4" - \$200	\$100
Sedalia	3/4" - \$650*	\$100
Warrensburg	N/A	\$250

Our Utility Maintenance Division establishes the water taps for customers for 3/4" up to the 8" water tap. They do charge an escalating fee for their services based on the size of the meter. The Utility Maintenance Division does not do any sewer connections. Of the four cities surveyed both Sedalia and Hannibal make the water taps, like we do. Moberly does not perform any of the work, while Warrensburg does to the sewer taps.

We want to discuss the fees on Monday and determine what the fees should be for the tap only.

Not-for-Profit Funding Support

At the last Council meeting, there was some basic discussion concerning support for a public playground. The majority of the Council was in agreement with providing cash support to the playground project. However, during this discussion other entities were brought-up.

To clarify, the Northeast Missouri Inclusion Playground Project is a grass roots community project that has been promoted as a public playground since its inception. These individuals are not members of a not-for-profit organization, but they partnered with the Adair County SB40. The Kirksville R-III School campus was considered as a potential site early on, but the YMCA location, offered accessibility to the facility from the City's hike-bike trail that runs through the YMCA property. The YMCA Board voted to give the land to the project, and the SB40 provided upfront funds in the amount of \$100,000. Since the playground will be public and not cost participants any money, it seemed that the Council might want to provide support.

The City currently provides support to various not-for-profit organizations.

- Kirksville Arts Association - \$1,000 per year for Summer Concert Series
- Kirksville Area Chamber of Commerce - \$1,000 for Fireworks
- Chamber of Commerce - \$1,000 for Shop Kirksville promotion
- Kirksville R-III - \$1,000 for Ready Workforce Project
- Kirksville Arts Association - \$500 for Art in the Park
- Gents & Joules - \$500
- Fourth of July Parade - \$200
- K-REDI – Economic Development
- MREIC – Economic Development
- Tourism – Economic Development

A number of the organizations that are supported are supported for a specific project that benefits the community, free concerts, fireworks, parade, activities in the parks, etc. The majority of the funds however, are used to fund economic development.

Council should consider whether what they are funding is in fact something that is responsibility attributed to local government.

Council Policy 3 outlines the services that are priorities for the City as follows:

Services provided by the City are categorized in order to set priorities for allocating available funds and are defined as follows:

1. *Basic or Core Services:* Includes (1) legally mandated commitments or services, (2) those most closely linked to the health and safety of the citizens of Kirksville, and (3) those providing a net revenue contribution, or reducing identifiable costs in the same fiscal year.
2. *Maintenance of Effort Services:* Services that (1) maintain control of City resources, (2) reduce identifiable costs in future years, and (3) are necessary to keep the public adequately informed of legislative matters.
3. *Quality of Life Services:* Activities which are provided for more specialized groups, or are more aesthetic or promotional in nature.

The above categories have been applied to the City services as follow:

Basic or Core Services

Debt Services
Police & Fire
Water & Sewer
Street & Public Land Maintenance

Maintenance of Effort Services

Council
Administration
Personnel
Finance
Municipal Court
Public Facilities
Economic & Community Development
Codes & Engineering

