

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

January 16, 2024

1:00 P.M.

- | | |
|--|----------------|
| I. October 17, 2023 GGP Committee Summary | (1-2) |
| II. Global Lex (Taylor) | (3-33) |
| III. Annual Item Update | (34-41) |
| IV. Items Referred | (42) |

"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

2024 Meeting Schedule

January 16	June 11
February 13	September 10
April 16	October 15
May 7	



General Government and Planning Committee

October 17, 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, and Plomin were in attendance. Council member Sevigny was present as a non-voting member.

I. September 19, 2023 General Government and Planning Committee Summary

Motion by Baxter to approve the September 19, 2023, GGP Committee Summary. Seconded by Sheehan. Motion passed without dissent.

II. Urban Growth Management Plan Update

Director Duncan provided an update on the Comprehensive Plan Goal 3. He gave an overview of the Planning Commission's recommendations regarding Goal 3. Council directed the Planning Commission to include 2,700-5,000 acres in the Urban Service Area and to adopt a master plan by December 1, 2024. The advisory committee considered the Council's direction in the goals and objectives, sewerability, and the PDR program.

The draft map for public input included approximately 5,000 acres, but the final recommended map for the Planning Commission includes roughly 3,000 acres. Planning staff worked to identify a consultant for the Urban Growth Master Plan and engaged the services of TSW Planning Consultants. Urban Growth Management Master Plan should be completed by October 2024. They will evaluate and address land use, transportation networks, environmentally sensitive lands, open space, infrastructure/utilities, and community facilities. TSW will also do extensive amounts of public and stakeholder engagement with updates to Council and Planning Commission. The draft is expected to be completed by October 2024 with a public hearing and adoption no later than November 21, 2024.

No action was taken on this item.

III. Comparison of Employee Pay by Race/Ethnicity and Gender

Director Walters introduced this item. Management Advisory Group (MAG) was asked to review and analyze LFUCG compensation data for classified and unclassified civil service positions in the unified pay plan to determine if race/ethnicity is a factor in salary distribution, if gender is a factor in salary distribution, and other influencing factors that could determine the distribution of annual salary compensation. The categories used for comparison in this report are: Black, Hispanic, and White, and Male and Female.

The raw data indicates salary disparities exist among the racial/ethnic categories. An analysis of variances shows the differences are not statistically significant at the standard 95% confidence interval. Statistically significant differences are service/maintenance and skilled craft. Once the pay grade of the employees was accounted for, those statistically significant differences no longer existed.

The occupational categories with statistically significant differences are officials/administrators, professionals, and service/maintenance. Once the pay grade of the employees was accounted for, those

statistically significant differences no longer existed. In conclusion, there is no statistical difference 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 is favorable, this is a continual process whereby we will monitor and continue to look for ways to improve.

The objectives to improve recruitment and retention include training, employment advertisements, mentorship program, review job descriptions, and monitoring progress. They have also included data that shows promotional comparisons for minorities. All classifications in the unified pay plan have a 500 level pay grade. Pay grade is determined by JPQ process and market studies.

There was discussion for the need of further analysis due to the lack of in-depth data analysis across pay grades. LFUCG has about 1,700 employees. 1,400 employees are in the study. Police, Fire, and Corrections are not included in this study because they are not a part of the unified pay plan. CAO Hamilton stressed that the issue is the inability to move or be promoted within departments/divisions and not pay.

No action was taken on this item.

IV. Diversity and Inclusion Workshop Update

Diversity and Inclusion Officer, Arthur Lucas, introduced this item. In 2020, the Mayor's Commission for Racial Justice and Equality recommended enhancing and establishing bias training and evaluation procedures for Law Enforcement. Mayor Gorton suggested all LFUCG employees complete the training. December 2020 Council approved an RFP to hire a consultant to develop and present a Diversity and Inclusion workshop to LFUCG staff. Focus was to build awareness with common and basic language. The organizational assessment included audit methodology, survey methodology, and focus group methodology. A total of 37, 70-minute workshops were conducted virtually for 1,515 employees. Over 700 employees provided workshop feedback.

The survey results showed that workplace culture is slow to change with a history to do nothing, and no cohesive organizational culture. 61% of men and 45% of women felt there are safe ways to voice grievances. 60% of men and 47% of women feel comfortable being themselves. Recommendations include leadership top-down support, policies and practices, and organizational culture. The recommendations that have been implemented include the Diversity, Equity, and Inclusion Plan, in-person D&I workshop for leadership, CAO policies review, and HR policy and practices review. Ongoing initiatives include adoption of formal DEI statement, Diversity and Inclusion Workshop for all employees, recruiting efforts, interviewing panels, diversity and inclusion trainings, CAO policies and HR policies and practices, as well as implementing the Crown Act.

Commendations listed in the report include leading on racial justice, appointment of Equity and 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/hour, and achievement of a score of 110 on Municipal Equality Index (top 4% out of 506 locations).

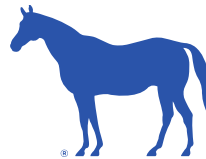
No action was taken on this item.

V. Adjournment

Motion by Worley to adjourn at 2:46 p.m. Seconded by Plomin. Motion passed without dissent.

GLOBAL LEX & HOME LANGUAGES UPDATE

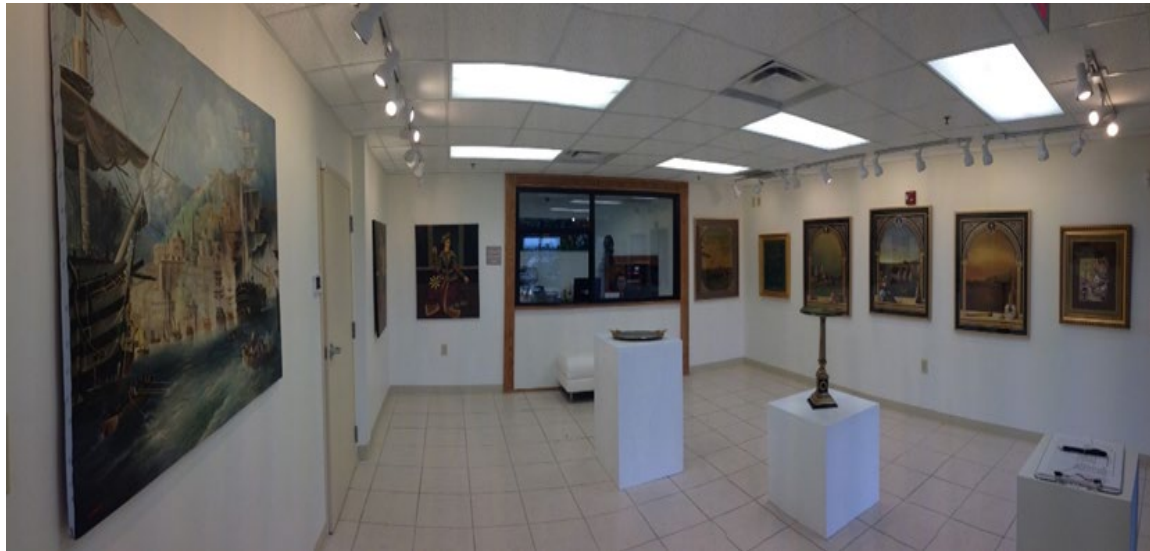
*Isabel Gereda Taylor, JD, LLM
Multicultural Affairs & Title VI Coordinator
Mayor's Office
October 17, 2023*



LEXINGTON

Global Lex, the city's international center

Mission: To support the city and its residents to thrive in today's global environment, by facilitating access to services & information, for both local & international residents, and by the promotion of mutual understanding, civic engagement, and strong economic and artistic diversity



Global Lex

The city's international center opened Aug. 28, 2015

- Global Lex staff currently cover Spanish, French, Arabic, Swahili, Lingala, Tshiluba, and other languages to lesser degrees.
- We have one Administrative Senior, one AmeriCorps Vista and three interns from abroad, Korea and India.
- Strong student Internship program with 5 area universities, high schools, BCTC State Dept. sponsored, & through Sister Cities

International Community Service, for LFUCG & the public

Multicultural Affairs office & Global Lex

1. LFUCG:

- ✓ ID, assess, and respond to the service needs of foreign born or LEP
- ✓ Evaluate UCG services
- ✓ Develop & implement methods to collect demographic information
- ✓ Maintain data base of services (UCG & outside)
- ✓ Provide technical & training assistance to *LFUCG & related outside organizations
- ✓ Track and report relevant legislation
- ✓ LFUCG's Title VI Compliance

Public:

- ✓ Macro & direct assistance
- ✓ Serve as a liaison to foreign born community groups & other agencies & organizations

Global Lex

- We provide direct language assistance*: information, education, referrals & language access to LFUCG or outside agencies' services.
- Represent LFUCG and our international communities on boards, CABs, and provide expertise as speakers and participants in conferences and webinars.
- Translation & Interpretation assistance for LEP & *LFUCG, or facilitation & quality control for others

Education: response to community priorities & gaps in service

"Targeted **English**" multilingual education

- ✓ Driver's Education
- ✓ Collaborative farming workshops
- ✓ Emergency Preparedness (DEM)
- ✓ Financial Literacy
- ✓ Domestic violence, victim assistance & community awareness
- ✓ Winter safety (hypothermia, frostbite, etc)
- ✓ Free Tax filing (United Way)
- ✓ Cross-cultural communication
- ✓ American laws and culture

2023 Global Lex served over 1000 walk in in over 36 languages. Title VI Tracking email and phone assistance begins this year.

