

P. Worley, Chair
 K. Plomin, Vice Chair
 D. Wu
 J. Brown
 C. Ellinger
 S. Lynch
 H. LeGris
 L. Sheehan
 W. Baxter
 J. Reynolds



A G E N D A

General Government & Planning Committee

October 17, 2023 1:00 P.M.

I. September 19, 2023 GGP Committee Summary	(2 - 4)
II. Urban Growth Management Plan Update (Duncan)	(5 - 15)
III. Comparison of Employee Pay by Race/Ethnicity and Gender (Walters)	(16 - 29)
IV. Diversity and Inclusion Workshop Update (Lucas)	(30 - 46)
V. PDR Annual Update (Overman)	(47 - 65)
VI. Items Referred to Committee	(66)

"General Government and Planning committee, to which shall be referred matters relating to the department of general services and its divisions, the department of planning and its divisions, the department of law, any matter relating to the general administration of government and the divisions under the chief administrative officer, any related partner agencies, and any other matters relating to capital improvement projects." Council Rules & Procedures, Section 2.102 (2) Effective January 1, 2023. Adopted by Urban County Council September 22, 2022

2023 Meeting Schedule

January 17	August 15
February 14	September 19
March 7	October 17
May 9	



General Government and Planning Committee

September 19, 2023

Summary and Motions

Chair Worley called the meeting to order at 1:01 p.m. Vice Mayor Wu and Committee Members J. Brown, Ellinger, Lynch, LeGris, Sheehan, Baxter, Reynolds, Plomin were in attendance. Council Members Fogle, Gray, and Sevigny were also present as non-voting members.

I. August 15, 2023 General Government and Planning Committee Summary

Motion by Baxter to approve the August 15, 2023 GGP Committee Summary. Seconded by Sheehan. Motion passed without dissent.

II. Lexington History Museum Annual Update

Tim Burcham presented on the Lexington History Museum. Burcham shared the success the History Museum has had over the last year on creating a fundraising plan and rebuilding their donor base. They have established a new corporate sponsorship program and a donor recognition program. LFUCG contributions made it possible to have a new museum location at the Thomas Hunt Morgan house. The History Museum has hired a new Executive Director, Dr. Amanda Higgins. They also hired a new Collections and Exhibit Manager, Katrina Dixon.

The History Museum is working on consolidating their collections in storage. LexHistory has started the Lexington History Collective - an initiative to connect diverse and inclusive groups that collect, preserve, and exhibit unique aspects of Lexington's history. They have also formed the LexHistory Partnership Council, an advisory group that will provide input and support for the museum's strategic direction and growth. LexHistory is looking forward to their involvement in celebrating the 250th Anniversary of Lexington's creation in 2025.

No action was taken on this item.

III. Council Rules and Procedures Report-Out

Council Member Baxter provided a brief summary of the presentation that took place at the September 19th, 2023 GGP Committee meeting.

Motion by Baxter to amend Council Rules and Procedures Ordinance and remove the seating chart, seconded by Plomin, the motion passed without dissent.

Motion by Baxter to amend Council Rules and Procedures and remove social media best practices, seconded by Lynch, the motion passed without dissent.

Motion by Baxter to approve Council Rules and Procedures, seconded by Reynolds, the motion passed without dissent.

Motion by Sheehan to amend Council Rules and Procedures to add “send meeting notices” as section o to Chapter 1, section 1.201 under Council Administrator, seconded by Plomin, the motion passed without dissent.

Motion by Sheehan to amend Council Rules and Procedures to add a next step graphic in section 2.201, seconded by Baxter, the motion passed without dissent.

Motion by Sheehan to amend Council Rules and Procedures to add “postpone” to 3.104 section 4, D, seconded by Baxter, the motion passed without dissent.

Motion by Sheehan to amend Council Rules and Procedures to change all references of “citizen” to “resident” throughout the document with the exclusion of references to the Citizen’s Advocate, seconded by Reynolds, the motion passed without dissent.

Motion by Sheehan to amend Council Rules and Procedures to change language under supplement D, Council Best Practices, Section 2, D.201 from “first Sunday of January” to “by the first Sunday before their term begins”, seconded by Baxter, the motion passed without dissent.

Motion by Baxter to amend Sheehan’s motion to change language under supplement D, Council Best Practices, Section 2, D.201 from “by the first Sunday before their term begins” to “by the first day of their term”, seconded by Wu, the motion passed without dissent.

Motion by Baxter to approve Council Rules and Procedures as amended, seconded by Reynolds, the motion passed without dissent.

IV. Disparity Study Analysis

This presentation was provided by Sherita Miller, Minority Business Enterprise Liaison. The purpose of this study was to review the participation, availability, and disparities in businesses; conduct an analysis of marketplace conditions; collect qualitative and anecdotal information; provide policy and program recommendations; and legal compliance guidance. There are 11 aspects of the disparity study; project management, community engagement, legal framework and analysis, review of contracting, data collection, utilization analysis, availability analysis, disparity analysis, analysis of marketplace, anecdotal evidence, and recommendations.

Overall utilization shows approximately 12% of 55 million dollars were accessed by minority owned businesses. Overall availability shows that 16.5% of 460 million dollars were allocated to diverse recipients. Analysis shows there is a disparity of participation for minority and woman-owned businesses including; non-Hispanic owned, white woman-owned, Black American-owned, and Native American-owned businesses.

Disparity index is measured by dividing dollars received by dollars available times 100. A value of 80 or less indicates substantial underutilization. Disparity is found in minority and woman-owned, non-Hispanic white woman-owned, Black American-owned, and Native American-owned businesses across industry, contract size, and contact role.

To address the disparities found, BBC recommends the following race/gender neutral measures: prompt payment, advertising and outreach, subcontracting minimums, unbundling large contracts, small business set-asides, supportive services, and data collection/monitoring. For race/gender conscious measures the following are recommended: set contract goals and price evaluation preferences.

A discussion ensued regarding next steps. \$120,000 has been budgeted to begin implementation and then Procurement will come back to this Committee to ask for approval or recommendations. Of the 7 recommendations presented, Procurement already addresses 4 of them. The need for supportive services and to implement the gender/race conscious recommendations was emphasized. Procurement Director Slatin shared that the long-term need is a new employee to help implement this program. Post-implementation plan is covered under the contract with the BBC consultants.

No action was taken on this item.

V. ADU Update

Planning Manager, Chris Taylor, and Planner Principal, Autumn Goterwis presented on this item. Since the ADU ordinance was passed a year ago, 5 permitted ADUs have been completed or are still under construction - 4 detached conversions and 1 addition previously permitted by BOA. There was an initial concern that detached units would be constructed everywhere but instead a trend in ADU alternatives like multi-generational shared living, wet bars, and entertainment kitchens has been seen.

The current ordinance does not give guidance on the number of kitchens you can have and defines them as, "equipment arranged in a room or some other space in a structure which facilitates the preparation of food, including, but not limited to a combination of two or more of the following: a range, microwave oven, dishwasher, kitchen sink, or refrigerator". 58 second kitchens have been approved since this ordinance passed.

Although not related to ADUs, it is significant because it is highly desired and needs a clear set of parameters for defining accessory living quarters, kitchen facilities, wet bars, and location/connectivity requirements. Goals of proposed text amendment: more support for intergenerational living, more support for aging in place, and greater long-term housing affordability options.

