

LEXINGTON-FAYETTE URBAN COUNTY COUNCIL

WORK SESSION AGENDA

March 18, 2008

- I. Public Comment – Issues on Agenda**
- II. Requested Rezoning / Docket Approval – Yes**
- III. Approval of Summary-Yes, March 11, 2008, pp.7-9**
- IV. Budget Amendments – Yes, pp.10-14**
- V. New Business, pp.17-35**
- VI. Continuing Business / Presentations**
 - A. Intergovernmental Committee, pp.36-43**
- VII. Council Report**
- VIII. Mayor's Report – Yes**
- IX. Public Comment – Issues Not on Agenda**

ADMINISTRATIVE SYNOPSIS

New Business Items

- A. Authorization to Submit Application to the Kentucky Justice and Public Safety Cabinet on Behalf of the Department of Public Safety, Division of Police and the Fayette County Commonwealth Attorney's Office, for the Continuation of the Street Sales Drug Enforcement Project for FY2009. (136-08) (P. King/Bennett)
This request will authorize the submission of an application to the Kentucky Justice and Public Safety Cabinet for federal funding of \$187,500 on behalf of the Division of Police, Narcotics Unit, and the Fayette County Commonwealth Attorney's Office for the continuation of the Street Sales Drug Enforcement Project. This project will continue their efforts in arresting and convicting street-level drug dealers. Funds will be used for overtime of officers and for confidential funds in the Narcotics Unit and for a full-time Assistant Prosecutor within the Commonwealth Attorney's Office. A local match of 25% (\$62,500) is required and has been requested in the Division's 2009 General Fund Budget.**p.17**
- B. Authorization to Submit Application to the Kentucky Justice and Public Safety Cabinet on Behalf of the Department of Public Safety, Division of Police, for Participation in the Law Enforcement Service Fee Grant Program – FY2009. (137-08) (P. King/Bennett)
This request will authorize the submission of an application to the Kentucky Justice and Public Safety Cabinet for \$35,000 on behalf of the Division of Police for participation in the Law Enforcement Service Fee Grant Program. This program will support overtime costs of approximately 1,100 police officers for a Traffic Alcohol Patrol. No matching funds are required.**p.18**
- C. Authorization to Accept Proposal of Express Personnel Services for the Lexington-Fayette County Health Department Under the Metropolitan Medical Response System (MMRS) on Behalf of the Department of Public Safety, Division of Environmental and Emergency Management (DEEM). (120-08) (P. King/Bennett)
This request will authorize the acceptance of a proposal by Express Personnel Services at a cost of \$30,000 for the Lexington-Fayette County Health Department under MMRS on behalf of DEEM for the continued support of an inventory / equipment manager to maintain current inventory and control system for MMRS related equipment. The source of federal funds is the US Department of Homeland Security, Federal Emergency Management Agency, through the Kentucky Office of Homeland Security. Funds are budgeted.**p.19**

- D. Authorization to Amend Section 23-5 of the Code of Ordinances within the Department of Public Safety, Division of Police. (144-08) (Allen/Bennett)
This request will authorize an amendment to Section 23-5 of the Code of Ordinances to abolish one (1) position of sworn Police Captain and create one (1) position of sworn Police Lieutenant as part of Ordinance No. 26-2008 to restructure the Division of Police. There is no fiscal impact.**p.20**
- E. Authorization of Change Order No. 2 to Contract with Lenco Excavation, Inc. for the 7th Street at Old Railroad Improvements Project. (FINAL). (138-08) (Rayan/D. Kelly)
This request will authorize Change Order No. 2 to contract with Lenco Excavation, Inc. to increase amount by \$3,952.23 to adjust the contract quantities to reflect actual work completed for the 7th Street at Old Railroad Improvements Project. Original contract amount was \$238,718.65. Previous change order amount was \$10,412.32. New and final contract total is \$253,083.30. Funds are budgeted.**pp.21-22**
- F. Authorization of a Resolution with Ratio, Inc. for Professional Services with the Development of a Small Area Plan for the Central Sector Neighborhood Area. (139-08) (C. King/D. Kelly)
This request will authorize a Resolution to engage Ratio, Inc. for professional services for the development of a Small Area Plan for the Central Sector Neighborhood Area at a cost not to exceed \$110,000. Funding for this project is budgeted within the FY2008 Division of Planning's budget which will be the approving agency for all work. Funds are budgeted.**p.23**
- G. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3051 Todds Road for the Cadentown Sanitary Sewer Project. (517-07) (D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 1089 square feet and a temporary construction easement of 1655 square feet at property located at 3051 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.24**
- H. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3017 Todds Road for the Cadentown Sanitary Sewer Project. (521-07) (Rayan/D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 610 square feet and a temporary construction easement of 1525 square feet at property located at 3017 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.25**
- I. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3041 Todds Road for the Cadentown Sanitary Sewer Project. (523-07) (Rayan/D. Kelly)

This request will authorize a deed for a permanent sanitary sewer easement of 305 square feet and a temporary construction easement of 10454 square feet at property located at 3041 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.26**

- J. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3045 Todds Road for the Cadentown Sanitary Sewer Project. (525-07) (Rayan/D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 741 square feet and a temporary construction easement of 1634 square feet at property located at 3045 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.27**
- K. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3073 Todds Road for the Cadentown Sanitary Sewer Project. (535-07) (Rayan/D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 915 square feet and a temporary construction easement of 2439 square feet at property located at 3073 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.28**
- L. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3055 Todds Road for the Cadentown Sanitary Sewer Project. (545-07) (P. King/D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 3311 square feet and a temporary construction easement of 5661 square feet at property located at 3055 Todds Rd. for the Cadentown Sanitary Sewer Project at a cost of \$15,500. Funds are budgeted.**p.29**
- M. Authorization of a Deed for a Permanent Sanitary Sewer Easement and a Temporary Construction Easement at 3021 Todds Road for the Cadentown Sanitary Sewer Project. (556-07) (Rayan/D. Kelly)
This request will authorize a deed for a permanent sanitary sewer easement of 436 square feet and a temporary construction easement of 3659 square feet at property located at 3021 Todds Rd. for the Cadentown Sanitary Sewer Project at no cost to LFUCG.**p.30**
- N. Authorization to Accept Award from the John S and James L. Knight Foundation at Blue Grass Community Foundation on Behalf of the Department of Social Services, Division of Youth Services, for Operation of a Life Skills Program. (140-08) (P. King/Helm)
This request will authorize the acceptance of \$4,000 offered by the John S. and James L. Knight Foundation Donor Advised Fund at Blue Grass Community Foundation on behalf of the Division of Youth Services for operation of a Life Skills Program. This one-year program will teach 30 at risk 16 and 17 years old males and females with skills to include telephone, newspaper, public transportation, menu planning, cooking,

home maintenance, self care, employment / education and social development. Funds will be used for program supplies, bus tokens, incentives, food, educational / recreational field trips, equipment and consultant fees. No matching funds are required.**p.31**

- O. Authorization of a Railroad Encroachment Agreement with The Cincinnati, New Orleans and Texas Pacific Railway Company Regarding the North Elkhorn Diversion Wastewater Project. (141-08) (Martin/Taylor)