UPDATE ON FAYETTE COUNTY’S “HOME LANGUAGES”

- Limited English Proficient (LEP)
- Based on FCPS students learning English (from PEW & US Census based graph):

Age Group	Limited English Proficient (%)	English Proficient (%)
5 to 17	10	19
18 to 64	75	66
65 and over	15	15



English Learners (EL) and Home Languages at FCPS

2010

FCPS had 3,200 FCPS EL students; this meant an estimate of 32,000 total population (of Home Language speakers)

EL/LEP were 11.1% of total Fayette County population

US Census: 33,400 total population of Home Language, 11.3% of the total Fayette population

Growth of Home Languages in Lexington

2023

FCPS had 10,678 English learners

✓ an estimate of 106,780 total

- **EL students spoke over 103+ languages, top 12:**

- | | |
|-------------|---------------------|
| 1. Spanish | 7. Kinyarwanda |
| 2. Swahili | 8. Mandarin Chinese |
| 3. Arabic | 9. Korean |
| 4. Nepali | 10. Portuguese |
| 5. French | 11. Khmer |
| 6. Japanese | 12. Pashto & Hindi |

FAYETTE COUNTY RESIDENT LANGUAGES

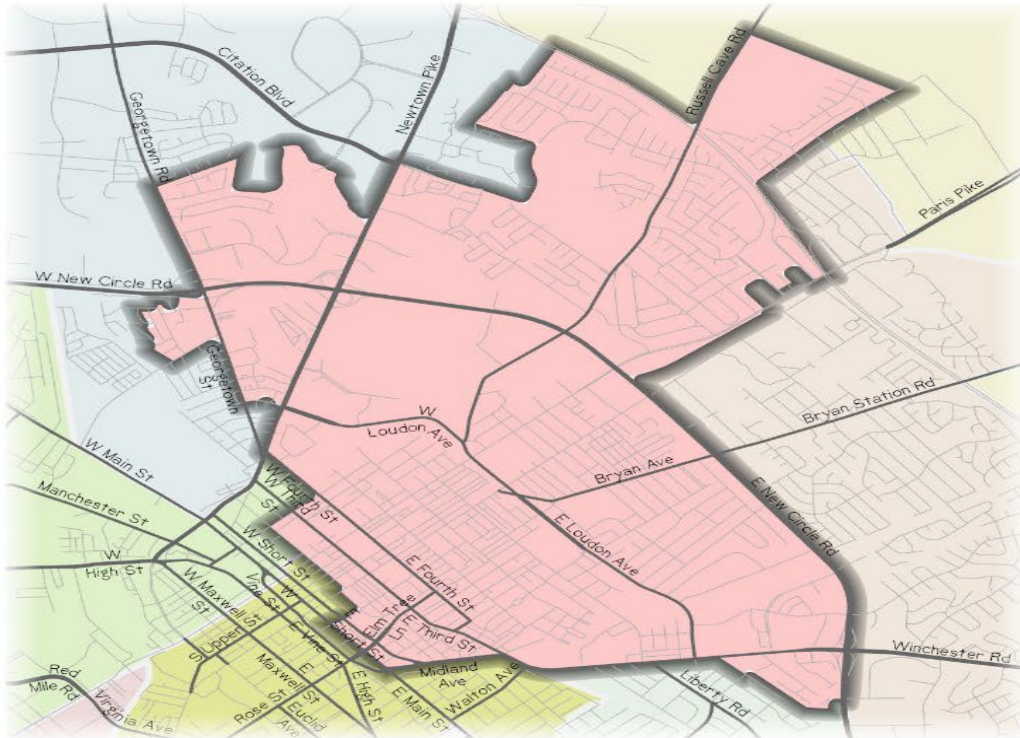
LANGUAGE MAPS: 2008, 2012

Language Maps by District 2023

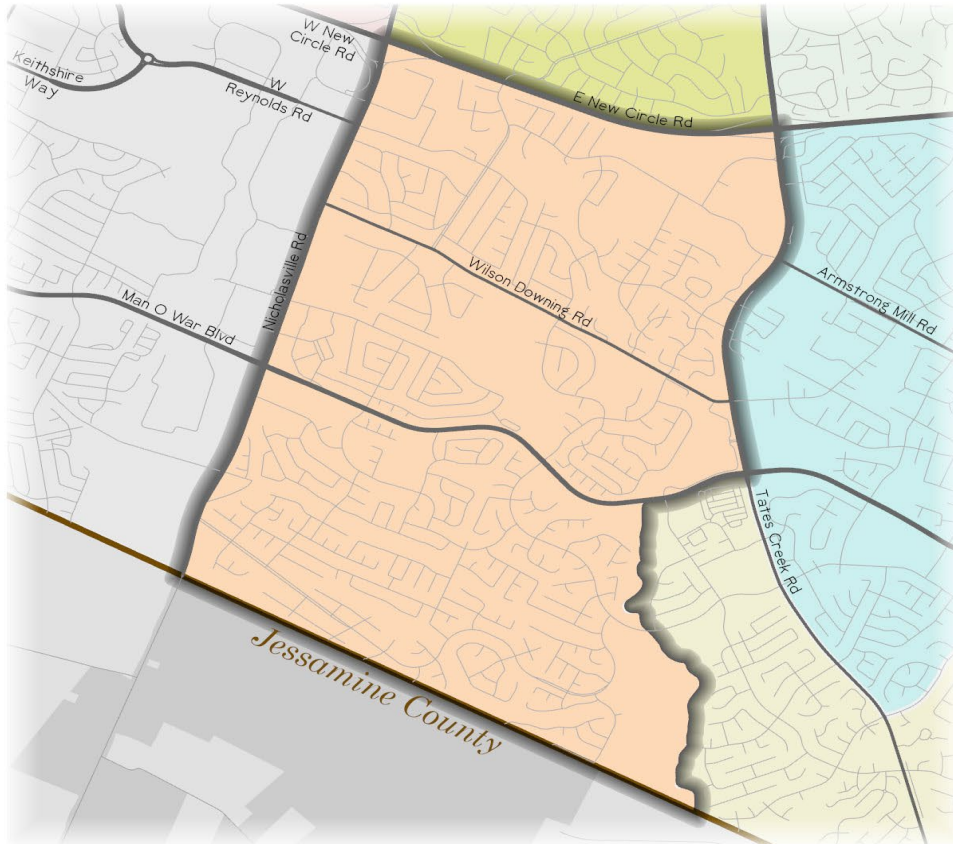
10,678 FCPS EL students

- FCPS EL population grew **233%** since 2010
- *US Census currently shows this population at 13.6%, meaning it grew only 3% since 2010
local growth estimates show an increase of 74,780 total population,
- Currently FCPS shows 18.4% Hispanic enrollment; 2020 Census shows 7% total
23.2% Black enrollment; US Census shows 16.2%

COUNCIL DISTRICT: 1

Student Non-English Home Languages: **21**

Home Language	No. of Speakers
Spanish	1418
Swahili	178
French	38
Kinyarwanda	37
Pushto Pashto	14
Portuguese	10
Lingala	7
Rundi	7
Other	5
Dari	4
Ewe	4
Wolof	4
Arabic	3
Haitian Creole French	3
Persian	3
Creole	2
Japanese	2
Dutch Flemish	1
North American Indian languages	1
Sango	1
Tagalog	1

**COUNCIL DISTRICT: 4**

Home Language	No. of Speakers
Spanish	306
Arabic	129
Nepali	59
Swahili	50
Kinyarwanda	26
French	22
Chinese Mandarin	15
Pushto Pashto	11
Japanese	10
Urdu	9
Vietnamese	9
Wolof	9
Central Khmer	8
Twi	8
Ukrainian	8
Gujarati	4
Hindi	4
Other	4
Russian	4
Bulgarian	3
Dari	3
Lingala	3

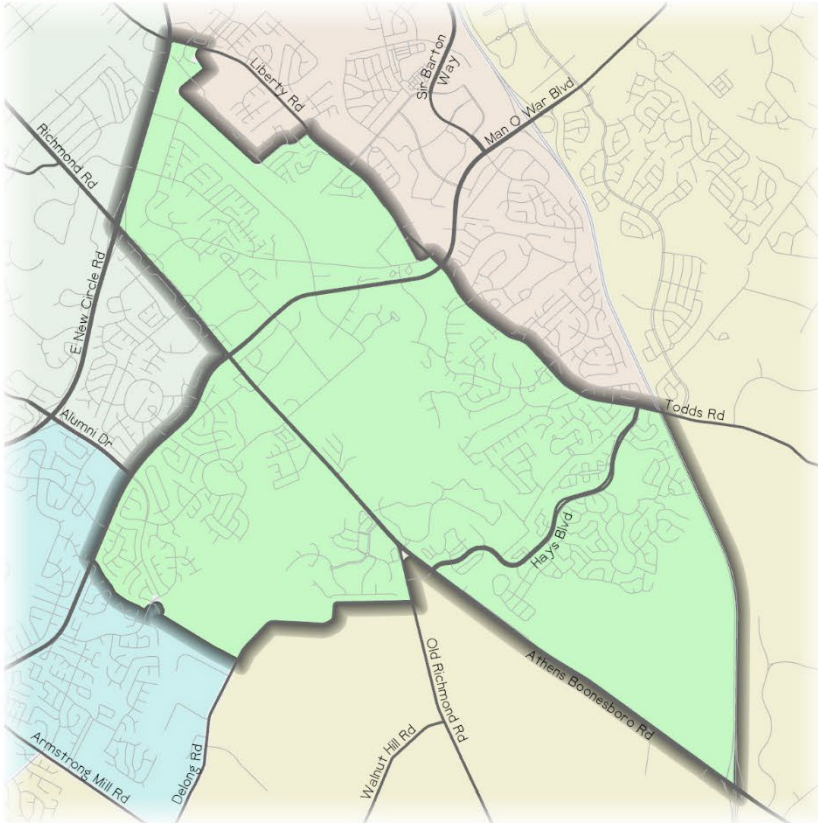
Home Language	No. of Speakers
Tagalog	3
Burmese	2
Chinese Yue Cantonese	2
Creole	2
Indonesian	2
Portuguese	2
Shona	2
Turkish	2
Yoruba	2
Albanian	1
American Sign Language	1
Amharic	1
Dutch Flemish	1
Haitian Creole French	1
Hebrew	1
Korean	1
Malayalam	1
Neapolitan	1
Punjabi	1
Swedish	1
Tamil	1

Total Student Non-English Speakers: **735** (6.9%)

