

- J. Reynolds, Chair
- W. Baxter, Vice-Chair
- J. Brown
- C. Ellinger
- T. Fogle
- B. Monarrez
- D. Gray
- F. Brown
- D. Sevigny
- K. Plomin



AGENDA

Social Services and Public Safety Committee

May 14, 2024

1:00 P.M.

- | | | |
|------|---|---------|
| I. | Approval of April 9, 2024 Committee Summary | (1-7) |
| II. | Substance Abuse Intervention Program [Sheehan/Marks] | (8-25) |
| III. | Crime Victim Paid Leave Policy [Sheehan/Theakston] | (26-40) |
| IV. | Expanding the Mental Health Court with an Aftercare Program [Fogle/Buckman] | (41-58) |
| V. | Items Referred to Committee | (59) |

Note: [sponsor/presenter]

"Social Services and Public Safety Committee, to which shall be referred matters relating to the department of social services and its divisions, the department of public safety and its divisions, any related partner agencies, and matters relating to capital improvement projects."- Council Rules & Procedures, Section 2.102 (1) effective January 1, 2023. Adopted by Urban County Council September 22, 2022.

2024 Meeting Schedule

January 23	July 2
March 05	September 17
April 9	October 8
May 14	November 12



Social Services and Public Safety Committee

April 9, 2024

Summary and Motions

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

I. Approval of March 5, 2024 Committee Meeting Summary

Motion by Baxter to approve the March 5, 2024 Committee Summary. Seconded by Monarrez. Motion passed without dissent.

II. Lexington Humane Pet Sales Ordinance

Todd Blevins, Director of the Humane Society of the United States (HSUS), began the presentation by providing background on the issue(s). He mentioned there are currently 15 pet stores in Lexington, 2 of which sell cats and dogs in stores. The remaining dozen or so do not sell cats/dogs, or they partner with shelters and rescues to promote adoptable pets. He spoke about the puppy/kitten mill to pet store pipeline. Research shows pet stores participate in this retail practice sourcing from large scale commercial breeders (mills) that put profit over the well-being of vulnerable animals.

Included in the packet is a draft Humane Pet Sales Ordinance for the Committee's review. This ordinance would protect puppies, consumers, and ease the burden of Lexington Humane Society and Lexington-Fayette Animal Care and Control (LFACC). This also sends a clear message that puppy and kitten mills and their inhumane practices are not welcome in Lexington. Blevins pointed out the ordinance would not ban the acquisition of dogs of any kind from responsible breeders, animal shelters, or rescue agencies. He also noted 492 communities nationwide have passed similar legislation and shared a list of community partners that are in support of this ordinance.

Speaking about the bill filed at the state, Blevins explained the state was trying to prevent local governments from passing ordinances like this, but for now that has stalled. When asked who decides what a responsible breeder is, Blevins said (responsible breeder) is a general term and it states where the dog and parents came from, but it is not a defined industry term. Speaking about penalties, Blevins said it doesn't make sense that the store would continue getting fine after fine. He said LFACC would step in to enforce this and they would have an inspection. When asked if there is a way to regulate rather than prohibit, Blevins mentioned the regulatory route might require more enforcement. Speaking about selling in outdoor spaces, Blevins clarified that direct sales are still okay.

Motion by Monarrez to approve an ordinance prohibiting the sale of dogs and cats by retail pet stores. Seconded by Baxter. Motion passed 9 - 1 (Yes - J. Brown, Ellinger, Fogle, Monarrez, F. Brown, Baxter, Sevigny, Reynolds, and Plomin; No - Gray).

III. Gun Violence Task Force Report-Out

Chair Reynolds, Chair of the Social Services and Public Safety Committee and Chair of the Gun Violence Task Force, provided the presentation. She provided an overview of the task force which was established in October 2022 and met from August 2023 until March 2024. The task force met in 2 separate groups (Community Pillars and City Leaders) to look at the issue from different angles and to answer questions more easily. The task force had productive conversations which allowed them to develop a list of recommendations which were agreed upon by all members. She reviewed the list of recommendations that came out of each group.

The Community Pillars brought forward 3 recommendations: define gun violence as a public health crisis; support a 3-month long gun violence awareness movement; and expand access and services at all community centers in the city. The City Leaders group brought forward 7 recommendations: a flowchart to show how Council can get involved and share information; provide continued support for co-response teams and mobile crisis teams to allow for rapid response to acute behavioral health emergencies in the city; establish a grant for victim services for the needs of families impacted by gun violence; expand the scope to address gun violence for all ages (not just ages 13-29); support funding for extensive counseling for youth and families impacted by gun violence; support funding for youth group trauma informed care sessions for youth impacted by gun violence; and continued communication with the community about the work and services dealing with gun violence while having transparency and accountability about the budget.

When asked if each recommendation would be submitted as an action item, Reynolds said the plan is to have the report-out approved and brought forward to the full Council as a group of recommendations and she confirmed the task force will continue their work. Speaking about the funding for these suggestions, Reynolds said the task force discussed adding budget numbers to each recommendation, but there were no decisions made on actual numbers to include. There was a request for data to be included in the recommendations and to have Fayette County Public Schools and social workers involved in the conversations.

Addressing what is involved in making gun violence a public health crisis, Reynolds mentioned partnering with the Health Department to run PSAs. There was a suggestion to have the Health Department involved and to make this an official local action which would open the door to additional resources. There was some discussion about the recent changes to the ESR grants and making mental health a priority. When asked if addressing victims of gun violence is something we are going to provide the funding and services for, Allen-Bryant explained the 4 priority areas for ESR. There was a suggestion that we communicate to agencies that mental health is a focus for the current ESR grant allocation so they can submit grants that focus on gun violence. When asked how we can support making the recommendations actionable, Reynolds said it was the intent of the task force to bring this forward and have the Council and Administration determine how to implement the recommendations. The item will remain in committee for future updates. No action was taken on this item.

IV. Items Referred to Committee

No action was taken on this item.

The meeting was adjourned at 2:40 p.m.

ORDINANCE NO. _____ - 2024

AN ORDINANCE AMENDING SECTION 4-13 OF THE CODE OF ORDINANCES, PROHIBITING THE SALE OF DOGS AND CATS BY PET RETAIL STORES; ESTABLISHING DEFINITIONS; AND PROVIDING A PENALTY FOR THE VIOLATION THEREOF; AND CREATING SECTION 4-13.1, PROHIBITING THE SALE OF DOGS AND CATS BY INDIVIDUALS ON PUBLIC PROPERTY, EFFECTIVE THIRTY (30) DAYS FOLLOWING PASSAGE OF COUNCIL.