Quality of Life Services

Parks
Recreation
Aquatic Center
North Park
Airport

Attachments

Airport Staff Report

Letters Concerning 2010 Air Safety and FAA Extension Act

Apron Marking

Airport Phasing Plan

Comprehensive Plan Purpose

City of Kirksville Goals

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Airport Report

STUDY SESSION MEETING DATE: 7 April 2016

CITY DEPARTMENT: Airport

PREPARED BY: Glenn Balliew, Airport/Public Works Director

- 1) The Kirksville Regional Airport has experienced a substantial increase of cancellations over the last 6-8 months due to a pilot shortage.
 - In 2010 Congress passed the Airline Safety and FAA Extension Act, which mandated that the Federal Aviation Administration require all pilots to complete 1,500 hours before they are allowed to fly commercially, up from just 250 hours before the Act. This Act was in response to the Colgan Air Flight 3407 crash in which several fatal errors were made and both pilots had well over 1,500 hours each. This Act would not have influenced or prevented this crash in anyway.
 - This Act has created a pilot shortage in the regional carrier market and has caused the loss of airline services to some communities. Statistics show no increase in safety and some figures indicate that there is a negative safety impact to this change. With a large number of retiring pilots, huge increase in cost to become a first officer (co-pilot) commercial pilot, aviation schools revamping curriculum and increasing tuition, increase in pilot rest requirements, and larger carriers pulling pilots from every source available, Congress has developed the perfect storm for a pilot shortage.
 - Many Missouri small and medium Part 139 airports have seen damaging impacts due to this Act. Canceled flights and a decrease in ridership because of crew availability is directly related to this policy. These markets are vulnerable and a loss of consumer confidence because of canceled flights can take years to rebuild. In short, this Act has had a very negative impact on many Missouri airports and communities.
 - This issue was personally discussed with Senator Blunt and Congressman Graves. Letters (attached) were sent to all State Representatives from the Missouri Airport Managers Association and Kirksville Airport Director.
 - Cape Air has made corrections and numbers are coming back up, but future challenges still exist.

2) The Essential Air Service Contract is up for renewal this year.

- Michael Martin, Essential Air Service & Domestic Analysis Division, United States Department of Transportation, was contacted last week. The Request for Proposals (RFP) is in the approval pipeline and should be out by mid-April.
- Once the RFPs are received they will be sent to the Kirksville Airport Director for review and analysis. They will then be presented to the City Council with all pros and cons for a decision of which air carrier will provide service to Kirksville.

3) The airport parking apron is scheduled to begin on 2 May 2016.

- This project is scheduled to take a minimum of 140 days. It will be completed in 4 phases in an attempt to minimize impacts to customers. See attached documents for phasing and new airport layout. Construction will work from north to south.
- The commercial aircraft parking will move in front of the FBO until the north section is complete. TSA has approved this move. The airport will allow North Scout Aviation to utilize a T hanger for maintenance to minimize impact to that business. The 80 x 80 hangar customers will experience minimal impact. Coordination with other hangar tenants will require pulling those aircraft from the hangars, is required, during that phase of construction.



The Honorable Roy Blunt
260 Russell Senate Office Building
Washington, DC 20510

Dear Senator Blunt,

In 2010 Congress passed the Airline Safety and FAA Extension Act, which mandated that the Federal Aviation Administration require all pilots to complete 1,500 hours before they are allowed to fly commercially, up from just 250 hours before the Act. This Act was in response to the Colgan Air Flight 3407 crash in which several fatal errors were made and both pilots had well over 1,500 hours each. This Act would not have influenced or prevented this crash in anyway.

This Act has created a pilot shortage in the regional carrier market and has caused the loss of airline services to some communities. Statistics show no increase in safety and some figures indicate that there is a negative safety impact to this change. With a large number of retiring pilots, huge increase in cost to become a first officer (co-pilot) commercial pilot, aviation schools revamping curriculum and increasing tuition, increase in pilot rest requirements, and larger carriers pulling pilots from every source available, Congress has developed the perfect storm for a pilot shortage.

The main supporter of this policy change is the Airline Pilot Unions. They support it because it has increased pay and work conditions. This Act was put in place to increase safety, not to address industry instability, pay, or benefits.

Many Missouri small and medium Part 139 airports have seen damaging impacts due to this Act. Canceled flights and a decrease in ridership because of crew availability is directly related to this policy. Shorter duty hours demanded by the unions only make matters worse, as the airlines are forced to either shorten their daily flight schedules or increase their expenses through additional pilot hires, which are not covered by current Essential Air Service contracts. Shortened schedules mean the airlines cannot accommodate as many passengers, which translates to reduced enplanements and revenues. These markets are vulnerable and a loss of consumer confidence because of canceled flights can take years to rebuild. In short, this Act has had a very negative impact on many Missouri airports and communities.

We request that you address these negative impacts of the Airline Safety and FAA Extension Act in the upcoming FAA Reauthorization Bill. Going back to the 250 hour requirement for first officer pilots would be optimum, but a policy based on hourly requirements dealing with aircraft complexity or passenger numbers could also be considered. This would put more experienced pilots in complex airframes and develop a pilot career progression model to build experience as they move through the system.