Student Non-English Home Languages: **43**



COUNCIL DISTRICT: 7



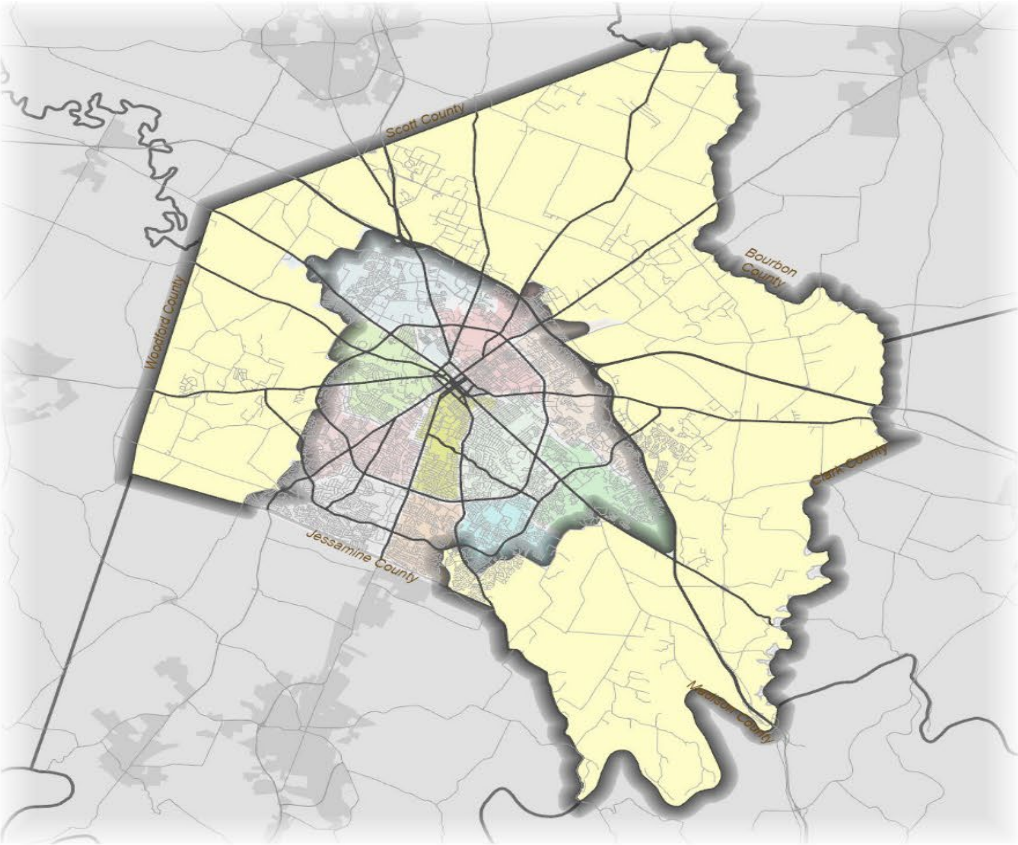
Total Student Non-English Speakers: **1,134** (10.6%)

Student Non-English Home Languages: **54**

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	456	Creole	3
Nepali	150	Assamese	2
Japanese	97	Catalan Valencian	2
Swahili	84	Farsi	2
Arabic	59	Haitian Creole French	2
French	42	Indonesian	2
Chinese Mandarin	37	Korean	2
Hindi	22	Malayalam	2
Vietnamese	21	Mandinka	2
Portuguese	19	Punjabi	2
Gujarati	13	Rundi	2
Central Khmer	12	Swedish	2
Albanian	10	Amharic	1
Telugu	8	Awadhi	1
Bulgarian	7	Bengali	1
Tamil	7	Bisaya	1
Twi	6	Chinese	1
Ukrainian	6	Chinese Yue Cantonese	1
Kinyarwanda	5	Ewe	1
Lingala	5	Italian	1
Tagalog	5	Konkani	1
Akan	4	Marathi	1
Other	4	Polish	1
Pushto Pashto	4	Shona	1
Russian	4	Sinhala	1
Thai	4	Tigrinya	1
Bosnian	3	Urdu	1



COUNCIL DISTRICT: 12



Total Student Non-English Speakers: **1,490** (5.2%)

Student Non-English Home Languages: **30**

Home Language	No. of Speakers
Spanish	1188
Swahili	115
Kinyarwanda	80
Nepali	21
French	18
Arabic	11
Chinese Mandarin	10
Portuguese	6
Urdu	5
Other	4
Lingala	3
Rundi	3
Thai	3
Central Khmer	2
Japanese	2
Liberian English	2
Maithili	2
Marathi	2
Tagalog	2
Akan	1
Amharic	1
Dinka	1
Farsi	1
Finnish	1
German	1
Haitian Creole French	1
Hindi	1
Konkani	1
Malayalam	1
Wolof	1

Lexington's International Population

KY Refugee Ministries Resettlement

- Refugees & Parolees (DR Congo, Bhutan, Ukraine, Afghanistan, Guatemala, Syria, Cuba, Haiti)
- In June requested Placement Restriction from the St. Dept.- limited to family reunifications (housing) Projected total for '23 is 1634. FY24 expected new Refugee ceiling is 450.
- KRM has 50 staff members who speak 20 languages, and are looking for “on demand” interpreters/translators;

Lexington's international population

- **Universities** recruit international talent for their postgrad research, the patents they generate, their innovative & entrepreneurial work, & direct economic contributions.
- **Foreign owned businesses** bring executives, families & key staff: Toyota and the 600 or more companies that contract with them, LexMark, A&W and dozens of smaller businesses owned by immigrants such as restaurants, gas stations, retail stores, construction companies and more.
- **Profession Recruits:** ballet dancers, baseball players, musicians, conductors, professors, doctors, other health care workers, artists.
- **Equine & other farm** owners and their workers from all parts of the world.

International Community Civic Organizations

- Bluegrass Indo American Association
- Chinese American Association
- Congolese Community Association
- Empucate International
- Japan American Association
- Nepali Association
- Sikh Association of the Bluegrass

...and many more

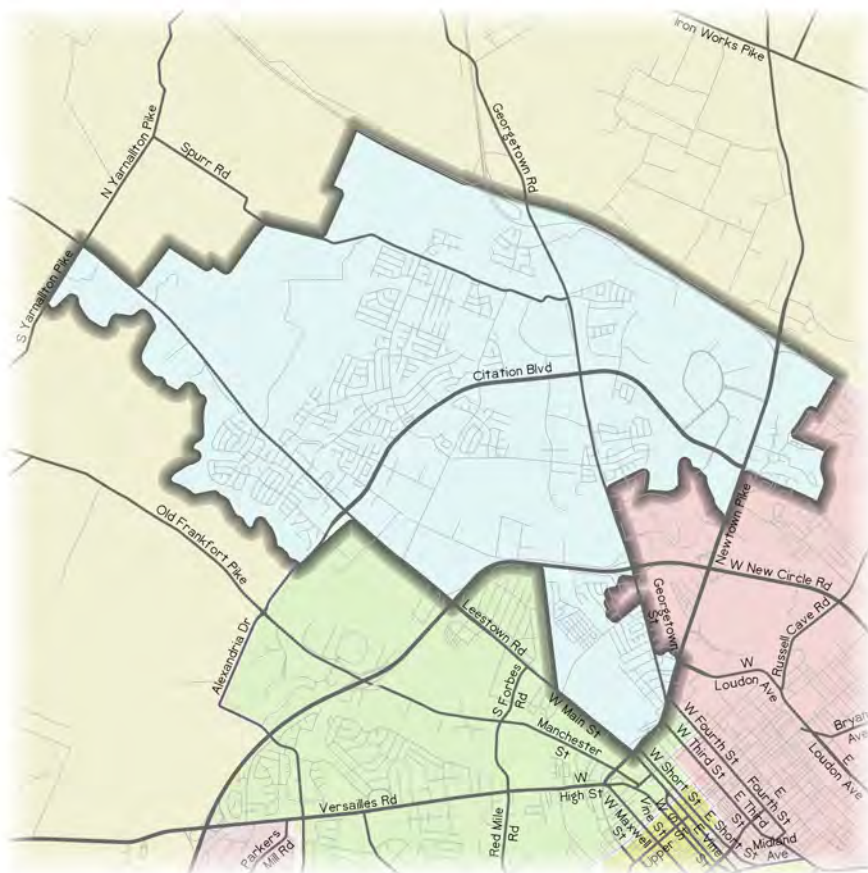
➤ Mayor's International Affairs Advisory Commission, Ord. No. 61 (2015)



THANK YOU!

***Isabel Gereda Taylor, JD, LLM
Multicultural Affairs & Title VI Program Coordinator & Global Lex
Mayor's Office
<https://www.lexingtonky.gov/global-lex>***

