SPECIAL SESSION AGENDA

Independence City Commission

June 30, 2020

Veterans Room Memorial Hall 9:00 AM

I. SPECIAL SESSION

Documents:

SPECIAL MEETING NOTICE - 06302020.PDF

A. Call To Order

II. DISCUSSION

A. Discuss Phase II Programming For City Hall.

Documents:

INDEPENDENCE CITY HALL - EAST ADDITION ONLY.PDF

III. ITEMS FOR COMMISSION ACTION

A. Consider Adopting An Ordinance Relating To Requirements For The CRS Program.

Documents:

RCA - ORDINANCE CHANGE - 06302020 REV DJC.PDF

B. Consider Setting The Date Of August 27, 2020 At 5:30 PM For A Public Hearing To Consider Condemnation Of 201 E. Main Street.

Documents:

RCA -SET THE DATE FOR PUBLIC HEARING - 201 E. MAIN ST..PDF

C. Consider Authorizing Funding For A Retirement Program.

Documents:

RCA RETIREMENT.PDF

IV. ADJOURNMENT

NOTICE OF SPECIAL MEETING TO THE BOARD OF COMMISSIONERS OF THE CITY OF INDEPENDENCE, KANSAS

Notice is hereby given that a special meeting of the board of commissioners of the City of Independence, Kansas, will be held in the Civic Center of the Memorial Hall, Penn and Chestnut, Independence, Kansas, at 9:00 a.m., on June 30, 2020, for the following purpose (s):

Discussion

A. Consider discussing Phase II Programming for 1916 City Hall.

Items For Commission Action

A. Consider adopting an ordinance relating to requirements for the CRS program.

B. Consider setting the date of August 27, 2020 at 5:30 PM for a public hearing to consider condemnation of 201 E. Main Street.

C. Consider authorizing funding for a retirement program.

PLEASE NOTE:

To participate by conference call:

+1 785-289-4727 United States, Topeka (Toll)
Conference ID: 184 965 321#

Date: June 30, 2020

David Schwenker, City Clerk

CERTIFICATE OF SERVICE OF NOTICE
I, David Schwenker, the duly appointed, qualified and acting City Clerk of the City of Independence, do hereby certify that on this 30th day of June 2020, I served a true copy of the Notice of Special Meeting on each and every member of the Board of Commissioners of the City of Independence in the manner provided by law.

Date: June 30, 2020

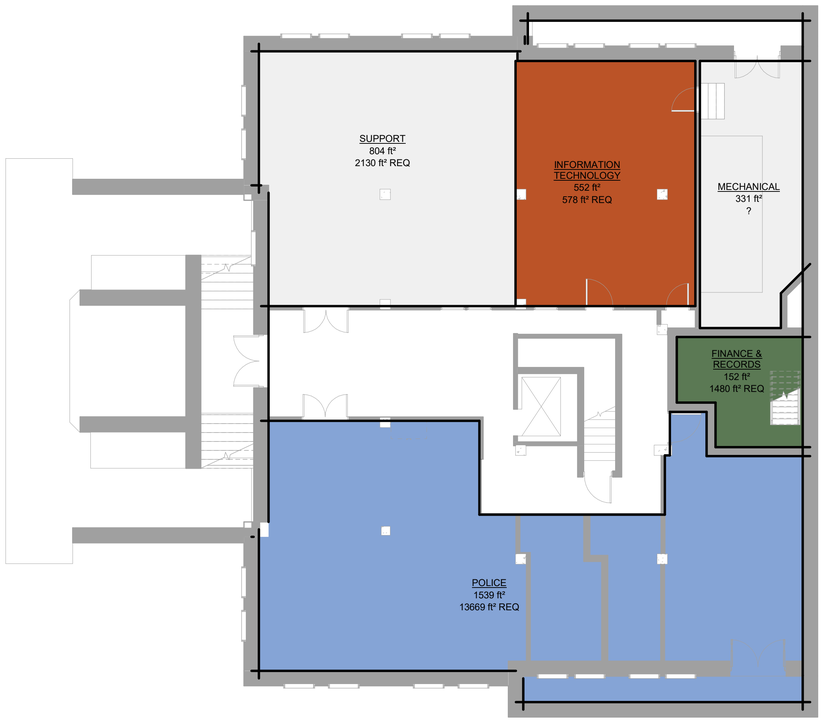
David Schwenker, City Clerk

WAIVER OF REGULAR NOTICE OF AND CONSENT TO SPECIAL MEETING
We, the undersigned members of the Board of Commissioners of the City of Independence do hereby accept service of the notice of special meeting waiving any and all irregularities in such service and in such notice and consent and agree that the said members of said Board of Commissioners shall meet at the time and place named in such notice and for the purpose stated therein.