Sincerely,

Glenn Balliew
Director,
Kirksville Regional Airport



MISSOURI AIRPORT MANAGERS ASSOCIATION

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Kansas City, MO 64168

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January 20, 2016

Senator Claire McCaskill
Senator Roy Blunt
Congressman William Lacy Clay
Congresswoman Ann Wagner
Congressman Blaine Luetkeneyer

Congresswoman Vicky Hartzler
Congressman Emanuel Cleaver
Congressman Sam Graves
Congressman Billy Long
Congressman Jason Smith

Dear Honorable Missouri Senators and Representatives,

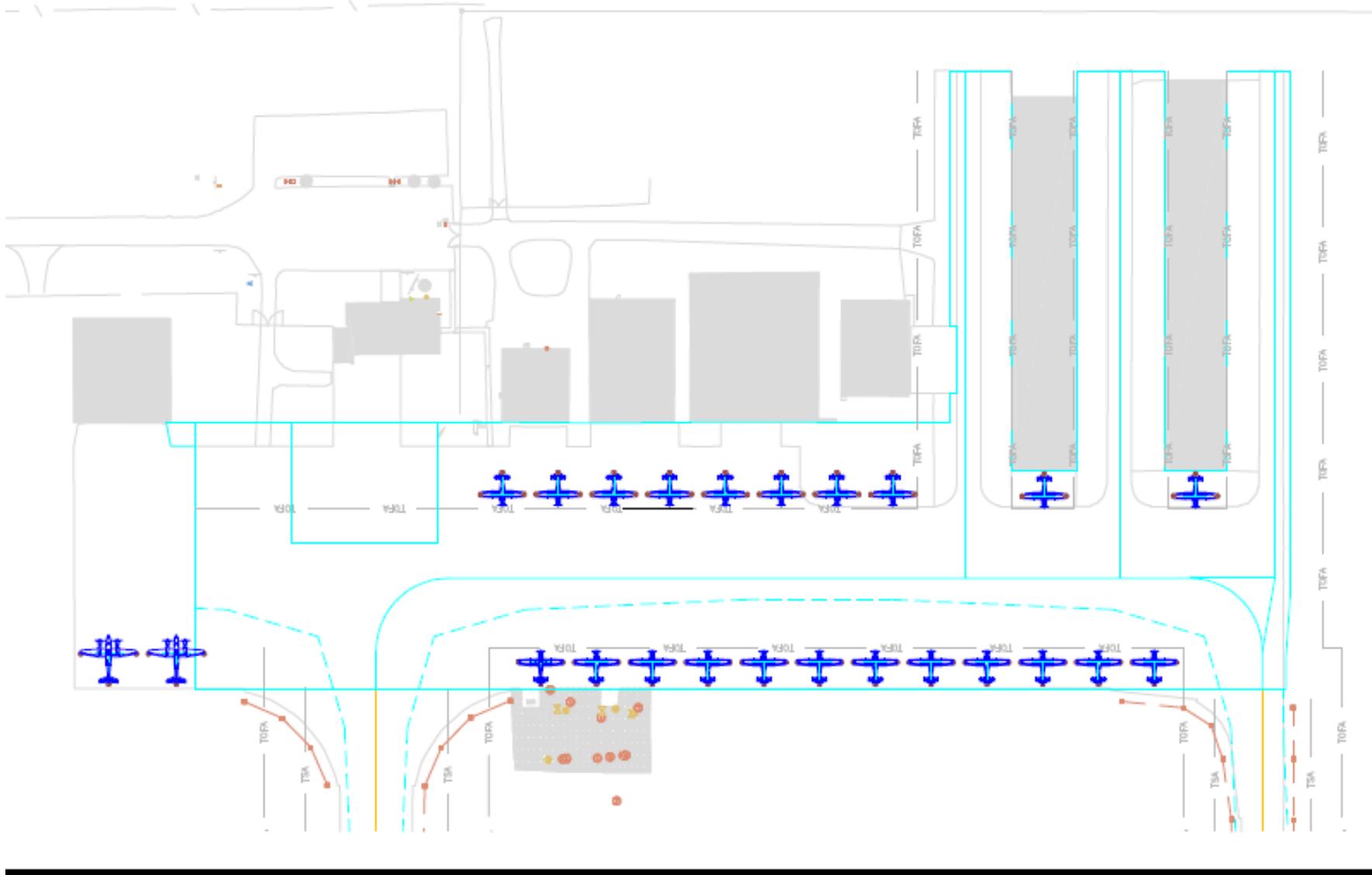
This letter is to call your attention to a growing issue for Missouri's eight publicly owned commercial service airports and the regions they serve.

