

Lexington-Fayette Urban County Government

*200 E. Main St
Lexington, KY 40507*



Tuesday, April 17, 2012

3:00 PM

Council Chamber

Urban County Council Work Session

PACKET

**URBAN COUNTY COUNCIL
SCHEDULE OF MEETINGS
April 16-April 23, 2012**

Monday, April 16

Itinerant Merchant Task Force Meeting.....1:00 pm
Conference Room-5th Floor Government Center

Recreation ZOTA Work Group Meeting.....1:30 pm
Conference Room-3rd Floor Phoenix Building

Tuesday, April 17

Council Links: Public Safety Meeting.....9:00 am
Conference Room-5th Floor Government Center

Social Services & Community Development Committee Meeting.....11:00 am
Council Chambers-2nd Floor Government Center

Planning & Public Works Committee Meeting.....1:00 pm
Council Chambers-2nd Floor Government Center

Council Work Session.....3:00 pm
Council Chambers-2nd Floor Government Center

Wednesday, April 18

Council Links-Gen. Govt. CIO, Admin. Svcs, Council Clerk, Citizens Adv.....1:30 pm
Conference Room-12th Floor Government Center

Town & Gown Commission Meeting.....4:00 pm
Maxwell St Presbyterian Church, 180 E Maxwell St

Thursday, April 19

Keep Lexington Beautiful Commission Meeting.....9:30 am
Conference Room-5th Floor Government Center

Council Links-Finance & Budgeting Meeting.....11:00 am
Conference Room-5th Floor Government Center

Council Links-Gen. Govt. CIO, Admin. Svcs, Council Clerk, Citizens Adv.....1:30 pm
Conference Room-12th Floor Government Center

Friday, April 20

Council Links-Gen. Govt. CIO, Admin. Svcs, Council Clerk, Citizens Adv.....9:00 am
Conference Room-12th Floor Government Center

Monday, April 23

Recreation ZOTA Work Group Meeting.....1:30 pm
Conference Room-5th Floor Government Center

LEXINGTON-FAYETTE URBAN COUNTY COUNCIL
WORK SESSION AGENDA
April 17, 2012

Proclamation- KY/Lexington Legends John Jacobs Niles

- I. Public Comment - Issues on Agenda**
- II. Requested Rezoning/ Docket Approval-None**
- III. Approval of Summary-None**
- IV. Budget Amendments-None**
- V. New Business-Yes, pp.3-6**
- VI. Continuing Business/Presentations-Yes**
 - A. NDF List-Yes, p.7 (motion needed)**
 - B. Downtown Development Authority (DDA) Quarterly Update-Jeff Fugate, Executive Director (SEPARATE)**
 - C. COLA & Salary Increase for LFUCG Employees-Glenda George, Managing Attorney Department of Law, pp.8-16**
- VII. Council Report**
- VIII. Public Comments-Issues Not on Agenda**
- IX. Mayor's Report-None**
- X. Adjournment**

ADMINISTRATIVE SYNOPSIS**April 17, 2012****New Business Items**

- A. Authorization to execute Supplemental Agreement No. 3 with the Kentucky Transportation Cabinet for design of Section II of the Todds/Liberty Road Improvement Project. (L368-12) (Gooding/Moloney)
This is a request to execute Supplemental Agreement No. 3 with the Kentucky Transportation Cabinet for the use of an additional \$400,000 to complete the design phase of Section II of the Todds/Liberty Road Improvement Project, between Andover Forest/Forest Hill Drive and Interstate 75. Funds are budgeted.**p.3**
- B. Authorization to accept award from the Lexington-Fayette County Health Department to continue the Home Network Project at the Family Care Center-FY 2013. (L369-12) (Gooding/Moloney)
This is a request to accept award from the Lexington-Fayette County Health Department in an estimated amount of \$361,712 in Medicaid funds and \$98,848 in non-Medicaid funds, for a total of \$460,560 to continue the Home Network Project at the Family Care Center-FY 2013.**p.4**
- C. Authorization to submit application, and accept award if offered, to the Kentucky Department Of Juvenile Justice requesting funds to support Day Treatment Services in the Division of Youth Services for FY 2013. (L376-12) (Gooding/Moloney)
This is a request to submit an application, and accept award if offered, to the Kentucky Department Of Juvenile Justice requesting funds in the amount of \$241,845 to support Day Treatment Services in the Division of Youth Services for FY 2013. While no match is required, \$199,935 has been requested in the FY 2013 General Fund budget for program operation.**p.5**
- D. Authorization to execute a Grant Agreement Amendment for the Coolavin Rail Trail project, extending the project through June 30, 2013. (L389-12) (Gooding/Moloney)
This is a request to execute a Grant Agreement Amendment for the Coolavin Rail Trail project, extending the project through June 30, 2013. The grant from the Kentucky Department for Local Government in the amount of \$75,000 for construction of the trail expires on June 30, 2012.**p.6**