Mayor

Commissioner

Commissioner



BASEMENT

1/8" = 1'-0"

FIRST FLOOR

1/8" = 1'-0"

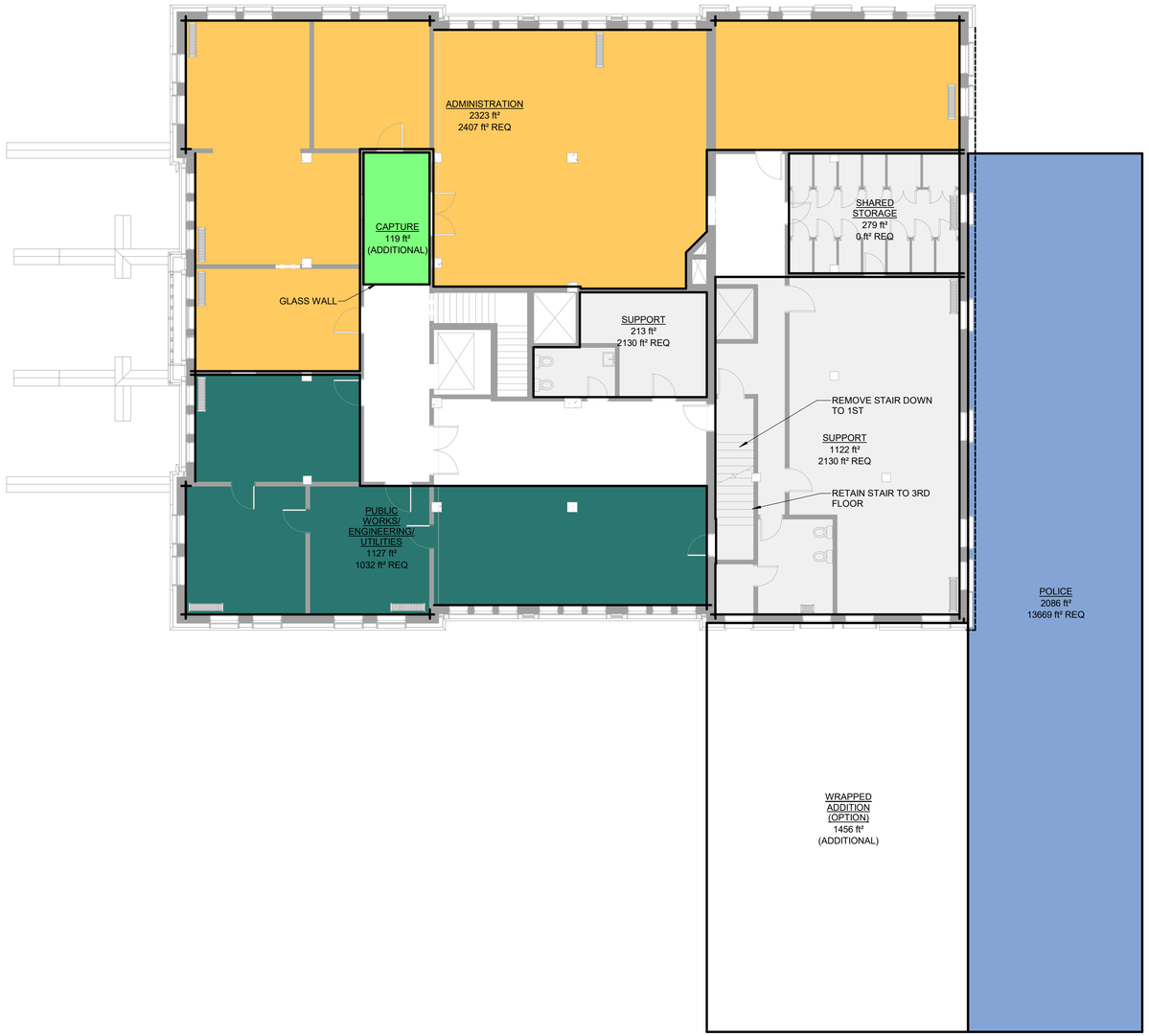
CITY HALL RENOVATION PHASE 2

06/23/2020

1916 CITY HALL - OPTION 2

1/8" = 1'-0"

TREANORHL



SECOND FLOOR

1/8" = 1'-0"

CITY HALL RENOVATION PHASE 2

06/23/2020

1916 CITY HALL - OPTION 2

1/8" = 1'-0"

TREANORHL

REQUEST FOR COMMISSION ACTION
CITY OF INDEPENDENCE
June 30, 2020

Department Safety & Code Enforcement **Director Approval** *David Cowan*

AGENDA ITEM Consider adopting an ordinance relating to requirements for the CRS program.