Non-English Home Language Summary



COUNCIL DISTRICT: 2

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

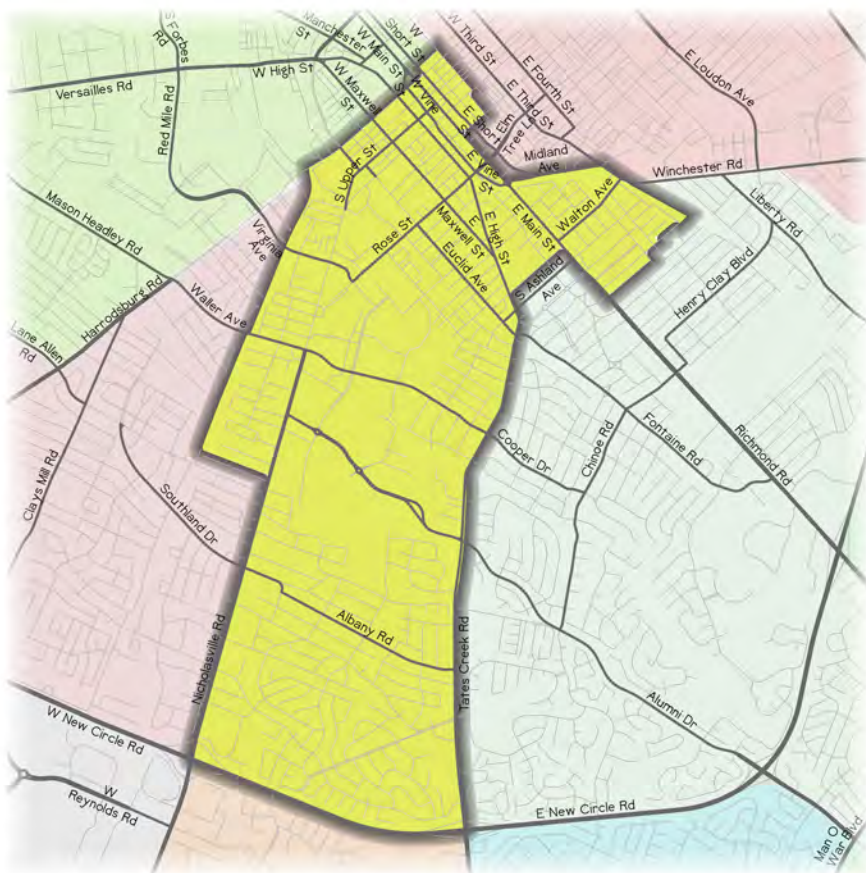
Total Non-English Speakers: **1,381**

Non-English Home Languages: **42**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	843	Akan	3
French	137	Russian	3
Nepali	106	Ukrainian	3
Swahili	86	Amharic	2
Kinyarwanda	27	Bosnian	2
Arabic	19	Dari	2
Portuguese	16	Mandingo	2
Twi	15	Tagalog	2
Rundi	12	Turkish	2
Lingala	11	Vietnamese	2
Creole	10	Yoruba	2
Haitian Creole French	10	Bajuni	1
Malayalam	10	Bambara	1
Central Khmer	8	Bulgarian	1
Chinese Mandarin	8	Chinese Yue Cantonese	1
Mandinka	7	Japanese	1
Hindi	5	Marathi	1
Afrikaans	4	Other	1
Albanian	4	Tamil	1
Telugu	4	Tigrinya	1
Wolof	4	Waray	1

Non-English Home Language Summary



COUNCIL DISTRICT: 3

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

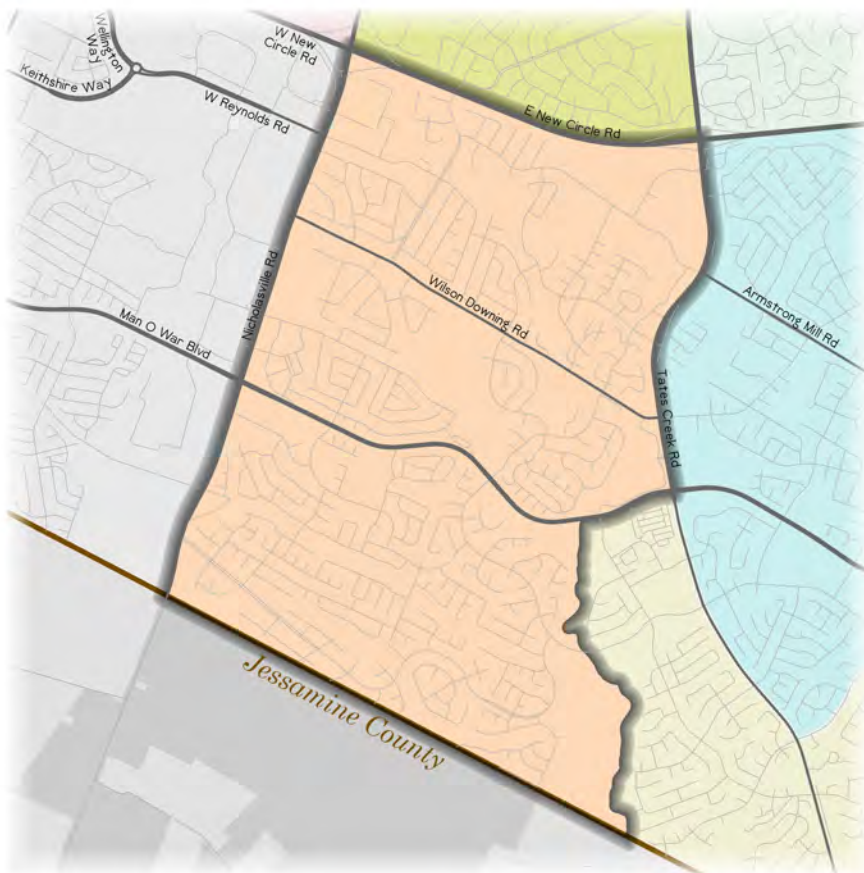
Total Non-English Speakers: **268**

Non-English Home Languages: **32**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	164	Tigrinya	2
Nepali	18	Urdu	2
Arabic	14	Wolof	2
Chinese Mandarin	12	Afar	1
Indonesian	6	Burmese	1
Hindi	5	Creole	1
Chinese Yue Cantonese	4	Malay	1
French	4	Malayalam	1
German	3	Marathi	1
Japanese	3	Other	1
Russian	3	Panjabi Eastern	1
Swahili	3	Romanian	1
Tagalog	3	Sinhala	1
Yoruba	3	Sinhalese	1
Shona	2	Tedim Chin	1
Thai	2	Turkish	1

Non-English Home Language Summary



COUNCIL DISTRICT: 4

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

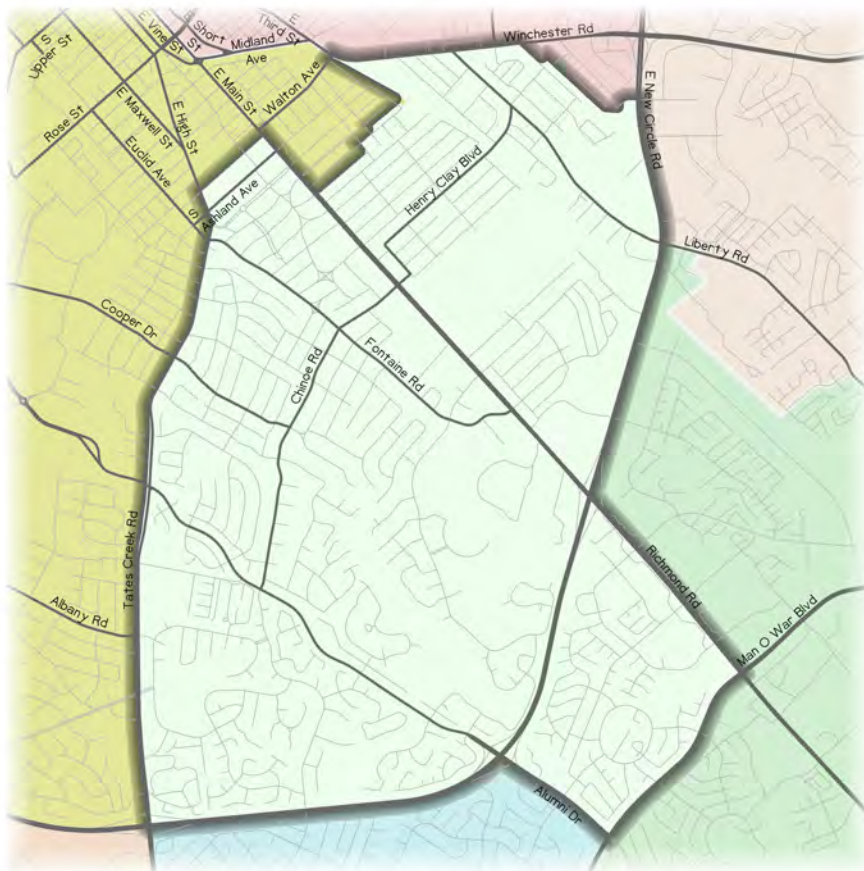
Total Non-English Speakers: **735**

Non-English Home Languages: **43**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	306	Tagalog	3
Arabic	129	Burmese	2
Nepali	59	Chinese Yue Cantonese	2
Swahili	50	Creole	2
Kinyarwanda	26	Indonesian	2
French	22	Portuguese	2
Chinese Mandarin	15	Shona	2
Pushto Pashto	11	Turkish	2
Japanese	10	Yoruba	2
Urdu	9	Albanian	1
Vietnamese	9	American Sign Language	1
Wolof	9	Amharic	1
Central Khmer	8	Dutch Flemish	1
Twi	8	Haitian Creole French	1
Ukrainian	8	Hebrew	1
Gujarati	4	Korean	1
Hindi	4	Malayalam	1
Other	4	Neapolitan	1
Russian	4	Punjabi	1
Bulgarian	3	Swedish	1
Dari	3	Tamil	1
Lingala	3		