Mayor Jim Gray

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Grants and Special Programs

TO: JIM GRAY, MAYOR
URBAN COUNTY COUNCIL

FROM: IRENE GOODING, DIRECTOR
DIVISION OF GRANTS AND SPECIAL PROGRAMS

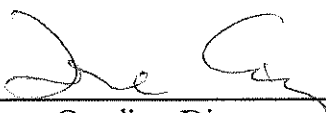
DATE: APRIL 4, 2012

SUBJECT REQUEST COUNCIL AUTHORIZATION TO EXECUTE
SUPPLEMENTAL AGREEMENT NO. 3 WITH THE KENTUCKY
TRANSPORTATION CABINET FOR DESIGN OF SECTION II OF THE
TODDS/LIBERTY ROAD IMPROVEMENT PROJECT

On February 25, 2004 (Ordinance 119-2008), Council approved acceptance of federal funds for Section II of the Todds Road and Liberty Road Improvement Project. This section begins at 0.2 miles south of Andover Forest/Forest Hill Drive to Interstate 75, a total distance of approximately 1.5 miles.

Kentucky Transportation Cabinet (KYTC) has previously approved funds in the amount of \$420,000 for project design. Supplemental Agreement No. 3 provides for the use of an additional \$400,000 to complete the design phase of this section. These funds are budgeted. Supplemental Agreement No. 3 also provides for KYTC to assume responsibility for bidding the project, awarding the construction contract, administering the construction, and inspecting the construction of the project for quality and adherence to the appropriate specifications.

Council authorization to execute Supplemental Agreement No. 3 with the Kentucky Transportation Cabinet is hereby requested.



Irene Gooding, Director

Xc: Richard Moloney, Chief Administrative Officer

HORSE CAPITAL OF THE WORLD



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369-12

Mayor Jim Gray

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Grants and Special Programs

TO: JIM GRAY, MAYOR
URBAN COUNTY COUNCIL

FROM: IRENE GOODING, DIRECTOR
DIVISION OF GRANTS AND SPECIAL PROGRAMS

DATE: APRIL 4, 2012

SUBJECT: REQUEST COUNCIL AUTHORIZATION TO ACCEPT AWARD FROM
THE LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT TO
CONTINUE THE HOME NETWORK PROJECT AT THE FAMILY CARE
CENTER— FY 2013

In Fiscal Year 1998, the Lexington-Fayette Urban County Government's Family Care Center began a home visitation program for the purpose of addressing many of the limitations observed among existing prevention efforts aimed at low-income families, and to create a system of support more responsive to emerging social and familial realities. The Home Network provides home visitation services for high risk families from birth of the first child up to age two. This program is based upon evidence that home visitation programs are effective in reducing child abuse and neglect.

The Home Network program is being funded by the Kentucky Cabinet for Health and Family Services in a "pass-through" arrangement with the Lexington-Fayette County Health Department as the granting agency. The source of federal funds is the Kentucky Medical Assistance Program (Medicaid) and tobacco settlement dollars. The Kentucky Legislature has earmarked a portion of Kentucky's tobacco settlement dollars for funding of programs that will help the state reach the goal that all young children in Kentucky are healthy and safe, possess the foundation that will enable school and personal success, and live in strong families that are supported and strengthened by their communities.

The Home Network program is a "fee for service" program, in that the LFUCG only receives funding for services that it delivers. For 2013, the Kentucky Cabinet for Health and Family Services has estimated the following allocations: Medicaid funds--\$361,712 and non-Medicaid funds--\$98,848, for a total of \$460,560. Since its inception, the program has demonstrated that it can sustain operations with the revenue it generates from federal and state resources as long as it is appropriately staffed.