SUMMARY RECOMMENDATION City Staff recommends the approval of the Ordinance modifications.

BACKGROUND The Building and Flood Administrator is working with ISO Specialist Melissa Mitchell to implement the CRS program for the City of Independence. The following ordinances are needed to implement this program.

- Repealing City Code Section 18-35 and 18-37 and replacing them with new provisions.
    - The previous code had not been updated and has been updated to meet current staffing and titles.
    - Requires a building permit for any property in the floodplain
        1. The construction, building, moving, remodeling or reconstruction of any structure shall not be commenced;
        2. The improvement of any plan preliminary to any use of such land shall not be commenced; and
        3. Any building permit issued in conflict with the provisions of this Ordinance shall be null and void.
    - Elevations Certificate for any new or substantially improved structures in the floodplain.

BUDGET IMPACT There would be no budget impact.

SUGGESTED MOTION I move the City adopt the following ordinance: Ordinance 4330 repealing and replacing City Code Sections 18-35 and 18-37.

SUPPORTING DOCUMENTS Proposed Ordinance

ORDINANCE NO. 4330

An Ordinance Repealing City Code Sections 18-35 and 18-37 and Replacing Them with New Provisions Regarding The Appointment, Duties and Qualifications of a Building Inspector

BE IT ORDAINED by the Governing Body of the City of Independence, Kansas:

Section 1. Current City Code Sections 18-35 and 18-37 are hereby repealed and replaced by the provisions of this ordinance

Section 2. Office of the building inspector.

a. There is hereby established the office of building inspector.

b. The city manager shall appoint a person who in his opinion is qualified through education and experience to hold the title of building inspector. The building inspector may hold another office or position concurrently.

c. The budget for the office of building inspector and the salary for the building inspector shall be established by the governing body in the same manner as for all other departments and staff salaries.

Section 3. Duties of the building inspector. The building inspector, or designee, shall enforce these regulations and in addition thereto and in furtherance of said authority, he shall:

a. Approve and issue all permits and certificates regarding compliance with all applicable building codes and ordinances, and make and maintain records thereof.

b. Conduct inspections of buildings and structures to determine compliance with the provisions of the applicable building codes and ordinances.

Section 4. Building Permits.

a. Unless a building permit shall first have been obtained from the office of the building inspector:

1. The construction, building, moving, remodeling or reconstruction of any structure shall not be commenced;

2. For any property located in the flood plain, any improvement to any structure located thereon shall not be commenced, provided however, the building permit fee shall be waived for any work that would not ordinarily require a building permit, as determined in the discretion of the building inspector.

3. The improvement of any plan preliminary to any use of such land shall not be commenced; and

4. Any building permit issued in conflict with the provisions of this ordinance shall be null and void.

b. For any property located in the flood plain, any application for a building permit for all new or substantially improved structures in the Special Flood Hazard Area shall submit an elevation certificate with the application for building permit.

c. A building permit shall either be issued or denied by the building inspector within ten (10) days after the receipt of a complete application, or within such further time period as may be agreed to by the applicant. If the building inspector denies the application for a building permit, the reasons for the denial shall be provided to the applicant in writing.

d. A building permit shall become null and void six (6) months after the date it was issued, unless within such six (6) month period construction, building, moving, remodeling or reconstruction of a structure is commenced.

Section 5. Occupancy Certificates.

a. No structure or any addition thereto constructed, built, moved, remodeled or reconstructed after the effective date of this ordinance shall be occupied or used for any purpose unless an occupancy certificate shall first have been obtained from the office of the building inspector consistent with the provisions of this ordinance.

b. No occupancy certificate for a structure or addition thereto constructed, built, moved, remodeled or reconstructed after the effective date of this ordinance shall be issued until such time as all work has been completed and the premises inspected and certified by the office of the building inspector to be in full and complete compliance with the plans and specifications upon which the building permit was issued. Pending issuance of a permanent occupancy certificate, a temporary occupancy certificate may be issued to be valid for a period not to exceed six (6) months from its

date pending the completion of any addition or during partial occupancy of the premises. An occupancy certificate shall be issued or denied within ten (10) days after the receipt of an application therefore. If the occupancy certificate is denied, the building inspector shall provide the applicant the reasons for the denial in writing.