Non-English Home Language Summary



COUNCIL DISTRICT: 5

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

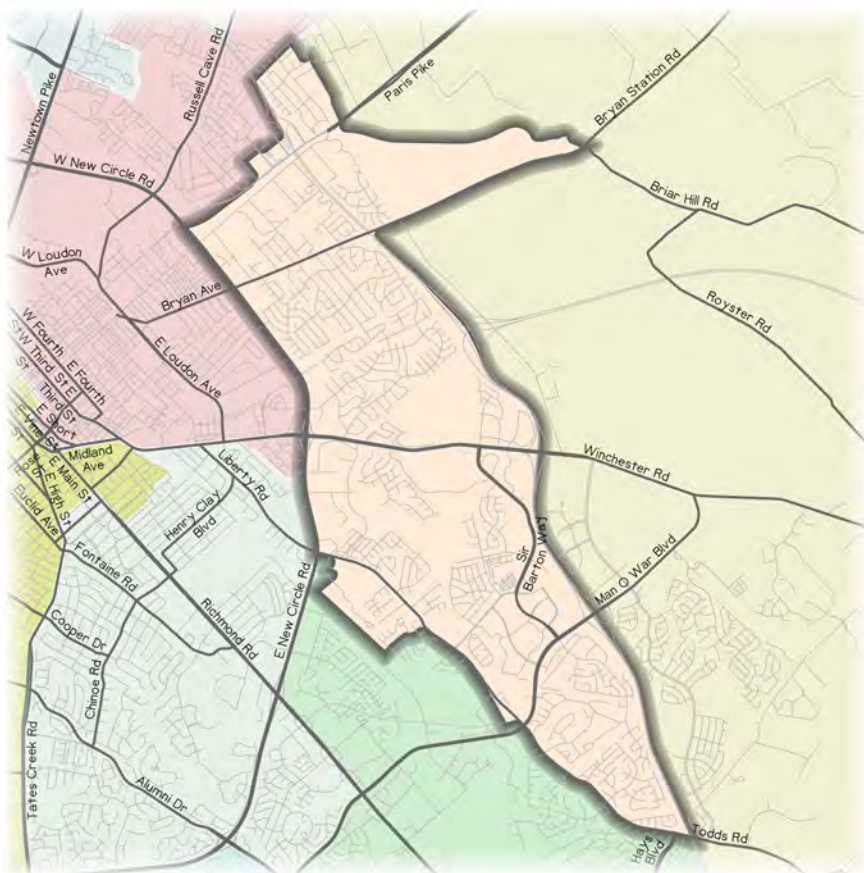
Total Non-English Speakers: **411**

Non-English Home Languages: **37**

**Home language speaker data courtesy of Fayette County Public Schools (FCPS)*

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	216	Portuguese	3
Swahili	37	Vietnamese	3
Arabic	24	Kurdish	2
French	20	Malayalam	2
Korean	11	Persian	2
Nepali	11	Rundi	2
Other	8	Amharic	1
Kinyarwanda	7	Bemba	1
Akan	6	Dari	1
Hindi	6	Farsi	1
Russian	6	German	1
Thai	6	Gujarati	1
Ukrainian	5	Lingala	1
Wolof	5	Panjabi Eastern	1
Central Khmer	4	Romanian	1
Tamil	4	Serbian	1
Bulgarian	3	Telugu	1
Chinese Mandarin	3	Yoruba	1
Japanese	3		

Non-English Home Language Summary



COUNCIL DISTRICT: 6

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

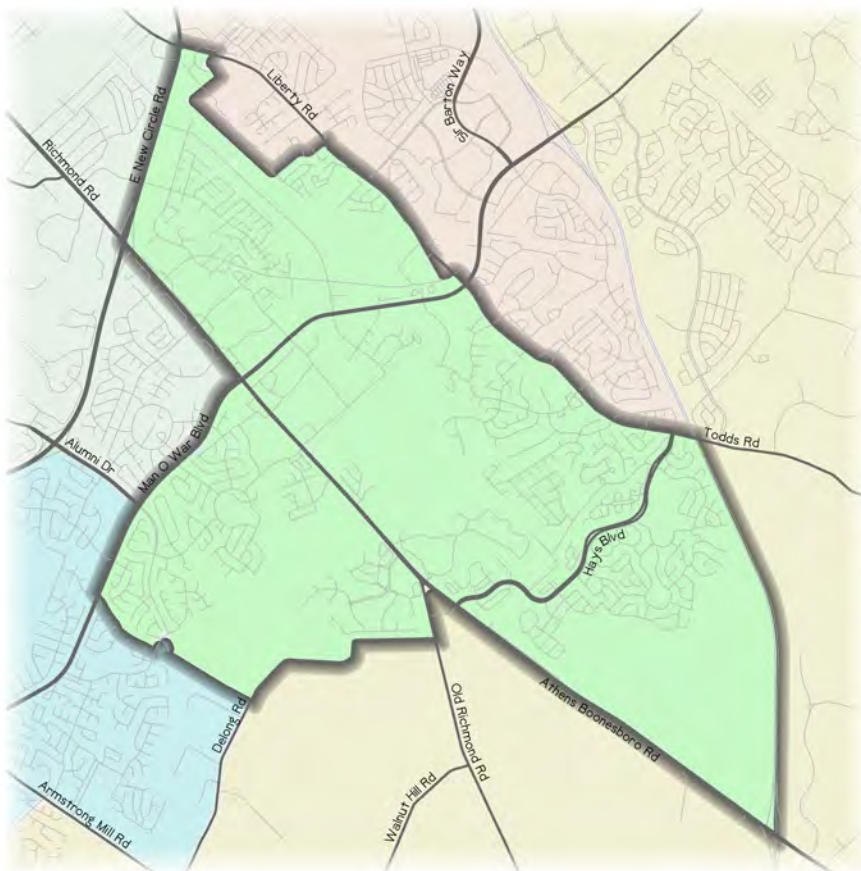
Total Non-English Speakers: **892**

Non-English Home Languages: **41**

**Home language speaker data courtesy of Fayette County Public Schools (FCPS)*

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	635	Bisaya	2
Swahili	60	Bosnian	2
French	37	Nepali	2
Arabic	19	Other	2
Chinese Mandarin	14	Russian	2
Japanese	14	Telugu	2
Gujarati	12	Twi	2
Portuguese	12	Afrikaans	1
Lingala	8	Bajuni	1
Albanian	6	Bulgarian	1
Urdu	6	Farsi	1
Central Khmer	5	Indian	1
Creole	5	Lao	1
Hindi	5	Marathi	1
Kinyarwanda	5	Panjabi Eastern	1
Haitian Creole French	4	Punjabi	1
Persian	4	Pushto Pashto	1
Tagalog	4	Samoan	1
Ukrainian	4	Serbian	1
Korean	3	Tamil	1
Vietnamese	3		

Non-English Home Language Summary



COUNCIL DISTRICT: 7

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

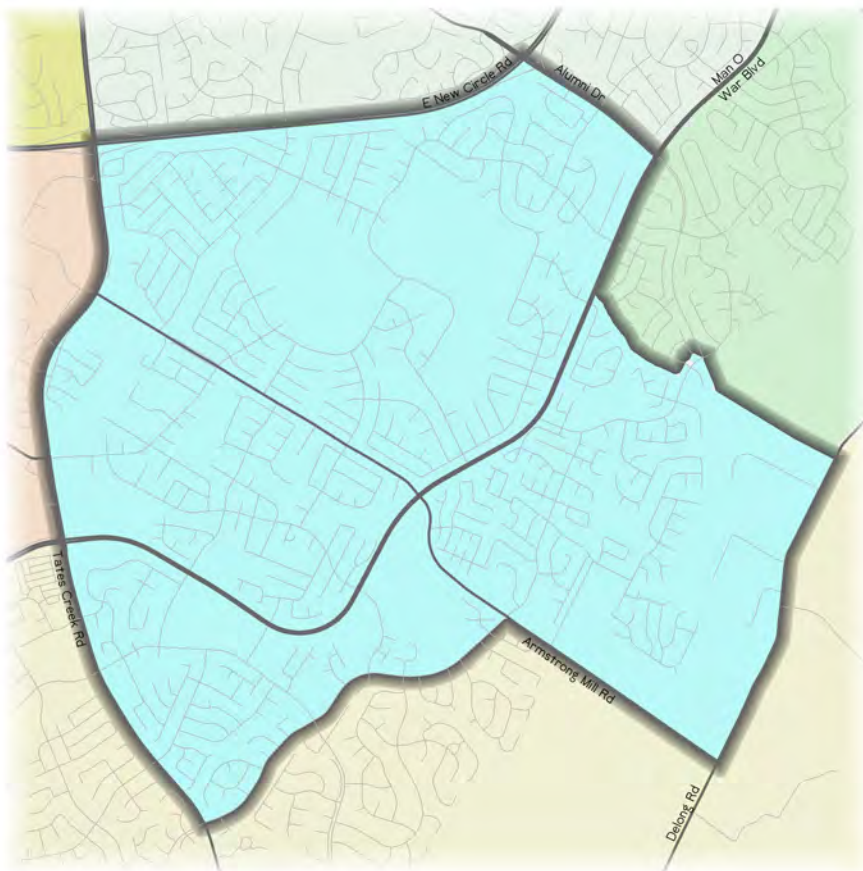
Total Non-English Speakers: **1,134**

Non-English Home Languages: **54**

**Home language speaker data courtesy of Fayette County Public Schools (FCPS)*

Home Language	No. of Speakers	Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	456	Kinyarwanda	5	Punjabi	2
Nepali	150	Lingala	5	Rundi	2
Japanese	97	Tagalog	5	Swedish	2
Swahili	84	Akan	4	Amharic	1
Arabic	59	Other	4	Awadhi	1
French	42	Pushto Pashto	4	Bengali	1
Chinese Mandarin	37	Russian	4	Bisaya	1
Hindi	22	Thai	4	Chinese	1
Vietnamese	21	Bosnian	3	Chinese Yue Cantonese	1
Portuguese	19	Creole	3	Ewe	1
Gujarati	13	Assamese	2	Italian	1
Central Khmer	12	Catalan Valencian	2	Konkani	1
Albanian	10	Farsi	2	Marathi	1
Telugu	8	Haitian Creole French	2	Polish	1
Bulgarian	7	Indonesian	2	Shona	1
Tamil	7	Korean	2	Sinhala	1
Twi	6	Malayalam	2	Tigrinya	1
Ukrainian	6	Mandinka	2	Urdu	1

Non-English Home Language Summary



COUNCIL DISTRICT: 8

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

Total Non-English Speakers: **723**

Non-English Home Languages: **31**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	425	Japanese	2
Swahili	101	Russian	2
Arabic	69	Shona	2
Nepali	26	Afrikaans	1
French	24	Amharic	1
Kinyarwanda	14	Bisaya	1
Creole	8	Bulgarian	1
Pushto Pashto	6	Central Khmer	1
Ukrainian	6	Chinese Mandarin	1
Lingala	5	Italian	1
Portuguese	5	Liberian English	1
Tagalog	5	Other	1
Hindi	3	Punjabi	1
Rundi	3	Urdu	1
Vietnamese	3	Wolof	1
Haitian Creole French	2		