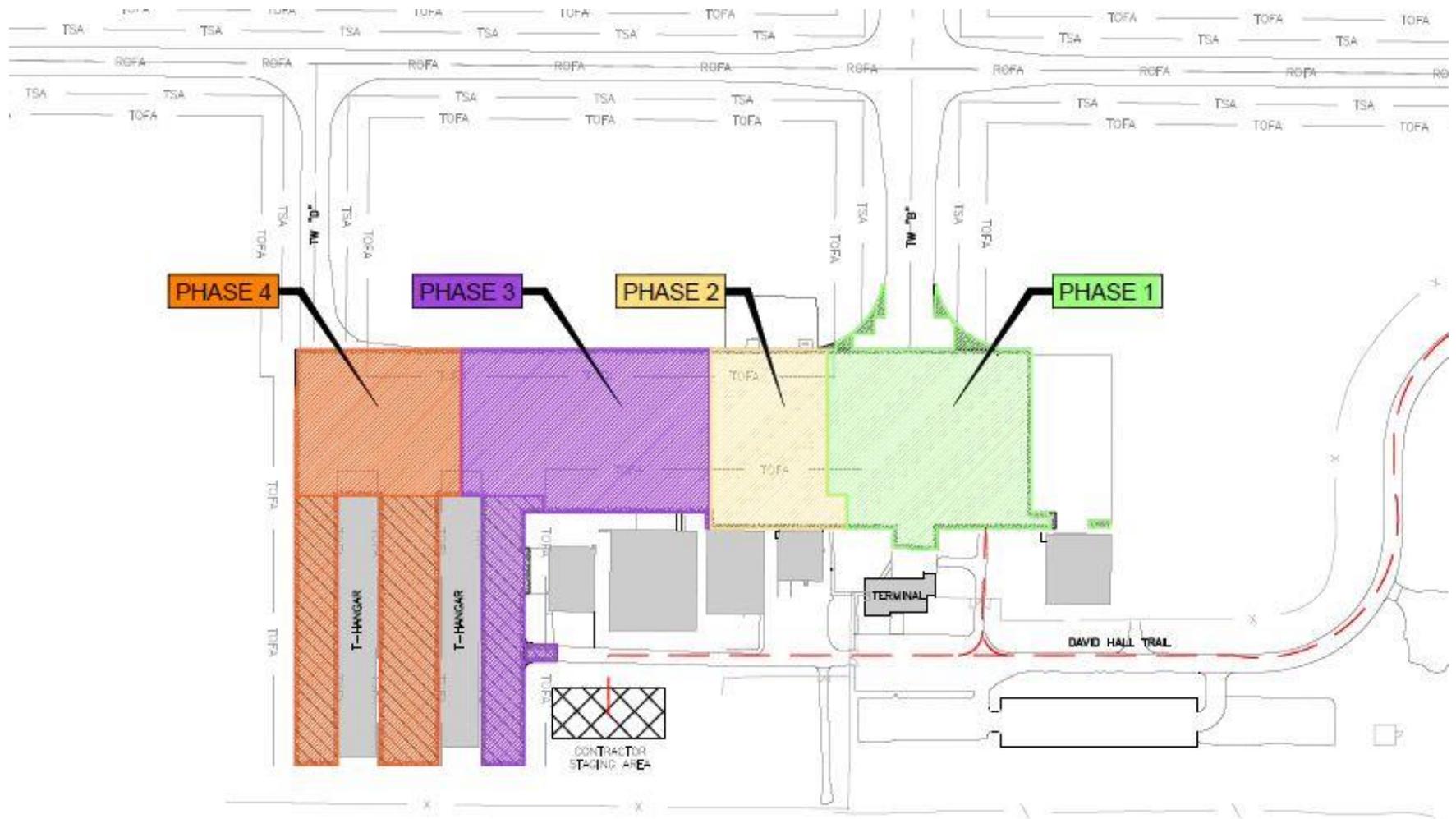
Congress passed the Airline Safety and FAA Extension Act in 2010, which mandated pilots have a minimum of 1,500 flight hours before being allowed to fly commercially for an airline, even in the co-pilot position. This was a significant increase from the 250 hours required before the Act, and was in response to the Colgan Air – Flight 3407 crash that was attributed to pilot error. However, both pilots in that case already had over 1,500 hours.

An unfortunate result of this Act is that it is exacerbating the current airline pilot shortage, especially for regional airlines that provide service to many small to medium sized communities. With the large number of current pilots retiring, significant increase in training costs to become a co-pilot, increased pilot rest requirements, fewer pilots being trained by the military, and larger airlines pulling pilots from every source available, the Act is making matters worse.