This request will authorize a Railroad Encroachment Agreement with The Cincinnati, New Orleans and Texas Pacific Railway Company for \$24,625 regarding the North Elkhorn Diversion Wastewater Project. This agreement will allow the installation of a sanitary sewer force main within the railroad right-of-way to provide sanitary sewer service for the North Elkhorn pump station currently under construction. The encroachment is limited to a perpendicular crossing of railroad with a 30-inch diameter pipe encased in a 48-inch diameter steel casing pipe. Funds are budgeted.**p.32**

- P. Authorization to Amend Ordinance No. 3-2008 to Correct Section 3 and Address the Inversions within the Department of Environmental Quality, Division of Waste Management. (143-08) (Allen/Taylor)

This request will authorize an amendment to Ordinance No. 3-2008 to correction Section 3 to correct the amount of \$10.840 hourly for Kenneth Johnson to read \$14.359 hourly within the Division of Waste Management. The increase caused an inversion for three (3) employees within the Division. This increase and inversion is retroactive to October 16, 2007. The fiscal impact for FY2008 will be \$11,107.41 and will be funded from the Personnel Contingency Account Balance. The total annual impact is \$15,199.61.**p.33**

- Q. Authorization of an Agreement with Metaformers, Inc. for Implementation Services for PeopleSoft Software – Phase II. (145-08) (Koch)

This request will authorize an agreement with Metaformers, Inc. for implementation services of the PeopleSoft Software – Phase II at a cost of \$4,326,790. Phase II will:

- Implement PeopleSoft 9.0 Human Capital Management (HCM) Modules – Human Resources, eProfile Desktop, Time & Labor, Payroll, ePay, eCompensation, Desktop Manager, Base Benefits, Benefits Administration, eBenefits, Candidate Gateway, Talent Acquisition Manager and eProformance;
- Provide Financials and Enterprise Performance Management ((EPM) aka budget and planning) support; and
- Implement PeopleSoft 9.0 Pensions Administration, Enterprise Learning Management (ELM), HCM Warehouse, and Workforce Rewards and PeopleSoft 8.9 Inventory and Maintenance Management.

Cost for the continue implementation will be bonded. A reimbursement resolution is forthcoming that will cover the costs for both this agreement and other costs associated with Phase II implementation.**p.34**

R. Authorization to Amend Ordinance No. 4-2008 to Create a Position within the Department of General Services, Division of Parks and Recreation. (146-08) (Askew)

This request will authorize an Ordinance to amend Ordinance No. 4-2008 that inadvertently omitted the creation of one (1) position of Recreation Specialist Senior (Grade 113E) in the body of the Ordinance within the Division of Parks and Recreation retroactive to January 10, 2008. There are no other changes to the original Ordinance.**p.35**

URBAN COUNTY COUNCIL
WORK SESSION SUMMARY
& TABLE OF MOTIONS

March 11, 2008

Mayor Newberry chaired the meeting, calling it to order at 3:00 pm. All Council Members were present, except CMs Crosbie, McChord, and Myers.

- I. Public Comment – Issues on Agenda-None
- II. Requested Rezoning / Docket Approval-None

- III. Approval of Summary – Yes

A motion by CM DeCamp to approve the summary of 3/4/08, seconded by CM Gorton passed without dissent.

- IV. Budget Amendments-None

- V. New Business

- A. Authorization to Amend Agreement with Hope Center, Inc. for the Emergency Shelters Grants (ESG) Program for Operation of the Shelter. (129-08) (King/Koch)
- B. Authorization to Accept Donation from the Jessamine County Emergency Management Agency on Behalf of the Department of Public Safety, Division of Environmental and Emergency Management (DEEM). (130-08) (Dugger/Bennett)
- C. Authorization to Adjust Salaries of Seventeen (17) Employees within the Divisions of Engineering, Enhanced 911, Computer Services, Waste Management and Streets, Roads & Forestry Pursuant to the Pay Equity Ordinance No. 197-2002 for June – August 2007. (112-08) (Allen/Koch)
- D. Authorization to Purchase Property at 405 Shawnee Avenue for the Meadows Acquisition and Relocation Project. (134-08) (King/Koch)
- E. Authorization to Purchase Property at 406 Shawnee Avenue for the Meadows Acquisition and Relocation Project. (135-08) (King/Koch)

A motion by CM Gorton to approve new business items A-E seconded by CM Blevins, passed without dissent.

VI. Continuing Business / Presentations

A. Services Committee Update

This update was given by Chair CM Ellinger. There were no motions to come forward from this meeting.

B. Budget & Finance Committee Update

This update was given by Chair CM Stevens. There were no motions to come forward from this meeting.

A motion by CM Gorton to approve adding the word million after \$3.8 on the 1st line of the 5th page of the 2/26/08 Budget & Finance Summary, seconded by CM Blevins, passed without dissent.

C. Professional Social Work Proclamation-postponed

D. Needs Assessment Presentation-Commissioner Helm-postponed

E. "Keep It Real" Presentation

This presentation was given by Arthur Rouse, Video Editing Service and Michael J Kleinpeter, Asst Dir Bluegrass Prevention Center.

CM Crosbie is present.

F. Affects of Post-Secondary Education on the Lexington Economy

This presentation was given by Former CM Brad Cowgill, Interim President of Council for Post-Secondary Education. Several CMs made comments.

VII. Council Report

CM Blues-Announced McConnell's Trace annual meeting will be tonight at 7 pm at 1st Baptist Bracktown Church and ten following that meeting, McConnell's Trace Greenways will meet; also announced that on this Friday at 5-7 pm and this Saturday at 10-am-2 pm, there will be a public meeting on Streetscapes in the Government Center's Ballroom.

CM Stevens-Announced 2040 Destination public meeting tonight at 7 pat HCHS; also announced that tomorrow, the Infill & Redevelopment Steering Committee will have a public meeting at 6:30 pm in the 3rd floor

Conference Room of the Phoenix Building-the outcome will be presented to Council next week at the Planning Committee meeting; acknowledged that 5th District citizen, Kathryn Duff will celebrate her 100th birthday and will be recognized by the state as a KY Colonel.

A motion by CM Dr. Stevens to approve the amended NDF list for 3/11/08 to include an additional \$110.00 to the Boy Scout Troop 911 for a total of \$1000.00, seconded by CM Stinnett, passed without dissent.

CM Beard-Announced the Belleau Wood association will meet at 7 pm on 3/13/08; also asked Mayor Newberry if the St. Patrick's Day parade time was conflicting with the Streetscape meeting-the answer was no and that they may help each other out.

CM Stinnett-Announced the Regional basketball game tonight at 7:30 pm at ECU between BSHS and Lex. Catholic; also announced that on 3/17/0 at 7 pm at BSHS, there will be a forum held-anyone interested in the future of BSHS, the kids, and the area are welcome to attend.

A motion by CM Stinnett to approve placing the pay equity ordinance in to the Inter-Governmental Committee for review, seconded by CM Beard passed without dissent.

CM Gray-Announced that the consulting firm that initiated the audit for Lexington's Downtown offerings had their first meeting today and will be contacting the CM or aide for a meeting.

VIII. Mayor's Report-None

IX. Public Comment-Issues not on the agenda-None

A motion by CM DeCamp to adjourn, seconded by CM Gorton, passed without dissent.

Work Session was adjourned 4:10 pm.