Problems with current zoning ordinance: administrative issues, burdensome administrative regulations that dissuade ADUs, and regulatory preference for Commercial uses in a residential zone. Proposed revised text will update definitions for accessory living quarters and kitchen facilities, modify special provisions to allow new detached ADU's, and modify use of an ADU as a Short-Term Rental (STR) for consistency with new STR regulations.

The proposed text will also modify special provisions to eliminate requirements for owner occupancy, deed restriction, and to allow new detached ADUs. If these changes are not made it will continue to burden residents seeking low-impact improvements to their existing homes and continue to make ADUs difficult to build and will not impact demand for STRs. Under existing regulations, STRs remain easier and more lucrative than ADU's. Not making these changes misses an opportunity to encourage investment in neighborhoods that supports long-term housing and maintains a housing policy that prioritizes STR's in residential zones over affordable long-term housing options. This ZOTA is being considered by the Planning Commission at their October meeting and will come back to Council for review in November or December.

No action was taken on this item.

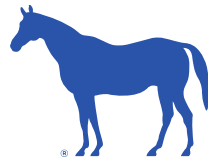
VI. Adjournment

Motion by Worley to adjourn at 2:55 p.m. Seconded by Plomin. Motion passed without dissent.

GENERAL GOVERNMENT AND PLANNING COMMITTEE

2023 Comprehensive Plan Goal 3 Update

October 17, 2023



LEXINGTON

Planning Commission Reviewing Recommendations for Goal 3

- Council identified critical need for land for housing and jobs
- Council directed PC to include 2,700 – 5,000 acres in USA
- Council directed PC to adopt a master plan by December 1, 2024

Urban Growth Management Advisory Committee

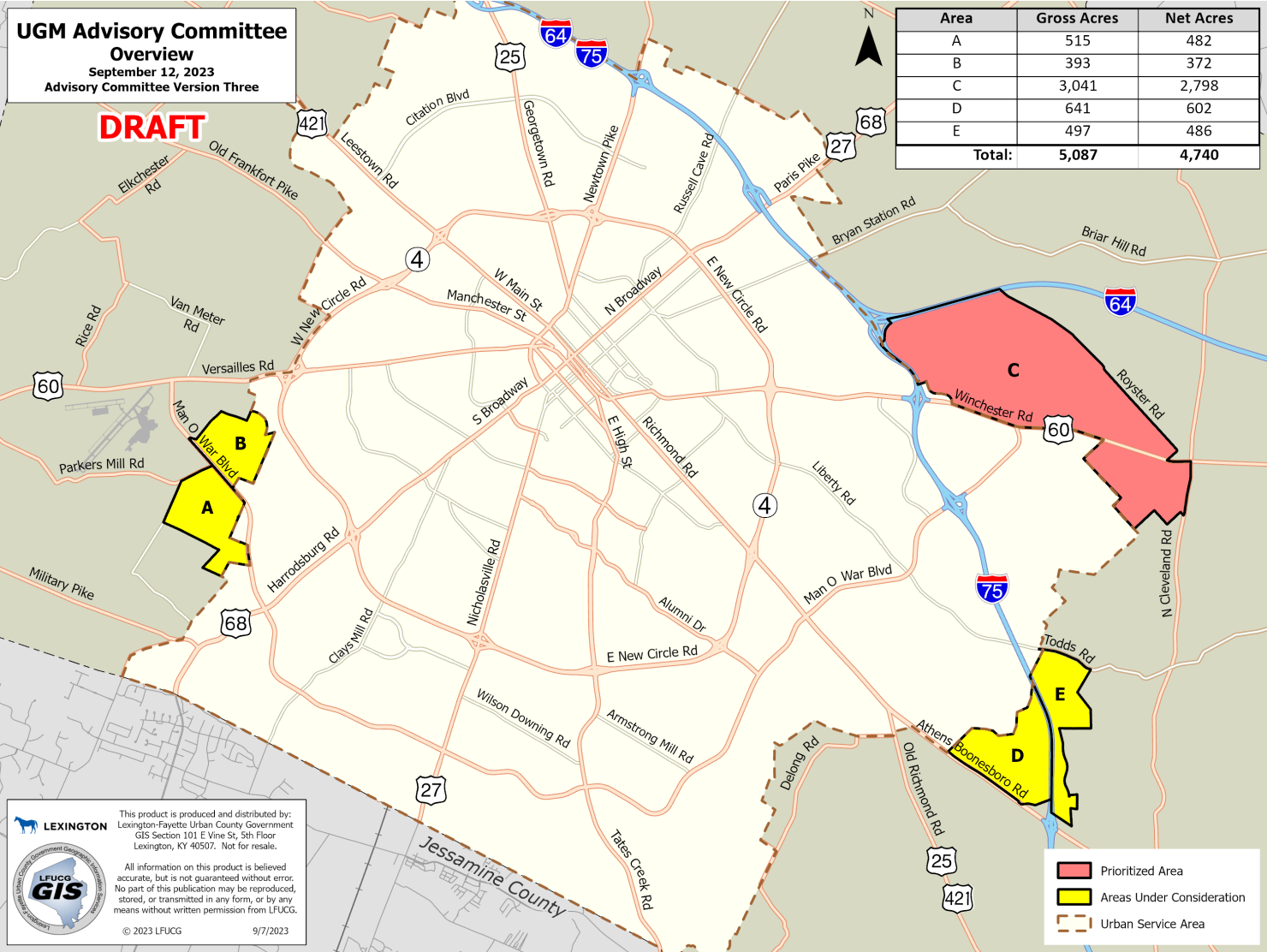
- V-M Dan Wu
- CM Chuck Ellinger
- CM James Brown
- CM Kathy Plomin
- PC Chair Larry Forester
- PC William Wilson
- PC Judy Worth
- Todd Clark, Farmer
- Alison Davis, UK College of Ag
- Andi Johnson, Commerce Lex
- Todd Johnson, BIA
- PG Peeples, Urban League
- John Phillips, Darby Dan Farm
- Zach Worsham, Winterwood AH

Committee Meetings

- August 8 through September 19, every Tuesday
- Considered:
 - Council Direction in the Goals and Objectives
 - Sewerability
 - PDR
- All meetings open to the public
- Bus tour of all land under consideration
- Public input meeting on September 12