WHEREAS, the Lexington-Fayette Urban County Council ("Council") has determined that current regulations do not properly address the sale of puppy and kitten mill dogs and cats in and out of pet stores; and

WHEREAS, Council has received a presentation suggesting that most puppies and kittens sold in pet stores come from large-scale, commercial breeding facilities where the health and welfare of the animals are disregarded in order to maximize profits ("puppy mills" and "kitten mills," respectively), and that, according to The Humane Society of the United States, an estimated 10,000 puppy mills produce more than 2,400,000 puppies per year in the United States, and that most pet store dogs and cats come from puppy mills and kitten mills; and

WHEREAS, Council has reviewed materials suggesting that the documented abuses endemic to puppy and kitten mills include over-breeding; inbreeding; minimal to non-existent veterinary care; lack of adequate and nutritious food, water and shelter; lack of adequate exercise and enrichment; and lack of sanitation; and

WHEREAS, Council has received a presentation suggesting that pet store puppies and kittens, ~~are often sick and have behavioral problems because of the substandard conditions they were born into, including: being taken from their mothers at a very young age; being transported in trucks filled with other young puppies; and being~~

~~placed in a pet store cage with or near other puppies who are often sick~~ said puppy and kitten mills at a young age and sold via commercial retail stores, often receive substandard care and treatment, which contributes to the cycle of abuse perpetuated by puppy and kitten mills; and

WHEREAS, Council has received a presentation suggesting that pet stores often mislead consumers as to where the puppies in the stores came from and make false health and behavior guarantees, and that many consumers end up paying hundreds or thousands of dollars in veterinary bills and suffer the heartbreak of having their new pet suffer and, in some cases pass away; and

WHEREAS, Council believes that prohibiting the retail sale of dogs and cats will help protect local consumers from misinformation and a lack of information about the source and health of animals provided by retail pet shops; and

WHEREAS, according to the U.S. Centers for Disease Control and Prevention, pet store puppies pose a health risk to consumers, as over one hundred Americans have contracted an antibiotic-resistant *Campylobacter* infection from contact with pet store puppies; and

WHEREAS, Council believes that current regulations do not adequately address the animal welfare and consumer protection problems that the pet store sale of dogs and cats from puppy and kitten mills pose; and

WHEREAS, Council believes that prohibiting pet stores from selling dogs and cats is likely to decrease the local demand for these animals that are bred in mills, and decrease the burden that pet store dogs and cats that end up in animal shelters place on local agencies and taxpayers; and

WHEREAS, this ordinance is not intended to ~~will not~~ affect a consumer's ability to obtain a dog or cat of his or her choice from an animal rescue, shelter, or breeder who sells directly to the public; and

WHEREAS, ~~the Lexington-Fayette Urban County~~ Council believes it is in the best interest of the community to adopt reasonable regulations to reduce costs to the community and its residents, protect citizens who may purchase dogs or cats from a pet store, help prevent inhumane breeding conditions, promote community awareness of animal welfare, and foster a more humane environment in Lexington-Fayette County.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 4-13 of the Code of Ordinances of Lexington-Fayette Urban County Government, be and is hereby is ~~amended by adding a section, to be numbered 4-24, which said section reads to~~ read as follows:

Sec. ~~4-24~~ 4-13. Sale of dogs and cats by retail pet stores prohibited.

(a) As used in this section:

(1) *Retail pet store* means a commercial establishment that sells or offers for sale animals on its premises at retail.

(2) *Sell or offer for sale* means to display for sale or exchange for consideration, adopt out, barter, auction, trade, lease, or otherwise transfer.

(3) *Animal rescue organization* means a non-profit organization incorporated under the law of any state and exempt from federal taxation under Section 501(c)(3) of the federal Internal Revenue Code, as amended, and whose principal purpose is the prevention of cruelty to animals and whose principal activity is to rescue

sick, injured, abused, neglected, unwanted, abandoned, orphaned, lost or displaced animals and to adopt them to good homes. "Animal rescue organization" does not include any person or entity that breeds animals or that (1) is located on the same premises as; (2) has any personnel in common with; (3) obtains, in exchange for payment or any other form of compensation, dogs or cats from; or (4) facilitates the sale of dogs or cats obtained from; a person that breeds animals.

(b) It shall be unlawful for a retail pet store, as defined in subsection (a)(1), to sell or offer for sale a dog or cat.

(c) Nothing in subsection (b) shall prevent a retail pet store from providing space to either an animal rescue organization, as defined in this section, or an adoption agency, as defined in Section 4-1.1, for the purpose of showcasing adoptable dogs or cats to the public, provided that the retail pet store shall have no ownership interest in the dogs or cats and nor shall the retail pet store receive a fee for providing such space.

(d) A retail pet store that sells or offers for sale a dog or cat in violation of subsection (b) shall, upon conviction thereof, be subject to a fine of five hundred dollars (\$500.00). Each sale or offer for sale in violation of subsection (b) shall constitute a separate offense. A retail pet store that provides space in violation of subsection (c) shall, upon conviction thereof, be subject to a fine of five hundred dollars (\$500.00). Each provision of space in violation of subsection (c) shall constitute a separate offense.

Section 2 – That a new section of the Code of Ordinances of Lexington-Fayette Urban County Government be and hereby is created, to be numbered as Section 4-13.1 of the Code, to read as follows:

Sec. 4-25 4-13.1. Sale of dogs and cats in public places prohibited.

(a) It shall be unlawful for any person to offer for sale any dog or cat at or on any street, public right-of-way, parkway, median, park, recreation area, outdoor market, or parking lot regardless of whether such access is authorized by the owner.

(b) This section shall not apply to the display or offer for sale of dogs or cats by an animal adoption agency, or the display of dogs or cats as part of a state or county fair exhibition, 4-H program, or similar exhibitions or educational programs.

~~Section 4.3~~ – That this Ordinance shall become effective thirty (30) days after its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

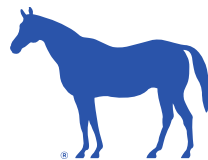
CLERK OF URBAN COUNTY COUNCIL
PUBLISHED:

xxxx-24:GET:4859-7799-3914, v. 1

SUBSTANCE ABUSE INTERVENTION PROGRAM

*Carmen Combs Marks, Substance Use Disorder Intervention Coordinator,
Social Services and Public Safety Committee*

May 14, 2024



LEXINGTON

Substance Use Disorder Intervention Program

- The city's Substance Use Disorder Intervention Program is a resource for individuals searching for information about substance use, addiction and treatment services.
- SAMHSA Grant (EFRCPD/Non-Traditional Approach to Community Naloxone Distribution)
- Recovery Supportive Living Assistance Program (RSLA)
- Mayors Substance Use Disorder Advisory Committee
- Opioid Abatement Commission

Expanded First Responders and Community Partners Overdose Prevention Project (EFRCPO)



LEXINGTON

The four-year SAMHSA grant was awarded for September 30, 2022 through September 29, 2026. We began with our focus on the initial grant year from September 30, 2022 through September 29, 2023. The first three months of the grant year were focused on project implementation of naloxone distribution and outreach services. Because of the recent increase in opioid-related fatal overdoses, there was a definite need for naloxone distribution.

LFUCG partners with the Lexington Fayette County Health Department for outreach services and the University of Kentucky Center on Drug and Alcohol for data collection and evaluation.