Initially seen only in very rural states, we are now seeing direct service impacts in Missouri. Airports including Cape Girardeau, Columbia, Kirksville, and Waynesville have experienced increases in flight cancellations due to crew unavailability. Flight schedules are also being adjusted to accommodate lack of pilots, instead of supporting times convenient for the traveling public or to maximize connections options at larger hub airports. These impacts degrade consumer confidence and reduce ridership that can take years to rebuild.

The issue is also impacting airports like Joplin, Kansas City, and Springfield that are seeking to expand service, but are often told airlines don't have the crews available to add routes or increase frequency to meet demand. In short, this problem is having a very negative impact on many Missouri airports and communities.





THE COMPREHENSIVE DEVELOPMENT PLAN (Master Plan)

A comprehensive development plan is an official document adopted by a city as a policy guide to decisions about the physical development of the community. The plan is not a regulatory ordinance, but a guide to be used when regulatory ordinances are developed and administered. Nor is the comprehensive development plan a detailed capital improvement program showing precise locations of public improvements and community facilities; it is used as a guide in the more detailed development planning that must occur before those facilities are built. The plan is a comprehensive document in that it covers all portions of the city and all facilities that relate to development. The comprehensive development plan is not designed to solve all the problems that confront the city, but it can contribute toward solving some of those problems. For example, city government has considerable influence over how development will take place in the city. At most city council meetings there are items on the agenda that deal with development issues. A developer may be seeking approval for construction of a shopping center, residential subdivision or industrial park; new streets are being constructed and fire stations built, and sewer and water lines are being extended. The plan can help improve decisions on these matters by providing the city with information on how much the city will grow, its priorities, what proposals will help achieve community objectives, and how all the various elements relate to one another.

2014 Comprehensive Plan Goals The 2015 Update

Airport Director

1. Make substantial improvements to the Kirksville Airport Terminal. Built in the 1970's, the passenger terminal has received minimal updates. With the success of the essential air service program and steady passenger flow, terminal modernization is necessary. The passenger terminal was built with a flat tar built up roofing that has constant leak issues. A new pitch roof to eliminate standing water and snow is greatly needed. Updated energy efficient windows will help with heating and cooling. The floors and bathrooms are over 30 years old and need updating. Furniture and ticket counters are also very old and need replacing. Some room expansions should also be considered due to the limited space for the Transportation Security Administration and passenger holding areas. Updating the passenger areas will help increase ridership and make the Kirksville Regional Airport more presentable to new and prospective businesses, students, and citizens. With a positive economic output of over \$6 million dollars to the community, per MoDOT studies, these Airport investments are good for the community and taxpayers.

2014 – Little progress. The terminal did receive new passenger seating. The airport terminal was one of three aviation projects in the state transportation sales tax that failed to pass. Aviation is completing an engineering assessment for a remodel. The preliminary assessment was \$750,000 for a new roof and a remodel of the existing terminal.

2015- The State Transportation Sales Tax was voted down by Missouri citizens. At this point there is no money budgeted for the foreseeable future to complete any updates to the 34 year old facility. The earliest date that any non-primary grant funding could be used is 2021. The estimated funding required for improvement is \$750,000. The best case scenario for non-primary grant funding would be banking the funds for 3 years with the available amount of \$450,000 in 2024. Any improvements to the terminal in the next 8-9 years will have to be funded by the city.

2. Make improvements to the airport runway surface. Runway age, damage, and replacement is being studied. With steady use and harsh weather conditions the runway is showing cracks and displacement in the concrete. The airport staff is working with MoDOT and the Federal Aviation Administration (FAA) to secure grants to cover up to 95% of the cost. The FAA has indicated that the runway could become a future safety issue and is monitoring the cracks closely. Increasing the weight capacity of the runway will be crucial when the replacement is done. This will allow larger planes to land and will increase the profit margins in fuel sales. With the current instrument land system and where the Kirksville Regional Airport lays in the National Airspace System, a new and heavier load capacity runway is needed. This project will increase the amount of air traffic and will give the airport the capacity to grow as the community, business, and local colleges grow.