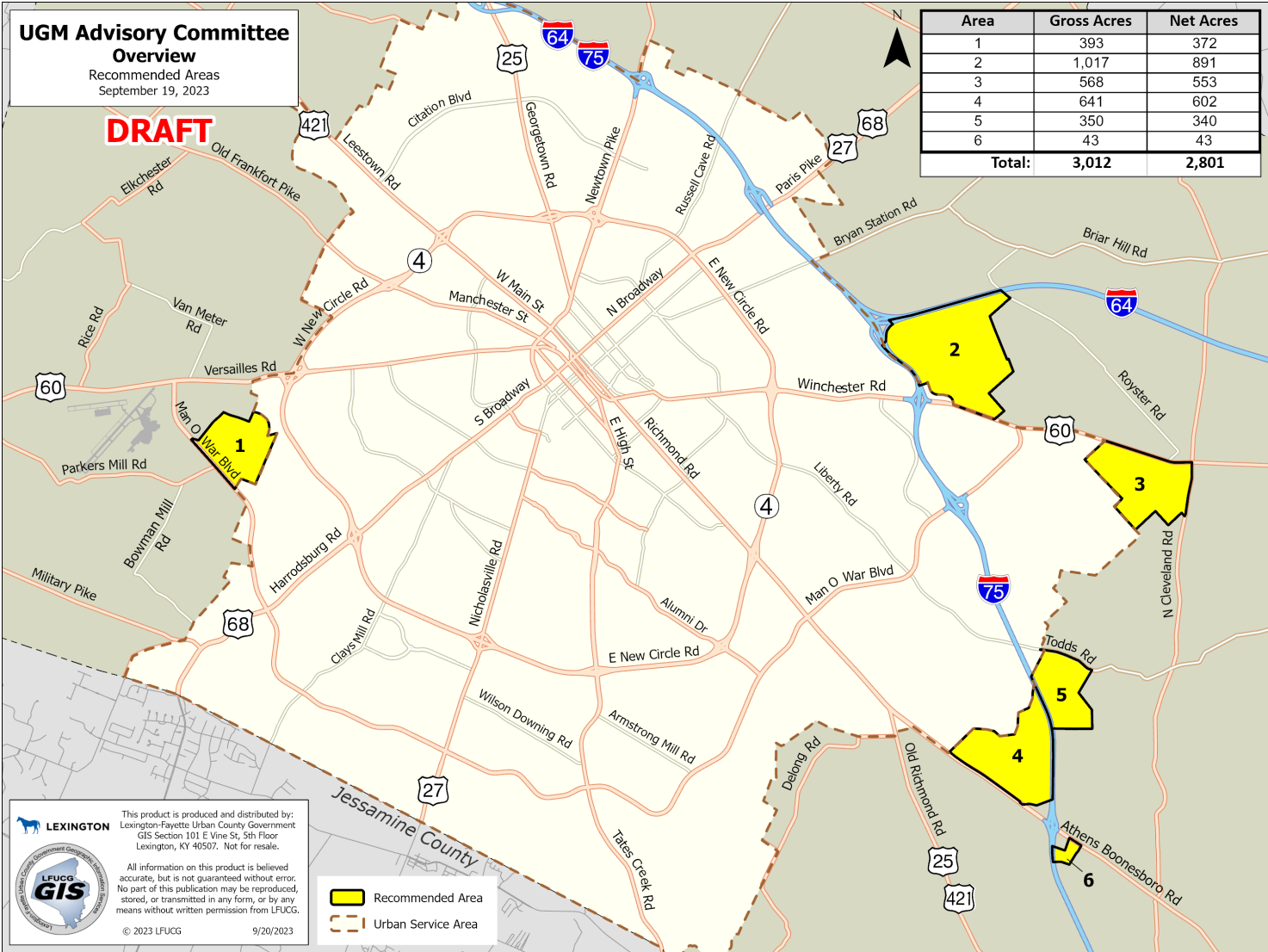


Draft Map for Public Input





Final Recommended Map for PC Consideration



PC public comment on September 28

- Second public comment meeting
- Discussion between PC and Planning and Water Quality staff

Master Plan

- Engage services of TSW planning consultants
 - Land use
 - Transportation networks and connections
 - Environmentally sensitive lands
 - Open space
 - Infrastructure and utilities
 - Community facilities

TSW Process

- Public and Stakeholder Engagement
- Updates and Presentations to Council and Planning Commission

Urban Growth Management Master Plan

- Complete draft by October 2024
- Public hearing and adoption no later than November 21, 2024

Questions?



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COMPARISON OF EMPLOYEE PAY BY RACE/ETHNICITY AND GENDER

General Government and Planning Committee

October 17, 2023



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Agenda

- Introduction
- Methodology and Analysis
 - Race/Ethnicity and Salaries
 - Gender and Salaries
- Conclusion
- Progress
- Questions



Introduction

- Management Advisory Group, Intl. was asked to review and analyze LFUCG compensation data for classified and unclassified civil service positions in the unified pay plan to determine:
 - Is race/ethnicity a factor in salary distribution?
 - Is gender a factor in salary distribution?
 - Other influencing factors that could determine the distribution of annual salary compensation



Race/Ethnicity and Gender Categories

- LFUCG follows federal guidelines from the U.S. Equal Employment Opportunity Commission (EEOC) when reporting on race/ethnicity and gender.
- With regard to race/ethnicity, applicants/employees are asked to self-identify from a selection of one or more of the options provided.
- The categories used for comparison in this report are:
 - Black, Hispanic and White (due to limited data for other options)
 - Male and Female



EEO Categories

- Administrative support
- Officials/administrators
- Para-professionals
- Professionals
- Protective services
- Service/maintenance
- Skilled craft
- Technicians



Race/Ethnicity and Salaries

RACE/ ETHNICITY	NUMBER OF EMPLOYEES	AVERAGE ANNUAL SALARY	VARIANCE FROM THE HIGHEST AVG
BLACK	400	\$48,874.98	24%
HISPANIC	26	\$55,934.96	8%
WHITE	986	\$60,393.08	0%

- The raw data indicates salary disparities exist among the racial/ethnic categories.
- ANOVA* analysis of the variances shows the differences are not statistically significant at the standard 95% confidence interval.

*ANOVA (Analysis of Variance) is a statistical test that uses a formula to compare variances across the means (or average) of different groups. It tests whether statistically significant differences exist between the means of different groups.



Race/Ethnic Group Distribution by EEO Occupational Category

EEO OCCUPATIONAL CATEGORY	RACE/ ETHNICITY	AVERAGE ANNUAL POST-STUDY BASE PAY	NO OF EMP	RESULTS
ADMINISTRATIVE SUPPORT	BLACK	\$44,810.62	81	Do not differ significantly
	HISPANIC	\$41,927.69	6	
	WHITE	\$47,257.13	228	
OFFICIALS/ADMINISTRATORS	BLACK	\$77,281.28	25	Do not differ significantly
	HISPANIC	\$71,279.56	2	
	WHITE	\$68,998.53	156	
PARA-PROFESSIONALS	BLACK	\$37,151.69	20	Do not differ significantly
	HISPANIC	\$44,753.38	4	
	WHITE	\$42,350.79	21	
PROFESSIONALS	BLACK	\$56,904.60	45	Do not differ significantly
	HISPANIC	\$57,092.04	10	
	WHITE	\$59,611.83	229	
PROTECTIVE SERVICES	BLACK	\$35,244.58	4	Do not differ significantly
	HISPANIC	-	No data	
	WHITE	\$36,356.05	26	
SERVICE/MAINTENANCE	BLACK	\$39,069.87	174	White and Black differ significantly
	HISPANIC	\$41,695.86	2	
	WHITE	\$43,223.04	89	
SKILLED CRAFT	BLACK	\$37,913.92	39	White and Black differ significantly
	HISPANIC	\$46,188.72	2	
	WHITE	\$45,522.70	154	
TECHNICIANS	BLACK	\$46,207.74	12	Do not differ significantly
	HISPANIC	-	No data	
	WHITE	\$47,094.60	81	



Race/Ethnic Group Distribution by EEO Occupational Categories

- Statistically significant differences are:
 - Service/Maintenance
 - Ranges from Public Works Apprentice (504N) to Public Service Manager (522E)
 - Skilled Craft
 - Ranges from Treatment Plant Operator – Apprentice (509N) to Elec/Computer Controls Manager (523E)
- Once the pay grade of the employees was accounted for, those statistically significant differences no longer existed.