Section 6. Appeals. Any person or persons jointly or severally agreed by any decision of the building inspector may appeal such decision to the board of zoning appeals in accordance with the procedures set forth in City Code Sections 2-114 and 2-116.

Section 7. Fees, Charges and Expenses. The governing body shall establish a schedule of fees, charges, and expenses, and a collection procedure, for building permits, certificates of occupancy, appeals, and other matters pertaining to this ordinance. The schedule of fees shall be posted in the office of the building inspector and may be altered and amended only by the governing body. No permit or certificate shall be issued unless or until such costs, charges, fees, or expenses listed in this ordinance have been paid in full, nor shall any action be taken on proceedings before the governing body, unless or until such fees have been paid in full.

Section 8. Violations. If any building or structure is erected, constructed, reconstructed, altered, converted or maintained, the city, in addition to other remedies, may institute an appropriate action to prevent such unlawful erection, construction, reconstruction, alteration, conversion; to restrain, correct, or abate such violation; to prevent the occupancy of said building, structure or land; or to prevent any illegal act, conduct, or business in or about such premises. Such ordinance shall be enforced by the building inspector, or designee, who is impowered to cause any building, structure, place or premises to be inspected and examined, and to order, in writing, the remedy of any condition found to exist therein or in violation of any provision of this ordinance.

Section 9. Penalty. Pursuant to K.S.A. 12-710 as amended, the owner or agent of a building or premises in or upon which a violation of any provisions of this ordinance has been committed or shall exist or lessee or tenant of an entire building or entire premises in or upon which violation has been committed or shall exist, or the agent, architect, building contractor, or any other person who commits, takes part, or assists in any violation or who maintains any building or premises in or upon which such violation shall exist, shall be guilty of a misdemeanor and shall be punished by a fine not to exceed $500.00 for any one offense. Each day of noncompliance with the terms of this ordinance shall constitute a separate offense.

Nothing herein contained shall prevent the city from taking such other lawful action as is necessary to prevent or remedy any violation. However, nothing shall deprive the citizen of his rights under the U.S. Constitution.

Section 10. This Ordinance shall take effect upon its publication in the official City newspaper.

Adopted by the Governing Body of the City of Independence, Kansas, on the 30th day of June, 2020.

_____
LEONHARD CAFLISCH, Mayor

ATTEST:

_____
DAVID W. SCHWENKER, City Clerk

REQUEST FOR COMMISSION ACTION
CITY OF INDEPENDENCE
June 30, 2020

Department Safety & Code Enforcement **Director Approval** David Cowan

AGENDA ITEM Consider setting the date of August 27, 2020 at 5:30 PM for public hearing to consider condemnation of 201 E. Main Street.

SUMMARY RECOMMENDATION City staff recommends setting a the date of August 27, 2020 at 5:30 PM for public hearing to consider condemnation of the above structure as dangerous and unsafe.

