

# **Lexington-Fayette Urban County Government**

*200 E. Main St  
Lexington, KY 40507*



**Tuesday, August 19, 2014**

**3:00 PM**

**Packet**

**Council Chamber**

**Urban County Council Work Session**

**URBAN COUNTY COUNCIL  
SCHEDULE OF MEETINGS  
August 18 – August 25, 2014**

**Monday, August 18**

No Meetings

**Tuesday, August 19**

Environmental Quality Committee-CANCELLED.....11:00 am  
Council Chamber – 2<sup>nd</sup> Floor Government Center

Economic Development Committee of the Whole.....1:00 pm  
Council Chamber – 2<sup>nd</sup> Floor Government Center

Council Work Session.....3:00 pm  
Council Chamber – 2<sup>nd</sup> Floor Government Center

**Wednesday, August 20**

Vacant Property Review Commission.....10:00 am  
Conference Room – 5<sup>th</sup> Floor Government Center

**Thursday, August 21**

Keep Lexington Beautiful.....9:30 am  
Conference Room – 5<sup>th</sup> Floor Government Center

Corridors Commission.....11:00 am  
Conference Room – 5<sup>th</sup> Floor Government Center

**Friday, August 22**

No Meetings

**Monday, August 25**

No Meetings

**URBAN COUNTY COUNCIL  
WORK SESSION  
TABLE OF MOTIONS  
August 12, 2014**

Mayor Gray called the meeting to order at 3:02pm. Council Members Gorton, Ellinger, Kay, Ford, Akers, Beard, Farmer, Stinnett, Scutchfield, Mossotti, Clarke, Henson, Lane and Myers were present. Council Member Lawless was absent.

- I. Public Comment – Issues on Agenda
- II. Requested Rezonings/Docket Approval

Motion by Ellinger to approve the docket for the Thursday, August 14, 2014 Council Meeting. Seconded by Beard. Motion passed without dissent.

Motion by Beard to place on the docket for the August 14, 2014 Council Meeting a resolution requesting that the Kentucky Economic Development Finance Authority adopt a resolution providing for the issuance of Revenue Bonds for the proceeds of which will be provided to CentrepoinTE Parking Company, LLC, or its assigns, to pay the costs of parking and related facilities for the Phoenix Park/Courthouse TIF Project (CentrepoinTE). Seconded by Henson. Motion passed without dissent.

Motion by Kay to place on the docket for the August 14, 2014 Council Meeting a memorandum of understanding with the Central Kentucky Housing and Homeless Initiative (CKHHI) to collaborate to support the Lexington-Fayette County Continuum of Care process and funding as set forth by the Department of Housing and Urban Development (HUD). Seconded by Clarke. Motion passed without dissent.

- III. Approval of Summary

Motion by Beard to approve the Tuesday, July 8, 2014 work session summary. Seconded by Ellinger. Motion passed without dissent.

- IV. Budget Amendments

Motion by Farmer to approve budget amendments. Seconded by Clarke. Motion passed without dissent.

- V. New Business

Motion by Farmer to approve new business. Seconded by Ellinger. Motion passed without dissent.

Motion by Gorton to table item KK (compensation study) until the August 19<sup>th</sup> work session. Seconded by Ellinger. Motion passed without dissent.

VI. Continuing Business/Presentations

Motion by Gorton to approve Neighborhood Development Funds. Seconded by Mossotti. Motion passed without dissent.

Motion by Farmer to approve the proposed resolution amending the Residential Parking Permit Program (RPPP) procedures. Seconded by Kay. Motion passed without dissent.

Motion by Gorton to set the Special District Tax Rates, Health Department Real Property and Personal Property Rates at 0.028. Seconded by Mossotti. Motion passed without dissent.

Motion by Gorton to set the Special District Tax Rates, Extension Real Property Rate at 0.0034 and Extension Personal Property Rate at 0.0038. Seconded by Scutchfield. Motion passed without dissent.

Motion by Gorton to set the Special District Tax Rates, Conservation/Soil Real Property Rate at 0.00516. Seconded by Henson. Motion passed 8-6. Gorton, Kay, Ford, Beard, Farmer, Stinnett, Mossotti and Henson voted yes. Ellinger, Akers, Scutchfield, Myers, Clarke and Lane voted no.

Motion by Farmer to set the rate for all Urban Services Funds (Refuse Collection, Street Lights, Street Cleaning, Public Service Companies, and Insurance Companies Capital) at option 1 (Prior Rates). Seconded by Mossotti. Motion passed without dissent.

Motion by Farmer to set the General Services Fund rates at the option 1 rates (prior year rates, with the exception of Personalty, which has been lowered according to the calculation). Seconded by Mossotti. Motion passed without dissent.

Motion by Gorton to place the ordinances for the Ad Valorem Tax Rates on the docket for August 14<sup>th</sup> Council Meeting. Seconded by Farmer. Motion passed without dissent.

Motion by Gorton to schedule a Public Hearing for Ad Valorem Tax Rates on August 28<sup>th</sup> at 6:00pm. Seconded by Farmer. Motion passed without dissent.

VII. Council Reports

Motion by Gorton to cancel police disciplinary hearing scheduled for August 25th. Seconded by Ellinger. Motion passed without dissent.

Motion by Stinnett to cancel the Environmental Quality Committee meeting for Tuesday August 19<sup>th</sup>. Seconded by Farmer. Motion passed without dissent.

VIII. Mayor's Report

Motion by Akers to approve the Mayor's Report. Seconded by Scutchfield. Motion passed without dissent.

IX. Public Comment

X. Adjournment

Motion by Ellinger to adjourn at 3:58pm. Seconded by Scutchfield. Motion passed without dissent.

**Lexington-Fayette Urban County Council  
Work Session Agenda  
August 19, 2014**

- I. Public Comment - Issues on Agenda**
- II. Requested Rezoning/ Docket Approval - No**
- III. Approval of Summary – Yes, p. 1-3**
- IV. Budget Amendments - No**
- V. New Business – Yes, p. 9-33**
- VI. Continuing Business/ Presentations**
  - a** Neighborhood Development Funds, August 19, 2014, p. 34
  - b** Economic Development COW Summary, May 13, 2014, p. 35-37
  - c** Presentation: Sewer System Revenue Bonds Bond Indenture Restructuring; By: Bill O’Mara, Finance Commissioner, p. 38-44
  - d** Presentation: Compensation and Classification Study Summary: By: John Maxwell, Human Resources Director, p.45-60
  - e** Presentation: Compensation Study Implementation Update; By: Glenda George, p. 61-66
- VII. Council Reports**
- VIII. Mayor's Report - No**
- IX. Public Comment - Issues Not on Agenda**
- X. Adjournment**

## Administrative Synopsis - New Business Items

- a      **0794-14**      Authorization to enter into an agreement with The Arboretum for stormwater education and outreach services for the Division of Environmental Policy. (L0794-14)(Plueger/Holmes)  
This is a request to enter into an agreement with the Arboretum for stormwater education and outreach services for the Division of Environmental Policy at a cost of \$32,000. Funds are budgeted. p.10
- b      **0797-14**      Authorization to approve the Lexington-Fayette Urban County Government Sheriff's Settlement - 2013 Property Taxes and granting the Sheriff a Quietus. (L0797-14)(O'Mara)  
This is a request to approve the Lexington-Fayette Urban County Government Sheriff's Settlement - 2013 Property Taxes and granting the Sheriff a Quietus. FY15 fiscal impact is \$12,000. Funds are budgeted.  
p. 11
- c      **0807-14**      Authorization to amend resolution #346-2014 for Primus Electronics (Bid #19-2014), Digital Radio Service Test Monitor from an amount not to exceed \$26,000 to an amount not to exceed \$40,000. (L0807-14)(Bastin/Mason)  
This is a request to amend resolution #346-2014 for Primus Electronics (Bid #19-2014), Digital Radio Service Test Monitor from an amount not to exceed \$26,000 to an amount not to exceed \$40,000. The original resolution did not include the cost of the Digital Radio Service Test Monitor. Funds are budgeted. p.12
- d      **0808-14**      Authorization to continue the agreement with the Drug Enforcement Administration (DEA) Task Force, Appendix D & Certifications. (L0808-14)(Bastin/Mason)  
This is a request to continue the agreement with the DEA Task Force, in which the Lexington Division of Police has assigned detectives. There is no budgetary impact. p. 13
- e      **0815-14**      Authorization to create article XXXXV in Chapter 2 of the Code of Ordinances of the Lexington-Fayette Urban County Government to create the Affordable Housing Governing Board and the Affordable Housing Fund (0815-14) (Paulsen)  
This is a request to create article XXXXV in Chapter 2 of the Code of Ordinances to create the Affordable Housing Governing Board and Affordable Housing Fund. Funds for Affordable Housing Fund and the Affordable Housing Manager are budgeted; there is no budgetary impact.  
p. 14