Gender Distribution by EEO Occupational Categories

EEO OCCUPATIONAL CATEGORY	GENDER	AVG ANNUAL POST-STUDY BASE PAY	NO OF EMP	COMMENTS
ADMINISTRATIVE SUPPORT	MALE	\$48,315.08	51	Do not differ significantly
	FEMALE	\$46,177.53	273	
OFFICIALS/ADMINISTRATORS	MALE	\$66,598.47	135	Female and Male differ significantly
	FEMALE	\$80,455.89	50	
PARA-PROFESSIONALS	MALE	\$38,762.52	10	Do not differ significantly
	FEMALE	\$40,490.66	37	
PROFESSIONALS	MALE	\$62,004.07	142	Female and Male differ significantly
	FEMALE	\$56,249.38	151	
PROTECTIVE SERVICES	MALE	\$36,329.86	29	Do not differ significantly
	FEMALE	\$34,386.32	3	
SERVICE/MAINTENANCE	MALE	\$43,223.04	29	Female and Male differ significantly
	FEMALE	\$41,107.51	234	
SKILLED CRAFT	MALE	\$44,102.16	189	Do not differ significantly
	FEMALE	\$41,460.61	8	
TECHNICIANS	MALE	\$47,125.95	81	Do not differ significantly
	FEMALE	\$45,648.52	15	



Gender Distribution by EEO Occupational Categories

- The occupational categories with statistically significant differences are:
 - Officials/Administrators
 - Female employees' average salaries are greater than male employees' average salaries
 - Examples include Deputy Directors (527E – 533E), Directors (526E – 536E), Commissioners (537E – 539E)
 - Professionals
 - Ranges from Early Childcare Teacher (512E) to Information Security Engineer Sr (533E)
 - Service/Maintenance
 - Ranges from Public Works Apprentice (504N) to Public Service Manager (522E)
- Once the pay grade of the employees was accounted for, those statistically significant differences no longer existed.



Conclusion

- There is no statistical significance in the distribution of salaries by race/ethnicity or gender that cannot be accounted for by the pay grade of the incumbents.
- While the outcome of this report is favorable, this is a continual process whereby we will monitor and continue to look for ways to improve.



Progress

Objectives to improve recruitment and retention:

- Training
- Employment advertisements
- Mentorship program
- Review job descriptions
- Monitoring progress



Progress

■ Promotions

- Between July 1, 2015 and June 30, 2020
 - 638 promotions
 - 147 promoted employees were minorities – 23.04%
 - 149 were female – 23.4%
- Between July 1, 2020 and August 2, 2023
 - 234 promotions
 - 62 promoted employees were minorities – 26.50%
 - 69 were female – 29.5%

Questions?



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DIVERSITY & INCLUSION (D&I) WORKSHOP UPDATE

*Presented by Arthur Lucas, Diversity & Inclusion Officer
October 17, 2023
General Government & Planning Committee*



LEXINGTON



Introduction

- 2020 Mayor's Commission for Racial Justice & Equality (temporary)
 - Law Enforcement, Justice, & Accountability Subcommittee
 - Recommendation #13: Enhance and Establish Bias Training and Evaluation Procedures
 - Mayor Gorton suggested all of LFUCG complete the training - not just Law Enforcement
 - December 2020 Council Members approved RFP to hire a consultant to develop and present a Diversity & Inclusion Workshop to LFUCG staff



RFP Selection Committee

- Steve Kay, Vice Mayor
- James Brown, 1st District Council Member
- Brian Maynard, Assistant Police Chief
- Glenda George, Managing Attorney
- Stacey Dimon, Public Information Supervisor
- Alecia Smith, HR Analyst, Training & Employee Relations
- Arthur Lucas, Diversity & Inclusion Officer

Implementation Team

- Eric Howard, HR Manager: Training & Employee Relations
- Arthur Lucas, Diversity & Inclusion Officer



Workshop RFP & Focus

- RFP #2-2021 Diversity and Inclusion Workshop
 - Dr. Roger Cleveland, Owner, Millennium Learning Concepts
 - Organizational assessment to assess current conditions and determine specific needs
 - Focus was to build awareness with common and basic language
 - Length: approx. 70 minutes (virtual)
 - Tone was set in the beginning by Millennium Learning Concepts (MLC)
 - Participation (anonymously): Chat, Q&A and Poll



Organizational Assessment

- Audit Methodology
 - Policy, programs, personnel, practices, processes, and procedures
- Survey Methodology
 - Survey of employees November 1 – December 3, 2021
 - 840 surveys collected (768 electronic surveys and 72 hard copies received)
- Focus Group Methodology
 - Six, 60-minute moderated interviews from January 6 – January 12, 2022
 - Employees representing various departments participated



Workshop Schedule

- March 17 – April 20, 2022
- Total Workshops – 37 (virtual)
 - Council Members and Staff - March 17 & April 7
 - Director's and Commissioners - April 8
 - Special consideration:
 - Corrections
 - Fire
 - Police
 - Parks & Recreation
 - Streets & Roads
 - Waste Management
 - Water Quality
- Special thank you to Susan Straub, Council, Eric Howard, Nick Brock, Faye Baron and Stacey Dimon



RFP Deliverables

- Workshops
 - 1,515 employees participated (full-time, part-time, seasonal, contractors, corners, judges, etc.)
- Workshop Feedback Surveys – over 700 employees responded
- Train-the-Trainer Workshop – 9 employees trained
- New Employee Orientation Video
- Dr. Cleveland's executive summary – January 2023
- Online 60-Minute Training Video
 - Public Safety
 - Police – complete
 - Fire – complete
 - Corrections – active and ongoing through in-service training



Assessment Findings – LFUCG Employees

- 43% believe diversity is for political correctness or show
- Age 18-34 feel diversity is merely a gesture
- 49% believe LFUCG values diverse perspectives as a resource for improved organizational outcomes
- 42% feel we have employees of diverse populations represented equitably from entry level to senior management
- Equal pay
 - 35% women agree compared to 64% men
 - 28% blacks agree compared to 60% whites
- Development Opportunities
 - 40% women agree compared to 54% men
- Investment in Training
 - 39% African Americans compared to 53% white colleagues



Assessment Findings – LFUCG Employees

- Survey
 - Workplace culture is slow to change with a history to do nothing
 - Rooted in tradition and procedure
 - Restricted forward motion and progress
 - “We’re in 2022, but its 1929 here...”
 - No cohesive organizational culture
 - Safe ways to voice grievances
 - 61% males agree
 - 45% females agree
 - Feel comfortable being themselves
 - 60% men agree
 - 47% women agree



Recommendations

- Leadership Top-Down Support
 - Develop a Diversity, Equity & Inclusion organizational strategic plan
 - Communicate Diversity, Equity & Inclusion Statement
 - In-person Diversity & Inclusion Workshop for Leadership (management only)
- Policies and Practices
 - Conduct a comprehensive review of organizational policies and practices
 - CAO Policies
 - HR Policies & Practices
 - Hiring & promotional process for all groups
 - Recruitment process (Classified)
 - Hiring checklist (Classified)
 - Navigating Your Next Job With LFUCG



Recommendations

- Organizational Culture
 - Include Diversity, Equity & Inclusion Statement in New Hire Orientation
 - Include Diversity, Equity and Inclusion video as a requirement for new hire orientation
 - Add Diversity, Equity and Inclusion video as a voluntary training module on LexLink
 - Complete employee climate survey (every two years)
 - Generate Diversity, Equity & Inclusion terminology to add to Diversity & Inclusion website



Recommendations Implemented

- Diversity, Equity & Inclusion Plan
- Communicate Diversity, Equity & Inclusion Statement
- In-person D&I Workshop for Leadership (management only)
 - Conducted by Colene Elridge, a.k.a. Coach Colene, Owner of Be More Consulting
 - Directors (May 2023)
 - Commissioners (August 2023)
- CAO Policies Review (March 2023)
- HR Policies & Practices Review (September 2023)



Recommendations (Next Steps)

- Include Diversity, Equity & Inclusion video as a requirement for new hire orientation
- Add Diversity, Equity & Inclusion video as a voluntary training module on LexLink
- Complete employee climate survey (**2024**)
- Access to Diversity, Equity & Inclusion Terminology from Diversity & Inclusion website
- Use D&I Website as a resource page (Language Access, Global Lex, Housing Advocacy, Human Rights Commission, Racial Justice and Equality Commission, LGBTQ, etc.)