Expanded First Responders and Community Partners Overdose Prevention Project (EFRCPPO)

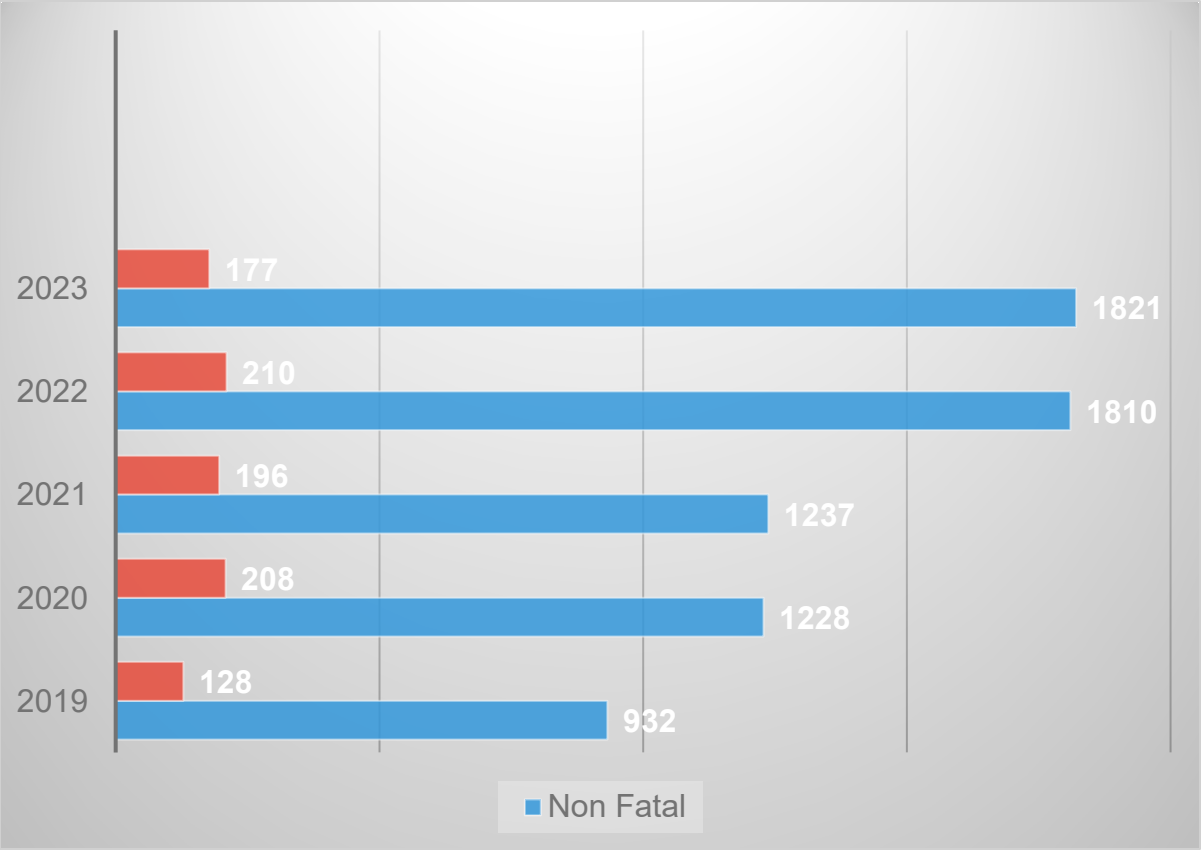
- **Goal 1:** Provide naloxone and naloxone administration training to community members through the Lexington-Fayette County Health Department Syringe Service Program, community outreach and training events, and the Lexington Division of Fire and Emergency Medical Services Community Paramedicine Leave Behind Program.
- **Goal 2:** Provide naloxone, naloxone administration training, and overdose education to first responders.
- **Goal 3:** Provide service navigation to substance use treatment, recovery services, and harm reduction for community members who are at risk for an opioid overdose.

Outreach

- To address barriers, the EFRCPOPP Overdose Prevention Coordinator (OPC) was trained to conduct naloxone administration training and distribute naloxone kits through a partnership with the medical director of the Lexington Division of Fire and Emergency Medical Services.
- The OPC also noticed a need to distribute naloxone at non-traditional locations, such as gas stations, barbershops, and coffee shops. He was able to develop rapport with more individuals in the community who would not have sought out a traditional naloxone training event.

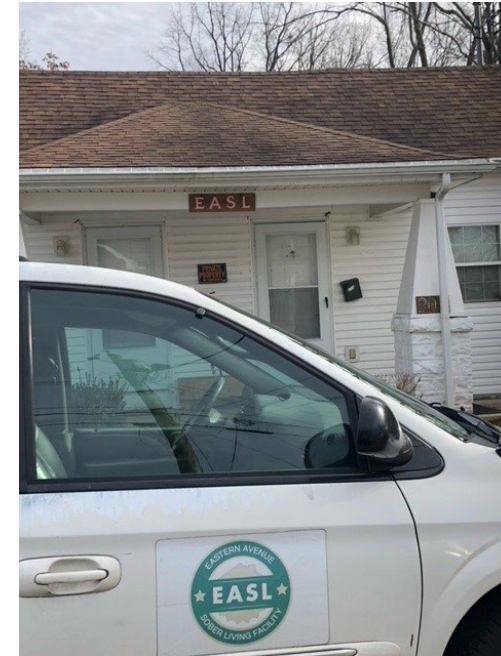
The Challenge

- Lexington-Fayette County ranks 12th among Kentucky's 120 counties burdened by the opioid crisis. For years, the county has had a rate of opioid overdose deaths many times the national average.
- Drug overdose remains the number one cause of death among people ages 18-44 in Fayette County. From 2018-2019, the number of opioid deaths in Kentucky among African-Americans increased dramatically by 46%.
- The need for expanded initiatives to combat drug overdose in this population was clear. Despite the success of providing more than 10,000 naloxone kits through the Syringe Service Program (SSP) and community trainings, the number of kits distributed to people of color remained low at about 4% (2015-2018). African-Americans make up about 15% of the county population. Historical medical mistrust and cultural context continue to be strong factors that prevent persons of color from seeing Harm Reduction as a useful strategy.



Implementing Outreach

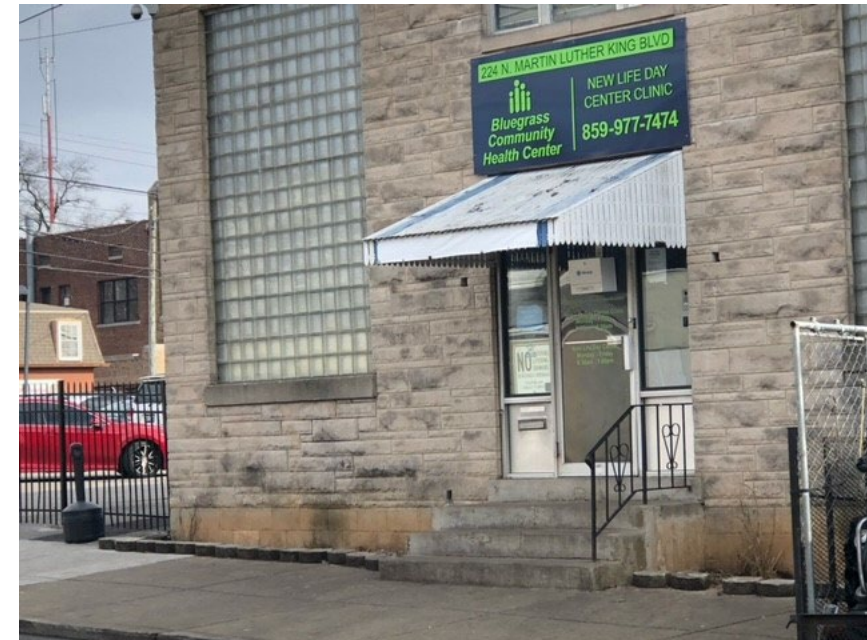
- OPC continues training at established sites through the community.
 - **Sober Living Programs**
 - Oxford House
 - Victory House
 - Perfect Imperfections
 - Primary Purpose
 - Shepherds House
 - Eastern Ave
 - Tracy's House
 - Simple Solutions