- f**            **0816-14**            Authorization to create article XXXXVI in Chapter 2 of the Code of Ordinances of the Lexington-Fayette Urban County Government to create the Homelessness Prevention and Intervention Board and the Innovative and Sustainable Solutions to Homelessness Fund. (L0816-14) (Lanter/Hamilton)  
This is a request to create article XXXXVI in Chapter 2 of the Code of Ordinances of the Lexington-Fayette Urban County Government to create the Homelessness Prevention and Intervention Board and the Innovative and Sustainable Solutions to Homelessness Fund. p. 15
- g**            **0817-14**            Authorization to adopt an ordinance directing the Department of Finance and Administration, beginning fiscal year 2016, and at the beginning of each fiscal year thereafter (July 1), to designate a fund of \$2,000,000 to fund the activities of the Affordable Housing Fund, and a fund of \$750,000 to fund the activities of the Innovative and Sustainable Solutions to Homelessness Fund. (0817-14) (Paulsen)  
This is a request to adopt an ordinance to direct the Department of Finance, beginning in fiscal year 2016, and at the beginning of each fiscal year thereafter to allocate \$2,000,000 to the Affordable Housing Fund, and \$750,000 to the Innovative and Sustainable Solutions to Homelessness Fund. p. 16
- h**            **0818-14**            Authorization to amend Section 7-40 of the Code of Ordinances to provide for the levying of an ad valorem tax on “abandoned urban property” within the taxing jurisdiction of the Lexington-Fayette Urban County Government of one dollar (\$1.00) for each one hundred dollars (\$100.00) of assessed value of the real property as of the January 1st assessment date. (L0818-14)(Paulsen)  
This is a request to amend Section 7-40 of the Code of Ordinances to provide for the levying of an ad valorem tax on “abandoned urban property” within the taxing jurisdiction of the Lexington-Fayette Urban County Government of one dollar (\$1.00) for each one hundred dollars (\$100.00) of assessed value of the real property as of the January 1st assessment date. There is no budgetary impact. p. 17
- i**            **0819-14**            Authorization to adopt an ordinance issuing Industrial Revenue Bonds in the approximate principal amount of \$14,550,000 to finance construction of two new student dormitories on the campus of Transylvania University. (L0819-14)(Atkins)  
This is a request to adopt an ordinance issuing Industrial Revenue Bonds in the approximate principal amount of \$14,550,000 to finance construction of two new student dormitories on the campus of Transylvania University. There is no fiscal impact or liability for repayment for LFUCG. p. 18



- j            **0820-14**            Authorization to approve Fifth Amendment to the Bond Purchase and Loan Agreement for Lexington Christian Academy's previous Industrial Revenue Bond issuance that will also authorize an Amended and Restated Note and an Amended and Restated Bond reflecting the new interest rate and prepayment provision. (L0820-14)(Atkins)  
This is a request to approve Fifth Amendment to the Bond Purchase and Loan Agreement for Lexington Christian Academy's previous Industrial Revenue Bond issuance that will also authorize an Amended and Restated Note and an Amended and Restated Bond reflecting the new interest rate and prepayment provision. There are no costs or liability to Lexington-Fayette Urban County Government as result of this action. p. 19
- k            **0821-14**            Authorization to amend the FY2015 Purchase of Service Agreement with Commerce Lexington to provide a report containing data-driven analysis of the workforce within Lexington-Fayette County along with appropriate information and data to develop a model to assist in improving that workforce. (L0821-14)(Atkins)  
This is a request to amend the FY2015 Purchase of Service Agreement with Commerce Lexington at a cost of \$50,000 to provide a report containing data-driven analysis of the workforce within Lexington-Fayette County along with appropriate information and data to develop a model to assist in improving that workforce. Funds are budgeted. p. 20
- l            **0826-14**            Authorization to renew agreement with NetMotion Wireless, Inc. for the Division of Police software licenses. (L0826-14)(Bastin/Mason)  
This is a request to renew agreement with NetMotion Wireless, Inc. for the Division of Police software licenses at a cost of \$30,433.99. Funds are budgeted. p. 21
- m            **0738-14**            Authorization to execute a release of easement, releasing Sanitary and Storm Sewer easements at 200, 350 and 370 Waveland Museum Drive and 3760 and 3765 Winthrop Drive that are no longer needed. (L0738-14)(Martin/Holmes)  
This is a request to execute a release of easement, releasing Sanitary and Storm Sewer easements at 200, 350 and 370 Waveland Museum Drive and 3760 and 3765 Winthrop Drive that are no longer needed. There is no budgetary impact. p. 22
- n            **0783-14**            Authorization to amend Section 22-5 of the Code of Ordinances, creating one (1) position of Customer Service Specialist - P/T, (Grade 110N) in the Division of Government Communications. (L0783-14)(Maxwell/Hamilton)  
This is to request authorization to amend Section 22-5 of the Code of Ordinances, creating one (1) position of Customer Service Specialist - P/T, (Grade 110N) for a term of 12 months in the Division of Government Communications. The fiscal impact for FY2015 is a cost of \$17,090 and will be funded from the Division of Waste Management's Part-time Non-CERS account. p. 23

o

**0790-14**

Authorization to adopt the class codes, classifications, pay grades and salary ranges for classified and unclassified civil service employees as recommended by Management Advisory Group, Inc. as part of the classification and compensation study; implement the recommended salary changes for classified and unclassified civil service employees effective September 22, 2014; delete the affected sections of the Code of Ordinances (Sections 21-4, 21-5, 21-25, 22-4, 22-5 and 22-22); and rescind Ordinance 197-2002. (L0790-14)(Maxwell/Hamilton)

This is to request authorization to adopt the class codes, classifications, pay grades and salary ranges for classified and unclassified civil service employees as recommended by Management Advisory Group, Inc. as part of the classification and compensation study; implement the recommended salary changes for classified and unclassified civil service employees effective September 22, 2014; delete the affected sections of the Code of Ordinances (Sections 21-4, 21-5, 21-25, 22-4, 22-5 and 22-22); and rescind Ordinance 197-2002. Funds are budgeted. p. 24-33

**NEW BUSINESS ITEMS REQUIRING BUDGET AMENDMENTS**

9

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

| <b>NEW BUSINESS<br/>ITEM</b> | <b>BUDGET<br/>JOURNAL</b> | <b>DIVISION</b>              | <b>DESCRIPTION OF REQUEST</b>  |
|------------------------------|---------------------------|------------------------------|--|
| 783-14                       | 79847                     | Government<br>Communications | To provide funds for one Part-Time Non-CERS<br>Customer Service Specialist in the Division of<br>Government Communications by decreasing<br>funds from Waste Management Part-time Non-<br>CERS.<br><div style="text-align: right; margin-top: 10px;">1115            17,090.00<br/>1115            17,090.00CR<br/>                     .00*</div> |

**EFFECT ON FUND BALANCES**

|                  |            |   |
|------------------|------------|---|
| <b>FUND 1115</b> | <b>.00</b> | <b>NO IMPACT TO: URBAN SERVICES DISTRICT FUND</b> |
|------------------|------------|---|



Lexington-Fayette Urban County Government  
DEPARTMENT OF ENVIRONMENTAL QUALITY AND PUBLIC WORKS

Jim Gray  
Mayor

David L. Holmes  
Commissioner

TO: Jim Gray, Mayor  
Urban County Council

FROM: Susan Plueger  
Susan Plueger, Director, Div. of Environmental Policy

DATE: August 8, 2014

RE: Requesting Authorization to Award Contract with The Arboretum for stormwater education and outreach services for Division of Environmental Policy.