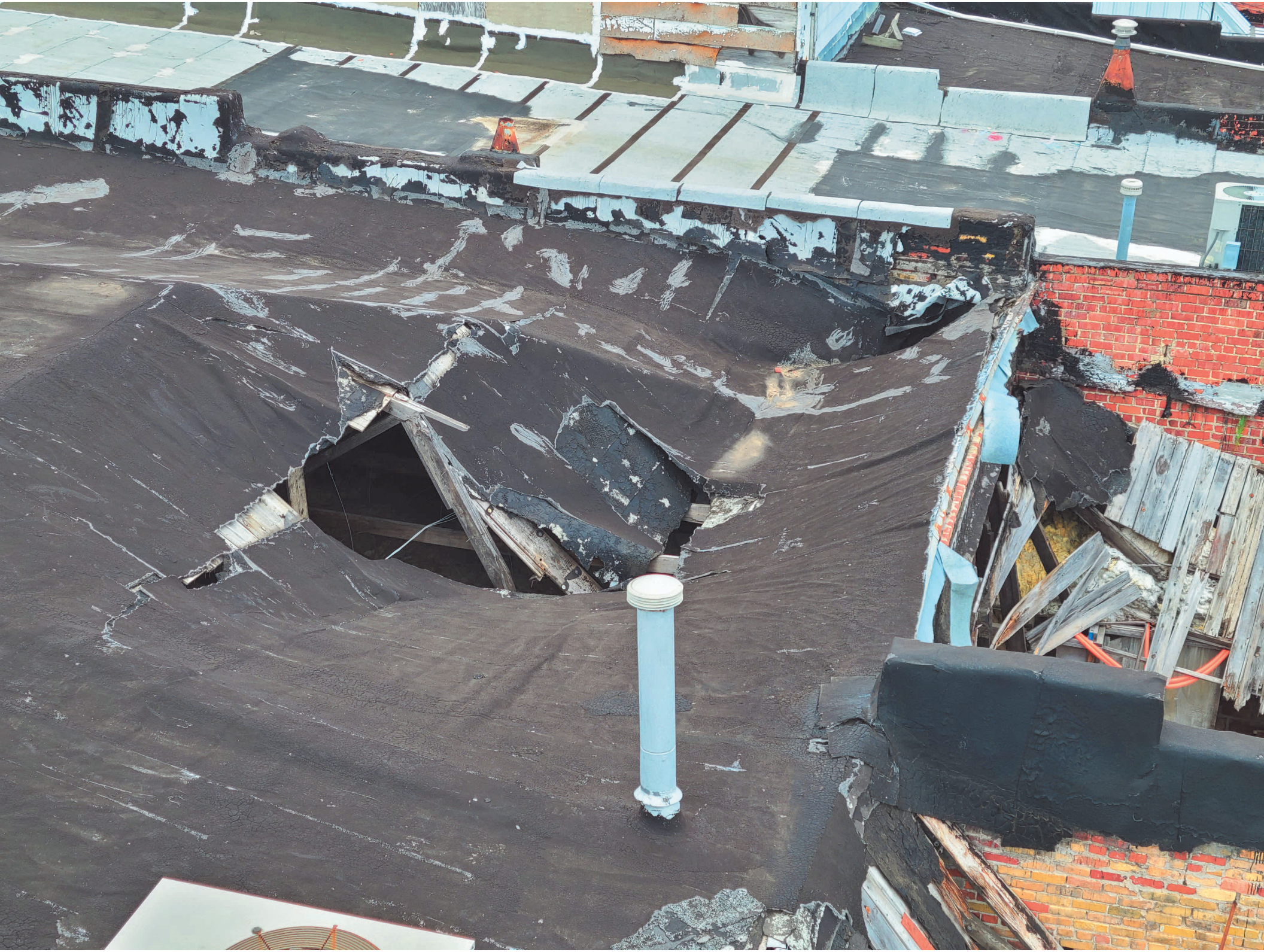
BACKGROUND The City of Independence Building Department noticed what appeared to be light in the building while driving by 201 E. Main. With the assistance of the fire department tower truck, the Building Department was able to discover several parts of the roof has collapsed with a large section along the West wall. City staff consulted two local architects and both felt it was necessary to barricade off the building to protect the public. City staff is working with the City Attorney to make contact with the owner and working on several possible options for this building.

BUDGET IMPACT The budget impact would consist of the cost of demolition if the owner does not diligently pursue repair or removal.

SUGGESTED MOTION I move to set the date of August 27, 2020, at 5:30 p.m. for a public hearing to consider condemnation of 201 E. Main Street.

SUPPORTING DOCUMENTS

1. Pictures
2. Resolution



RESOLUTION NO. 2020-040

A RESOLUTION FIXING A TIME AND PLACE AND PROVIDING FOR NOTICE OF HEARING BEFORE THE GOVERNING BODY OF THE CITY OF INDEPENDENCE, KANSAS, OF WHICH OWNERS, OWNERS AGENTS, LIEN HOLDERS OF RECORD AND ANY OCCUPANTS, IF ANY, OF THE STRUCTURE OR STRUCTURES IDENTIFIED BELOW, IN SAID CITY MAY APPEAR AND SHOW CAUSE WHY SAID STRUCTURE OR STRUCTURES SHOULD NOT BE CONDEMNED AND ORDERED REPAIRED OR DEMOLISHED PURSUANT TO K.S.A. 12-1751 ET. SEQ.