Council authorization to accept the award is hereby requested.


Irene Gooding, Director

Xc: Beth Mills, Commissioner of the Department of Social Services

HORSE CAPITAL OF THE WORLD



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376-12

Mayor Jim Gray

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Grants and Special Programs

**TO: JIM GRAY, MAYOR
URBAN COUNTY COUNCIL**

**FROM: IRENE GOODING, DIRECTOR
DIVISION OF GRANTS AND SPECIAL PROGRAMS**

DATE: APRIL 6, 2012

**SUBJECT: REQUEST AUTHORIZATION TO SUBMIT APPLICATION, AND
ACCEPT AWARD IF OFFERED, TO THE KENTUCKY DEPARTMENT
OF JUVENILE JUSTICE TO PROVIDE DAY TREATMENT SERVICES
IN THE DIVISION OF YOUTH SERVICES FOR FY 2013**

The Division Youth Services has prepared an application for submission to the Kentucky Department of Juvenile Justice for the operation of the Day Treatment Program for school-age adolescents in the Division of Youth Services for Fiscal Year 2013.

Day Treatment is a community-based treatment program for juveniles between the ages of 12 and 17. The program's mission is to treat delinquent youth in their home community, hereby preventing institutionalization, and to keep predelinquent youth out of the juvenile justice system. Components of the program include education (provided by Fayette County Public Schools), counseling, and social work services.

The application requests an award of state funds for Day Treatment in the amount of \$241,845 for FY 2013. While no match is required, \$199,935 has been requested in the FY 2013 General Fund budget for program operation.

The funds are used for salaries and operating costs associated with the program.

Council authorization to submit application and accept the award is hereby requested, subject to the availability of sufficient funds in FY 2013.



Irene Gooding, Director

Xc: Beth Mills, Commissioner of the Department of Social Services

HORSE CAPITAL OF THE WORLD



Mayor Jim Gray

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Grants and Special Programs

TO: JIM GRAY, MAYOR
URBAN COUNTY COUNCIL

FROM: IRENE GOODING, DIRECTOR
DIVISION OF GRANTS AND SPECIAL PROGRAMS

DATE: APRIL 9, 2012

SUBJECT REQUEST COUNCIL AUTHORIZATION TO EXECUTE GRANT
AGREEMENT AMENDMENT FOR THE COOLAVIN RAIL TRAIL

On May 6, 2010 (Ordinance No. 83-2010), Council authorized the acceptance of a grant from the Kentucky Department for Local Government, in the amount of \$75,000 for construction of the Coolavin Rail Trail. This project expires on June 30, 2012. Kentucky Department for Local Government has offered a Grant Agreement Amendment extending the project expiration date to June 30, 2013.

The Coolavin Rail Trail is proposed to be a twelve foot wide, 3,000 foot long trail with an asphalt surface that provides multi-modal access along an abandoned R.J. Corman railroad corridor. The proposed trail lies between Fourth Street and Loudon Avenue. The source of federal funds is the Federal Highway Trust Fund, and represents a portion of the motor fuel excise tax collected from nonhighway recreational fuel use.

Council authorization to execute Grant Agreement Amendment is hereby requested.


Irene Gooding, Director

Xc: Richard Moloney, Chief Administrative Officer

HORSE CAPITAL OF THE WORLD

Neighborhood Development Funds
April 17, 2012
Work Session

Amount	Recipient	Purpose
\$ 450.00	Captain Reginald Underwood Young Marines 3358 Creekwood Drive, #3 Lexington, KY 40502 Stephen Buck	Funding for instructional materials for the Young Marines program.

LFUCG Employee Compensation

A Brief History

LFUCG: 1995

- “Hay” System – raises based on employee longevity (“steps”)
- 377 Job Classifications
- 75% of job classes below 45th percentile in pay
- Retained Mercer Co. to advise on simplifying and reorganizing compensation system