The Department of Environmental Quality and Public Works is requesting authorization to award a contract with The Arboretum for the Division of Environmental Policy. The Arboretum will be responsible for the development and presentation of workshops covering issues related to stormwater education in Fayette County. All workshops shall be free and open to the public on a first-come, first-served basis.

The state Municipal Separate Storm Sewer System permit requires Lexington to have a Public Education and Public Involvement component for its stormwater program. The Arboretum is expected to develop stormwater workshops on issues such as Building a Rain Garden, Restoring Riparian Areas along Streams, Green Lawn Care, Going Green Landscaping and Use of Urban Forests to Improve Water Quality as determined by the Division.

For the services described, The Arboretum shall be compensated for Workshop Development and Presentation at a total not to exceed \$32,000 for the contract period, which starts September 1, 2014 and extends through June 30, 2015. The Arboretum shall provide LFUCG with semi-annual written report, six and twelve months from the effective date. The reports shall include a description of workshop content and focus, registration of participants, number and date of each event, copies of workshop materials distributed, and copies of promotional materials and photographs of each workshop.

The Arboretum has been conducting successful stormwater-related workshops for the Division since 2010.

| Amount   | Budget                 |
|----------|------------------------|
| \$32,000 | 4051 313201 3095 71299 |




Lexington-Fayette Urban County Government  
DEPARTMENT OF FINANCE

Jim Gray  
Mayor

William O'Mara  
Commissioner

## MEMORANDUM

**TO:** Mayor Jim Gray  
Members, Urban County Council

**FROM:** William O'Mara, Commissioner  
Department of Finance 

**DATE:** August 6, 2014

**SUBJECT:** Sheriff's Settlement – 2013 Property Taxes

*Attached is the Fayette County Sheriff's Settlement – 2013 Taxes prepared by Dean Dorton Allen Ford, PLLC. The settlement indicates that all taxes collected were appropriately accounted for and remitted.*

*Approval of the settlement is requested in order to comply with the state statutes and grant the Sheriff a Quietus.*

c: Kathy Witt, Fayette County Sheriff

Attachment

/lyb

**LEXINGTON DIVISION OF POLICE**

150 East Main Street • Lexington, KY 40507 • (859) 258-3600

**TO:** Mayor Jim Gray  
Urban County Council

**FROM:** Chief Ronnie Bastin  
Division of Police

**DATE:** August 4, 2014

**RE:** **Amendment to Resolution 346-2014 for Digital Radio Service Test Monitor (Bid # 19-2014) for Primus Electronics**

I am requesting the Lexington Fayette Urban County Council to authorize Mayor Gray to amend resolution #346-2014 (attached) for Primus Electronics (Bid #19-2014), Digital Radio Service Test Monitor.

1) Amend cost listed in Resolution # 346-2014, from an amount not to exceed \$26,000, to an amount not to exceed \$40,000. The original resolution did not take into account the cost of the Digital Radio Service Test Monitor.

Please contact my office should you have any questions.

A handwritten signature in cursive script that reads "R. Bastin".

Ronnie Bastin  
Chief of Police

RB/rmh

Attachment

cc: Clay Mason, Commissioner of Public Safety

**LEXINGTON DIVISION OF POLICE**

150 East Main Street • Lexington, KY 40507 • (859) 258-3600

**TO:** Mayor Jim Gray  
Urban County Council

**FROM:** Chief Ronnie Bastin  
Division of Police

**DATE:** August 6, 2014

**RE:** Drug Enforcement Administration (DEA) Task Force Agreement  
- Appendix D & Certifications

Please find attached agreement with the Drug Enforcement Administration (DEA) Task Force Agreement, Appendix D & Certifications. The term of this agreement shall be from September 30, 2014 through September 29, 2015.

This agreement allows the continuation of the DEA Task Force, in which the Lexington Division of Police has assigned detectives. The duties of the task force are as listed:

- a) Disrupt the illicit drug traffic in the Kentucky area by immobilizing targeted violators and trafficking organizations.
- b) Gather and report intelligence data relating to trafficking in narcotics and dangerous drugs.
- c) Conduct undercover operations where appropriate and engage in other traditional methods of investigation in order that the Task Force's activities will result in effective prosecution before the courts of the United States and the State of Kentucky.

Due to the time restraint on this agreement, we are requesting this documentation be expedited through the Legistar process due to the current agreement expiring on September 29, 2014. The attached agreement requires the Mayor's signature. Upon approval and signing, please forward original agreements to the Chief's Office to acquire additional signatures.

If you have any questions or require additional information, please contact my office.

A handwritten signature in cursive script that reads "R. Bastin".

Ronnie Bastin  
Chief of Police

RB/rmh

cc: Clay Mason, Commissioner of Public Safety



Lexington-Fayette Urban County Government  
DEPARTMENT OF PLANNING, PRESERVATION, AND DEVELOPMENT

Jim Gray  
Mayor

Derek J. Paulsen, Ph.d  
Commissioner

**Memorandum**

**Date:** August 11, 2014

**To:** Jim Gray, Mayor  
Sally Hamilton, Chief Administrative Officer  
Urban County Council

**From:** Derek Paulsen, Commissioner of Planning, Preservation, and Development

**Re:** Request to Create Affordable Housing Governing Board and Affordable Housing Fund

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In accordance with the presentation made at the July 1, 2014 Council Work Session regarding Affordable Housing and Homelessness, this is a request to create a new section within Chapter 2 of the Code of Ordinances establishing the Affordable Housing Governing Board and the Affordable Housing Fund.

The ordinance establishes membership, terms, duties and requirements of the board, as well as duties for the office of affordable housing, conflict of interest provisions, and guidelines for use of the Affordable Housing Fund.

**Attachments:**

*Ordinance*





Lexington-Fayette Urban County Government  
DEPARTMENT OF PLANNING, PRESERVATION, AND DEVELOPMENT

Jim Gray  
Mayor

Derek J. Paulsen, Ph.d  
Commissioner

**Memorandum**

**Date:** August 11, 2014

**To:** Jim Gray, Mayor  
Sally Hamilton, Chief Administrative Officer  
Urban County Council

**From:** Charlie Lanter, Director of Homelessness Prevention and Intervention

**Re:** Request to Create Homelessness Prevention and Intervention Board and the Innovative and Sustainable Solutions to Homelessness Fund

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In accordance with the presentation made at the July 1, 2014 Council Work Session regarding Affordable Housing and Homelessness, this is a request to create a new section within Chapter 2 of the Code of Ordinances establishing the Homelessness Prevention and Intervention Board and the Innovative and Sustainable Solutions to Homelessness Fund.

The ordinance establishes membership, terms, duties and requirements of the board, as well as the duties of the Office of Homelessness Prevention and Intervention, conflict of interest provisions, and guidelines for use of the Innovative and Sustainable Solutions to Homelessness Fund.

**Attachments:**

*Ordinance*



Lexington-Fayette Urban County Government  
DEPARTMENT OF PLANNING, PRESERVATION, AND DEVELOPMENT

Jim Gray  
Mayor

Derek J. Paulsen, Ph.d  
Commissioner

**Memorandum**

**Date:** August 11, 2014

**To:** Jim Gray, Mayor  
Sally Hamilton, Chief Administrative Officer  
Urban County Council

**From:** Derek Paulsen, Commissioner of Planning, Preservation, and Development

**Re:** Request to adopt Ordinance providing annual funding for the Affordable Housing Fund and Innovative and Sustainable Solutions to Homelessness Fund

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In accordance with the presentation made at the July 1, 2014 Council Work Session regarding Affordable Housing and Homelessness, this is a request to adopt an ordinance directing the Department of Finance and Administration, beginning in Fiscal Year 2016, at the beginning of each fiscal year thereafter, to allocate \$2,000,000 to the Affordable Housing Fund, and \$750,000 to the Innovative and Sustainable Solutions to Homelessness Fund.