Non-English Home Language Summary



COUNCIL DISTRICT: 9

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

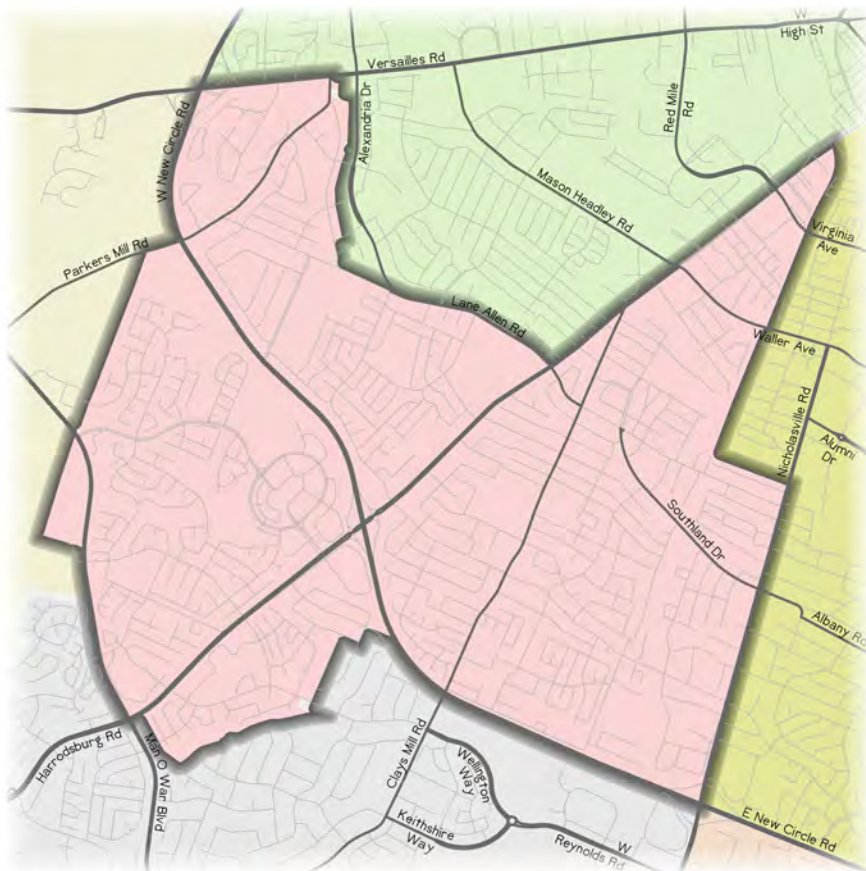
Total Non-English Speakers: **673**

Non-English Home Languages: **47**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	163	Italian	4
Japanese	81	Portuguese	4
Chinese Mandarin	78	Shona	4
Arabic	73	Thai	4
Nepali	41	Malayalam	3
Korean	21	Other	3
Swahili	19	Amharic	2
Ukrainian	18	Chinese Yue Cantonese	2
French	16	Czech	2
Tamil	16	Turkish	2
Central Khmer	12	Twi	2
Gujarati	11	Vietnamese	2
Hindi	11	Wolof	2
Telugu	11	Burmese	1
Russian	7	Cebuano	1
Bengali	6	Chinese	1
Farsi	6	Chinese Min Nan Fukienese or Fujianese	1
Kinyarwanda	6	Creole	1
Pushto Pashto	6	Indonesian	1
Tagalog	6	Marathi	1
Urdu	6	Panjabi Eastern	1
Albanian	5	Persian	1
Bosnian	4	Sundanese	1
Bulgarian	4		

Non-English Home Language Summary



COUNCIL DISTRICT: 10

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

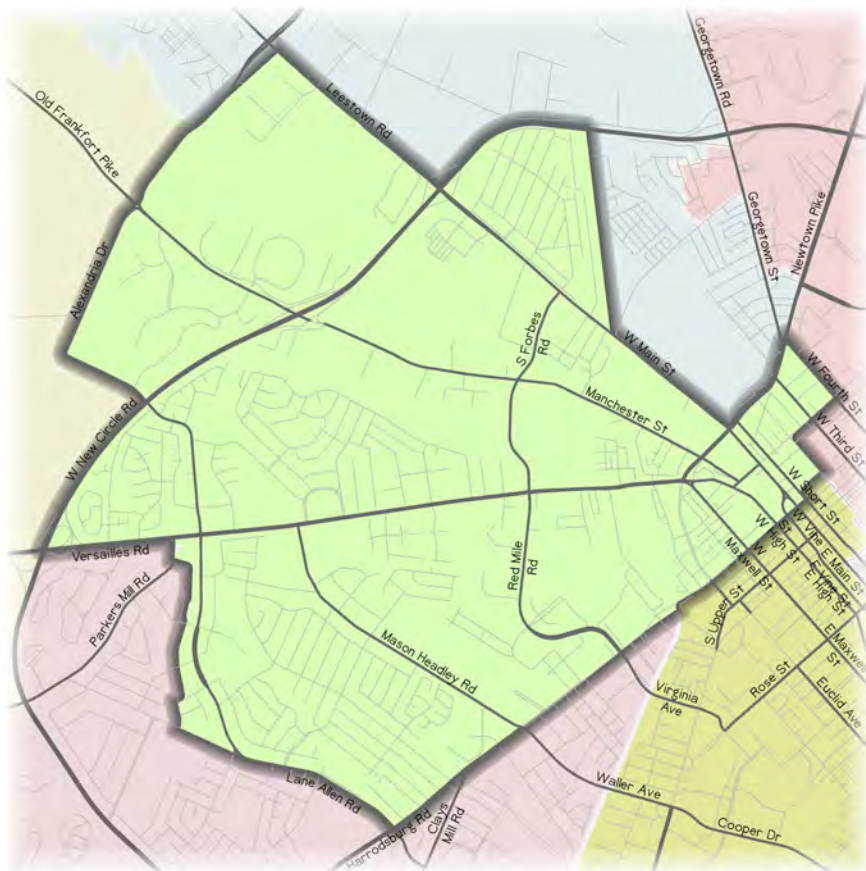
Total Non-English Speakers: **673**

Non-English Home Languages: **45**

**Home language speaker data courtesy of Fayette County Public Schools (FCPS)*

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	257	Kannada	3
Chinese Mandarin	98	Lingala	3
Arabic	45	Marathi	3
Korean	41	Other	3
Japanese	38	Portuguese	3
Telugu	30	Romanian	3
Urdu	21	Armenian	2
Hindi	16	Konkani	2
Swahili	10	Malayalam	2
Nepali	9	Samoan	2
Russian	9	Thai	2
Tagalog	8	Twi	2
Central Khmer	6	Yoruba	2
Kinyarwanda	6	Bengali	1
Chinese Yue Cantonese	5	Burmese	1
French	5	Chinese	1
Gujarati	5	Farsi	1
Albanian	4	German	1
Bulgarian	4	Haitian Creole French	1
Italian	4	Polish	1
Panjabi Eastern	4	Turkish	1
Tamil	4	Ukrainian	1
Amharic	3		

Non-English Home Language Summary



COUNCIL DISTRICT: 11

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

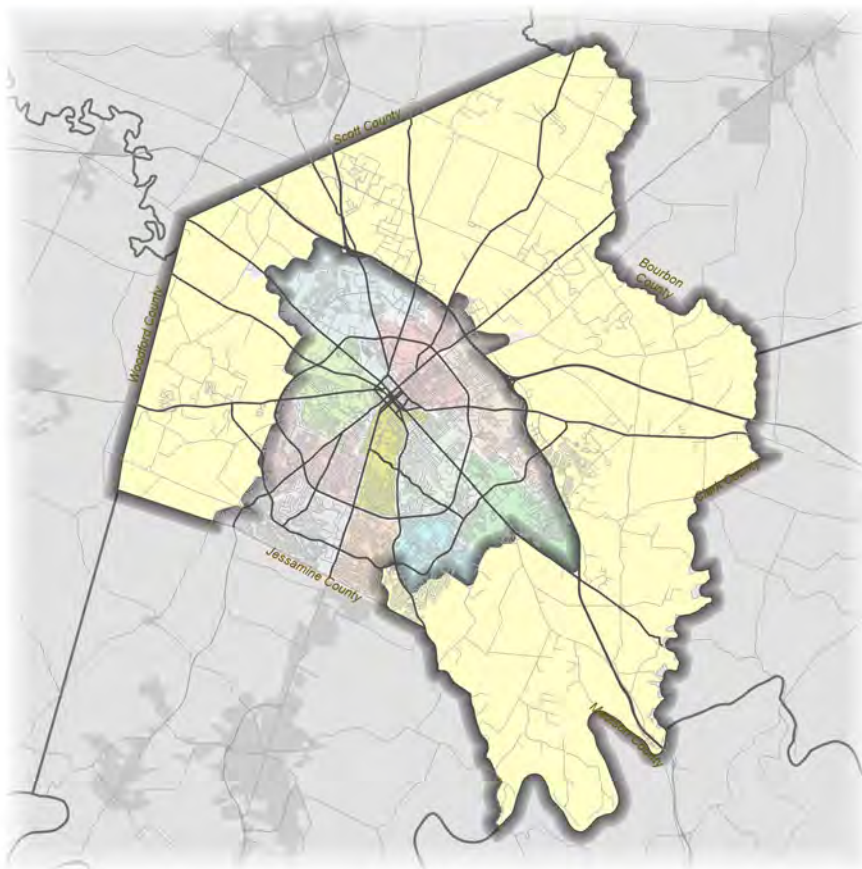
Total Non-English Speakers: **555**

Non-English Home Languages: **40**

*Home language speaker data courtesy of Fayette County Public Schools (FCPS)

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	313	German	2
Nepali	38	Hindi	2
Arabic	32	Kannada	2
French	28	Malayalam	2
Swahili	27	Other	2
Japanese	22	Punjabi	2
Chinese Mandarin	17	Tagalog	2
Vietnamese	7	Thai	2
Gujarati	5	Ukrainian	2
Tamil	5	Bosnian	1
Farsi	4	Burmese	1
Kinyarwanda	4	Igbo	1
Twi	4	Indian	1
Albanian	3	Liberian English	1
Central Khmer	3	Lingala	1
Indonesian	3	Marathi	1
Korean	3	Polish	1
Russian	3	Portuguese	1
Telugu	3	Pushto Pashto	1
Bulgarian	2	Urdu	1

Non-English Home Language Summary



COUNCIL DISTRICT: 12

This map series displays a summary of 10,678 Fayette County Public Schools students who identify as speaking one of over 95 home languages other than English.