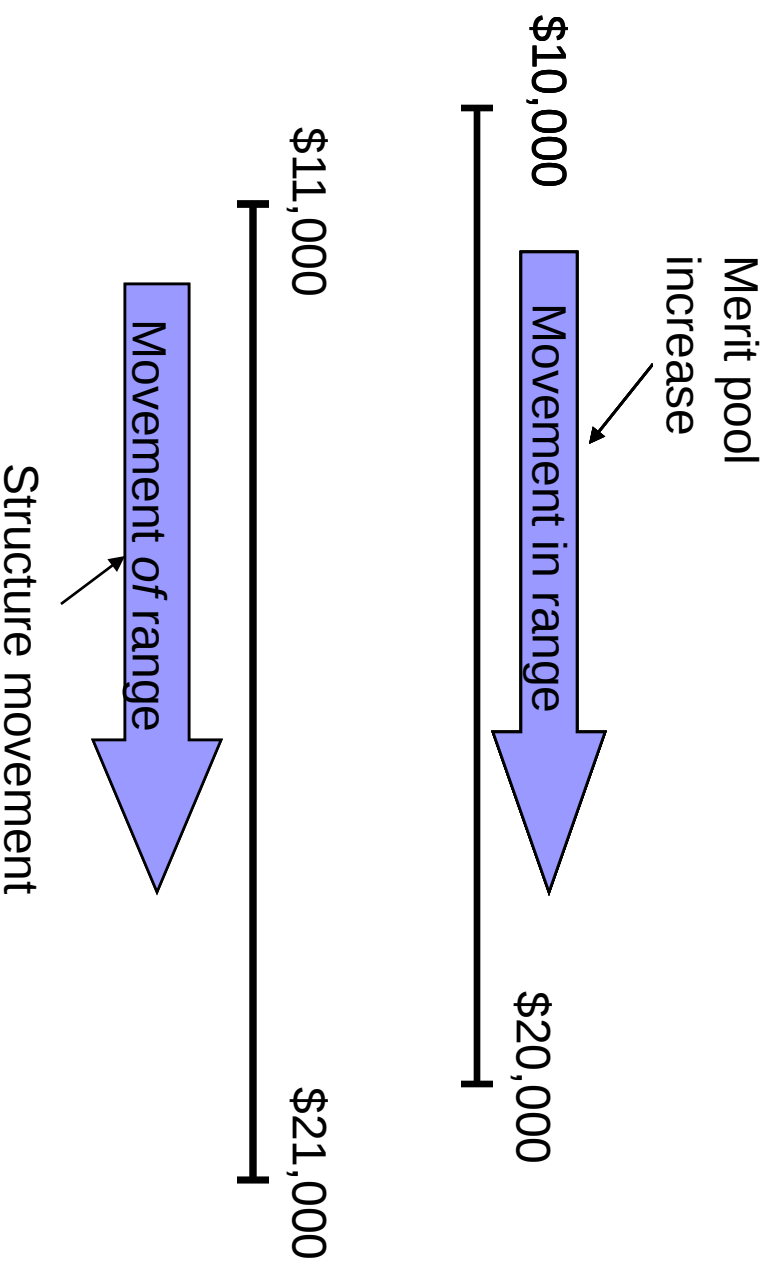
The Mercer System

- Two components to system:
 - “Merit pool increase” – employee performance review score makes them eligible for movement within a range
 - “Structure movement” – movement of range itself reacting to external job market

Mercer Proposed...

- Reducing number of job classes/pay levels from 1995 levels
- Placing employees in “appropriate” place on pay scale via mathematical formulas
- After implementation, utilizing performance measures (Employee Evaluation Scores) to award increases in pay
 - See Code of Ordinances § 21-29
 - 4.50-5.00 = up to 1.25 times merit pool increase
 - 3.0-4.49 = up to 1 times merit pool increase
 - 2.5-2.99 = up to .75 times merit pool increase
 - 2.0-2.49 = up to .50 times merit pool increase
 - <2.0 = no increase in pay

Illustrating the Mercer System



Why didn't it work?