BUDGET AMENDMENT REQUEST LIST

JOURNAL	20145	DIVISION	Mayor's Office/ General Services	Fund Name	General Fund
				Fund Impact	16,210.00
					16,210.00CR
					.00

To provide funds to the Mayor's Office from General Services budget to correct allocation error that occurred in the division of the CAO's budget. These professional services funds should be included in the Mayor's Office funding.

JOURNAL	20144	DIVISION	CIO/ Government Communications	Fund Name	General Fund
				Fund Impact	4,210.00
					4,210.00CR
					.00

To provide funds in Part-Time Salaries for Government Communications Traffic Host position by decreasing funds for professional services in the CIO's budget.

JOURNAL	20142	DIVISION	Building Maintenance	Fund Name	2007 Bond Projects
				Fund Impact	28,770.00
					28,770.00CR
					.00

To provide funds for architectural services for Government Center exterior restoration due to revised cost estimates. Increase is due based on the approved contract amount being a percentage of overall project cost or estimate and is not flat fee.

BUDGET AMENDMENT REQUEST SUMMARY

Fund	1101	General Services District – General Fund	.00
Fund	2516	2007 Bond Projects Fund	.00



Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Budget Journal Number 20142 **Budget Amendment Date** 2/22/08
Requesting Division Building Maintenance and Construction
Fund Name 2007 Bond Projects Fund
Fund Number 2516
Contact for Additional Information Wayne Wilson ext. 2233

Description

To provide funds for architectural services for Government Center exterior restoration due to revised cost estimates for the project. Increase is due based on the approved contract amount being a percentage of overall project cost or estimate and is not flat fee.

**REAPPROPRIATION
BUDGET AMENDMENT REQUEST LIST**

JOURNAL	20442	DIVISION	Office of Policy and Budget/ Various Divisions	Fund Name Fund Impact	General Fund 1,220,135.14 1,220,135.14CR .00
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To provide funds from re-appropriations within the General Fund 1101 for selected requests using anticipated bond budget savings as the funding source.



Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Budget Amendment Number 20442 **Budget Amendment Date** 3/13/08
Requesting Division Office of Policy and Budget
Fund Name General Services Fund
Fund Number 1101
Contact for Additional Information James Deaton, Director of Budgeting
Description

Re-appropriations within the General Services Fund 1101 for selected requests using anticipated bond budget savings as the funding source per schedule on following page.

General Services Fund
FY2007 Re-Appropriations into FY 2008

Requests	Division	Fund 1101 General Fund
Berry Hill Playground site furniture	Parks & Recreation	4,000
Castlewood Park Playground Equipment-NDF from District 1	Parks & Recreation	500
Council Capital Accounts Carry-Forward	Council Office	282,266
Defibrillators in Fire EMS Completion of project	Fire	29,430
Fifth Council District Capital Money from Alumni Drive Sidewalk Project	Engineering	2,178
Gainesway Park construction	Parks & Recreation	500
Hill-N-Dale Park Improvements	Parks & Recreation	4,159
Hope VI Computer Equipment	Adult Services	1,995
HVAC Project Family Services Building	Family Services	235,073
Legislative Management System Monthly Management Services	Council Clerk	24,722
Lesson Barn Construction-Federal Tobacco Funds	Parks & Recreation	101,397
Masterson Indoor Arena Sprinkler System completion	Parks & Recreation	6,800
Masterson Station Barn Re-Construction Insurance Settlement	Parks & Recreation	130,000
Masterson Station Construction of Stalls-Federal Tobacco Funds	Parks & Recreation	12,580
Metropolitan Medical Response System (MMRS) Coordinator Salary	DEEM-MMRS	49,220
MMRS Contractual Services	DEEM-MMRS	38,780
MMRS Coordinator Fringe Benefits	DEEM-MMRS	9,900
MMRS Coordinator Other Benefits	DEEM-MMRS	9,150
MMRS Equipment Less Than \$5,000	DEEM-MMRS	11,050
MMRS Operating Supplies	DEEM-MMRS	21,680
Neighborhood Traffic Management-Traffic Devices	Traffic Engineering	40,000
Performance Bond Forfeitures in 4 Subdivisions	Engineering	41,750
Phoenix Park safety issues and deferred maintenance items	Parks & Recreation	5,000
Summer Youth Employment Program	Youth Services	100,000
Veterans Park Improvements from Cell Tower Lease Revenue	Parks & Recreation	60,000
		-
		<u>1,222,130</u>

NEW BUSINESS ITEMS REQUIRING BUDGET AMENDMENTS

15

March 18, 2008 Work Session

If the item listed below is on the Agenda, approval of the listed Item includes approval of the attached Budget Amendment. These Budget Amendments are not voted upon as part of section IV on the Agenda and are for information only.

NEW BUSINESS ITEM	BUDGET JOURNAL	DIVISION	DESCRIPTION OF REQUEST
140-08	20391-92	Community Development	To establish grant budget for the Life Skills program funded by the Knight Foundation/ Blue Grass Community Foundation for the Division of Youth Services.
N			3300 4,000 3300 4,000CR 0*
143-08	KC 0047	Waste Management	To provide funds to correct the pay of one Equipment Operator Senior and to fund the inversions of three others caused by this action by reducing the division's funds for personnel contingencies.
P			1115 11,110 1115 11,110CR 0*

EFFECT ON FUND BALANCES

FUND 1115	0*	NO EFFECT ON:	FULL URBAN SERVICES DISTRICT
FUND 3300	0*	NO EFFECT ON:	GRANTS - OTHER

Budget Information For New Business Items
March 18, 2008 Work Session

Item	Number	Amount	Fund	Name / Description
A	136-08	187,500		Federal Grant Funds Requested
B	137-08	35,000		State Grant Funds Requested
C	120-08	30,000	3200	US Department of Homeland Security
D	144-08	NA		
E	138-08	3,952	1136 4003	Municipal Aid Program Fund Sanitary Sewer Construction Fund
F	139-08	110,000	1101	General Service District – General Fund
G	517-07	NA		
H	521-07	NA		
I	523-07	NA		
J	525-07	NA		
K	535-07	NA		
L	545-07	15,500	3400	Grants – State
M	556-07	NA		
N	140-08	4,000	3300	Grants – Other Budget Journal
O	141-08	24,625	4003	Sanitary Sewer Construction Fund
P	143-08	11,110	1115	Urban Service District Fund Budget Journal
Q	145-08	4,326,790		To be bonded
R	146-08	NA		



136-08

Mayor Jim Newberry
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Community Development

TO: JIM NEWBERRY, MAYOR
URBAN COUNTY COUNCIL

FROM: PAULA KING, DIRECTOR
DIVISION OF COMMUNITY DEVELOPMENT

DATE: MARCH 5, 2008

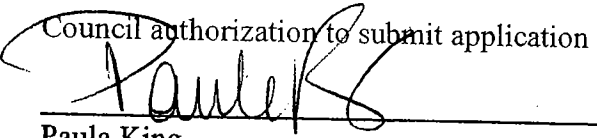
SUBJECT: REQUEST COUNCIL AUTHORIZATION TO SUBMIT APPLICATION TO THE KENTUCKY JUSTICE AND PUBLIC SAFETY CABINET FOR THE CONTINUATION OF THE STREET SALES DRUG ENFORCEMENT PROJECT FOR FY 2009

The Division of Police has prepared an application for submission to the Kentucky Justice and Public Safety Cabinet requesting federal funding for continuation of the Street Sales Drug Enforcement project for Fiscal Year 2009. If approved, the project will continue the activities of the Lexington-Fayette Urban County Government's Division of Police and the Fayette County Commonwealth Attorney's Office in their attempts to arrest and convict the street level drug dealers. The amount of federal funds requested is \$187,500. A local match of 25% (\$62,500) is required. This match has been requested in the Division of Police's 2009 General Fund budget. Total project cost is \$250,000.