Implementing Traditional and Non-Traditional Outreach

- OPC continues training at established sites through the community.
 - **Treatment Centers and Day Missions**
 - Men's Hope Center
 - Women's Hope Center
 - The Ridge
 - Schwartz Center
 - New Day Life Center
 - Lexington Rescue Mission
 - Lighthouse Ministries
 - HOPE Village
 - Catholic Action Center
 - Homeless Encampments
 - Fayette Co. Detention Center



Implementing Outreach

- OPC continues training at established sites through the community.
 - **Recovery Clubs**
 - Alano
 - Token
 - Gratz Park
 - Recovery Café
 - Latino AA



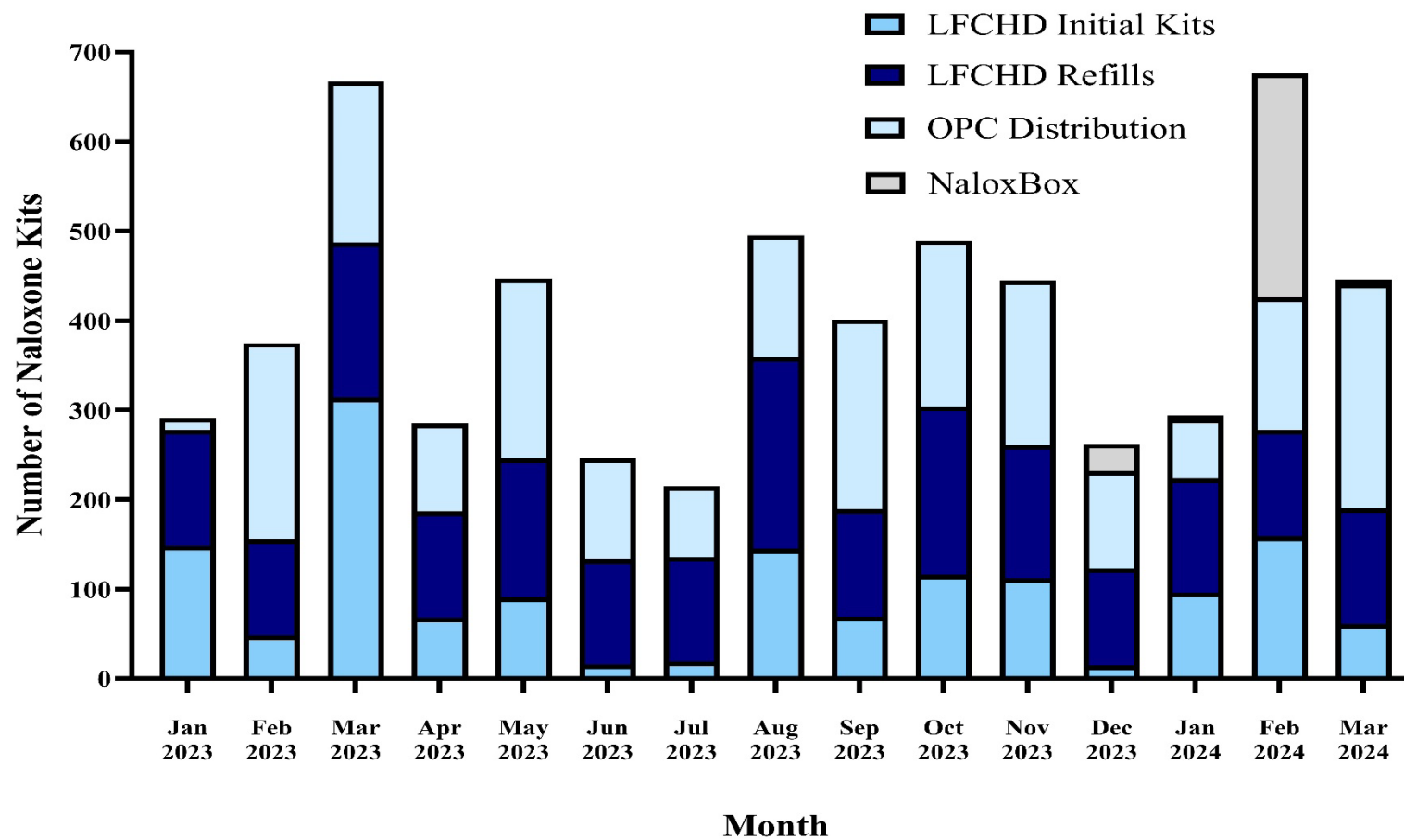


Implementing Non-Traditional Outreach

- OPC identifies opportunities based on data and observation.
 - Bus Stops
 - Barber Shops
 - Multi Site Trainings (Shopping centers)
 - Gas Stations
 - Strip Clubs
 - Adult Novelty Shops
 - Community Markets
 - Vape Shops
 - Liquor Stores
 - Restaurants/Coffee Shops
 - Tattoo Parlors
 - Plasma Center
 - Laundry Mats



2023-2024 Distribution to include Non-Traditional Trainings



Recovery Supportive Living Assistance (RSLA) Program

- In October 2020, LFUCG piloted a program that assisted individuals entering in or continuing in a recovery residence who were experiencing financial barriers.
 - RSLA provides one-time assistance in a two-year period for individuals who meet the criteria of the program.
 - A participant is eligible for up to \$400.00 in assistance (funds go to the owner/operator).
-
- FY2023- \$220K (Assisted 550 clients with \$400)
 - FY2024- \$200K (Assisting 500 clients with \$400)
 - FY2025- \$264K (Assisting 528 clients with \$500 monthly)

The Mayor's Substance Use Disorder Advisory Council

- The main purposes of this group is to provide guidance on both the Lexington Outreach/Overdose Prevention and the First Responders and Community Partners Overdose Prevention Project grants and to advise the mayor on issues related to treatment, recovery, and support on all issues related to substance use disorder.

National Opioid Litigation

- November 9, 2017. LFUCG filed suit against numerous defendants seeking relief from the opioid epidemic.
 - Defendants include manufacturers, distributors, pharmacies and others.
- December 5, 2017. A multi-district litigation (MDL) established in United States District Court for the Northern District of Ohio, consolidating all or nearly all municipal plaintiffs from around the country into one action for discovery purposes.



Opioid Abatement Funds

- The Opioid Abatement Commission was created June 2023, to make recommendations to the administration and Urban County Council on how to best use funds received from the National Opioid Litigation settlement.