- System never utilized as designed
- Merit pool never funded
- Across the board raises given, instead of utilizing “merit pool” concept
 - Performance of 2.0 or greater resulted in raise for employee
 - Mercer system of “pay for performance” not utilized as envisioned in original proposal



Increases: 2002-2011

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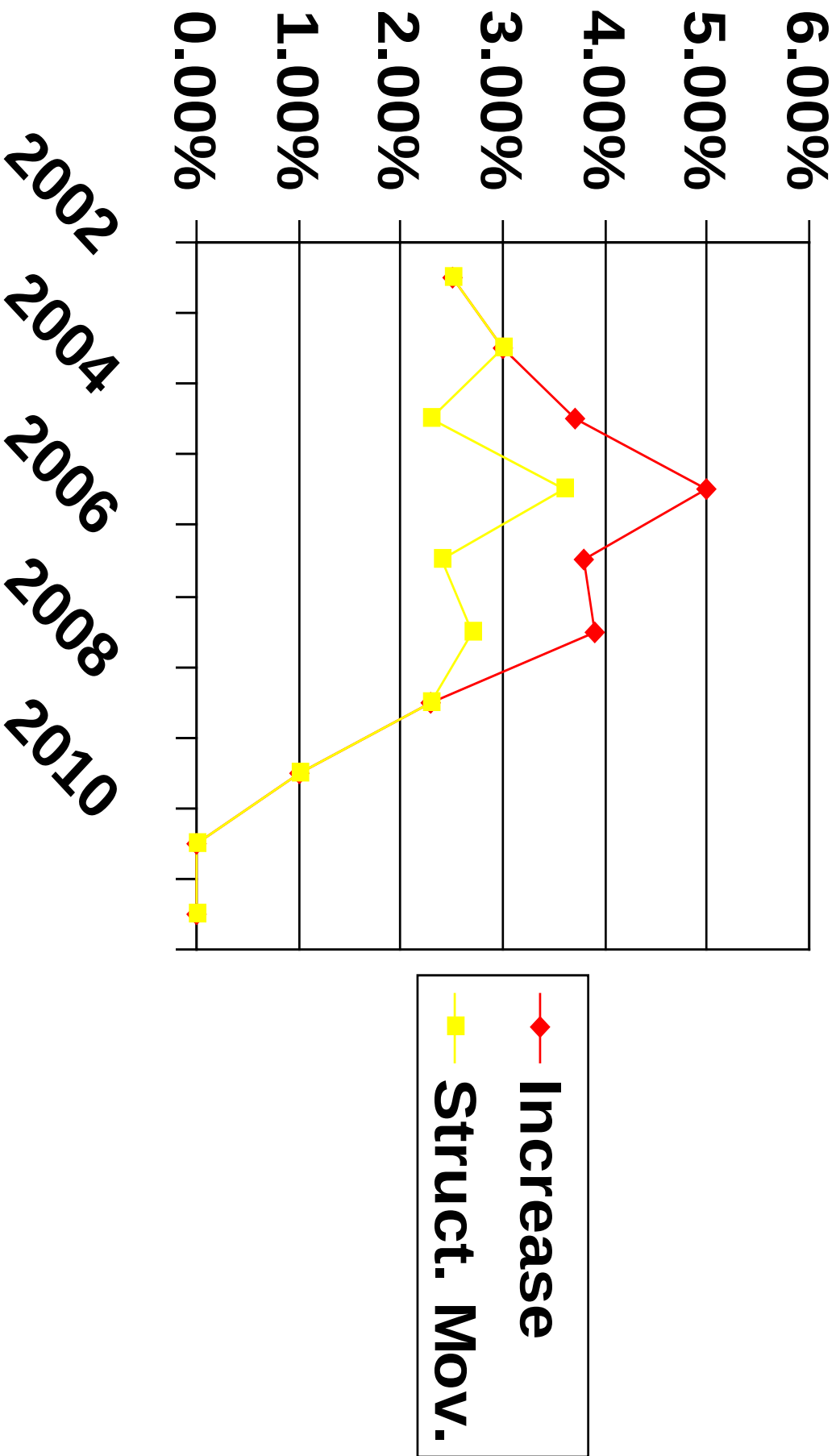
Year	Raise	Struc. Movem.
2002	2.5% + \$310.00	2.5%
2003	1%, then 2%	1%, then 2%
2004	3.7%	2.3%
2005	5.0%	3.6%
2006	3.8%	2.4%

Year	Raise	Struc. Movem.
2007	3.9%	2.7%
2008	2.3%	2.3%
2009	1.0%	1.0%
2010	0%	0%
2011	0%	0%



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Trends: Last 10 Years



Recommendations

- Retain consultant to evaluate current compensation situation and make recommendations
 - Opportunity to study system and make improvements
 - May make system more flexible for challenging economic climate
- Determine strategy for employee compensation moving forward