The Division of Police will use funding for overtime and confidential funds in the Narcotics Unit. The Commonwealth Attorney's Office will use funds to support the cost of one full-time Assistant Prosecutor.

These federal funds come from the Edward Byrne Memorial Justice Assistance Grant Program in the U.S. Department of Justice.

Council authorization to submit application is hereby requested.


Paula King
Director

Xc: Tim Bennett, Commissioner of Public Safety

HORSE CAPITAL OF THE WORLD

200 East Main Street 6th Fl Lexington, KY 40507 (859)258-3070 (859)258-3081 fax www.lfucg.com

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137-08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Community Development

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

**FROM: PAULA KING, DIRECTOR
DIVISION OF COMMUNITY DEVELOPMENT**

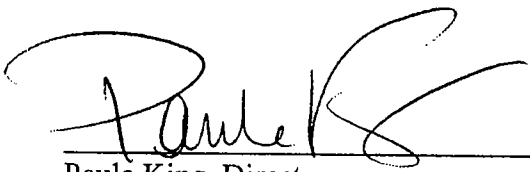
DATE: MARCH 5, 2008

**SUBJECT: REQUEST COUNCIL AUTHORIZATION TO SUBMIT
APPLICATION TO THE KENTUCKY JUSTICE AND PUBLIC
SAFETY CABINET FOR PARTICIPATION IN THE LAW
ENFORCEMENT SERVICE FEE GRANT PROGRAM - FY 2009**

The Division of Police has prepared an application for submission to the Kentucky Justice and Public Safety Cabinet requesting funding in the amount of \$35,000 from the Law Enforcement Service Fee Program.

If approved, these funds will be used to support overtime costs of approximately 1,100 police officer overtime hours for a Traffic Alcohol Patrol. No matching funds are required. The source of funds is the Law Enforcement Service Fee Fund.

Council authorization to submit the application is hereby requested.



Paula King, Director

Xc: Tim Bennett, Commissioner of Public Safety

HORSE CAPITAL OF THE WORLD

200 East Main Street 6th Fl Lexington, KY 40507 (859)258-3070 (859)258-3081 fax www.lfucg.com





120-08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Division of Community Development

TO: JIM NEWBERRY, MAYOR
URBAN COUNTY COUNCIL

FROM: PAULA KING, DIRECTOR
DIVISION OF COMMUNITY DEVELOPMENT

DATE: FEBRUARY 19, 2008

SUBJECT: AUTHORIZATION TO ACCEPT PROPOSAL SUBMITTED BY EXPRESS PERSONNEL SERVICES FOR INVENTORY/WAREHOUSE SPECIALIST FOR THE LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT UNDER THE MMRS GRANT—FY 2008

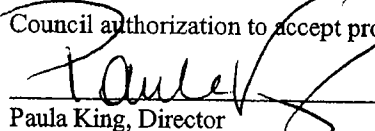
On October 4, 2007 (Ordinance # 226-2007), Council authorized the acceptance of award of federal funds from the Kentucky Office of Homeland for continuation of the Metropolitan Medical Response System (MMRS). This program provides funding and support to jurisdictions to develop plans, conduct training and exercises, and to acquire pharmaceuticals and equipment to achieve the capability necessary to respond to a mass casualty event. One of the MMRS program's priorities is to assist with the integration of first responder, medical treatment, public health and emergency management components of a community. These are federal funds that originate from the Federal Emergency Management Agency in the U.S. Department of Homeland Security.

This program includes funds to continue the support of an inventory/equipment manager to maintain current inventory and control system for MMRS related equipment purchases. Wide variety of MMRS equipment and logistic purchases (and pending purchases) requires dedicated support to receive, control, issue, inventory, survey, and rotate DECON, Mass casualty and mass care equipment. These services are managed by the Lexington-Fayette County Health Department.

In order to ensure that this service was continuous and that the community had 24/7 readiness in the event of a CBRNE event, the inventory services were paid for by DEEM with general fund dollars during a period of time that no MMRS grant was in place, but was anticipated. Using general fund dollars, on July 31, 2007, a Purchase Order in the amount of \$5,000 was initiated; on October 5, 2007, a purchase order in the amount of \$5,000 was initiated; and on November 19, 2007, a purchase order in the amount of \$2,500 was initiated. Not until 12/20/2007, did the Kentucky Department of Homeland Security approve the 2006 MMRS grant. On November 20, 2007, the state agency approved the use of these funds for reimbursement of the prior expenses. On 12/17/2007, a purchase order was initiated in the amount of \$15,000 using grant funds. At this time, the Division of Purchasing determined that RFP should be issued.

RFP #1-2008 was issued for the purpose of obtaining price quotes for these professional services. Only one proposal was received. The recommendation from the Division of Environmental and Emergency Management is to accept proposal from Express Personnel Services at the rate of \$20.15 per hour. The budgeted amount for these services is \$30,000. Funds are budgeted in 3200-505205-0001-71200-MMRS-2008-Default.

Council authorization to accept proposal submitted by Express Personnel Services is hereby requested.


Paula King, Director

Xc: Tim Bennett, Commissioner of the Department of Public Safety

HORSE CAPITAL OF THE WORLD200 East Main Street 6th Fl Lexington, KY 40507 (859)258-3070 (859)258-3081 fax www.lfucg.com



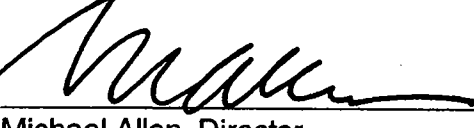
144-08

Jim Newberry, Mayor

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Human Resources

M E M O R A N D U M

TO: Mayor Jim Newberry
Senior Advisor Joe Kelly
Council Members

FROM: 
Michael Allen, Director
Division of Human Resources

DATE: March 10, 2008

SUBJECT: Abolish/Create Positions—Division of Police

The attached action amends Section 23-5 of the Code of Ordinances, abolishing one (1) position of sworn Police Captain, and creating one (1) position of sworn Police Lieutenant effective upon passage of Council.

The Division of Police requests this action to reorganize and restructure the Division in order to serve the public in a more efficient and effective manner. The first of this restructure was passed by council in Ordinance 26-2008.

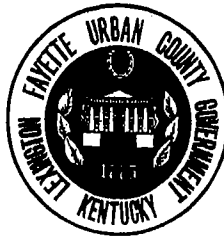
The fiscal impact for this action change from Captain to Lieutenant is budget neutral.

If you have questions or need additional information, please contact Daniel H. Fischer at 258-3030.