Total Non-English Speakers: **1,490**

Non-English Home Languages: **30**

**Home language speaker data courtesy of Fayette County Public Schools (FCPS)*

Home Language	No. of Speakers	Home Language	No. of Speakers
Spanish	1188	Liberian English	2
Swahili	115	Maithili	2
Kinyarwanda	80	Marathi	2
Nepali	21	Tagalog	2
French	18	Akan	1
Arabic	11	Amharic	1
Chinese Mandarin	10	Dinka	1
Portuguese	6	Farsi	1
Urdu	5	Finnish	1
Other	4	German	1
Lingala	3	Haitian Creole French	1
Rundi	3	Hindi	1
Thai	3	Konkani	1
Central Khmer	2	Malayalam	1
Japanese	2	Wolof	1

Home Language	Common Country	Home Language	Common Country	Home Language	Common Country
Afar	Ethiopia, Horn of Africa	French	Global	Polish	
Afrikaans	S Africa	German		Portuguese	Portugal, Brazil, Angola etc
Akan	Ghana	Gujarati	India	Punjabi	India
Albanian		Haitian Creole	Haiti	Pushto/Pashto	Afghanistan, & Pakistan
American Sign Language		Hebrew	Israel, Global	Romanian	Romania, & Moldova
Amharic	Ethiopia	Hindi	India, Global	Rundi	Burundi
Arabic	Middle East, Global	Igbo	Nigeria	Russian	
Armenian		Indonesian	121 languages India	Samoan	Samoa Islands
Assamese	India	Italian		Sango	Central African Rep
Awadhi	India	Japanese		Serbian	
Bajuni	Bajuni Islands, Kenya & Somalia	Kannada	India,	Shona	Zimbabwe
Bambara	Mali	Kinyarwanda	Rwanda	Sinhala	Sri Lanka
Bemba	Zambia, DRC, Tanzania	Konkani	India,	Sinhalese (aka Sinhala)	Sri Lanka
Bengali	Bengali, Global	Korean		Spanish	Spain, Global
Bisaya (aka Cebuano)	Philippines	Kurdish	Turkey, Iraq, Iran, Syria, Armenia, Azerbaijan	Sundanese	Indonesia, W Java, Banten, Jakarta
Bosnian		Lao		Swahili/Kiswahili	Pan African & Middle East
Bulgarian		Liberian English		Swedish	
Burmese		Lingala	DR Congo	Tagalog	Philippines
Catalan Valencian	Spain	Maithili	India & Nepal	Tamil	India
Cebuano	Philippines	Malay	Brunei, Indonesia, Malaysia & Singapore	Tedim Chin	Myanmar & India
Central Khmer	Cambodia	Malayalam		Telugu	India
Chinese	Many Dialects	Mandingo (aka Mandinka)	Senegal, The Gambia, Guinea-Bissau, Liberia, Burkina Faso & Guinea	Thai	
Chinese Mandarin	China & Global	Mandinka		Tigrinya	Eritrea & Ethiopia
Chinese Min Nan	China & Global	Marathi	India	Turkish	
Fukienese or Fujianese		Neapolitan	Italy	Twi	Ghana
Chinese Yue Cantonese	China & Global	Nepali	Nepal (Nepali Bhutanese)	Ukrainian	
Creole	many dialects	North American Indian languages		Urdu	Pakistan & India
Czech		Other		Vietnamese	
Dari	Afghanistan, Pakistan	Panjabi Eastern	India, Pakistan	Waray	Philippines
Dinka	South Sudan	Persian	Iran, Gulf States, Afghanistan, Tajikistan	Wolof	Senegal, Mauritania & the Gambia
Dutch Flemish	Belgium			Yoruba	W Africa, Nigeria
Ewe	W Africa (Ghana, Togo, Benin)				
Farsi (aka Persian)	Iran, Afghanistan, Tajikistan				
Finnish					



General Government & Planning Committee 2024 Annual Status Review of Committee Referrals

1. CivicLex Public Comment Proposal

- Sponsor: CM Sheehan
- Date Referred: January 19, 2021
- Last Heard: January 17, 2023
- Item details: Richard Young, Executive Director of CivicLex, presented this item on January 17, 2023. He provided the final recommendations of CivicLex's Public Input Research and provided results from the two surveys they conducted. CivicLex also shared their recommendations on how to improve public input at LFUCG. There was no action taken on this item, but a Public Comment Work Group was established with LeGris as chair.
- This item can be removed from committee.

2. Study of Consent Agenda Process for Council Meetings

- Sponsor: CM Plomin
- Date Referred: September 28, 2021
- Last Heard: Not yet presented
- Item details: The consent agenda process was first examined in 2012 and again in 2016. There have been a few adjustments made to change orders and alternative price contracts. Additional research is being conducted. This item is currently scheduled for the February 13th, 2024 GGP meeting.

3. Review of Neighborhood Access and Traffic Calming Measures

- Sponsor: CM Baxter
- Date Referred: August 16, 2022
- Last heard: Not presented
- Item details: This item was placed into committee to examine the permanent barricade on Agape Drive.
- This item can be removed from committee.

4. Review of Short-Term Rentals

- Sponsor: CM J. Brown
- Date Referred: June 11, 2019
- Last Heard: March 7, 2023
- Item Details: On February 18, 2020, the committee approved a draft ordinance for the regulation, registration, and fees for Short-Term Rentals. The draft ordinance was approved by Council at Work Session on March 10, 2020. The item appeared on the Council Docket for first reading on March 17, 2020; however, Council agreed to table the item due to the pandemic

and the suspension of public meetings. This item was taken back up October 18, 2022 with a brief overview of Short-Term Rentals and at that time a special meeting was scheduled for November 29, 2022 to review (2) draft ordinances. The item returned to GGP on March 7, 2023 with information on purpose of the regulation change is to establish short-term rentals as a legal use and to define a process for approval and enforcement. Amendments to the Code of Ordinances included definitions, process of obtaining a special fee license, special fee license enforcement, transient room taxes and occupational license fees, create of short-term rental “duties of licensee,” and establishment of licensee requirements for online advertising. Both the Ordinance and ZOTA was changed based on community feedback received in the fall of 2022.

5. Review of Recommendations for ensuring the Continuous Operations for Shared Use Paths

- Sponsor: CM Ellinger
- Date Referred: August 10, 2021
- Last Heard: January 18, 2022
- Item Details: Scott Thompson with Transportation Planning described the importance of transportation systems which are made up of travel lanes, bike lanes, sidewalks, and shared use paths for people of all ages in every part of our community. He said streets are meant to enable safe and convenient access for all road users and access is maintained to ensure reliability during new construction, redesigns and roadway improvements, and maintenance of operations.

6. Examine Ways to Evenly Distribute Social Services Facilities in Neighborhoods

- Sponsor: CM Reynolds
- Date Referred: June 14, 2022
- Last Heard: Not yet presented
- Item Details: This item will examine over-saturation of community facilities in neighborhoods and look at ways to evenly distribute these facilities. Several years ago, Lexington attempted to require a conditional use permit for allowing these, however federal regulations preventing this from happening based on potential discrimination. Staff has worked with Division of Social Services, Division of Planning, and GIS to create a map that will illustrate the number of facilities in each district.

7. Assessment of Lexington’s African American Hamlets

- Sponsor: CM Plomin
- Date Referred: April 26, 2022
- Last Heard: December 6, 2022
- Item Details: The presentation of this item outlined the various locations of the Lexington Hamlets. Future endeavors include educating the public on this important piece of history, collect stories and artifacts, recruit volunteers, and raise funds for the restoration of the Cadentown – Rosenwald - Washington School.

8. Examine Opportunities to Relocate Programming and Initiatives from the Mayor's Office to Other Relevant Divisions within LFUCG

- Sponsor: CM Sheehan
- Date Referred: May 31, 2022
- Last Heard: Not yet presented
- Item Details: This item was a result of the FY23 Budget Process and came out of the General Government & Social Services Link. This item intends to evaluate the questions regarding why programs in the Mayor's office are increasing, is this practice sustainable, and are there better places in government for some of these programs to reside.

9. Charter Review

- Sponsor: CM Sheehan
- Date Referred: November 1, 2022
- Last Heard: Not yet presented
- Item Details: This came from a recommendation from the Redistricting Work Group and is to conduct a comprehensive review of the Lexington-Fayette Urban County Government Charter. Work on this item started in 2023 and will continue through 2024.

10. Acquire Investor Owned or Other Properties

- Sponsor: CM Worley
- Date Referred: November 3, 2022
- Last Heard: Not yet presented
- Item Details: Research is in progress and a presentation is expected for 2024.

11. Disparity Study

- Sponsor: CM Ellinger
- Date Referred: November 15, 2022
- Last Heard: September 19, 2023
- Item Details: The 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. This item will return in 2024 for an update.

12. Study of Conditional Use Permits and Related Zone Text Amendments in the Rural Service Area

- Sponsor: CM Plomin
- Date Referred: December 6, 2022
- Last Heard: May 9, 2023
- Item Details: There is concern in the Rural Service Area about the requests for potential development that was a result of the Goal 4 Report. The Rural Land Management Plan exists to provide a strategic framework and the item is to examine current ZOTAs to ensure they align with that plan. The data presented included applications for conditional use permits and ZOTAs requested with an impact on the A-R zone from 2018-2023.

13. PLN-ZOTA-22-00015: Intents ZOTA

- Sponsor: CM Reynolds on
- Date Referred: December 6, 2022
- Last Heard: February 14, 2023
- Item Details: The zoning ordinance intents is to provide connective tissue between the Comprehensive Plan and the Zoning Ordinance. It differentiates the purposes of each zone and provides background for the community. Additionally, it reviews the context and appropriateness of zones. The intents statements need to be updated for technical/legal reasons, practical reasons, and transparency purposes.
- This item can be removed from committee.

14. Equitable Representation on Boards and Commissions – Tenants’ Bill of Rights

- Sponsor: CM Lynch
- Date Referred: January 24, 2023
- Last Heard: August 15, 2023
- Item Details: 6 Boards and Commissions were researched as a part of this initiative with the goal of adding tenant seats to Boards and Commissions to bring tenant voices to the table in a meaningful way. Commissioner Lanter has been working on a board for tenants and a board for landlords. The boards are not yet official but have goals to review and advise Housing Advocacy and Community Development programs and services to provide feedback on issues affecting all types of tenants and housing providers. This item will be heard as annual item.