WHEREAS, the enforcing officer of the City of Independence, Kansas, did on the 25th day of June 2020, file with the Governing body of said City, statements and reports in writing that the structure or structures located on said properties hereinafter described are unsafe and/or dangerous:

Legal: Block 53, Lots 10 – 13, Original Plat to the City of Independence, Montgomery County, Kansas

Common Address: 201 E Main Street

Mortgage:

NOW, THEREFORE, be it resolved by the Governing Body of the City of Independence, Kansas:

That a public hearing will be held on Thursday**, August 27, 2020** before the Governing Body of the City of Independence, Kansas, at **5:30 p.m.**, in the Veterans Room, Memorial Hall, Penn Ave. and Locust Streets, Independence, Kansas, at which time the owner, the owners agent, any lien holders of record and any occupant of the structure or structures located on the properties described herein, may appear and show cause why such structure or structures should not be condemned as unsafe and/or dangerous and ordered repaired or removed.

Be it further resolved that the City Clerk shall cause this Resolution to be published one time each week for two consecutive weeks on the same day of each week, that at least thirty (30) days shall elapse between the last publication and the date set for hearing and the City Clerk shall give notice of the aforesaid hearing in the manner provided by Ordinance and by law.

Be it further resolved by the Governing Body of the City of Independence that its authority for the actions set forth herein is established pursuant to K.S.A. 12-1751 ET. SEQ.

Adopted this 30th day of June 2020.

(SEAL)

_____
Mayor

_____
City Clerk

Print Page

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The Parcel Number for this Property is 063-099-31-0-20-17-007.00-0
Quick Ref ID: 7049

Owner Information

Owner Name	FAMILY OF CHRIST CHURCH
Address	3348 CR 4200 ST INDEPENDENCE, KS 67301

Property Situs Address

Address	201 E MAIN ST, Independence, KS 67301

Land Based Classification System

Function	Downtown row store
Activity	Goods-oriented shopping
Ownership	Private-fee simple
Site	Developed site - with buildings

General Property Information

Prop Class	Other - O
Living Units	
Zoning	
Neighborhood	208.D
Tax Unit Group	108

Property Factors

Topography	Level - 1
Utilities	All Public - 1
Access	Paved Road - 1 Alley - 7
Fronting	Major Strip or CBD - 1
Location	Central Business District - 1
Parking Type	On Street - 2
Parking Quantity	Adequate - 2
Parking Proximity	On Site - 3
Parking Covered	
Parking Uncovered	

2020 Appraised Value

Class	Land	Building	Total
Other - O	11,700		11,700
Total	11,700	0	11,700

Tract Description

ORIG PLAT, S31, T32, R16, BLOCK 53, Lot 10 - 13, 12747 SQUARE FEET, Lot Width: 093.0 Lot Depth: 140.0 Plat Book/Page 1 /6&7 Deed Book/Page 661 /727 654 /1316 580 /430 559 /702 321 /464

Building Permit Information

Permit Number	Amount	Issue Date	Description
67301	5,000	10/1/1996	

Deed Information

Book1	Page1	Book2	Page2	Book3	Page3	Book4	Page4
661	727	654	1316	580	430		

Market Land Information

Method	Type	AC/SF	Eff FF	Depth	D-Fact	Inf1	Fact1	Inf2	Fact2	Ovrd	Class	Value Est
Sqft	Primary Site - 1	12747										11,700

General Commercial Building Information

General Building Information	
LBCS Structure Code	Downtown row store
Bldg No.	1
Building Name	Vacant
Identical units	1
No. of Units	
Unit Type	
MS Mult	
MS Zip	

Apartment Data								
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Units								
BR Type								
Baths								

Commercial Building Sections & Basements

Sec	Occupancy	MSCls	Rank	Yr Blt	Eff Yr	Levels	Stories	Area	Perim	Hgt	Phys	Func	Econ	OVR%	Rsn	Inc Use	Net Area	Cls	RCN	%Gd	Value
1	Mixed Retail w/ Office Units	M	1.00	1904		01/01		11,220	333	17	0	0				039			951,010	0	0
2	Mixed Retail w/ Office Units	M	2.00	1904		01/01		1,800	80	10	0	0				039			147,470	0	0

Commercial Building Section Components

Sec	Code	Units	Pct	Size	Other	Rank	Year
1	Warmed and Cooled Air		100				
1	Brick, Solid		100				
1	Canopy, Retail Wood Frame	228				1.00	
2	No HVAC						
2	Brick, Solid		100				

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Parcel Search powered by THOMSON REUTERS

REQUEST FOR COMMISSION ACTION
CITY OF INDEPENDENCE
June 30, 2020

Department Administration **Director Approval** *Kelly Passauer*

AGENDA ITEM Consider authorizing funding for a retirement program.