Attachment

cc: Tim Bennett, Commissioner of Public Safety
Ronnie Bastin, Chief, Division of Police
Darrylyn Combs, Human Resources Manager, Division of Human Resources
Jim Dodson, Human Resources Analyst, Division of Accounting

Log # 08-0084



138-08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

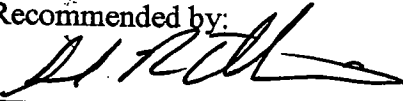
From: Sam Williams, P.E.
Municipal Engineer Senior

Date: March 3, 2008

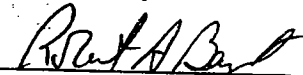
RE: Change Order Number 2 Final - Contract #899 (July 7, 2007)
7th Street at Old Railroad Improvement
Engineering Project #270

Change Order Number 2 Final with Lenco Excavation, Inc. is a change order to Contract Number 899, Purchase Order LF00019314. This change order adjusts the contract quantities to reflect the actual work completed and results in an increase to the contract price of \$3,952.23. The Division of Engineering recommends approval.

Recommended by:


Sam Williams, P.E.
Municipal Engineer Senior

Reviewed by:

 3/04/08
Robert Bayert, P.E., P.L.S.
Engineering Section Manager

Approved by:


Marwan A. Rayan, P.E.
Urban County Engineer

Approved by:


Don C. Kelly, P.E.
Commissioner
Department of Public Works

08.P270.411.CO2Final.doc

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CONTRACT HISTORY FORM

22

138-08

Contractor: LENCO EXCAVATION, INC

Project Name: 7th STREET AT OLD RAILROAD IMPROVEMENTS

Contract Number and Date: 899 / JUNE 7, 2007

Responsible LFUCG Division: Division of Engineering

CHANGE ORDER DETAILS

A. Original Contract Amount: \$238,718.65

Next Lowest Bid Amount:
\$N/A (Only One Qualifying Bid)

B. Amount of Selected Alternate or Phase: \$238,718.65

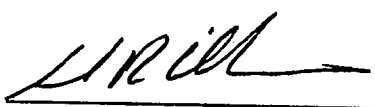
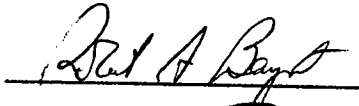
C. Cumulative Amount of All Previous Alternates or Phases: \$N/A (Only one Phase)

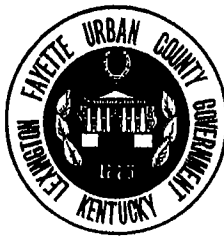
D. Amended Contract Amount: \$238,718.65

E. Cumulative Amount of All Previous Change Orders: \$ 10,412.32 4.4 %
(Line E / Line D)

F. Amount of This Change Order: \$ 3,952.23 1.7 %
(Line F / Line D)

G. Total Contract Amount: \$253,083.20

SIGNATURE LINESProject Manager: Date: 3/03/08Reviewed by: Date: 3/04/08Division Director: Date: 3/15/08



139-08

Mayor Jim Newberry
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Planning

MEMORANDUM

TO: Joe Kelly, Special Assistant to the Mayor *Joe Kelly* Approved
FROM: Christopher D. King, Director *Chris D. King*
Division of Planning
APPROVED AND FORWARDED:
Don Kelly, Commissioner *Don Kelly*
Department of Public Works and Development *for Don C. Kelly*
DATE: February 19, 2008
RE: Recommendation for Engagement of Services

The Division of Planning requests that you approve our forwarding to Council a request for a resolution authorizing the engagement of the firm of Ratio, Inc. to consult with the LFUCG for the preparation of a small area plan for the "Central Sector" neighborhood area. The work would be as described in the attached RFP, and at billing fees described in Ratio's response, in an amount not to exceed \$110,000.

Two firms responded to the RFP, and in accordance with CAO Policy #1, a selection committee was convened to evaluate the requests and interview the responders. The Selection Committee included Candace Wafford, Division of Purchasing; Joan Whitman and Lyle Aten, Planning Commission; Harold Tate, Lexington DDA; Paula King, Division of Community Development; Bettie Kerr, Division of Historic Preservation; Anthony Wright, Mayor's Office of Economic Development; Andrea James and Tom Blues, Councilmembers; and Chris King, Jim Duncan, Rachel Phillips and Della Horton of the Division of Planning. The Committee was unanimous in its opinion that Ratio's proposal was superior in terms of the review criteria established in the RFP.

The funds for this project are budgeted within the Division of Planning's FY08 budget. The Division of Planning will be the approval agency for all work and the recipient of all invoices. The Division of Planning will review and approve all invoices prior to forwarding for payment.

After you have approved this request, please contact us and we will prepare the necessary bluesheet to forward this matter to Council at the next available opportunity. If you have any questions, please do not hesitate to contact me.

Attachments

C: Candace Wafford, Division of Purchasing

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5 17 -07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

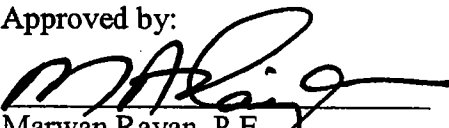
From: Philip D. Overstreet
Engineering Technician Sr. 

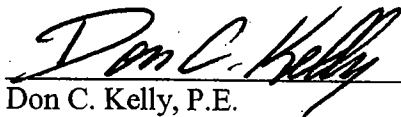
Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 – Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Our House on Todds, LLC at no cost for the acquisition of 1089 square feet of permanent sanitary sewer easement and 1655 square feet of temporary construction easement on the property located at 3051 Todds Rd.

Approved by:


Marwan Rayan, P.E.
Urban County Engineer


Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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521-07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

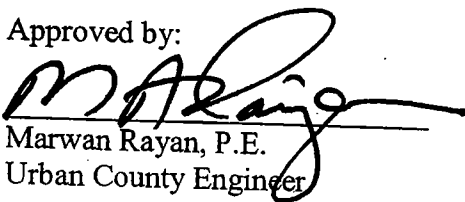
From: Philip D. Overstreet
Engineering Technician Sr. 

Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 - Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Jeffrey S. Leonard at no cost for the acquisition of 610 square feet of permanent sanitary sewer easement and 1525 square feet of temporary construction easement on the property located at 3017 Todds Rd.

Approved by:


Marwan Rayan, P.E.
Urban County Engineer


Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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523-07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

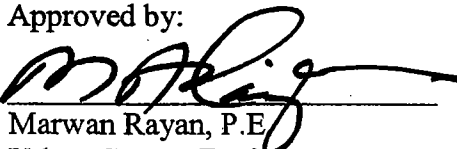
From: Philip D. Overstreet
Engineering Technician Sr. 

Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 - Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Daniel Morton Webster III at no cost for the acquisition of 305 square feet of permanent sanitary sewer easement and 10454 square feet of temporary construction easement on the property located at 3041 Todds Rd.

Approved by:



Marwan Rayan, P.E.
Urban County Engineer



Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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HORSE CAPITAL OF THE WORLD



525-07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering.

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

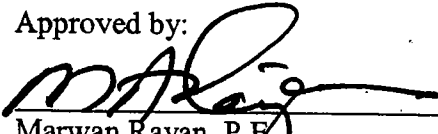
From: Philip D. Overstreet
Engineering Technician Sr. 

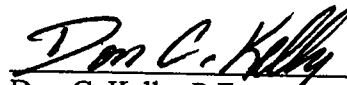
Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 - Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Michael Heidt at no cost for the acquisition of 741 square feet of permanent sanitary sewer easement and 1634 square feet of temporary construction easement on the property located at 3045 Todds Rd.