DATE PAID	PAYMENT TYPE	Amount
12/15/2022	Distributor Payment 1	\$ 475,864.37
12/15/2022	Distributor Payment 2	\$ 500,110.26
12/15/2022	Janssen Payment 1	\$ 170,367.20
12/15/2022	Janssen Payment 2	\$ 397,470.11
12/15/2022	Janssen Payment 3	\$ 318,126.23
12/15/2022	Janssen Payment 4	\$ 488,470.56
12/15/2022	Janssen Payment 5	\$ 541,417.65
6/6/2023	Meijer Payment 1	\$ 75,000.00
8/2/2023	Distributor Payment 3	\$ 373,894.84
12/22/2023	Janssen Payment 4	\$ 31,079.21
12/22/2023	Janssen Payment 5	\$ 31,079.18
4/15/2024	Distributor Payment 7	\$ 213,717.47
4/30/2024	Walmart Payment 1	\$ 1,525,725.58
4/30/2024	Walgreens Payment 2	\$ 126,261.29
4/30/2024	Teva Payment 1	\$ 133,015.88
4/30/2024	Allergan Payment 1	\$ 154,425.26
4/30/2024	CVS Payment 1	\$ 168,843.53
4/30/2024	Walgreens Payment 1	\$ 248,282.51
		\$5,973,151.13

Opioid Abatement Commission Activities

- The Recovery Ready Communities Certification Program is designed to provide a quality measure of a city or county's substance use disorder (SUD) recovery efforts. The program offers local officials, recovery advocates, and concerned citizens the opportunity to evaluate their community's current SUD treatment programs and interventions in a framework that is designed to maximize positive public health outcomes among Kentuckians suffering from SUD.
- Community Town Halls
- Monthly Meetings [Opioid Abatement Commission | City of Lexington \(lexingtonky.gov\)](#)

Questions?



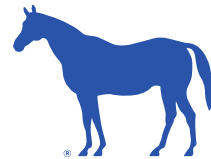
LEXINGTON

CRIME VICTIM PAID LEAVE

Social Services and Public Safety Committee

Stephanie Theakston

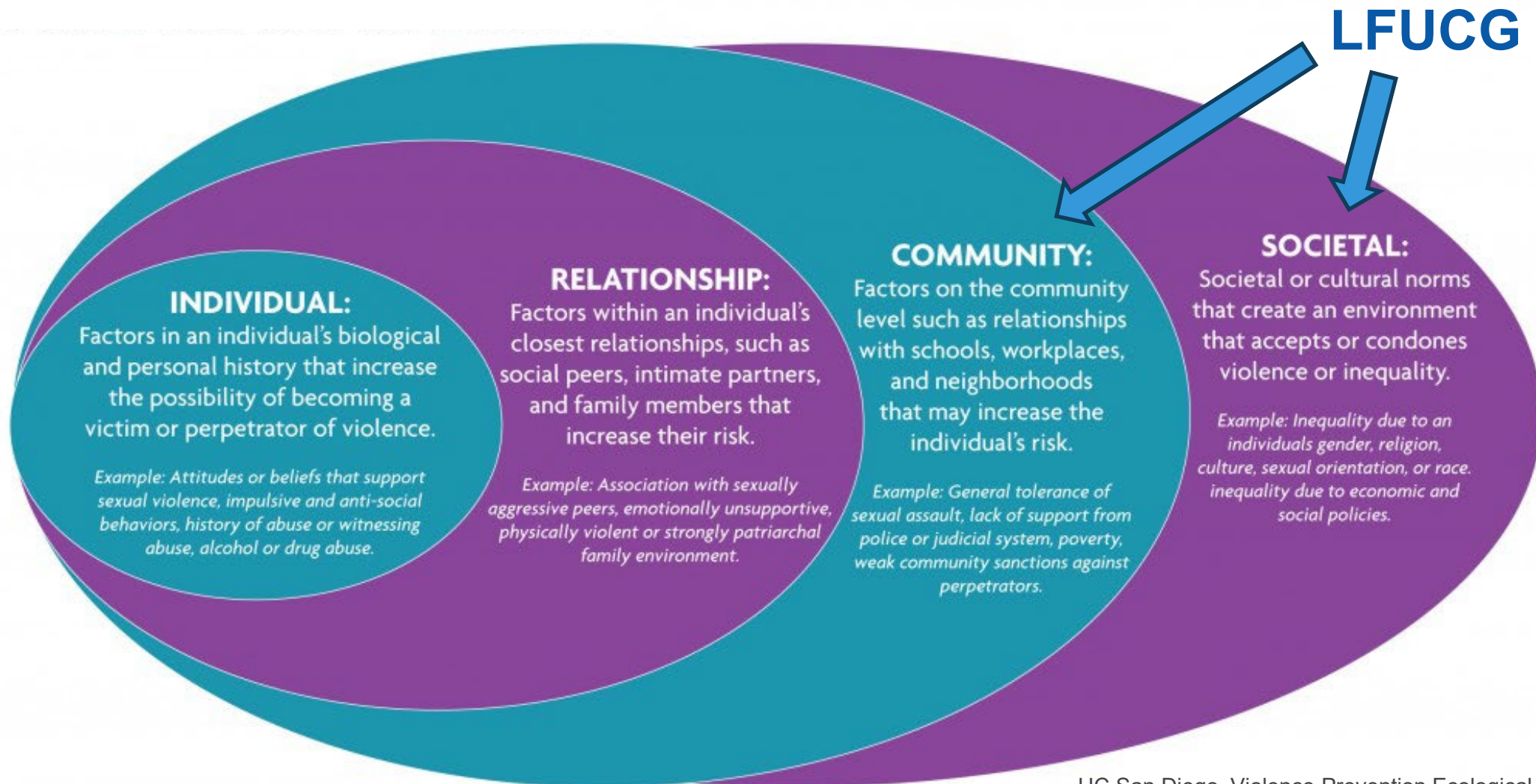
May 14, 2024



LEXINGTON



Prevention Requires Change at All Levels





CDC: Intimate Partner Violence Prevention Strategies



Domestic Violence & the Workplace

- 1 in 3 women, 1 in 10 men, and 1 in 2 transgender and non-binary people experience domestic violence with impact in their lifetimes.
- 1 in 5 employed adults reports being a survivor of domestic violence.
 - 83% report the abusive partner disrupted their ability to work.
 - The abusive person may make it difficult for a victim to get to work or target the victim at work.
 - The strain of dealing with domestic violence can undermine a worker's productivity, performance, and well-being.

Employment is a Key Pathway to Safety

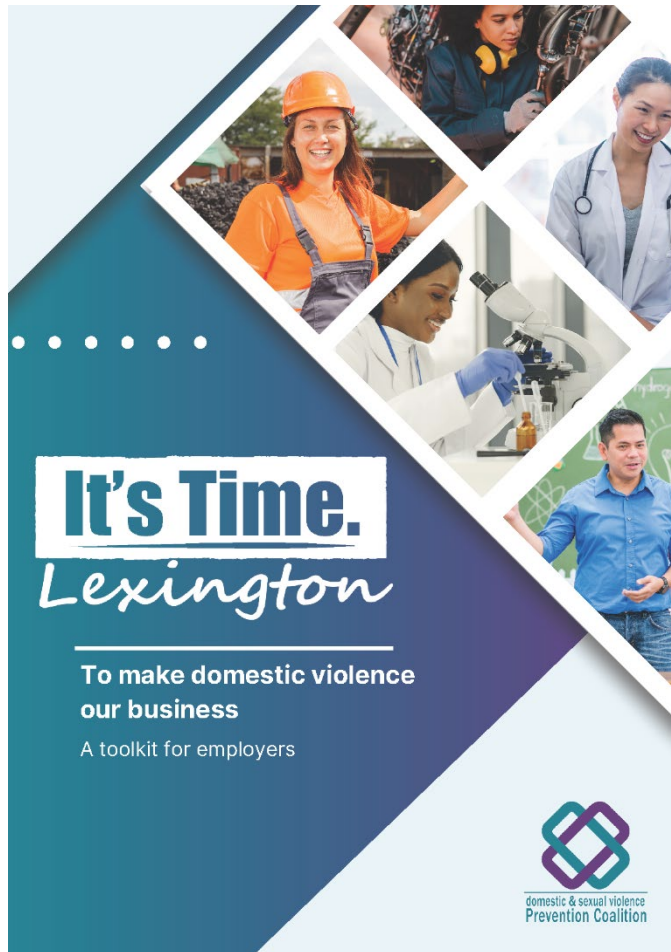
- Research indicates that financial abuse occurs in 99% of domestic violence cases.
- Financial abuse is one tactic used by abusive people to entrap survivors in the relationship.
- Financial abuse is often cited by survivors as the main reason they stayed with or returned to an abusive partner.