2014 – Pavement assessment has been completed and waiting on results. The parking apron graded lower than the runway on the last assessment conducted in 2013. The airport parking apron is slated to be replaced in 2015 using grant funding at a 5% match. The runway is on the MoDOT capital plan for 2016 if the new pavement assessment indicates the need. If the pavement assessment grades the runway at good or fair the airport non-primary entitlement funding will be diverted to other airport projects.

2015- The airport parking apron graded below the runway. The aircraft parking apron will be replaced in 2016 with a 95%/5% percent grant. The runway will be accessed for rehabilitation in 2017 or 2018. Rehabilitation is expected to cost approximately \$3 million dollars and be grant funded at 95%/5%.

Assistant City Manager

1. Continue to encourage and support the Kirksville Downtown Improvement Committee, Inc., to develop a consistent organizational structure that includes projects eligible for non-profit funding and identifies and incorporates funding mechanisms in its structure. The City is working with the KDIC to reorganize themselves now. They should be on more solid footing within 3 years and can then look to expand their offerings and activities.

2014 – Staff continues to work with the KDIC to ensure they solidify their presence.

2015 - Staff continues to work with the KDIC to increase their membership, their ability to raise funds, and better communicate with their members, businesses and residents of the Downtown, and the community as a whole.

2. Increase the interconnections between the hike/bike trail and the downtown sidewalk system, to key destinations for shopping, education, and recreation. City staff has revised the master trail plan for the city and has continued to look for grants and projects that will make the plan a reality. The recent success that we have had with the Safe Routes to School grant program will help to connect several major hike/bike sidewalks and trails. Staff should continue to explore ways to complete the other sections of the trail system while the momentum is strong. The next focus should be on extending the hike/bike trail to North Park and an increased focus on the FLATS project.

2014 – The Safe Routes to School grant has allowed for sidewalks along LaHarpe Street.

2015 - An updated Hike / Bike / Trail Map has been reviewed by the Lakes, Parks and Recreation Commission, the Airport/Transportation Commission, and the Planning and Zoning Commission. It will soon be reviewed, and hopefully approved, by the City Council. Included in this plan is increased connectivity between the City's existing hike and bike trails, including connectivity to the FLATS trail head.

Codes & Planning Director

1. Pursue the process of allowing City Code Inspectors the capability of writing tickets for Municipal Nuisance Violations (trash, rubbish, grass and weeds, unlicensed vehicles, display of furniture, and etc.). This ticket would actually be a summons to Court for the offender to be able to enter a plea of Guilty or Not Guilty. The reasoning is that some people are prior and persistent offenders of city ordinances. The ticket writing capability is seen as a fast track to bring these people to court and to clean up trash or tall grass on properties so they are abated more quickly. The current method of personal contact, writing letters, due dates, etc., would continue to be used as well for normal circumstances.

2014 – No progress.

2015 - The City Attorney is working on the process to find other cities that use this process and determine the state law that is allowing that process. Ongoing.

2. The current sign code of the City of Kirksville has several areas where interpretation must be used for different situations. Illegal signs are a persistent problem in the City. The sign code should be as detailed in order to cover as many different situations as possible. This will help to remove the judgment needed to determine some sign situations.

2014 – Have tentative language for some sections of a new sign code. Expect completion late in the year.

2015 - No further progress.

3. A landscaping ordinance for new commercial businesses coming into the City of Kirksville has been discussed with the city council should be written. The writing of a new ordinance is necessary, to have attractive businesses up and down our commercial business strips, especially Baltimore Street. An ordinance should provide a balance on the minimum green space necessary to make an attractive location, while limiting the financial burden on any new business starting up.

2014 – No progress.

2015 - No progress.

Finance Director

1. Implement a finance policy and system that will accept credit card payments from citizens for all city transactions – such as parking tickets, permits, airport sales, fines, fees, etc.

2014 - Have been working with credit card companies on compliance issues and will continue to try to implement in 2015.

2015 - The City has added the parks and aquatic center to the departments that accept credit card payments, in addition to changing credit card vendors at the airport. With continued changes in compliance rules, the City will add other departments when possible.

2. Modify the current water billing system to allow customers to sign up for water service and to activate their water service on-line.

2014 - Waiting on software upgrade to see if this will be possible. Upgrade scheduled for February 2015.

2015 - The Computer software upgrade did not allow for on-line service set up as hoped. The department has been trying to determine how to implement on-line service set up through the system and hopes to test methods by year end.