Approved by:


Marwan Rayan, P.E.
Urban County Engineer


Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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535-07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

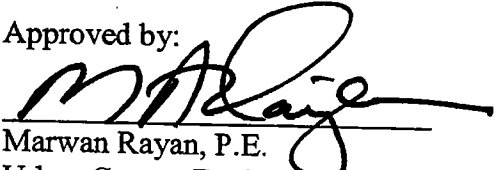
From: Philip D. Overstreet
Engineering Technician Sr. 

Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 - Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Courtney S. Burton at no cost for the acquisition of 915 square feet of permanent sanitary sewer easement and 2439 square feet of temporary construction easement on the property located at 3073 Todds Rd.

Approved by:


 Marwan Rayan, P.E.
Urban County Engineer


 Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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545-07

Mayor Jim Newberry
LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Community Development

TO: JIM NEWBERRY, MAYOR
URBAN COUNTY COUNCIL

FROM: PAULA KING, DIRECTOR
DIVISION OF COMMUNITY DEVELOPMENT

DATE: OCTOBER 1, 2007

SUBJECT: REQUEST COUNCIL AUTHORIZATION TO PURCHASE A
PERMANENT EASEMENT AND A CONSTRUCTION EASEMENT AT
3055 TODDS ROAD FROM EAST END CHURCH OF CHRIST, INC.,
FOR THE CADENTOWN SANITARY SEWER PROJECT

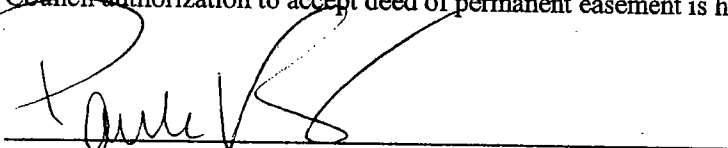
The Lexington-Fayette Urban County Government has been awarded state funds from the Kentucky Infrastructure Authority Fund for the provision of sanitary sewer service to households in the Cadentown area under the Phase II Unsewered Areas Project. Council authorized acceptance of these funds on January 25, 2007 (Ordinance No. 16-2007).

The Division of Engineering has negotiated a purchase of 3,311 square feet of permanent sanitary sewer easement and 5,661 square feet of construction easement at 3055 Todds Road from East End Church of Christ in the amount of \$15,500.00.

Funds for purchase of easements are budgeted in account:

Fund	Dept ID	Section	Project	Budget Reference	Account
3400	303401	3401	Unsewered Areas 2	2007	92810

Council authorization to accept deed of permanent easement is hereby requested.



Paula King
Director

Xc: Don Kelly, Commissioner of the Department of Public Works

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556-07

Mayor Jim Newberry

LEXINGTON - FAYETTE URBAN COUNTY GOVERNMENT
Division of Engineering

MEMORANDUM

To: Jim Newberry, Mayor
Urban County Council

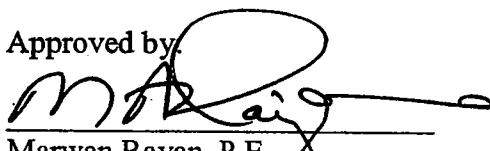
From: Philip D. Overstreet
Engineering Technician Sr. 

Date: September 25, 2007

Re: Resolution Authorizing Acceptance of Deed
Project No: 467 – Cadentown Sanitary Sewer Project

The purpose of this memorandum is to request a resolution authorizing the acceptance of a deed for a permanent sanitary sewer easement and a temporary construction easement for the Cadentown Sanitary Sewer Project. The deed will be from Our House on Todds, LLC at no cost for the acquisition of 436 square feet of permanent sanitary sewer easement and 3659 square feet of temporary construction easement on the property located at 3021 Todds Rd.

Approved by:


 Marwan Rayan, P.E.
Urban County Engineer


 Don C. Kelly, P.E.
Commissioner, Department of Public Works

PDO:MR:DK

c: Robert Bayert, P.E.
Bill Bowie, P.E., L.S.
Barbara Sledd

Glenda George
Yvonne Stone
File

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HORSE CAPITAL OF THE WORLD



140-08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Community Development

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

**FROM: PAULA KING, DIRECTOR
DIVISION OF COMMUNITY DEVELOPMENT**

DATE: MARCH 7, 2008

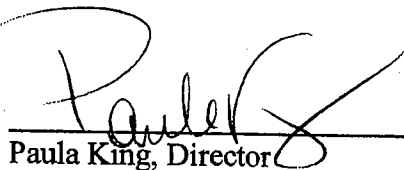
**SUBJECT: REQUEST COUNCIL AUTHORIZATION TO ACCEPT AWARD
FROM THE KNIGHT FOUNDATION AT BLUE GRASS
COMMUNITY FOUNDATION FOR OPERATION OF A LIFE
SKILLS PROGRAM AT THE DIVISION OF YOUTH SERVICES**

The John S. and James L. Knight Foundation Donor Advised Fund at Blue Grass Community Foundation has offered the LFUCG an award in the amount of \$4,000 for operation of a life skills program at the Division of Youth Services. No matching funds are required.

This project will teach a one-year life skills program to 30 at risk males and females ages 16 and 17 years old. These life skills include using telephone, newspaper, public transportation, menu planning, cooking skills, home maintenance, self care, employment/education and social development.

Funds will be used for program supplies, bus tokens, incentives, food, educational/recreational field trips, equipment, and consultant fees.

Council authorization to accept the award is hereby requested.


Paula King, Director

Xc: Marlene Helm, Commissioner of Social Services

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141-08

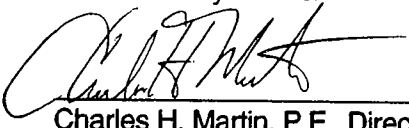
Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Division of Water and Air Quality

Memorandum

To: Mayor Jim Newberry
Urban County Council

From: 
Charles H. Martin, P.E., Director
Division of Water and Air Quality

Date: March 7, 2008

Re: Execution of a Railroad Encroachment Agreement with
The Cincinnati, New Orleans and Texas Pacific Railway Company
Norfolk Southern Activity No. 1089652
North Elkhorn Diversion Wastewater Project

The purpose of this memorandum is to request a resolution authorizing the execution of a railroad encroachment agreement with The Cincinnati, New Orleans and Texas Pacific Railway Company for the purpose of installing a sanitary sewer force main within the railroad right of way. Fees associated with obtaining this encroachment agreement are \$24,625.00.

This encroachment is necessary to provide sanitary sewer service for the North Elkhorn sanitary pump station currently under construction. The encroachment is limited to a perpendicular crossing of railroad with a 30-inch diameter pipe encased in a 48-inch diameter steel casing pipe.

For a response to questions about this project, please contact me 425-2400.

cc: Rick Day, P.E., Construction Manager, Division of Water & Air Quality
Joe Henry, P.E., GRW Engineers

HORSE CAPITAL OF THE WORLD



143-08

Jim Newberry, Mayor

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Human Resources

MEMORANDUM

TO: Mayor Jim Newberry
Joe Kelly, Senior Advisor
Council Member's

FROM: 
Michael Allen, Director
Division of Human Resources

DATE: March 5, 2008

RE: Amend Ordinance Number 3-2008

The attached action amends Ordinance Number 3-2008 correcting Section 3 and correcting the inversions caused by this action effective retroactive to January 10, 2008 and the inversion correction retroactive to October 15, 2007.