Workplace Benefits

Providing a safe and supportive environment for people who are experiencing violence benefits the workplace:

- Less absenteeism
- Lower staff turnover
- Greater productivity
- Fewer safety risks
- Better morale
- Community reputation

It's Time



- Policies to support survivors and workplace safety
 - Paid time off to address affects of abuse
 - Confidentiality
 - Protection from retaliation
 - Workplace safety planning
 - Workplace training
 - Accountability for employees using workplace resources to perpetrate abuse

Proposed Ordinance

- Classified civil service employees shall be eligible to use up to 56 hours of paid leave per calendar year if the employee is a victim of domestic violence or crime.
- Any paid leave authorized by this ordinance does not accumulate or carry forward to the following calendar year.
- If the employee exhausts the paid leave time provided in this ordinance and has exhausted other accrued paid leave, the employee shall be eligible to use an additional amount of unpaid leave up to but not greater than 240 hours per calendar year.
- Eligible employees shall give reasonable notice to LFUCG provided such notice is feasible and shall be required to provide documentation to support taking this leave no later than 2 business days after the employee has taken leave.

Proposed Ordinance continued

- Fraudulent request for leave shall be grounds for disciplinary action, up to and including termination of employment.
- To the extent permitted by law, LFUCG shall maintain the confidentiality of any verbal communication, written documentation, or record submitted by an employee relative to the employee's request for this leave.
- LFUCG shall not discharge or in any manner discriminate or retaliate against an employee who is a victim of domestic violence or crime because of leave taken.
- Leave granted under this ordinance shall run concurrently with protected leave under FMLA to the extent that leave is taken for an FMLA-qualifying condition.



Scope

Any employee who has been a victim of domestic violence or a crime may request leave to:

- Seek medical attention or recover from physical or psychological injury
- Obtain services from a victim service organization
- Obtain counseling or other treatment
- Temporarily or permanently relocate
- Take legal action, including preparing for or participating in civil or criminal proceedings related to or resulting from domestic violence or crime
- Take any other action to meet needs reasonably resulting from domestic violence or crime

Questions?



LEXINGTON

ORDINANCE NO. _____ - 2024

AN ORDINANCE CREATING SECTION 21-37.4 OF THE CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT TO AUTHORIZE UP TO FIFTY-SIX (56) HOURS OF PAID LEAVE AND UP TO TWO HUNDRED AND FORTY (240) HOURS OF UNPAID LEAVE PER CALENDAR YEAR FOR CLASSIFIED CIVIL SERVICE EMPLOYEES WHO ARE VICTIMS OF DOMESTIC VIOLENCE OR A CRIME, FOR NEEDS RELATED TO OR RESULTING FROM DOMESTIC VIOLENCE OR THE CRIME, EFFECTIVE UPON PASSAGE OF COUNCIL.

WHEREAS, the Lexington-Fayette Urban County Government has an interest in ensuring that its employees who are victims of domestic violence or crime receive appropriate physical and mental health care and are afforded the opportunity to participate in court proceedings resulting from domestic violence or the crime; and

WHEREAS, LFUCG recognizes that victims of domestic violence or crime may experience physical and mental health care needs related to such incidents; and

WHEREAS, LFUCG recognizes that victims of domestic violence or crime may experience needs related to the court system, such as the need to file for an emergency protective order, to testify in court, or to otherwise participate in the prosecution of a crime, or other similar needs; and

WHEREAS, LFUCG recognizes that those without protected leave from their place of employment are less likely to seek appropriate physical and mental health care in the wake of domestic violence or a crime, less likely to participate in court proceedings related to the provision of emergency protective orders, and less likely to otherwise participate in the taking of appropriate protective steps against domestic violence or imminent domestic violence or the prosecution of crime; and

WHEREAS, LFUCG desires to support victims of domestic violence and crime in receiving appropriate physical and mental health care related to domestic violence or the crime; and

WHEREAS, LFUCG desires to support victims of domestic violence and crime in meeting any court-related needs resulting from that crime.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 21-37.4 of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is created to read as follows:

Sec. 21-37.4 - Leave for Victims of Crime and Domestic Violence.

(a) *Definitions.* The following definitions shall apply to this section:

(1) *Domestic violence* includes any physical injury, serious physical injury, stalking, sexual abuse, strangulation, and/or assault, or the infliction of fear of imminent physical injury, serious physical injury, sexual abuse, strangulation, and/or assault, or abuse in the form of purposeful use of coercive behaviors designed to exercise power or coercive control, between family members or members of an unmarried couple.

(2) *Crime* means any offense punishable as a criminal offense under the Kentucky Revised Statutes or the Code of Ordinances of the Lexington-Fayette Urban County Government.

(3) *Family member* means a spouse, including a former spouse, a qualified adult, a grandparent, a grandchild, a parent, a child, a stepchild, an adult sibling, or any other person living in the same household.

(b) Classified civil service employees shall be eligible to use up to fifty-six (56) hours of paid leave per calendar year if the employee is a victim of domestic violence or a crime for the following purposes related to or resulting from domestic violence or the crime:

(1) To seek medical attention for the employee to recover from physical or psychological injury caused by domestic violence or the crime;

(2) To obtain services from a victim services organization;

(3) To obtain psychological or other counseling;

(4) To temporarily or permanently relocate;

(5) To take legal action, including preparing for or participating in a civil or criminal legal proceeding related to or resulting from the domestic violence or crime; or

(6) To take any other action to meet needs reasonably resulting from the domestic violence or a crime.

(c) If the employee has exhausted the paid leave provided for in subsection (b), and has exhausted any other accrued paid leave specifically including but not limited to sick leave and vacation leave, then the employee shall be eligible to use an additional amount of unpaid leave in an amount up to but not greater than two-hundred and forty (240) hours per calendar year for one or more of the purposes described in subsection (b).

(d) Both the paid leave authorized under subsection (b) and the unpaid leave authorized under subsection (c) are available on an annual basis. Any portion of the leave that remains unused at the end of a calendar year does not accumulate or carry forward to the following calendar year.

(e) In order to be eligible to receive leave under this section, an employee shall comply with the following requirements:

(1) An eligible employee shall give reasonable notice to LFUCG, provided such notice is feasible; and

(2) An eligible employee shall be required to furnish documentation to support the taking of leave under this section, certifying that the employee is a victim of domestic violence or a crime, which shall be furnished no later than two (2) business days after the employee has taken leave under this section; and

(3) An eligible employee shall be required to furnish documentation to support the use of leave for one or more of the purposes described in subsection (b). Examples of appropriate documentation for this purpose include, but are not limited to, the following:

- (1) A copy of a criminal complaint; or
- (2) A copy of an Emergency Protective Order/Domestic Violence Protective Order; or
- (3) Documentation from a victim services organization indicating that the employee utilized its services; or
- (4) Documentation that the employee received medical or psychological care resulting from the crime or domestic violence; or
- (5) Other documentation reasonably demonstrating the occurrence of domestic violence or a crime or that the employee took actions related to the occurrence of the domestic violence or a crime.