There is no budgetary impact for Fiscal Year 2015.

**Attachments:**

*Ordinance*



Lexington-Fayette Urban County Government  
DEPARTMENT OF PLANNING, PRESERVATION, AND DEVELOPMENT

Jim Gray  
Mayor

Derek J. Paulsen, Ph.d  
Commissioner

**Memorandum**

**Date:** August 11, 2014

**To:** Jim Gray, Mayor  
Sally Hamilton, Chief Administrative Officer  
Urban County Council

**From:** Jonathan Hollinger, Administrative Officer Sr.

**Re:** Tax Rate for Abandoned Urban Property

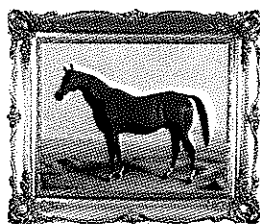
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In December 2013, the Vacant Property Review Commission began identifying properties that are vacant and blighted, developing programs and policies to return these properties to productive use, and crafting recommendations to policy makers regarding vacant and blighted property.

By state statute and local ordinance the Commission is charged with classifying properties that are considered "abandoned urban property" for the purpose of additional ad valorem taxation

**The Vacant Property Review Commission is recommending that section 7-40 of the Code of Ordinances be amended to set a rate of \$1.00 per \$100 of assessed value be set for properties classified by the Commission as "abandoned urban property."**

This recommendation has been reviewed by the Department of Law and is in accordance with applicable laws.



Lexington-Fayette Urban County Government  
OFFICE OF THE MAYOR

Jim Gray  
Mayor

TO: Mayor Jim Gray  
Urban County Council

FROM: Kevin Atkins   
Chief Development Officer

DATE: August 11, 2014

RE: Transylvania University Industrial Revenue Bonds

This is to request adoption of an ordinance issuing Industrial Revenue Bonds in the approximate principal amount of \$14,550,000 to finance construction of two new student dormitories on the campus of the University.

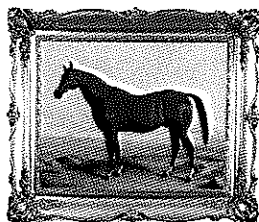
The Economic Development Investment Board met on August 6, 2014 and approved the application by Transylvania University.

These types of bonds are not debt of the Lexington-Fayette Urban County Government (LFUCG) and they create no liability for repayment.

Please contact me or David Barberie in the Department of Law if you have any questions related to this matter.

FOLLOW MAYOR GRAY:


[www.facebook.com/JimGrayLexKY](http://www.facebook.com/JimGrayLexKY)   [www.twitter.com/JimGrayLexKY](http://www.twitter.com/JimGrayLexKY)



Lexington-Fayette Urban County Government  
OFFICE OF THE MAYOR

Jim Gray  
Mayor

TO: Mayor Jim Gray  
Urban County Council

FROM: Kevin Atkins   
Chief Development Officer

DATE: August 11, 2014

RE: Lexington Christian Academy Industrial Revenue Bonds

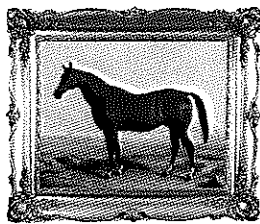
This is to request adoption of a resolution amending Lexington Christian Academy's previous Industrial Revenue Bond (IRB) issuance. Lexington Christian Academy is requesting the Fifth Amendment to the Bond Purchase and Loan Agreement that will also authorize an Amended and Restated Note and an Amended and Restated Bond reflecting the new interest rate and prepayment provision.

The Economic Development Investment Board met on August 6, 2014 and approved the request by Lexington Christian Academy.

There are no costs or liability to Lexington-Fayette Urban County Government as result of this action..

FOLLOW MAYOR GRAY:

[www.facebook.com/JimGrayLexKY](https://www.facebook.com/JimGrayLexKY)    [www.twitter.com/JimGrayLexKY](https://www.twitter.com/JimGrayLexKY)



Lexington-Fayette Urban County Government  
OFFICE OF THE MAYOR

Jim Gray  
Mayor

**TO: Mayor Jim Gray  
Urban County Council**

**FROM: Kevin Atkins** *KAA*  
**Chief Development Officer**

**DATE: August 11, 2014**

**RE: Amending Purchase of Services Agreement with Commerce Lexington**

This is a request to amend the FY2015 Purchase of Services Agreement with Commerce Lexington. The amendment will be for \$50,000, included in the FY2015 budget, to provide a completed report to the Mayor and Urban County Council, consisting of a data-driven analysis of the workforce within Lexington-Fayette County along with the appropriate information and data to develop a model to assist in improving that workforce.

FOLLOW MAYOR GRAY:

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**LEXINGTON DIVISION OF POLICE**

150 East Main Street • Lexington, KY 40507 • (859) 258-3600

**TO:** Mayor Jim Gray  
Urban County Council

**FROM:** Chief Ronnie Bastin  
Division of Police

**DATE:** August 11, 2014

**RE:** NetMotion Wireless, Inc. Maintenance Agreement

Please find attached renewal NetMotion Wireless, Inc. Maintenance Agreement. This agreement is for the Division of Police software licenses that we currently use on our Mobile Data Computers, and will be utilizing on our desktops and laptops for the network.

This is a one (1) year agreement, which covers mobility devices, Analytics Module, Policy/NAC Bundle Module Maintenance effective from July 1, 2014 through June 30, 2015, and is fully budgeted. This is a service agreement that will be renewed annually. The attached agreement requires the Mayor's signature.

If you have any questions or require additional information, please contact my office.

A handwritten signature in cursive script that reads "R. Bastin".

Ronnie Bastin  
Chief of Police

RB/rmh

Attachment

cc: Clay Mason, Commissioner of Public Safety



Lexington-Fayette Urban County Government  
DEPARTMENT OF ENVIRONMENTAL QUALITY AND PUBLIC WORKS

Jim Gray  
Mayor

David Holmes  
Commissioner

**TO:** Mayor Jim Gray  
Urban County Council

**FROM:** Charles Martin, P.E., Director  
Division of Water Quality

**DATE:** July 14, 2014

**SUBJECT:** RELEASE OF EASEMENT 200 Waveland Museum Lane, 350 Waveland Museum Drive, 370 Waveland Museum Drive, 3760 Winthrop Drive, 3765 Winthrop Drive.

The purpose of this memorandum is to request a resolution authorizing the Mayor on behalf of the Lexington-Fayette Urban County Government to execute a release of easement, releasing a Sanitary and Storm Sewer easement at 200 Waveland Museum Lane, 350 Waveland Museum Drive, 370 Waveland Museum Drive, 3760 Winthrop Drive, and 3765 Winthrop Drive.

These easements are no longer needed because the sewage that used to flow through these pipes was rerouted to the new South Elkhorn Force Main. Consequently, the sewer lines are no longer used or needed and the easements may be released to the individual property owners.

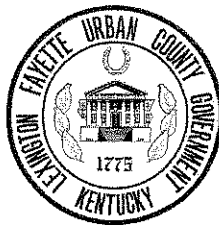
If you have any questions or need additional information, please contact Pat McFadden, Division of Water Quality.

Attachments: Easement Release Document

PJM

C: Pat McFadden  
Steve Farmer, PE





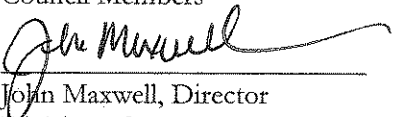
Lexington-Fayette Urban County Government  
DIVISION OF HUMAN RESOURCES

Jim Gray  
Mayor

Sally Hamilton  
Chief Administrative Officer

**M E M O R A N D U M**

**TO:** Jim Gray, Mayor  
Sally Hamilton, Chief Administrative Officer  
Council Members

**FROM:**   
John Maxwell, Director  
Division of Human Resources

**DATE:** August 3, 2014

**SUBJECT:** Create position – Division of Government Communications

The attached action amends Section 22-5 of the Code of Ordinances, creating one (1) position of Part-time Customer Service Specialist, (Grade 110N) for a term of 12 months in the Division of Government Communications, effective upon passage by Council.