Ongoing Initiatives

- Adoption of formal DEI Statement
- Diversity and Inclusion Workshop for all employees
- Recruiting Efforts
- Interviewing Panels
- Diversity and Inclusion Trainings
 - HR Quarterly Calendar
 - New Management Orientation
 - Police (Sergeants Academy, Lieutenants Academy and Field Training Officers)
 - Get On Board
 - Chrysalis House
- CAO Policies and HR Policies and Practices
- Crown Act



Report Commendations

- Leading on racial justice
 - Permanent Commission for Racial Justice & Equality (2021)
- Appointment of an Equity & Implementation Officer
- Establishment of the Minority Business Enterprise Program
- Development of a Classified Civil service Workforce Analysis and Plan
- Increase of LFUCG minimum wage to \$15 per hour
- Achievement of a score of 110 on the Municipal Equality Index (MEI)
 - Best rating in Kentucky
 - Top 4% out of 506 locations



Next Steps

- Report to Council
- Share with LFUCG Staff
- Continue implementation of recommendations



Questions?

PURCHASE OF DEVELOPMENT RIGHTS & RURAL LAND MANAGEMENT BOARD

Annual Update to Council

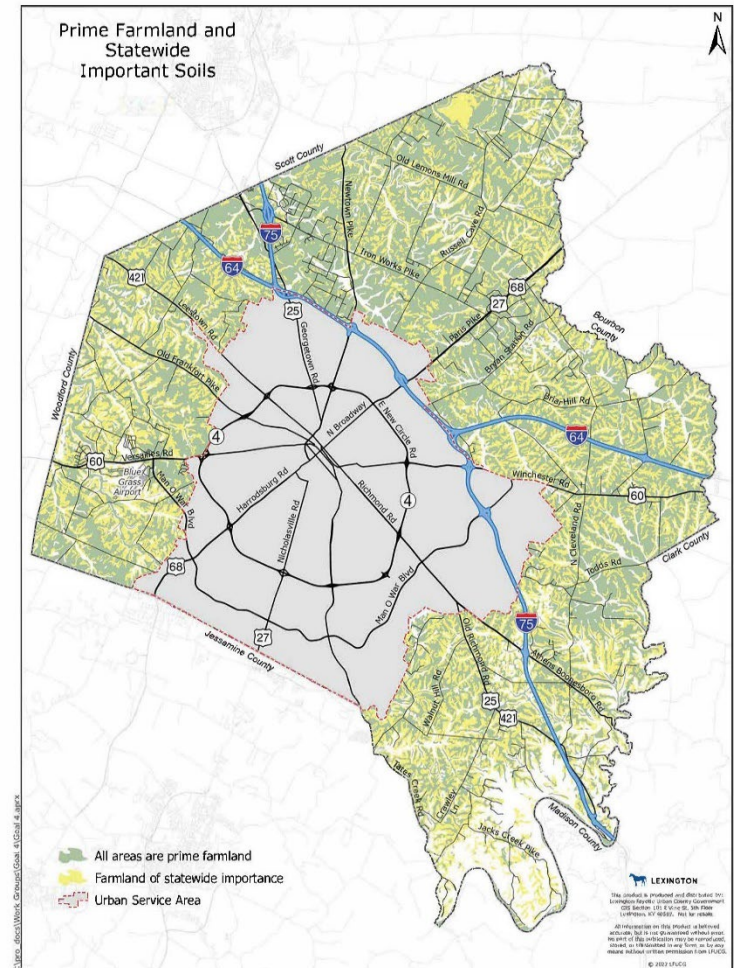
October 17, 2023



LEXINGTON

Rural Service Area Background

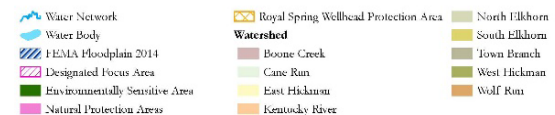
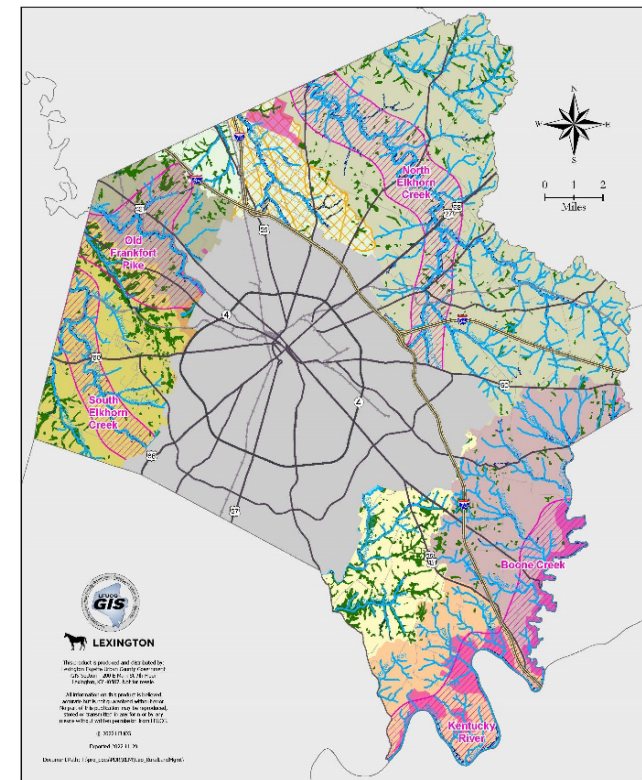
- During the crafting of the 1996 Comprehensive Plan, our citizens and leaders recognized the importance of protecting the Rural Service Area (RSA) for economic development, jobs, and tourism, as well as its vast natural and cultural resources.
- The Rural Service Area is comprised of some of the highest quality soils in the nation. The prime farmland soils are illustrated in green on the map to the right, and the statewide important soils are in yellow.
- The Rural Land Management Plan (RLMP) was adopted in 1999 as an amendment to the 1996 Comprehensive Plan, then was updated in 2017 and adopted as part of the 2018 Comprehensive Plan.



Rural Service Area Background

- The Rural Land Management Plan (RLMP) is a vast document designed to document the natural and historical attributes of the Rural Service Area and recommend ways to manage and preserve them.
- These attributes include, but are not limited to, the Historic Rural Hamlets, Historic Roads and Turnpikes, Stone Fences, Prime Farmland Soils, and the Kentucky River Palisades.
- The RLMP notes 5 distinct Focus Areas that are especially important to conserve, and they are all based on watersheds as indicated on this map. They are the South Elkhorn, Old Frankfort Pike, North Elkhorn Creek, Boone Creek and Kentucky River Focus Areas.
- Protecting the Rural Area as called for in the RLMP has a trifecta of community benefits:
 - 1) Environmental Sustainability with the protection of our trees, water bodies, soils, and wildlife habitats.
 - 2) Economic Development with the protection of farmland for the ag, equine, and tourism industries and the numerous jobs and financial benefits they generate.
 - 3) Better Health for our citizens by having access to locally grown foods and to parks such as Raven Run Nature Sanctuary and Hisle Farm, in addition to less air pollution.