SUMMARY RECOMMENDATION Approve the funding.

BACKGROUND The City's policy for retirement includes the following benefits which have not been updated since the late 1970's:

- Employees receive 100% of accumulated vacation leave (the maximum amount of accumulated vacation is 240 hours).
- Employees receive 25% of accumulated sick leave up to a maximum of $2,000 (the maximum amount of accumulated sick leave is 1440 hours).
- Employees may stay on the City's health insurance in addition to portable optional insurance coverages; i.e. dental, vision, life, etc. at their cost.

City staff proposes to update the retirement program for employees who retire under KPERS as follows:

- Employees receive 100% of accumulated vacation leave (maximum accumulated vacation leave remains at 240 hours).
- Employees receive 25% of accumulated sick leave with no maximum (maximum accumulated sick leave remains at 1440 hours).
- Employees that provide a minimum of three months (six months preferred) written notice of retirement under KPERS will be eligible for:
    - One year of credit consisting of 110% of the cost of a single Option A health insurance plan with single dental for every ten years of continuous service from the last hire date.
        - The benefit would be calculated by the total number of months worked divided by ten, therefore if someone worked 15 years (180 months) they would be eligible for 1 ½ years (18 months) of credit.
        - The credit may be applied to a single plan, family plan, or other portable optional insurance coverages; i.e. dental, vision, life, etc. If the plan(s) selected exceed the credit allowed, any additional costs will be the responsibility of the retiree. If the plan(s) selected do not utilize the full credit, then any remaining credit is forfeited.
        - Once the credit expires, the retiree may stay on the City's health insurance in addition to portable optional insurance coverages; i.e. dental, vision, life, etc. at their cost.

    - If extenuating circumstances occur the City Manager may waive the three month notice requirement.
- Employees that do not provide a minimum of three months written notice of retirement under KPERS and did not receive a waiver for an extenuating circumstance from the City Manager may stay on the City's health insurance in addition to portable optional insurance coverages; i.e. dental, vision, life, etc. at their cost.

The proposed plan was modeled off a retirement incentive plan the City of Independence previously offered to KPERS retirement eligible employees in 2011. The previous plan also offered six months of family coverage for every ten years of service in lieu of one year of single coverage for every ten years of service which resulted in some employees receiving a significant benefit over others. To be equitable to all future retirees a 110% credit for a Single Option A Health Insurance Premium including Single Dental is recommended for one year for every ten years of service.

BUDGET IMPACT The budget impact is dependent upon the number of employees that retire under KPERS each year and the amount of accumulated leave and continuous years of service. Currently, there are eight employees eligible for KPERS retirement. After an anticipated surge after the program is implemented it is anticipated to level off at approximately two retirees per year. This is based on the average number of retirees over the past few years has been two per year, and the average number of employees who will become eligible for retirement over the next six years is two per year. In addition to the opportunity this program would provide to reevaluate efficiencies as it relates to staffing levels, a portion of the program cost could be offset by potential savings if positions replaced start at a lower wage.

SUGGESTED MOTION I move to authorize funding for a retirement program.

SUPPORTING DOCUMENTS Program Overview

City of Independence Proposed Retirement Policy

Retire with Us!

CITY OF INDEPENDENCE KANSAS

Our greatest asset is our employees!

The #1 reason eligible City Employees do not retire is because they cannot afford health insurance on a retirement income.

Program Guidelines

- Must be eligible to retire under KPERS (includes KPERS early retirement options).
- To qualify for the health insurance credit, the employee must notify the City in writing a minimum of three (3) months, six (6) months preferred, prior to their retirement date. The three (3) month requirement may be waived by the City Manager for extenuating circumstances.
- Years of service must be completed at the City of Independence, Kansas and uninterrupted (from last hire date).
- If the employee passes away after retirement, the monthly Health Insurance Credit ends.
- Sick Leave Pay Out
  - 25% maximum pay out of sick leave would be modified from a maximum of $2,000 to no maximum. This has not been modified since the late 1970's.
- Retirement Benefit details:
  - Health Insurance Credit
    - A maximum of 110% per month of Option A Single Policy plus Single Dental credited toward health insurance, dental insurance, life insurance or other optional benefits such as vision currently provided by the City. Any amount not utilized for optional benefits would be forfeited. The 110% amount would be recalculated as rates adjust on September 1 of each year.
    - To upgrade to a plan that exceeds 110% per month of Option A Single Policy plus Single Dental, such as family coverage or to purchase any optional benefits above the maximum amount allowed the employee would need to pay the additional cost.