This position would allow LexCall to provide better coverage during frequent times of high call volume. It will also allow LexCall to process requests from citizens in a more efficient manner. .

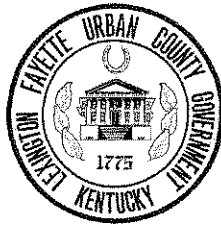
The fiscal impact for FY2015 (22 pay periods) will be a cost of \$17,090.00 and will be funded from the Waste Management part-time Non-CERS account.

| Name   | Position Title                  | Annual Salary Before | Annual Salary After | Annual Increase/Decrease |
|--|---------------------------------|----------------------|---------------------|--------------------------|
| Vacant   | P/T Customer Service Specialist | \$0                  | \$18,720.00         | \$18,720.00              |
| Total Annual Impact/<br>Salary and Benefits<br>\$20,197.00 |                                 |                      |                     |                          |

If you have questions or need additional information, please contact Alisha Lyle at 258-3957.

Attachments

Log #15-0013



Lexington-Fayette Urban County Government  
DIVISION OF HUMAN RESOURCES

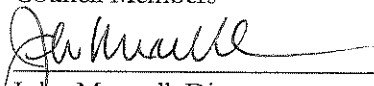
Jim Gray  
Mayor

Sally Hamilton  
Chief Administrative Officer

**M E M O R A N D U M**

**TO:** Jim Gray, Mayor  
Council Members

**FROM:**

  
John Maxwell, Director  
Division of Human Resources

**DATE:** August 4, 2014

**SUBJECT:** Implementation of Compensation Study and Repeal of Pay Equity Ordinance

As you are aware, following a standard RFP process, the Management Advisory Group, Inc. ("MAG") was engaged to conduct a classification and compensation study of LFUCG. MAG has now completed the study and issued its report recommendations. The report covers all classified and unclassified Civil Service employees (excluding temporary and seasonal employees) throughout the Lexington-Fayette Urban County Government. The portion of the report dealing with the proposed compensation detail of the employees has now been made available online on both the intranet site and internet site. Therefore, we now are requesting that the proposed pay grades, class codes, classifications and salary ranges recommended by MAG be implemented effective September 22, 2014. Additionally, since we are recommending the implementation of a new pay system, it is also requested that ordinance 197-2002 be repealed.

If you have any questions, please contact me.