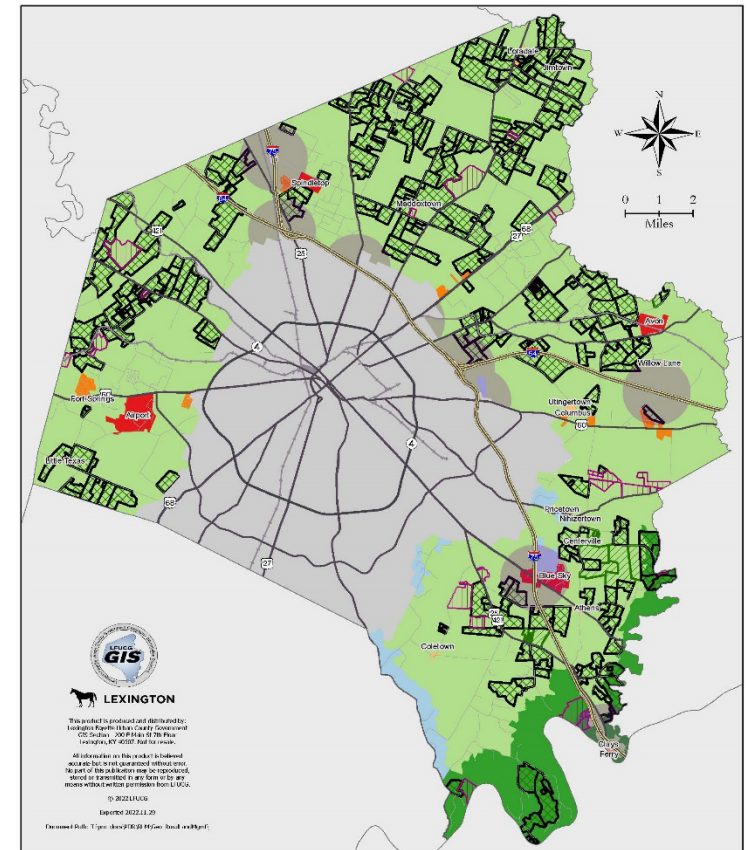
Lexington's Rural Service Area Environmental Considerations



PDR Program Background

- The Rural Land Management Plan (RLMP) also called for the creation of a farmland protection program.
- A group of 26 community members representing multiple facets of business, industry, government, and conservation met regularly for two years and were known as the “Implementation Committee”.
- The Purchase of Development Rights (PDR) Program was established in the year 2000, and the ordinance-stated goal is to purchase easements on 50,000 acres in the Rural Service Area.
- The 16-member Rural Land Management Board was created to govern the program and is comprised of representatives from the groups who served on the Implementation Committee, as well as three Council-appointed seats newly added in 2019. Thirteen of the members are voting and three are non-voting.
- The Board meets monthly and is responsible for overseeing requests from farm owners to add housing and infrastructure to their farms and ensuring the stewardship of easements, in addition to recruiting and overseeing new easement acquisitions.
- The Board met via Zoom throughout the COVID 19 pandemic and always had a quorum to respond to constituents.

Lexington's Rural Service Area Rural Land Management



- 2017 Rural Land Mgmt Plan**
- Interstate Interchange 1 Mile Buffer
 - Easement by Others
 - PDR Properties
 - Under Contract to Close
 - Protected Farm
 - Rural Activity Center
 - Existing Rural Residential
 - Historic Rural Settlement
 - Buffer Area
 - Core Agricultural Land
 - Natural Area



Rural Land Management Board, Inc.

- Gloria Martin, Chair
 - Robert James, III, Vice-Chair
 - Philip Meyer, Treasurer
 - Dennis Anderson
 - Hannah Emig
 - Margaret Graves
 - Phil Hager
 - Will Mayer
 - Thomas Owen
 - Mary Quinn Ramer
 - Christine Stanley
 - Newly Vacant
 - Newly Vacant
 - Dave Sevigny
 - Beau Neal
 - Ian Young
- Fayette County Neighborhood Council
Fayette County Farm Bureau
Fayette County Farm Bureau
Building Industry Association of Central KY
Bluegrass Realtors
Land Conservation Group
Kentucky Thoroughbred Association
Kentucky Thoroughbred Association
Commerce Lexington
VisitLex
Historic Preservation Group
Council-Appointed Seat
Council-Appointed Seat
Non-Voting, Urban County Council Member
Non-Voting, Fayette Cooperative Extension
Non-Voting, USDA-NRCS



PDR Parcel Ranking Process

- Parcels in the Rural Service Area that are at least 20 acres meet the acreage requirements for easement purchase. A property owner can combine two or more adjacent tracts under the same ownership to meet the 20-acre minimum.
- Parcels are ranked using a Land Evaluation & Site Assessment (LESA) provided in Section 26-10 of the Code of Ordinances that includes:
- **Ag Supportive Scoring:** Size of Parcel, Soil Quality, Elimination of Undeveloped Non-conforming Tracts, Proximity to other PDR farms which builds Critical Mass, Batch Application, Farming Activities & Production, & Agricultural Infrastructure Improvements.
- **Environmental Protection Scoring:** Environmentally Sensitive Areas, Designated Rural Greenways, Designated Focus Areas, Natural Protection Areas & Wildlife Habitats, Links to Parks, Nature Preserves, Nature Sanctuaries, etc., & Designated Scenic Viewsheds and other Scenic Resources such as Tree Canopies.
- **Historic Protection Scoring:** Historic and Cultural Resources including those designated for the National Historic Register, Designated Federal, State, and Local Scenic Byways and Historic Turnpikes, Stone Fences, & Length of Public Road Frontage for Viewshed Protection.
- **Negative Scoring:** Negative points are awarded to parcels in Sewerability Categories 1-4 and those within 1 mile of the Urban Services Area, unless they are in a designated Focus Area or Wellhead Protection Area, or a Community Icon.
- Note: Parcels of any acreage can donate an easement to PDR, including those with less than 20 acres who wish to conserve their farmland.

Financial Benefits of Farmland Preservation

- Fayette County's Rural Area is a globally recognized landscape that brings investors and tourists from around the world.
- A 2017 UK College of Ag study showed the Ag Cluster in Fayette County had an annual impact of **\$2.3 billion** and provided **1 in 12 jobs**, having contributed **\$8.5 million** to the local tax base and an additional **\$1.3 billion** in income, profits and dividends.
- The Ag Cluster is alive and well and growing. It brought us the Breeder's Cup last year which had an **\$82 million** impact on Lexington and the surrounding areas.
- Lexington is the **"Horse Capital of the World"** and home to the Kentucky Horse Park, Red Mile, Keeneland, and Fasig-Tipton, in addition to numerous working horse farms. We also have an increase in diversity in horse breeds with ownership of sport horses and pleasure horses both growing.
- Keeneland reported **\$699 million** in sales in 2022.
- VisitLex reports that tourism is growing and the **#1 reason** visitors come to Lexington is to see our horse farms and scenic beauty.
- The Legacy Trail now extends through the downtown core to the Horse Park for both recreation and tourism.