(f) A fraudulent request for leave under this section shall be grounds for disciplinary action, up to and including termination of employment.

(g) To the extent permitted by law, LFUCG shall maintain the confidentiality of any verbal communication, written document, or record submitted by an employee relative to the employee's request for leave pursuant to this section, except when disclosure is required by law.

(h) LFUCG shall not discharge or in any manner discriminate or retaliate against an employee who is a victim of a domestic violence or a crime because the employee takes leave from work under this section.

(i) Leave granted under this section shall run concurrently with protected leave under the Family and Medical Leave Act ("FMLA"), to the extent that the leave is taken for an FMLA-qualifying condition.

Section 2 – That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL
PUBLISHED:

4874-1172-6513, v. 2



FAYETTE MENTAL HEALTH DIVERSION COURT

Going Strong in 2024:

Expanding the Mental Health Court With an
Aftercare Program

***Outcomes that the
community has come to
know and expect***

***Reviewing Our Participants'
Continued Success AFTER
THE PROGRAM...***

***LET'S TALK ABOUT
BEATING THE ODDS...***

STABLE HOUSING

ALMOST 50% ENTER PROGRAM
UNHOUSED

97% MAINTAINING STABLE HOUSING
AFTER 1 YEAR

THE RATE OF POVERTY ON ENTRY IS MORE
THAN 6 TIMES GREATER THAN THAT OF
FAYETTE COUNTY RESIDENTS AS A WHOLE

Intersection of Mental Illness and Substance Abuse

90% of incoming
participants:
Severe Mental Illness
and
Substance Use Disorder

32% of Those
with SUDs:
**MORE THAN
ONE
SUBSTANCE**

***Success after
a year in the
program***
**MAINTAINING
SOBRIETY**

Based on random urine drug screens

- 60% of participants have maintained complete sobriety at 1 year in the program
- Compare this to the national average of 20% (National Institute on Drug Abuse, 2023)

RECIDIVISM REDUCTION



KENTUCKY
Recidivism
Rate **46.6%**



FMHC
Recidivism
Rate **17.7%**



ALUMNI
PROGRAM
Recidivism
Rate **7%**

... a lifeline for maintaining progress made...

FMHC'S ALUMNI PROGRAM



Need for CONTINUING CARE?

- Need for support in early recovery
- Need for connection
- Need for relapse prevention
- Need for discussing daily life struggles with others
- Need for fun sober activities, especially those that are free of charge



Alumni Solution: **PALS** ***Participation, Alliance, Legacy, Service***

Connection to community navigation
after graduation

Continuation of engagement with peers,
socialization, & meetings

Incentivized engagement

Trauma informed care – a safe,
supportive environment

"I graduated... my recovery did not."
-FMHC Participant



Alumni Group Impact

- **Recidivism rates lowered**
- **Over 80% retention of participants**
- **Support from peers and staff**
- **Validation of struggles and challenges of recovery journey through no- pressure mentoring opportunities**



MONETARY SAVINGS FOR LEXINGTON

July 1, 2021– April 30, 2024
25 Graduates



FCDC Savings

*Incarcerated individuals with SMI require an
average of 60% more resources than
other individuals*

31,929 days of incarceration diverted
X \$115 /day

\$3,671,835

Law Enforcement Savings

87 post-graduate quarters X \$5,716 /quarter

\$497,292

National
average
expenditure

FCDC plus Law Enforcement

= \$4,169,127

July 1, 2021 – April 30, 2024



\$688,350
Investment



606% ROI

\$4,169,127
Return on
Investment



EXTRA FUNDING

COMMUNITY DEVELOPMENT
BLOCK GRANT

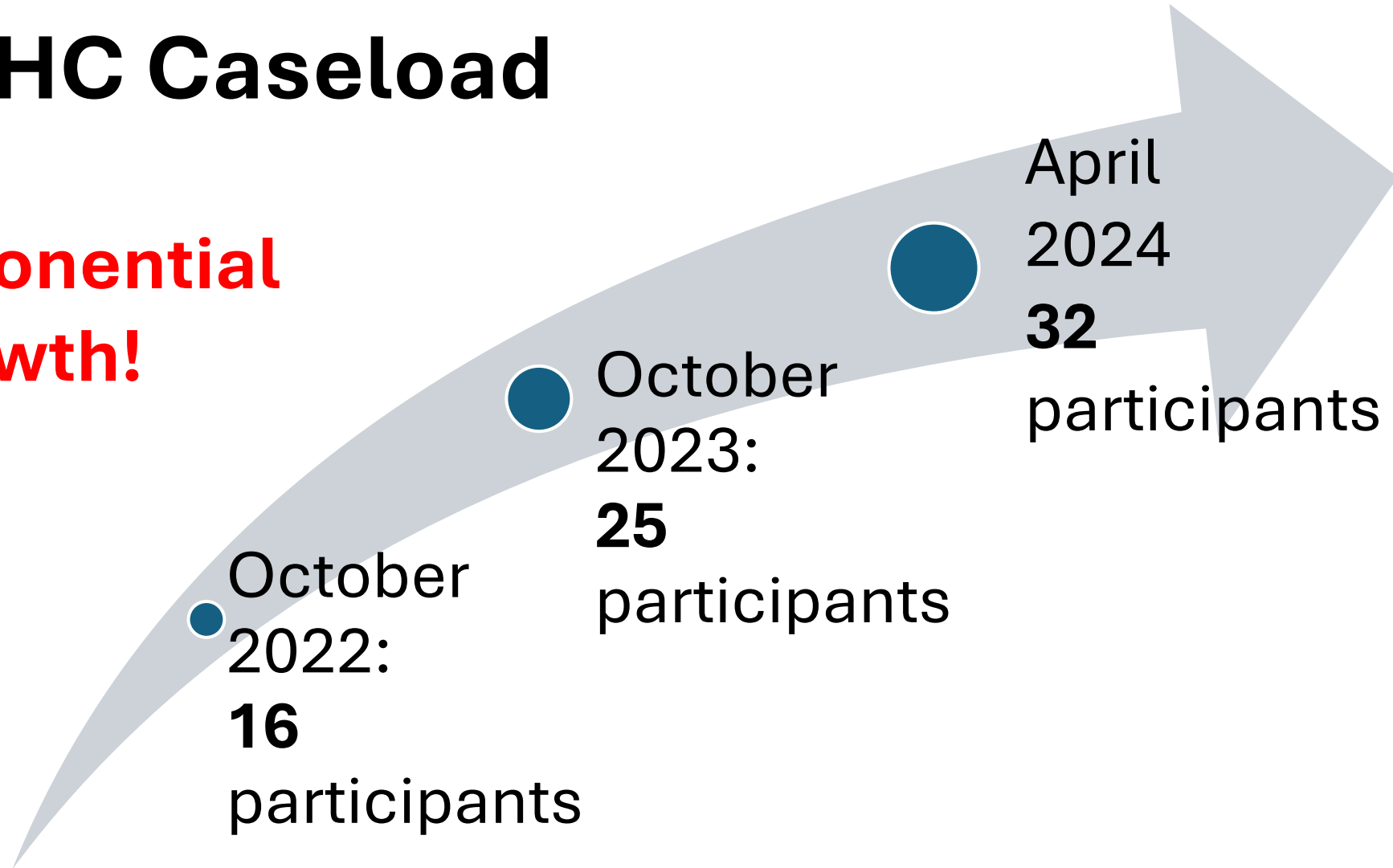
JULY 2021 THROUGH
JANUARY 2023

\$180,000

THANK YOU,
WE USED IT WELL!