Log # 15-0016

***SECTION 4.0***  
***Lexington-Fayette***  
***Urban County Government***  
***Proposed Pay Plans***

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Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| Code           | Proposed Class Title           | Ann Min         | Mkt             | Ann Max         |
|----------------|--------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                |                 |                 |                 |
| <b>505</b>     |                                | <b>\$22,619</b> | <b>\$27,142</b> | <b>\$33,928</b> |
| 000102         | Clerical Assistant             |                 |                 |                 |
| 000671         | Custodial Worker               |                 |                 |                 |
| 000670         | Hostler                        |                 |                 |                 |
| 000673         | Van Driver                     |                 |                 |                 |
| <b>506</b>     |                                | <b>\$23,749</b> | <b>\$28,499</b> | <b>\$35,624</b> |
| 000837         | Golf Course Clubhouse Attd     |                 |                 |                 |
| <b>507</b>     |                                | <b>\$24,937</b> | <b>\$29,924</b> | <b>\$37,405</b> |
| 000100         | Clerical Assistant Sr          |                 |                 |                 |
| 000602         | Public Service Worker          |                 |                 |                 |
| 000677         | Security Officer               |                 |                 |                 |
| <b>508</b>     |                                | <b>\$26,184</b> | <b>\$31,421</b> | <b>\$39,276</b> |
| 000521         | Child Care Program Aide        |                 |                 |                 |
| 000121         | Mailroom Clerk                 |                 |                 |                 |
| 000828         | Program Leader                 |                 |                 |                 |
| 000103         | Staff Assistant                |                 |                 |                 |
| 000610         | Stores Clerk                   |                 |                 |                 |
| <b>509</b>     |                                | <b>\$27,493</b> | <b>\$32,992</b> | <b>\$41,239</b> |
| 000703         | Landfill Inspector             |                 |                 |                 |
| 000603         | Public Service Worker Sr       |                 |                 |                 |
| 000631         | Trades Worker                  |                 |                 |                 |
| 000750         | Treat. Plant Oper-Apprentice   |                 |                 |                 |
| <b>510</b>     |                                | <b>\$28,868</b> | <b>\$34,641</b> | <b>\$43,301</b> |
| 000122         | Council Staff Specialist       |                 |                 |                 |
| 000119         | Customer Service Specialist    |                 |                 |                 |
| 000422         | Engineering Aide Senior        |                 |                 |                 |
| 000613         | Equipment Operator             |                 |                 |                 |
| 000615         | Fleet Parts Specialist         |                 |                 |                 |
| 000838         | Golf Pro Assistant             |                 |                 |                 |
| 000919         | Safety Officer                 |                 |                 |                 |
| 000620         | Service Writer                 |                 |                 |                 |
| 000104         | Staff Assistant Sr             |                 |                 |                 |
| 000751         | Treat. Plant Oper-App Class I  |                 |                 |                 |
| 000617         | Vehicle & Equip Mech-Apprent   |                 |                 |                 |
| <b>511</b>     |                                | <b>\$30,311</b> | <b>\$36,373</b> | <b>\$45,467</b> |
| 000618         | Heavy Equipment Mech-Apprent   |                 |                 |                 |
| 000635         | Trades Worker Sr               |                 |                 |                 |
| <b>512</b>     |                                | <b>\$31,827</b> | <b>\$38,192</b> | <b>\$47,740</b> |
| 000523         | Early Child Care Teacher       |                 |                 |                 |
| 000614         | Equipment Operator Sr          |                 |                 |                 |
| 000764         | Laboratory Technician          |                 |                 |                 |
| 000707         | License Inspector              |                 |                 |                 |
| 000994         | Life Skills Program Instructor |                 |                 |                 |
| 000361         | Support Specialist             |                 |                 |                 |
| 000752         | Treat. Plant Oper-App Class II |                 |                 |                 |
| 000624         | Vehicle & Equipment Mechanic   |                 |                 |                 |
| <b>513</b>     |                                | <b>\$33,418</b> | <b>\$40,101</b> | <b>\$50,127</b> |
| 000105         | Administrative Specialist      |                 |                 |                 |
| 000501         | Eligibility Counselor          |                 |                 |                 |
| 000704         | Enforcement Officer            |                 |                 |                 |
| 000616         | Fleet Parts Specialist Sr      |                 |                 |                 |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| Code           | Proposed Class Title           | Ann Min         | Mkt             | Ann Max         |
|----------------|--------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                |                 |                 |                 |
| <b>513</b>     |                                | <b>\$33,418</b> | <b>\$40,101</b> | <b>\$50,127</b> |
| 000701         | Nuisance Control Officer       |                 |                 |                 |
| 000915         | Police Technician              |                 |                 |                 |
| 000108         | Program Specialist             |                 |                 |                 |
| 000912         | Property & Evidence Technician |                 |                 |                 |
| 000619         | Resource Recovery Operator     |                 |                 |                 |
| 000514         | Social Worker                  |                 |                 |                 |
| 000905         | Telecommunicator               |                 |                 |                 |
| <b>514</b>     |                                | <b>\$35,089</b> | <b>\$42,107</b> | <b>\$52,633</b> |
| 000625         | Body & Paint Mechanic-Cert     |                 |                 |                 |
| 000945         | CSEPP Planner                  |                 |                 |                 |
| 000659         | Electronic Technician          |                 |                 |                 |
| 000426         | Engineering Bonds Officer      |                 |                 |                 |
| 000423         | Engineering Technician         |                 |                 |                 |
| 000810         | ESP Coordinator                |                 |                 |                 |
| 000918         | Evidence Technician            |                 |                 |                 |
| 000511         | Family Support Worker Sr       |                 |                 |                 |
| 000190         | Graphic Designer               |                 |                 |                 |
| 000370         | Information Systems Specialist |                 |                 |                 |
| 000402         | Planning Tech                  |                 |                 |                 |
| 000914         | Police Analyst                 |                 |                 |                 |
| 000606         | Public Service Supervisor      |                 |                 |                 |
| 000802         | Recreation Supervisor          |                 |                 |                 |
| 000690         | Safety Coordinator             |                 |                 |                 |
| 000678         | Security Supervisor            |                 |                 |                 |
| 000433         | Traffic Information Technician |                 |                 |                 |
| 000636         | Vehicle & Equipment Technician |                 |                 |                 |
| 000161         | Victim's Advocate              |                 |                 |                 |
| <b>515</b>     |                                | <b>\$36,843</b> | <b>\$44,212</b> | <b>\$55,265</b> |
| 000831         | Arborist Technician            |                 |                 |                 |
| 000836         | Assistant Golf Course Supt     |                 |                 |                 |
| 000224         | Client Assessment Counselor    |                 |                 |                 |
| 000120         | Customer Service Supervisor    |                 |                 |                 |
| 000051         | Deputy Coroner                 |                 |                 |                 |
| 000950         | Emergency Systems Specialist   |                 |                 |                 |
| 000277         | Juv. Surv Probation Officer    |                 |                 |                 |
| 000765         | Laboratory Technician Senior   |                 |                 |                 |
| 000974         | Life Skills Program Specialist |                 |                 |                 |
| 000773         | Maintenance Mechanic           |                 |                 |                 |
| 000272         | Probation Officer              |                 |                 |                 |
| 000276         | Probation Officer-Juvenile     |                 |                 |                 |
| 000194         | Producer                       |                 |                 |                 |
| 000632         | Skilled Trades Worker          |                 |                 |                 |
| 000364         | Technical Specialist           |                 |                 |                 |
| 000665         | Traffic Signal Technician Sr   |                 |                 |                 |
| 000753         | Treatment Plant Operator       |                 |                 |                 |
| <b>516</b>     |                                | <b>\$38,685</b> | <b>\$46,422</b> | <b>\$58,028</b> |
| 000307         | Accountant                     |                 |                 |                 |
| 000110         | Administrative Specialist Sr   |                 |                 |                 |
| 000961         | Breathing Apparatus Manager    |                 |                 |                 |
| 000321         | Budget Technician              |                 |                 |                 |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| <i>Code</i>    | <i>Proposed Class Title</i>        | <i>Ann Min</i>  | <i>Mkt</i>      | <i>Ann Max</i>  |
|----------------|------------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                    |                 |                 |                 |
| <b>516</b>     |                                    | <b>\$38,685</b> | <b>\$46,422</b> | <b>\$58,028</b> |
| 000722         | Code Enforcement Officer           |                 |                 |                 |
| 000776         | Elec Instrumentation Tech          |                 |                 |                 |
| 000779         | Electrician                        |                 |                 |                 |
| 000660         | Electronic Technician Sr           |                 |                 |                 |
| 000948         | Emergency Planning Coordinator     |                 |                 |                 |
| 000944         | Emergency Preparedness Coordinator |                 |                 |                 |
| 000424         | Engineering Technician Sr          |                 |                 |                 |
| 000943         | Environmental Inspector            |                 |                 |                 |
| 000804         | Equestrian Park Program Spvr       |                 |                 |                 |
| 000917         | Evidence Specialist                |                 |                 |                 |
| 000305         | Financial Coordinator              |                 |                 |                 |
| 000428         | GIS Analyst                        |                 |                 |                 |
| 000465         | Grants Administrative Aide         |                 |                 |                 |
| 000623         | Heavy Equipment Technician         |                 |                 |                 |
| 000471         | Historic Preservation Spec         |                 |                 |                 |
| 000807         | Park Naturalist                    |                 |                 |                 |
| 000990         | Pastoral Counselor - Community     |                 |                 |                 |
| 000806         | Recreation Specialist Sr           |                 |                 |                 |
| 000931         | School Crossing Guard Coord.       |                 |                 |                 |
| 000515         | Social Worker Sr                   |                 |                 |                 |
| 000351         | Telecommun Support Spec            |                 |                 |                 |
| 000906         | Telecommunicator Sr                |                 |                 |                 |
| 000723         | Zoning Enforcement Officer         |                 |                 |                 |
| <b>517</b>     |                                    | <b>\$40,620</b> | <b>\$48,744</b> | <b>\$60,929</b> |
| 000830         | Arborist                           |                 |                 |                 |
| 000715         | Building Inspector                 |                 |                 |                 |
| 000342         | Buyer                              |                 |                 |                 |
| 000053         | Chief Deputy Coroner               |                 |                 |                 |
| 000785         | Elec/Computer Controls Spec        |                 |                 |                 |
| 000811         | ESP Supervisor                     |                 |                 |                 |
| 000371         | Information Systems Spec Sr.       |                 |                 |                 |
| 000293         | Paralegal                          |                 |                 |                 |
| 000962         | Personal Protective Equip Mgr      |                 |                 |                 |
| 000403         | Planner                            |                 |                 |                 |
| 000697         | Project Manager                    |                 |                 |                 |
| 000607         | Public Service Supervisor Sr       |                 |                 |                 |
| 000162         | Records Management Analyst Sr      |                 |                 |                 |
| 000633         | Skilled Trades Worker Sr           |                 |                 |                 |
| <b>518</b>     |                                    | <b>\$42,651</b> | <b>\$51,181</b> | <b>\$63,976</b> |
| 000111         | Administrative Specialist Prpl     |                 |                 |                 |
| 000087         | Aide to Council                    |                 |                 |                 |
| 000716         | Building Inspector Senior          |                 |                 |                 |
| 000015         | Citizens Advocate                  |                 |                 |                 |
| 000151         | Claims Adjuster                    |                 |                 |                 |
| 000775         | Elec Instrumentation Tech Sr       |                 |                 |                 |
| 000941         | Emergency Program Manager          |                 |                 |                 |
| 000425         | Engineering Technician Prpl        |                 |                 |                 |
| 000446         | Environmental Enforcement Spec     |                 |                 |                 |
| 000448         | Environmental Initiatives Spec     |                 |                 |                 |
| 000447         | Environmental Outreach Splist      |                 |                 |                 |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| <i>Code</i>    | <i>Proposed Class Title</i>       | <i>Ann Min</i>  | <i>Mkt</i>      | <i>Ann Max</i>  |
|----------------|-----------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                   |                 |                 |                 |
| <b>518</b>     |                                   | <b>\$42,651</b> | <b>\$51,181</b> | <b>\$63,976</b> |
| 000187         | Information Officer               |                 |                 |                 |
| 000608         | Operations Supervisor             |                 |                 |                 |
| 000911         | Property & Evidence Supervisor    |                 |                 |                 |
| 000803         | Recreation Manager                |                 |                 |                 |
| 000330         | Revenue Compliance Auditor        |                 |                 |                 |
| 000306         | Risk Management Accountant        |                 |                 |                 |
| 000146         | Safety Specialist                 |                 |                 |                 |
| 000880         | Special Events Service Manager    |                 |                 |                 |
| 000645         | Trades Supervisor                 |                 |                 |                 |
| 000666         | Traffic Signal Technician Mast    |                 |                 |                 |
| 000188         | Video Specialist                  |                 |                 |                 |
| <b>519</b>     |                                   | <b>\$44,783</b> | <b>\$53,740</b> | <b>\$67,175</b> |
| 000832         | Arborist Sr                       |                 |                 |                 |
| 000430         | Associate Municipal Engineer      |                 |                 |                 |
| 000414         | Associate Traffic Engineer        |                 |                 |                 |
| 000323         | Budget Analyst                    |                 |                 |                 |
| 000343         | Buyer Sr                          |                 |                 |                 |
| 000696         | Commodity Marketing Manager       |                 |                 |                 |
| 000976         | Community Reentry Coordinator     |                 |                 |                 |
| 000118         | Customer Service Manager          |                 |                 |                 |
| 000661         | Electronic Supervisor             |                 |                 |                 |
| 000706         | Enforcement Supervisor            |                 |                 |                 |
| 000939         | Environmental Inspector II        |                 |                 |                 |
| 000812         | ESP Manager                       |                 |                 |                 |
| 000630         | Fleet Operations Supervisor       |                 |                 |                 |
| 000834         | Golf Course Superintendent        |                 |                 |                 |
| 000763         | Laboratory Supervisor             |                 |                 |                 |
| 000774         | Maintenance Supervisor            |                 |                 |                 |
| 000275         | Probation Unit Supervisor         |                 |                 |                 |
| 000116         | Program Supervisor                |                 |                 |                 |
| 000692         | Project Manager Senior            |                 |                 |                 |
| 000777         | Pump Station Supervisor           |                 |                 |                 |
| 000152         | Risk Management Analyst           |                 |                 |                 |
| 000575         | S.A.N.E. Program Manager          |                 |                 |                 |
| 000663         | Signs & Markings Supervisor       |                 |                 |                 |
| 000778         | Solids Processing Supervisor      |                 |                 |                 |
| 000365         | Support Specialist Senior         |                 |                 |                 |
| 000668         | Technical Services Supervisor     |                 |                 |                 |
| 000367         | Technical Specialist Senior       |                 |                 |                 |
| 000667         | Traffic Eng Construction Super    |                 |                 |                 |
| 000724         | Zoning Enforcement Officer Senior |                 |                 |                 |
| <b>520</b>     |                                   | <b>\$47,022</b> | <b>\$56,427</b> | <b>\$70,534</b> |
| 000308         | Accountant Sr                     |                 |                 |                 |
| 000309         | Accounts Payable Supervisor       |                 |                 |                 |
| 000553         | Aging Services Program Manager    |                 |                 |                 |
| 000725         | Code Enforcement Supervisor       |                 |                 |                 |
| 000372         | Computer Analyst                  |                 |                 |                 |
| 000123         | Council Admin Specialist          |                 |                 |                 |
| 000946         | CSEPP Manager PT                  |                 |                 |                 |
| 000183         | Deputy Council Clerk              |                 |                 |                 |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| <i>Code</i>    | <i>Proposed Class Title</i>    | <i>Ann Min</i>  | <i>Mkt</i>      | <i>Ann Max</i>  |
|----------------|--------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                |                 |                 |                 |
| <b>520</b>     |                                | <b>\$47,022</b> | <b>\$56,427</b> | <b>\$70,534</b> |
| 000373         | Digital Content Administrator  |                 |                 |                 |
| 000835         | Golf Course Superintendent Sr  |                 |                 |                 |
| 000173         | Human Resources Analyst        |                 |                 |                 |
| 000158         | Industrial Hygiene/Loss Cntl   |                 |                 |                 |
| 000328         | Internal Auditor               |                 |                 |                 |
| 000381         | Network Engineer               |                 |                 |                 |
| 000378         | Network Systems Admin          |                 |                 |                 |
| 000686         | Operations Manager             |                 |                 |                 |
| 000311         | Payroll Analyst                |                 |                 |                 |
| 000336         | Revenue Supervisor             |                 |                 |                 |
| 000781         | Sewer Line Maint Superintenden |                 |                 |                 |
| 000508         | Social Services Coordinator    |                 |                 |                 |
| 000388         | Software Developer             |                 |                 |                 |
| 000808         | Sr Adult & Therap Rec Svcs Adm |                 |                 |                 |
| 000374         | Systems Analyst                |                 |                 |                 |
| 000907         | Telecommunicator Supervisor    |                 |                 |                 |
| 000415         | Traffic Engineer               |                 |                 |                 |
| 000412         | Urban Forester                 |                 |                 |                 |
| <b>521</b>     |                                | <b>\$49,373</b> | <b>\$59,248</b> | <b>\$74,060</b> |
| 000322         | Budget Analyst Sr              |                 |                 |                 |
| 000717         | Building Inspection Supervisor |                 |                 |                 |
| 000545         | CASA Services Manager          |                 |                 |                 |
| 000516         | Clinical Services Manager      |                 |                 |                 |
| 000338         | Finance & Investment Analyst   |                 |                 |                 |
| 000639         | Fleet Operations Manager       |                 |                 |                 |
| 000640         | Fleet Systems Manager          |                 |                 |                 |
| 000833         | Golf Course Superintendent Pri |                 |                 |                 |
| 000848         | Park Designer                  |                 |                 |                 |
| 000405         | Planner Sr                     |                 |                 |                 |
| 000908         | PSAP Manager                   |                 |                 |                 |
| 000662         | Radio/Electronics Specialist   |                 |                 |                 |
| <b>522</b>     |                                | <b>\$51,842</b> | <b>\$62,211</b> | <b>\$77,763</b> |
| 000709         | Efficiency Analyst             |                 |                 |                 |
| 000445         | Environmental Program Mgr-Ener |                 |                 |                 |
| 000024         | Friend Of The Court            |                 |                 |                 |
| 000429         | GIS Developer                  |                 |                 |                 |
| 000839         | Golf Pro/Supervisor            |                 |                 |                 |
| 000377         | Network Systems Admin Senior   |                 |                 |                 |
| 000413         | Traffic Engineer Sr            |                 |                 |                 |
| <b>523</b>     |                                | <b>\$54,434</b> | <b>\$65,321</b> | <b>\$81,651</b> |
| 000237         | Administrative Aide To Mayor   |                 |                 |                 |
| 000112         | Administrative Officer         |                 |                 |                 |
| 000261         | Attorney                       |                 |                 |                 |
| 000794         | CAP Operations Manager         |                 |                 |                 |
| 000184         | Council Clerk                  |                 |                 |                 |
| 000784         | Elec/Computer Controls Mgr     |                 |                 |                 |
| 000357         | Enterprise Systems Developer   |                 |                 |                 |
| 000942         | Environmental Compliance Coord |                 |                 |                 |
| 000687         | Facilities Manager             |                 |                 |                 |
| 000462         | Grants Manager                 |                 |                 |                 |



Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| Code           | Proposed Class Title            | Ann Min         | Mkt             | Ann Max         |
|----------------|---------------------------------|-----------------|-----------------|-----------------|
| <b>Unified</b> |                                 |                 |                 |                 |
| <b>523</b>     |                                 | <b>\$54,434</b> | <b>\$65,321</b> | <b>\$81,651</b> |
| 000174         | Human Resources Generalist      |                 |                 |                 |
| 000930         | Public Information Officer      |                 |                 |                 |
| 000246         | Research Analyst                |                 |                 |                 |
| 000355         | Systems Administrator Ent Sols  |                 |                 |                 |
| 000791         | Water Quality Manager           |                 |                 |                 |
| <b>524</b>     |                                 | <b>\$57,156</b> | <b>\$68,587</b> | <b>\$85,734</b> |
| 000244         | Administrative Aide To Mayor Sr |                 |                 |                 |
| 000379         | Computer Systems Manager        |                 |                 |                 |
| 000708         | Construction Supervisor         |                 |                 |                 |
| 000080         | Council Administrator           |                 |                 |                 |
| 000380         | Database Administrator          |                 |                 |                 |
| 000688         | Dep Dir Sts, Rds & Forestry     |                 |                 |                 |
| 000718         | Deputy Director Bldg Inspect    |                 |                 |                 |
| 000540         | Family Services Center Manager  |                 |                 |                 |
| 000840         | Golf Services Manager           |                 |                 |                 |
| 000541         | Program Administrator           |                 |                 |                 |
| 000443         | Program Manager Senior          |                 |                 |                 |
| <b>525</b>     |                                 | <b>\$60,014</b> | <b>\$72,016</b> | <b>\$90,021</b> |
| 000054         | Assistant Coroner               |                 |                 |                 |
| 000369         | Computer Analyst Supervisor     |                 |                 |                 |
| 000347         | Financial Mgmt Administrator    |                 |                 |                 |
| 000353         | Financials Mgr Enterprise Sol   |                 |                 |                 |
| 000354         | HCM Manager Enterprise Sols     |                 |                 |                 |
| 000177         | Human Resources Manager         |                 |                 |                 |
| 000346         | Minority Program Coordinator    |                 |                 |                 |
| 000560         | Multicultural Affairs Coord     |                 |                 |                 |
| 000432         | Municipal Engineer Sr           |                 |                 |                 |
| 000844         | Parks & Recreation Superintend  |                 |                 |                 |
| 000313         | Payroll Manager                 |                 |                 |                 |
| 000411         | PDR Manager                     |                 |                 |                 |
| 000758         | Plant Ops Sup Sr-Water Quality  |                 |                 |                 |
| 000439         | Project Engineering Coord       |                 |                 |                 |
| 000376         | Security Specialist Senior      |                 |                 |                 |
| 000387         | Software Developer Senior       |                 |                 |                 |
| <b>526</b>     |                                 | <b>\$63,014</b> | <b>\$75,617</b> | <b>\$94,522</b> |
| 000113         | Administrative Officer Sr       |                 |                 |                 |
| 000383         | Computer Systems Manager Sr     |                 |                 |                 |
| 000986         | Deputy Director Comm Corr       |                 |                 |                 |
| 000738         | Director Code Enforcement       |                 |                 |                 |
| 000909         | Director Enhanced 911           |                 |                 |                 |
| 000940         | Director Environ & Emerg Mgt    |                 |                 |                 |
| 000470         | Director Historic Preservation  |                 |                 |                 |
| 000359         | Info. Systems Business Analyst  |                 |                 |                 |
| 000384         | Information Systems Manager     |                 |                 |                 |
| 000385         | Information Technology Manager  |                 |                 |                 |
| 000407         | Planning Manager                |                 |                 |                 |
| 000155         | Risk Manager                    |                 |                 |                 |
| 000386         | Software Development Manager    |                 |                 |                 |
| 000352         | Tech Manager Enterprise Sols    |                 |                 |                 |
| 000417         | Traffic Engineer Manager        |                 |                 |                 |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| Code           | Proposed Class Title             | Ann Min         | Mkt              | Ann Max          |
|----------------|----------------------------------|-----------------|------------------|------------------|
| <b>Unified</b> |                                  |                 |                  |                  |
| <b>526</b>     |                                  | <b>\$63,014</b> | <b>\$75,617</b>  | <b>\$94,522</b>  |
| 000416         | Traffic Signal Systems Manager   |                 |                  |                  |
| <b>527</b>     |                                  | <b>\$66,165</b> | <b>\$79,398</b>  | <b>\$99,248</b>  |
| 000324         | Budget Officer Senior            |                 |                  |                  |
| 000792         | Deputy Dir of Admin Svcs - WQ    |                 |                  |                  |
| 000329         | Deputy Director Internal Audit   |                 |                  |                  |
| 000509         | Director Adult Services          |                 |                  |                  |
| 000542         | Director Aging Services          |                 |                  |                  |
| 000537         | Director Family Services         |                 |                  |                  |
| 000549         | Director Youth Services          |                 |                  |                  |
| 000435         | Engineering Section Manager      |                 |                  |                  |
| 000550         | Executive Director Lexlink       |                 |                  |                  |
| <b>528</b>     |                                  | <b>\$69,473</b> | <b>\$83,368</b>  | <b>\$104,210</b> |
| 000262         | Attorney Sr                      |                 |                  |                  |
| 000843         | Deputy Director Enterprise       |                 |                  |                  |
| 000842         | Deputy Director of Recreation    |                 |                  |                  |
| 000845         | Deputy Director Parks & Rec      |                 |                  |                  |
| 000358         | IT Business Relationship Manager |                 |                  |                  |
| <b>529</b>     |                                  | <b>\$72,947</b> | <b>\$87,536</b>  | <b>\$109,421</b> |
| 000649         | Dep Dir Bldg Maint & Construc    |                 |                  |                  |
| 000629         | Deputy Director Fleet Services   |                 |                  |                  |
| 000418         | Deputy Director Traffic Engine   |                 |                  |                  |
| <b>530</b>     |                                  | <b>\$76,594</b> | <b>\$91,913</b>  | <b>\$114,892</b> |
| 000787         | Collection & Conveyance Mgr      |                 |                  |                  |
| 000176         | Deputy Director of HR            |                 |                  |                  |
| 000461         | Director Grants & Special Prog   |                 |                  |                  |
| 000231         | Executive Assistant To Mayor     |                 |                  |                  |
| <b>531</b>     |                                  | <b>\$80,424</b> | <b>\$96,509</b>  | <b>\$120,636</b> |
| 000698         | Construction Manager             |                 |                  |                  |
| 000444         | Director Of Environmental Policy |                 |                  |                  |
| 000345         | Director Purchasing              |                 |                  |                  |
| 000335         | Director Revenue                 |                 |                  |                  |
| 000693         | Director Waste Management        |                 |                  |                  |
| <b>532</b>     |                                  | <b>\$84,445</b> | <b>\$101,334</b> | <b>\$126,668</b> |
| 000310         | Director Accounting              |                 |                  |                  |
| 000325         | Director Budgeting               |                 |                  |                  |
| 000729         | Director Building Inspections    |                 |                  |                  |
| 000159         | Director Risk Management         |                 |                  |                  |
| 000419         | Director Traffic Engineering     |                 |                  |                  |
| <b>533</b>     |                                  | <b>\$88,668</b> | <b>\$106,401</b> | <b>\$133,001</b> |
| 000350         | Deputy CIO                       |                 |                  |                  |
| 000650         | Director Fac & Fleet Mngt        |                 |                  |                  |
| 000081         | Director Internal Audit          |                 |                  |                  |
| 000849         | Director Parks & Recreation      |                 |                  |                  |
| 000410         | Director Planning                |                 |                  |                  |
| 000689         | Director Streets and Roads       |                 |                  |                  |
| 000389         | Director Technical Services      |                 |                  |                  |
| <b>534</b>     |                                  | <b>\$93,101</b> | <b>\$111,721</b> | <b>\$139,652</b> |
| 000014         | Deputy Chief Admin Officer       |                 |                  |                  |
| 000998         | Director Community Corrections   |                 |                  |                  |
| 000179         | Director Human Resources         |                 |                  |                  |