Financial Benefits of Farmland Preservation

- Fayette County is also home to the **Bluegrass Stockyards**, which is the **largest stockyard** east of the Mississippi River.
- Kentucky is the **largest beef producer** east of the Mississippi River and home to **1.02 million beef cows** per the USDA.
- In 2021, gross receipts from the production of cattle totaled **\$878 million** per the KY Beef Cattlemen's Association.
- And as we learned at the Fayette County Farm Bureau's Legislative Dinner in September, the KY Bourbon Industry generates \$285 million in state and local taxes, and **15-20 million bushels of corn** go towards making KY Bourbon every year. **75%** of that corn is sourced from KY farmers.
- Corn and soybeans are the row crops most frequently raised on PDR farms in place of tobacco.
- Our growing Lexington Farmers Market now operates 5 days a week at 4 separate locations, and many of our restaurants depend on the produce and meat supplied by local farmers.



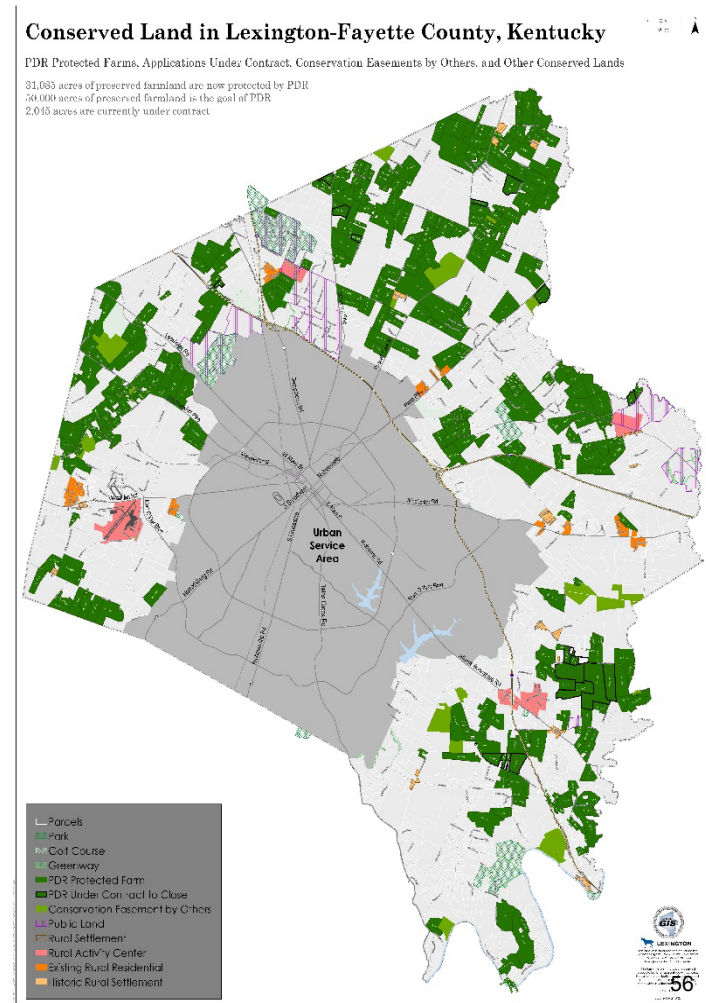
Federal Funding Partnership for Farmland Preservation

- The USDA Natural Resources Conservation Service (NRCS) with whom we partner states it well by saying “**Agricultural Land Easements protect the long-term viability of the nation’s food supply** by preventing conversion of productive working lands to non-agricultural uses. Land protected by agricultural land easements provides additional public benefits, including environmental quality, historic preservation, wildlife habitat and protection of open space.”
- NRCS has partnered with the PDR Program for over 20 years and awarded us over **\$29 million**.
- Over half of PDR easements are federally funded.
- The funding program we utilize is called the **Agricultural Conservation Easement Program (ACEP)**, and it receives bipartisan support from Congress in every Farm Bill.



Conserved Farms and Acreage

- With the federal investment in PDR and the Commonwealth of Kentucky's **\$15 million** investment, PDR is nearly **2/3 of the way to the 50,000-acre goal**.
- There are **285 farms** totaling nearly **31,100 acres** permanently conserved, and over **2,100 acres** under contract.
- **36** of those farms were **donated** and contributed over 1,400 acres.
- In addition, the Bluegrass Land Conservancy holds **18 easements** in Fayette County totaling **2,300 acres**, and the Mary Wharton Nature Sanctuary at Floracliff has **337 acres** under easement that has been designated as a State Nature Preserve.
- It is a goal of both the PDR Program and the federal matching program to create a critical mass of contiguous conserved agricultural land, and you will see that on this map. Applicants receive points for being adjacent to a PDR, Bluegrass Land Conservancy or Floracliff easement, and for applying with a neighboring farm.



The PDR Program & RLMB have 15 Federally Matched Farms Under Contract to Close:

Application Number	Acreage	Status
4-2020	1,172	Under Contract
5-2020	31	Under Contract
6-2020	30	Under Contract
8-2020	67	Under Contract
9-2020	140	Under Contract
11-2020	55	Under Contract
13-2020	40	Under Contract
1-2021	140	Under Contract
	<i>Continued...</i>	

Federally Matched Farms Under Contract to Close Continued:

Application Number	Acreage	Status
10-2020	95	Under Contract
12-2020	41	Under Contract
2-2021	85	Under Contract
3-2021	102	Under Contract
5-2021	34	Under Contract
6-2021	51	Under Contract
7-2021	25	Under Contract
<i>Total Acres =</i>	<i>2,108</i>	Under Contract

We also have 1 newly Federally-Matched Farm and 7 pending on a Federal Match Application:

Application Number	Acreage	Status
2-2022	43	Newly Matched – Appraisal Ordered
9-2021	41	Pending on Federal Application
1-2022	87	Pending on Federal Application
3-2022	33	Pending on Federal Application
4-2022	20	Pending on Federal Application
5-2022	46	Pending on Federal Application
6-2022	44	Pending on Federal Application
7-2022	50	Pending on Federal Application
<i>Total Acres =</i>	<i>364</i>	Federally Matched & Pending



Additionally, there are 5 applications in the queue and 1 unsuccessful applicant to report:

- The 5 farms in the queue meet the PDR application requirements but are not yet funded due to life estates or the inability to qualify for the federal match due to foreign ownership.
- The 1 unsuccessful applicant was federally matched but declined the Board's offer to purchase an easement on their farm.

Application Number	Acreage	Status	Landowner Name & Address
4-2015	346	Active Applicant	N/A
5-2015	309	Active Applicant	N/A
6-2015	362	Active Applicant	N/A
7-2015	51	Active Applicant	N/A
2-2017	40	Active Applicant	N/A
Total Acres =	1,108		
1-2020	164	Declined Purchase Offer	Combs, Combs & Taylor Trustees, 4347 Shelby Lane



Managing the Rural Service Area

- 1) The Rural Land Management Board was asked by Council to review **Short Term Rentals (STRs)** in the Rural Service Area (RSA) and provide policy recommendations.
 - The Board has an Ordinance Review and Long-Range Planning Committee that is meeting monthly to craft these recommendations and is assisted by staff from the Law Department, Planning, and PDR.
 - The assignment is multi-faceted as it includes reviewing STR use on farms in addition to the thousands of 1-10 acre lots, the consideration of defining and adding “farmstay” as a permitted use, and a review of ADUs in the RSA which are not currently allowed.
- 2) The Board is actively monitoring and participating in the Urban Service Area expansion process.
 - PDR Staff provided a presentation at the second meeting of the **Urban Growth Management Advisory Committee** meeting and answered questions throughout their process.
 - Board members also attended their meetings and Bus Tour of the RSA, and spoke at their public hearing.
 - NRCS compiled soil maps of all areas under consideration that were provided to the Committee at their September 19th meeting along with a memo from PDR staff and Board Chair, Gloria Martin.
 - A PDR map provided to the members also showed the Historic Rural Hamlets, conservation easements held by others, and public parks in addition to the PDR easements.
- 3) The Board and staff are now monitoring the work of the **Planning Commission** as Chapter 26-19 of the Code of Ordinances directs the Planning Commission to “consult with and receive recommendations from” the RLMB when considering changes to the Urban Service Boundary.
 - The PDR staff and Board Chair, Gloria Martin, sent a memo to the Planning Commission along with the NRCS soil maps for their September 28th meeting and public hearing, and Chair Martin spoke at their hearing to provide additional data on the Rural Service Area.
 - We will continue to actively monitor and participate in their process.