FMHC Caseload

**Exponential
Growth!**



ALUMNI PROGRAM

PARTICIPANTS
SERVED:
25

AVERAGING 7
PARTICIPANTS
AT TWICE-WEEKLY GROUPS

1st Calendar quarter of 2024: Starting the year STRONG!

8 new participants!

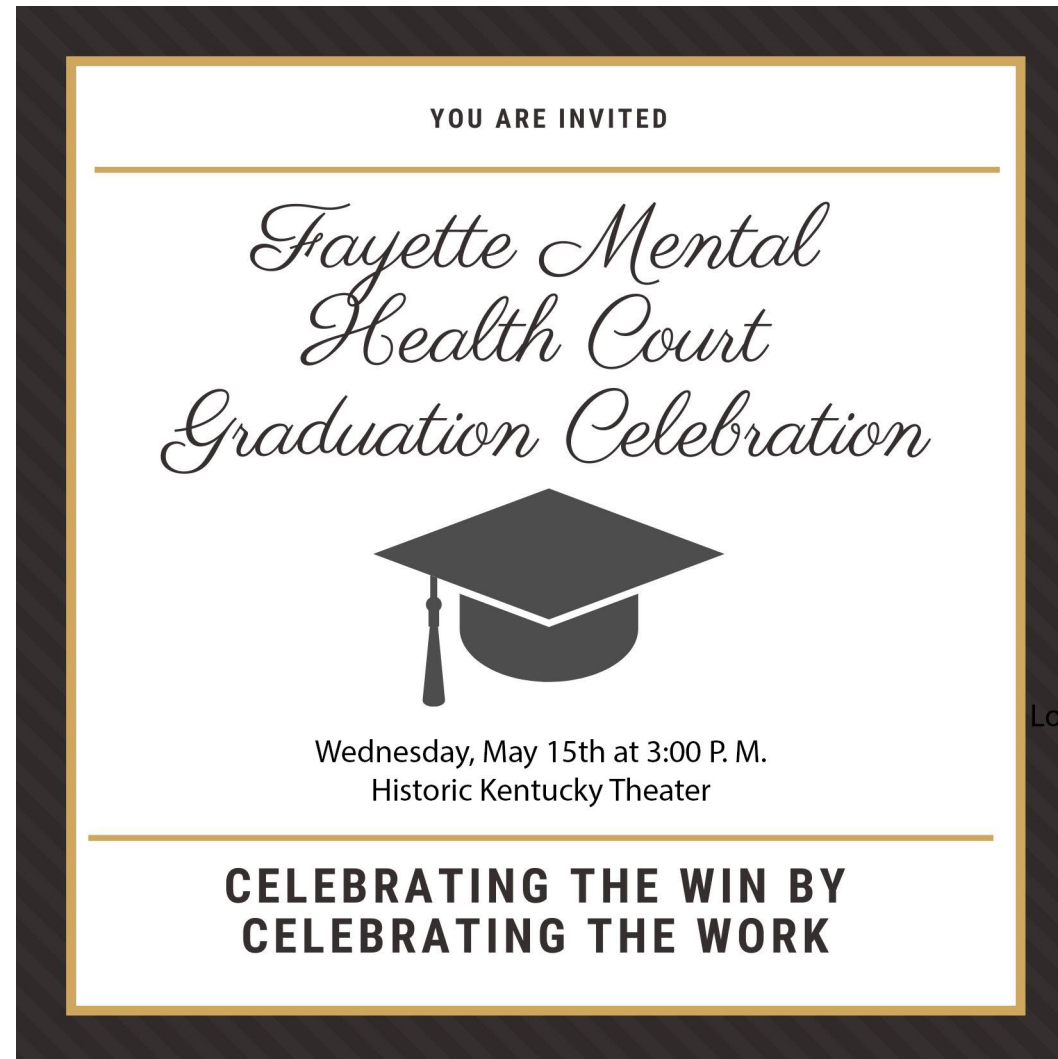
20 Alumni Group meetings held!

Expanding our model to other KY communities;
Bullitt County is up and running!

Over 40 referrals made to community partners!

Providing internship and observation
opportunities to UK students!

Thank you for your time and support!



Social Services and Public Safety

Referral Item	Current Sponsor	Date Referred	Last Presentation	Status	Legistar File ID
1 Expand the Adult Mental Health Court with an Aftercare Program	T. Fogle	July 9, 2020	August 11, 2020	May 14, 2024	0534-24
2 Crime Reduction Technology	W. Baxter	September 21, 2021	May 2, 2023		1065-22
3 Assessment and Enforcement of Noise Ordinance	H. LeGris	July 5, 2022	August 22, 2023		0840-23
4 Review of Golf Cart Policies	L. Sheehan	October 11, 2022			
5 Eviction Diversion & Right to Counsel - Tenants' Bill of Rights	D. Wu	January 24, 2023		July 2, 2024	
6 Comprehensive Review of Code Enforcement (looking at ordinances, data, complaints, enforcement, technology, etc.)	D. Gray	June 29, 2023		October 8, 2024	
7 Coordinated Victim Response Plan	L. Sheehan	May 2, 2023			
8 Domestic & Sexual Violence Prevention Coalition	J. Reynolds	February 27, 2024	March 5, 2024		0239-24
9 Crime Victim Paid Leave Policy for LFUCG	L. Sheehan	March 5, 2024		May 14, 2024	0533-24
Annual/Periodic Updates					
10 Substance Abuse Intervention Update	L. Sheehan	January 12, 2022	March 14, 2023	May 14, 2024	0532-24
11 Office of Homelessness Prevention and Intervention Annual Report	L. Sheehan	June 7, 2022	August 22, 2023	September 17, 2024	0901-22
12 Annual NAMI - Fayette Mental Health Court Update	D. Gray	February 20, 2018	November 14, 2023	September 17, 2024	0360-22
13 Annual LFUCG Affordable Housing Fund, Initiatives and Projects Update	D. Gray	August 10, 2021	November 14, 2023		1026-21
14 Annual Juvenile Treatment Court Update	D. Gray	July 9, 2020	October 10, 2023	September 17, 2024	1164-21
15 Annual Update on Recruitment, Retirement, and Retention for Department of Public Safety	D. Seigny	September 22, 2020	June 13, 2023	July 2, 2024	0450-21
16 Annual Update on Community Paramedicine Program	J. Reynolds	July 6, 2021	March 5, 2024		0300-23
17 Annual Review of Code Enforcement	J. Reynolds	October 8, 2019	June 13, 2023		0814-22
18 ONE Lexington Programs Update	J. Reynolds	September 25, 2020	January 24, 2023		0080-23
19 Emergency Financial Assistance program: monitor funding to determine community needs as other funding sources diminish	S. Lynch	May 30, 2023	January 23, 2024		
Subcommittees					
20 Gun Violence Task Force	J. Reynolds	October 11, 2022		April 9, 2024	0375-24

Updated 05.06.24, KJT