15. One-Stop Lexington

- Sponsor: CM Worley
- Date Referred: February 28, 2023
- Last Heard: Not heard
- Item Details: This item was to share the One-Stop Lexington project, but the presentation was no longer necessary.
- This item can be removed from committee.

16. Crown Act

- Sponsor: CM Lynch
- Date Referred: April 25, 2023
- Last Heard: May 9, 2023
- Item Details: The CROWN (Create a Respectful and Open World for Natural Hair) Act is legislation that protects against discrimination based on natural hair texture and protective styles. Legislation has been signed into law in 21 states. It was first introduced in California in 2019. There have been 44 municipalities that have passed legislation against hair discrimination.
- This item was passed unanimously and can be removed from committee.

17. A Review of the RLMB Recommendation Process to Planning Commission

- Sponsor: CM Plomin
- Date Referred: May 9, 2023
- Last Heard: Not yet presented
- Item Details: This item was a result of the Goal 4 work that was completed in fall of 2022 as well as the spring 2023 discussion about the Comprehensive Plan Goals and Objectives. This item is to look at how the Rural Land Management Board is engaged throughout the planning process.

18. Review and Implementation of a Capital Improvement and Maintenance Plan for Facilities and Fleet

- Sponsor: CM Reynolds
- Date Referred: May 30, 2023
- Last Heard: Not yet presented
- Item Details: This item was a result of the FY 2024 links process.

19. Planning and Development Approval Process Study: Recommendation #8 Tighten Certification to Lock in Requirements

- Sponsor: CM Reynolds
- Date Referred: June 27, 2023
- Last Heard: Not yet presented
- Item Details: This item was a result of the June 27, 2023 work session presentation on the Planning and Development Approval Process Study for LFUCG. After zone change applications receive formal approval, the process of finalizing the details is referred to as Certification. During that process, LFUCG staff sometimes increases the requirements relative to the approval (wider sidewalks, etc.). The only alternative is for the Applicant to return to the approving body. As now conducted, Certification can add time, increased costs and decrease predictability to approvals. The presentation listed several potential solutions to this recommendation.

20. Planning and Development Approval Process Study: Recommendation #10 Establish ad Development Liaison Position

- Sponsor: CM Reynolds
- Date Referred: June 27, 2023
- Last Heard: Not yet presented
- Item Details: This item was a result of the June 27, 2023 work session presentation on the Planning and Development Approval Process Study for LFUCG. The LFUCG currently lacks a “Development Liaison” position, which is established by some local governments. The purpose would be to help Applicants walk their applications through the approval process. The goal would be for applications to be less time consuming and less costly for both the Applicant and the LFUCG. The presentation listed several potential solutions to this recommendation.

21. Parental Leave Update

- Sponsor: CM Baxter
- Date Referred: July 11, 2023
- Last Heard: Not yet presented
- Item Details: It has been a year and a half since the parental leave policy was implemented. This update will include how the policy has been implemented and how successful the leave policy has been.

22. Electronic Billboards

- Sponsor: CM Worley
- Date Referred: June 1, 2018
- Last Heard: August 18, 2020
- Item Details: A special committee was formed June 5, 2018 to consider potential draft legislation concerning digital billboards in Fayette County. The committee has met a few times to discuss these issues. Some concerns about electronic billboards include distracted driving, size, and aesthetics. When this item was last presented, a motion was made to turn the work over to the Division of Planning staff.

23. Homelessness Need Assessment RFP

- Sponsor: CM Worley
- Date Referred: October 31, 2023
- Last Heard: Not yet presented
- Item Details: This item was a result of the fund balance discussion in fall of 2023. This is for an RFP to analyze the housing and homelessness needs that exist in Lexington. This item is tentatively scheduled for the February 2024 GGP meeting.

Annual/Periodic Updates:

24. Lexington Global Engagement Center (Global Lex)

- Sponsor: CM Reynolds
- Date Referred: January 2015
- Last heard: November 15, 2022
- Item details: This item is in committee to receive periodic updates; it became an annual item starting in 2019. The last update, in November 2022, included information about ARPA and how Global Lex has been involved in training ARPA recipients. There are 206+ languages spoken in Lexington. There was also an overview of changes made since the pandemic and the additional information they collect from Global Lex clients.

25. Annual Status Report on Purchase of Development Rights (PDR) Easement Acquisitions

- Sponsor: Required by Ordinance
- Last heard: December 6, 2022
- Item details: This presentation is a requirement under Chapter 26 of our Code of Ordinances. The last update was presented to committee on December 6, 2022. The update included a review of the applications process, farm closings, pending easements, and withdrawals from the program, etc.

26. Accessory Dwelling Units Update

- Sponsor: CM J. Brown
- Date Referred: November 19, 2019
- Last Heard: September 19, 2023
- Item Details: The purpose of the proposed ADU text amendment included more support for intergenerational living, more support for aging in place, and greater long-term housing affordability options. Proposed revised text updated definitions for accessory living quarters and kitchen facilities, modified special provisions to allow new detached ADU's, and modified use of an ADU as a Short-Term Rental (STR) for consistency with new STR regulations.

27. Follow-up from Infill and Redevelopment Committee Regarding Council Sponsored Re-Zoning (Resolution)

- Sponsor: VM Wu
- Date Referred: March 2, 2022
- Last Heard: April 19, 2022
- Item Details: Council Sponsored rezoning offers three ways to begin a zone change process: developer led zone changes, Planning Commission led zone changes, or Council initiated zone changes. Following today's meeting, notification will be sent to the property owners explaining the proposed action and inviting them to discuss this issue with the Infill & Redevelopment Steering Committee. If the reaction from property owners is positive, the committee will schedule meetings to discuss the proposed action with nearby neighborhood associations and affected renters in the study area. There are multiple "pause" points built in so the process can stop at any time should negative input be received.

28. Division and Program Review – 2022 Evaluations Selection

- Sponsor: BFED
- Date Referred: September 28, 2021
- Last Heard: November 15, 2022
- Item Details: The Division and Program Reviews for Lex TV and Lex Call were shared in the November 15, 2022 packet for information only. The next Division and/or Programs that will be reviewed will be selected by the new General Government and Planning Committee.

29. Lexington History Museum

- Sponsor: CM Plomin
- Date Referred: March 21, 2017
- Last heard: September 19, 2023
- Item details: This item is in committee to support the need for Lexington to have a history museum. The presentation shared 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.

Subcommittees:

30. Public Input Work Group

- Sponsor: CM LeGris
- Date Referred: January 17, 2023
- Last Heard: August 15, 2023
- Item Details: The purpose of this work group is to review, update and improve the public input process for the Urban County Council making it easier for residents to access information and engage with Council. The group are reviewing and modernizing the current public input process for meetings of the Urban County Council. They also reviewed and updated the resident guidelines and expectations for in-person public comment. The next steps of this group includes creating a marketing/education plan and provide periodic updates to the GGP Committee at key points in the process.

31. Council Rules

- Sponsor: CM Baxter
- Date Referred: January 19, 2023
- Last Heard: September 19, 2023
- Item Details: The purpose of this work group was to review and update the Council Rules and Procedures, Appendix A of the Code of Ordinances. The group reviewed and updated the Council Rules and Procedures to match current practices. They also established best practices for the Urban County Council as well as incorporating recent audit findings related to procurement card policies and Neighborhood Development Funds.
- This item can be removed from committee.

ITEMS REFERRED TO COMMITTEE

General Government and Planning Commttee

Referral Item	Referred By	Date Referred	Last Heard	Status	File ID
1 CivicLex Public Comment Proposal	L. Sheehan	January 19, 2021	April 12, 2022	Remove from Committee	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		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 Charter Review	L. Sheehan	November 1st, 2022		In progress	
10 Acquire investor owned or other properties	P. Worley	November 3rd, 2022			
11 Disparity Study	C. Ellinger	November 15, 2022	September 19, 2023		
12 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
13 PLN-ZOTA-22-00015: Intents ZOTA	J. Reynolds	December 6th, 2022	January 17th, 2023	Remove from Committee	0192-23
14 Equitable Representation on Boards and Commission - Tenants' Bill of Rights	S. Lynch	January 24th, 2023	August 15th , 2023	In progress	0804-23
15 One-Stop Lexington	P. Worley	February 28th, 2023		Remove from Committee	
16 Crown Act	L. Lynch	April 25th, 2023	May 9, 2023	Remove from Committee	500-23
17 A Review of the RLMB Recommendation Process to Planning Commission	K. Plomin	May 9th, 2023			
18 Review and Implementation of a Capital Improvement and Maintenance Plan for Facilities and Fleet	J. Reynolds	May 30th, 2023			
19 Planning and Development Approval Process Study: Recommendation #8 Tighten Certification to Lock in Requirements	J. Reynolds	June 27th, 2023			
20 Planning and Development Approval Process Study: Recommendation #10 Establish a Development Liaison Position	J. Reynolds	June 27th, 2023			
21 Parental Leave Update	W. Baxter	July 11th, 2023			
22 Electronic Billboards	Worley	June 1, 2018	August 18, 2020	Remove from Committee	0778-20
23 Homelessness Need Assessment RFP	P. Worley	October 31st, 2023			
Annual/Period Updates					
24 Lexington Global Engagement Center (Global Lex)	J. Reynolds	January 2015	October 1, 2022	January 16th, 2023	1170-22
25 Annual PDR Review (Required by Ordinance)	J. Brown		December 6, 2022	January 16th, 2023	1272-22
26 Accessory Dwelling Units Update	J. Brown	November 19, 2019	September 19, 2023		1063-22
27 Follow-Up from Infill and Redevelopment Committee Regarding Council Sponsered Re-Zoning (Resolution)	D. Wu	March 1, 2022	April 19, 2022		0382-22
28 Division and Program Review - 2022 Evaluations Selection	BFED Committee	November 30, 2021	November 15, 2022		1172-22
29 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					
30 Public Input Work Group	H. LeGris	January 17, 2023		In progress	0801-23
31 Council Rules	W. Baxter	January 19, 2023		Complete; Can be removed	0802-23