Section 3 currently reads:

That the incumbent, Kenneth Johnson, is hereby reclassified from Public Service Worker, Grade 106N, at \$9.855 hourly, to Equipment Operator Sr., Grade 109N, at \$10.840 hourly, in the Division of Waste Management

Section 3 should read:

That the incumbent, Kenneth Johnson, is hereby reclassified from Public Service Worker, Grade 106N, at \$9.855 hourly, to Equipment Operator Sr., Grade 109N, at \$14.359 hourly, in the Division of Waste Management and correcting any inversions.

The total fiscal impact for FY 2008 (19 pay periods) will be \$11,107.41 and will be funded from the Personnel Contingency Account balance. All costs include benefits. The total annual impact with benefits is \$15,199.61.

Name	Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
Kenneth Johnson	Equipment Operator Sr	\$20,498.40 (9.855 hr)	\$29,866.72 (14.359 hr)	\$9,368.32

In addition, this reclassification creates three (3) inversions within the Division of Waste Management. To correct these inversions, the following pay changes need to be made:

Name	Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
James Lee	Equipment Operator Sr	\$29,090.88 (\$13.986 hr)	\$29,866.72 (14.359 hr)	\$775.84
James Mason	Equipment Operator Sr	\$29,090.88 (\$13.986 hr)	\$29,866.72 (14.359 hr)	\$775.84
Sonya Taylor	Equipment Operator Sr	\$28,520.96 (\$13.712hr)	\$29,866.72 (14.359 hr)	\$1,345.76

If you have questions or need additional information, please contact Daniel H. Fischer at 258-3030.

Attachment

cc: Cheryl Taylor, Commissioner, Department of Environmental Quality
Steve Feese, Director, Division of Waste Management
Darrylyn Combs, Human Resources Manager, Division of Human Resources
Jim Dodson, Human Resources Analyst, Division of Human Resources

Log #08-0057 revised



145 - 08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Division of Central Purchasing

FOR: Jim Newberry, Mayor

FROM: Kyna Koch, Commissioner *Kyna*
Department of Finance & Administration

DATE: March 11, 2008

SUBJECT: Recommendation for RFP #37-2007
Implementation Services for PeopleSoft Software – Phase II

Metaformers was chosen by the selection group for RFP #37-2007 Implementation Services for PeopleSoft Software – Phase II to continue implementation of PeopleSoft modules at a cost of \$4,326,790. Phase II includes tasks as follows:

1. Implement PeopleSoft 9.0 Human Capital Management (HCM) Modules - Human Resources, eProfile Desktop, Time & Labor, Payroll, ePay, eCompensation, Desktop Manager, Base Benefits, Benefits Administration, eBenefits, Candidate Gateway, Talent Acquisition Manager, and ePerformance;
2. Provide Financials and Enterprise Performance Management (EPM aka budget and planning) support; and,
3. Implement PeopleSoft 9.0 Pensions Administration, Enterprise Learning Management (ELM), HCM Warehouse, and Workforce Rewards and PeopleSoft 8.9 Inventory and Maintenance Management.

Costs for the continued implementation will be bonded. A reimbursement resolution is forthcoming that will cover the costs for both this contract and other costs associated with Phase II implementation.

Cc: Rebecca Langston, Council Administrator

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146-08

Mayor Jim Newberry

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
Department of Law

TO: Jim Newberry, Mayor
Members, Urban County Council

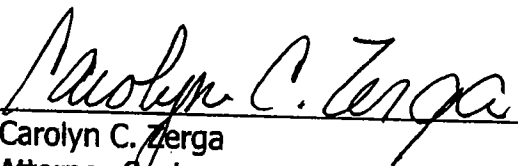
FROM: Department of Law

DATE: March 12, 2008

RE: To Correct a Clerical Error in Ordinance No. 4-2008

The title to Ordinance No. 4-2008 reflects the abolishing of one Recreation Supervisor position and the creation of one Recreation Specialist Sr. position. The body of the ordinance abolished the first position but did not create the second.

This action corrects this clerical error in Ordinance No. 4-2008 to properly create one (1) position of Recreation Specialist Senior, Grade 113E, in the Division of Parks and Recreation, effective retroactive to the date of the original Ordinance, January 10, 2008.


Carolyn C. Zerga
Attorney Senior

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HORSE CAPITAL OF THE WORLD

**P.O. Box 34028

Lexington, KY 40588

(859) 258-3500

Fax:(859) 258-3538

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**Please note new mailing address

URBAN COUNTY COUNCIL

Inter-Governmental Committee

MARCH 11, 2008

CM James chaired the meeting, calling it to order at 1:00 pm. All members were present except Vice Mayor Gray and CM Myers.

I. CSEA Board Leave for Association Business

CM Blues went over the letter from the Law Department regarding CSEA's request. He recommends that the committee follow the Law Department's recommendation that Council deny CSEA's request for paid leave and to authorize the use of LFUCG property and facilities only in accordance with the CAO policy. He stated they need to encourage CSEA to use flextime for their meetings.

A motion by CM Blues to encourage CSEA to use the flextime provision and the Council not pursue CSEA's request to draft an ordinance formalizing 4 hours per month of work time to conduct the association's business and that the cost for LFUCG's facilities be waived for CSEA, seconded by CM Blevins, passed with one Nay.

CM Blevins asked if there is a CAO policy that would restrict or prohibit the CSEA from doing what is proposed here.

Joe Kelly, Senior Advisor, stated there is a CAO policy dealing with flextime option.

CM Blevins asked to make sure they wouldn't be discrimination against CSEA they will be getting fair and equitable treatment just like any other group.

Mr. Kelly stated correct they will just need to work with their supervisor.

CM Henson asked how many members are in the association.

Debbie Tester, CSEA Treasurer, stated they have 15 reps from the different divisions plus the president, vice president, treasurer, and secretary. She stated they have about 500 paid members.

CM Henson asked how flextime is approved.

Ms. Tester always before they have been given 4 hours a month. She stated some divisions let their employees use lunch time to make up the time.

Mr. Kelly stated that flextime is available to any employee. He stated they just need to work with their supervisor. He stated flextime has always been available since 1997.

CM Stinnett asked if the supervisors have been notified of this pending policy.

Mr. Kelly stated the supervisors have been asked to try to accommodate the requests. He stated if everybody will use a little common sense and work together there will not be a problem. He stated if there is a pattern of denial then they will take that up with the supervisor.

CM Beard stated he thinks it is unfortunate a situation like this has to come to a head.

CM James turned the chair over to CM DeCamp.

CM James asked what happens when an employee goes to Human Resources about not getting their 4 hours of leave or any other complaint.

Michael Allen, Director of Human Resources, stated the grievance process is stated in the Employee Handbook. He stated in general the individual has the right to present their complaint and based on the complaint if it can be resolved at the supervisor level they try to do that. If not there is a formal process where the grievance proceeds up to Joe Kelly.

CM James asked how many at the current time reach Mr. Kelly.

Mr. Allen stated he would have to check but not very many. He stated the process is very fair.

CM James asked how many CSEA representatives come to talk to him about other CSEA members and what they have discussed as a group.

Mr. Allen stated only about 2 or less than 10%.