News & Accomplishments

- 1) The Rural Land Management Board has been named a **Certified Entity by the USDA Natural Resources Conservation Service (NRCS)**.
 - The Board was invited to become a Certified Entity based on its longstanding successful partnership with NRCS.
 - It is our understanding there were only 4 Certified Entities in the country prior to this year, so it a strong reflection on our Board and staff. We are the only Certified Entity in Kentucky.
 - This will give the Board more autonomy to close easements and should expedite closings. Instructions are forthcoming but we expect to get started on these duties soon.
- 2) The Board was awarded a **\$10,000 grant from the American Farmland Trust** to educate farmers about ways to implement better soil health practices. Uses of the funds thus far include:
 - Sponsoring PDR cattle farm owners to attend a day-long workshop provided by NRCS experts on better soil practices for cattle farms.
 - Purchasing a soil penetrometer that will be used to measure soil compaction when conducting easement monitoring.
 - Providing funds to the Fayette Soil Conservation District to supplement the funds they pay farmers to incentivize them to plant cover crops this fall and winter, which is better for soil health and the environment. The funds will be available to all Fayette County farmers not just those in PDR.
- 3) The non-profit **Seedleaf, Inc. is leasing 32 acres on a PDR farm** and expanding to the Rural Area for the first time. This will be their largest farm thus far.
 - They plan to allow farmers who have completed their training program to have their own 1 to 1.5 acre lots and will also have land for migrant farmers to use.
 - We are so excited about this new partnership and grateful for the vision and ingenuity of both Seedleaf and the PDR farm owner who is providing the land.
 - Seedleaf is having a ticketed celebration on the farm on **Saturday, October 21st**, and we encourage everyone to attend. Tickets can be purchased at www.seedleaf.org/shop



Summary

- Over **31,000 acres** have been permanently conserved to date.
- The PDR staff and RLMB are currently working with **28 PDR applicants** and are overseeing the stewardship of easements on nearly 300 farms.
- We are also preparing for the annual application cycle.
- The federal partnership is strong and the Inflation Reduction Act will raise the investment in the Agricultural Conservation Easement Program from **\$450 million to \$1.4 billion annually** over the next 5 years.
- The expansion of the Urban Service Area is certainly of concern to the Program.
- If Fayette County's historic and cultural landscape is allowed to disappear, a major part of the Bluegrass identity will be lost.
- We are the Horse Capital of the World and should remain so.
- As Board Chair Gloria Martin says, "We don't have mountains or an ocean, so we have to protect what we do have".





Questions?



Contact Information

Beth Overman

Purchase of Development Rights Director

eoverman@lexingtonky.gov

ITEMS REFERRED TO COMMITTEE

General Government and Planning Committee

Referral Item	Referred By	Date Referred	Last Heard	Status	File ID
1 CivicLex Public Comment Proposal	L. Sheehan	January 19, 2021	April 12, 2022	In progress	0057-23; 0362-22
2 Study of a Consent Agenda Process for Council Meetings	K. Plomin	September 28, 2021		In progress	
3 Review of Neighborhood Access and Traffic Calming Measures	W. Baxter	August 16, 2022			
4 Review of Short-Term Rentals	J. Brown	June 11, 2019	March 7, 2023	Completed	0269-23
5 Recommendations for Ensuring the Continuous Operations for Shared Use Paths, Sidewalks, and Bike Lanes	C. Ellinger	August 10, 2021	January 18, 2022		0074-22
6 Examine Ways to Evenly Distribute Social Service Facilities in Neighborhoods	J. Reynolds	June 14, 2022			
7 Assessment of Lexington's African American Hamlets and Historic Preservation of Their Heritage	K. Plomin	April 26, 2022	December 6, 2022		1273-22
8 Examine opportunities to relocate programming and initiatives from the Mayor's Office to other relevant Divisions within LFUCG.	L. Sheehan	May 31, 2022			
9 Acquire investor owned or other properties	P. Worley	November 3rd, 2022			
10 Disparity Study	C. Ellinger	November 15, 2022	September 19, 2023		
11 Study of conditional use permits and related zone text amendments in the Rural Service Area	K. Plomin	December 6th, 2022	May 9, 2023	In progress	499-23
12 PLN-ZOTA-22-00015: Intents ZOTA	J. Reynolds	December 6th, 2022	January 17th, 2023	Completed	0192-23
13 Equitable Representation on Boards and Commission - Tenants' Bill of Rights	S. Lynch	January 24th, 2023		In progress	0804-23
14 One-Stop Lexington	P. Worley	February 28th, 2023		Remove from Committee	
15 Crown Act	L. Lynch	April 25th, 2023	May 9, 2023	Remove from Committee	500-23
16 A Review of the RLMB Recommendation Process to Planning Commission	K. Plomin	May 9th, 2023			
17 Review and Implementation of a Capital Improvement and Maintenance Plan for Facilities and Fleet	J. Reynolds	May 30th, 2023			
18 Planning and Development Approval Process Study: Recommendation #8 Tighten Certification to Lock in Requirements	J. Reynolds	June 27th, 2023			
19 Planning and Development Approval Process Study: Recommendation #10 Establish a Development Liaison Position	J. Reynolds	June 27th, 2023			
20 Parental Leave Update	W. Baxter	July 11th, 2023			
Annual/Period Updates					
21 Lexington Global Engagement Center (Global Lex)	J. Reynolds	January 2015	October 1, 2022		1170-22
22 Annual PDR Review (Required by Ordinance)	J. Brown		October 17, 2023	On Current Agenda	1272-22
23 Accessory Dwelling Units Update	J. Brown	November 19, 2019	September 19, 2023		1063-22
24 Follow-Up from Infill and Redevelopment Committee Regarding Council Sponsored Re-Zoning (Resolution)	D. Wu	March 1, 2022	April 19, 2022		0382-22
25 Division and Program Review - 2022 Evaluations Selection	BFED Committee	November 30, 2021	November 15, 2022		1172-22
26 Lexington History Museum	Plomin / Budget COW	FY20 March 21, 2017 / 28, 2019	May September 19, 2023	made an annual item on 8/17/21	0361-22
Subcommittees					
27 Electronic Billboards	Worley	June 1, 2018	August 18, 2020		0778-20
28 Public Input Work Group	H. LeGris	January 17, 2023		In progress	0801-23
29 Charter Review	L. Sheehan	November 1st, 2022		In progress	
30 Council Rules	W. Baxter	January 19, 2023		Complete	0802-23