Fire Chief

1. To build a state-of-the-art training center for the Kirksville Fire Department and Region B. This would include a burn/search building, a tower, a collapsed building, and an area for auto extrication, incorporating the burn pit that already exists.

2014 – We are attempting to partner with others in the area to better utilize and fund an up-to-date training facility.

2015 - We have partnered with MACC to start a Basic FF I and II program. Our existing training site is being cleaned and evaluated for improvements. A long range plan to make continual additions is being worked on. Items such as: fencing the area, pouring a large concrete area for accessibility, putting up a building that has a classroom and small storage area and a restroom, continuing to add props as we develop them.

2. To build a storage facility with a storm shelter in the basement. This would allow all city departments to have a storage area located at the Public Works facility. By putting a basement under the storage facility the City could provide a storm shelter for the citizens of Kirksville.

2014 – No progress.

2015 - We have evaluated the lot across Franklin from the fire station (too costly) and putting up a building out on the city property at Public Works. The Public Works location would be the best use of currently owned city land over having to purchase property. Size of building to meet everyone's needs could push costs up too much. Addressing the shelter in the basement - unless we can get some funding assistance from an outside source, this will prove difficult to fund.

Human Resources Director

1. Determine the funding needed for increasing the LAGERS retirement percentage level for City employees, and plan for the implementation of this employee benefit.

2014 - Funding has delayed this proposal.

2015 - 2016 would have been a good year to meet this goal. LAGERS rates for 2016 will be going down resulting in a reduction in cost of approximately \$55,000 (projected cost to increase the LAGERS benefit level would have been \$248,000. However, a proposed 20% increase in health insurance premiums made this option prohibitive for 2016.

2. Work toward developing and implementing an internet recordkeeping system to record hours worked (e.g., time in and time out).

2014 - Funding has delayed this proposal.

2015 - Most proposals have been expensive and include features we do not need but so is not accurately accounting for time. We will look at this again for/in 2016.

Police Chief

1. With sufficient staffing/resources, increase the interaction and collaboration with the Kirksville community; continuing with face-to-face/personal contact and enhancing those efforts by focusing on increased utilization of electronic social media (e.g., Facebook, Twitter, TextCaster and other similar systems), increasing those enrolled in such electronic efforts by 25%, in total, by 2016.

2014 - For the first six months of 2014 there were 2,331 unique users for KPD Facebook and 77,098 unique users that had posted, shared, or liked KPD Facebook.

2015 - For the first six months of 2015 there were 2,652 unique users (essentially likes), 27,425 people who engaged with the Facebook page (unique users) and 203,476 people who have seen content associated with the Facebook page (unique users).

2. Work in collaboration with other regional partners to develop a dedicated law enforcement firearms range by the end of 2016.

2014 – Advised unofficially, in July 2013, that the completed proposal was not funded for the coming 2014/2015 State budget cycle. Once official notification is obtained the proposal will be reworked and resubmitted for the 2015/2016 budget.

2015 – The focus of the range project changed significantly in 2015. The focus is now on grant funding and partnership development to build a state-of-the-art public shooting park. The current design includes a firearms range (which would be available to law enforcement, as well as other groups), combined skeet/trap fields, shotgun patterning range and archery range). By the end of October of 2015 the updated grant application will be submitted to the Missouri Department of Conservation. This submission is dependent on meetings/conversations to be held with the Missouri Department of Natural Resources (DNR); also in October. Current goal is to have the park built, pending DNR approval, by late fall of 2016.

Public Works Director

1. Construct a new waste water treatment plant to meet all current DNR and EPA specifications in order to efficiently treat the waste water for the City of Kirksville

2014 – Awaiting construction permit from DNR

2015 - The plant will be placed out for bid in October 2015 and construction should be well on the way by early 2016.

2. Implement a traffic signal upgrade project to improve traffic flow in the City of Kirksville. This could include modifications to the synchronizing, removal and/or addition of traffic signals.

2014 – Under review by City Council

2015 - All traffic lights in the downtown were placed in blinking red turning all intersection into four way stops. This change has reduced traffic congestions and delays in the downtown area.

3. Review, study and possibly implement replacement of streetlight lamps and fixtures in the City of Kirksville in order to reduce energy usage and improve street lighting.

2014 – Implementation in progress in cooperation with Ameren UE

2015 - LED replacement bulbs have been ordered and replacement will begin as old bulbs fail and need to be replaced.