CM James asked is there anything Mr. Kelly would formally do to notify the supervisors citywide as to what happens today regarding the use of flextime and the grievance process. She asked if he could list the steps of the grievance process so we can capture where the problems exist.

Mr. Kelly stated yes they can send a memo out to supervisors advising them of the flextime policy.

CM James stated also have supervisors at their next staff meeting to familiarize their staff with the process as well. She asked Mr. Kelly to send a copy to the committee members as well.

CM DeCamp turned the chair back over to CM James.

Commissioner Askew handed out letter to the committee regarding the administrations view.

Paula Brown spoke regarding this issue.

CM James told Ms. Brown to speak with Mr. Kelly.

Mr. Kelly stated she needs to go through the process and not come directly to him.

CM James stated we have the opportunity to clarify the process with Ms. Brown. She stated as Ms. Brown goes through the process Mr. Kelly can see if the process is working. CM James stated as a Council Member and Chair of the committee she is personally asking him to consider doing this to see if the policy actually works. She stated he can say no but this is a grand opportunity to perfect a policy that could make a situation work out a little better.

Mr. Kelly stated he is happy to work with Human Resources to see what has been done so far and if it rises to his level he will be glad to address it. He stated he believes since he has been here there has been two appeals that have reached him. He stated they want to treat everyone the same and they have to go through the same process.

CM Blues stated they want to make sure the flextime mechanism works for the employees and will be anxious to monitor it. He asked about community time.

Ms. Brown stated every employee gets 4 hours a year for community leave.

CM Blevins stated everyone has 4 hours a year for leave with supervisor's approval.

CM Beard stated he is amazed that it is just 4 hours a year. He stated this needs to be looked at.

Ms. Brown asked if she would get her vacation time back. She stated other employees have used city time for meetings. She stated this is not right.

CM James stated through Mr. Kelly's contact through Human Resources they can find out if that has been requested.

CM DeCamp asked Ms. Brown if the REACH meeting has anything to do with her LFUCG job.

Ms. Brown stated it doesn't have to do with her job but has to do with citizens.

II. Employee Compensation Update

CM Gorton stated this came about after they talked about the high risk supplement pay. She stated this is kind of an out shoot from that.

Wally Barker, Manager of Compensation in Human Resources, went over the Market Pricing Compensation Program Project Plan. (See attached)

CM Stinnett asked what system we are currently using.

Mr. Barker stated for job evaluation we are using a point factor that was put together by Mercer.

CM Stinnett asked if they have compiled a list of what is wrong with the current system.

Mr. Barker stated yes from their side it is cumbersome, committee only met once a month, appeal process took up too much time and the process was not transparent to the employee so there was distrust. He stated it is not a bad program.

CM Stinnett asked if one of the reasons it has not been successful is because it has not been funded properly.

Mr. Barker stated it was only funded the first three years.

CM Stinnett asked what will market pricing do with job categories.

Mr. Barker stated he doesn't know but with the population we are working with 300 categories would be reasonable.

CM Stinnett asked why we are still having pay inversions.

Mr. Barker stated per ordinance when an employee is hired they go through a scoring process based on education and background. He stated that comes up with a salary. He stated they take that score and salary and place up next to all incumbents and anyone with lower salary but higher score then the person has to be inverted up to the new persons pay. He stated they will still see periodically some inversions until the ordinance is amended.

CM Stinnett asked what pay equity is.

Mr. Allen stated they are very similar. He stated pay equity involved the process were able to correct the sins of the past that had been building since the mercer system was unfunded. He stated they did the analysis of inversion of every employee in government. He stated 2 ½ years ago he would see inversion numbers to the tune of \$200K. He stated those problems have been corrected. Mr. Allen stated what council will now see based upon the ordinance is they do the analysis on inversions and the individual divisions must fund those inversions. He stated now they have to wait because civil service employees aren't permanent until six months later.

CM Stinnett stated that council said not to hire people if it is going to cause inversions.

Mr. Allen stated that wasn't the marching orders it was not hire anyone if you can't fund the inversion.

CM Stinnett asked why they are being asked to fund the inversion on today's work session docket.

Mr. Allen stated the individual divisions have to fund the inversion. He stated a large problem with mercer is compensation in a vacuum. He stated there is an ordinance that makes it clear as to what they have to do with inversions.

CM Stinnett stated maybe this ordinance needs to be amended.

CM Beard asked about how new hires occur in an environment of a hiring freeze.

Mr. Barker stated during a freeze unless it is a unique position there wouldn't be any new jobs created.

CM Beard stated if you don't fund mercer then it cuts the legs out from under it. He stated mercer system works for many other companies. He stated most salary surveys don't give people credit for tenure, special skills or education levels. He stated going to the market pricing is not the be all and end all.

Mr. Barker stated the last time we purchased the updated market data from mercer was the same three year period. He stated since then salary ranges have been updated from an index that world at work releases each year. He stated the integrity of the data is always an issue so that is why they need to work with professional companies.

CM Beard asked what are the assurances that we will not handle the new processes poorly.

Mr. Barker stated any process that is new has such attention on it so problems come with the maintaining.

CM Beard stated the indictment of the mercer system has been unfair because it hasn't been funded.

CM Gorton stated that LFUCG didn't fund mercer so it didn't work well but the health dept did fund mercer and it is working beautifully. She asked if during the budget and finance meeting she understood that it was stated they are not looking at any pay increase for any employees unless they are under collective bargaining.

Commissioner Koch stated as part of the exercise she provided to the committee where they would be \$25 Million to \$30 Million down the \$16.9 Million didn't have any raises included except for sworn. She stated that doesn't mean that is what they will be bringing forward.

CM Gorton stated the World at Work ordinance is still on the books. She stated the management audit mentioned us not rewarding people for performance or merit. She asked how does that fit into the pyramid of duties and how it will fit into the new compensation system.

Mr. Barker stated it is not covered in the chart but it is something they want to integrate as they bring up the new program. He stated right now there are 5 performance ratings for employees and those that receive 2, 3, 4, or 5 all receive the same pay increase. He stated they are hoping to institute a pay for performance program as they bring the new program up. He stated one of the things that undercuts that is the ordinance dealing with inversions. He stated those two programs couldn't work hand in hand.

CM Gorton stated she has always felt it wasn't right not to reward employees for performing at high levels.

CM Gorton asked in the pyramid what is "Define Rules".

Mr. Barker stated it is addressing the internal pay policy.

CM Gorton asked if we can afford this.

Mr. Barker stated they aren't going to know the aggregate either cost or savings will be until later on. He stated he is hoping it will be a wash.

CM Blevins stated if we don't jump on the merit bandwagon then we are wasting our time. He stated he will not support any change unless it includes a merit pay function of some sort. He stated he looks forward to future presentations. CM Blevins stated he wants them to come back and walk them through each step of the way because this is a critical policy change for the government.

A motion by CM Blevins to accept Mr. Barker's proposal of dates for future presentations in June 2008, September 2008, December 2008, February 2009 and May 2009 on this issue, seconded by CM Blues, passed without dissent.

CM Beard stated there should be some type of training program to get supervisors on the same page as to evaluations.

III. Selection of Vice Chair

CM James stated that CM DeCamp will be Vice Chair of the Inter-Governmental Committee.

IV. Update on Committee Items

No motions came out of this

The meeting adjourned at 2:16 p.m.

Market Pricing Compensation Program

Project Plan