Program Analysis

- Pros
  - It would encourage employee retention until retirement eligibility by providing an incentive for years of service, thus reducing turnover rates and retraining costs.
  - Having a straight payout of 25% of accumulated sick leave would impact an employee's decision of being thoughtful about utilization of sick leave. Especially when they are close to retirement and know they will only receive a maximum of $2,000. Thus preventing the "85 Points Flu" which creates other expenses and potential safety issues when departments are shorthanded.
  - Employees who have not abused their sick leave would be awarded for their dedication. Other employers pay out 33% or more of accumulated sick leave to their retirees, therefore 25% does not seem out of line.
  - The liability to the City would be limited by years of service for the insurance credit and the amount of accumulated sick leave for the sick leave pay out, it would not be an ongoing expense per retiree.

Program Analysis

- Pros
  - Employees that desire to retire but continue to work only for the insurance have an option to do something different and not feel trapped in their jobs.
  - Attitudes are contagious, by reducing the number of employees who are ready to retire and may be burnt out it provides an opportunity to increase morale, productivity, and customer service within the departments.
  - Generally when employees leave, their replacements do not make the same amount when starting.
  - When employees retire, it provides an opportunity to reevaluate efficiencies and restructure.
  - Creating this incentive as a general policy for all would be consistent and would reduce animosity felt when other employees were provided an incentive in the past that was not offered to them.
  - Retirees would leave on a positive note, knowing they were appreciated for their years of service and that the City cares about their well being. This in turn could affect the ability to recruit future employees (word of mouth – ***"Hey, I hear the City has openings. Is the City a good place to work?"***)

Program Analysis

- Cons
  - There would be more retirees on the City's insurance. Retirees already have the option to stay on the City's insurance at their cost.
  - It would require some minor additional record keeping duties to track the program.
  - It would be an additional annual expense in the budget. The first year implemented there could be as many as eight retirements based on current eligibility, but once the first year passes there would only be one to three employees per year that would be eligible when looking at the next six years. Over the last two years there have only been two retirements per year:
    - 2018 Retirements
      - 36 years of service (Street)
      - 6 years of service (Housing Authority)
    - 2019 Retirements
      - 6 years of service (Fire/EMS)
      - 18 years of service (Street)

Blue Cross/Blue Shield anticipated renewal rates for Option A*

Monthly Premium	Single	Family
Health	$ 445.70	$ 1,375.90
Dental	$ 13.87	$ 42.45
Total	$ 459.57	$ 1,418.35
110% of Single w/Dental	**$ 505.53**	

*BC/BS Anticipated Rates Effective 09/01/2020

Comparison of Proposed Retirement Program to previous 2011 Voluntary Retirement Incentive Program based on a KPERS Eligible Employee with 32 years of service

	Years of Service	Months Eligible for Single	Per Year Maximum Cost for Single	Single Years Eligible	Maximum cost over Years Eligible for Single	Months Eligible for Family	Per Year Maximum Cost for Family	Family Years Eligible	Maximum cost over Years Eligible for Family
Previous (2011)	32	38	$5,111.76	3.2	$16,357.63	19	$15,778.92	1.6	$25,246.27
Proposed	32	38	$6,066.36	3.2	$19,412.35	0	$0	0	$0

Notes:

- The average tenure of the employees that are currently eligible for KPERS retirement is 32 years.
- The 2011 incentive provided for Option C single or family health coverage which is anticipated to be $425.98 per month for single and $1,314.91 per month for family based on estimated 09/01/2020 renewal rates.
- The proposed incentive provides for 110% of Option A single health and dental coverage which is anticipated to be $505.53 per month based on estimated 09/01/2020 renewal rates. Family coverage would be available if the retiree pays the additional cost.
- The 2011 program provided an option to receive a one time payout of $5,000 in lieu of health insurance coverage, and provided a maximum sick leave payout of $5,000.
- The proposed program would provide an average sick leave payment of $7,700 based on the employees that are currently eligible for KPERS retirement.

"If we can afford to do it in the worst of times, how can we not afford to do it in other times?"

Celebrating the retirement of:

ALLAN MARTENSSON

01/2021

A lifetime of loyal service started in December of 1980

CITY OF INDEPENDENCE KANSAS

Bottom Line: We want our employees to be happy, and to know they are appreciated for their many years of dedicated public service when the time comes to retire.