Proposed Pay Plans  
Lexington-Fayette Urban County Gov't

| <i>Code</i>    | <i>Proposed Class Title</i>    | <i>Ann Min</i>   | <i>Mkt</i>       | <i>Ann Max</i>   |
|----------------|--------------------------------|------------------|------------------|------------------|
| <b>Unified</b> |                                |                  |                  |                  |
| <b>534</b>     |                                | <b>\$93,101</b>  | <b>\$111,721</b> | <b>\$139,652</b> |
| 000780         | Director Water Quality         |                  |                  |                  |
| 000263         | Managing Attorney              |                  |                  |                  |
| 000438         | Urban County Engineer          |                  |                  |                  |
| <b>536</b>     |                                | <b>\$102,644</b> | <b>\$123,173</b> | <b>\$153,966</b> |
| 000013         | Chief Development Officer      |                  |                  |                  |
| 000016         | Chief Information Officer      |                  |                  |                  |
| 000799         | Commissioner Of Environmental  |                  |                  |                  |
| 000349         | Commissioner Of Finance        |                  |                  |                  |
| 000249         | Commissioner Of General Serv   |                  |                  |                  |
| 000475         | Commissioner of Planning       |                  |                  |                  |
| 000599         | Commissioner Of Social Service |                  |                  |                  |
| <b>538</b>     |                                | <b>\$113,165</b> | <b>\$135,798</b> | <b>\$169,747</b> |
| 000299         | Commissioner Of Law            |                  |                  |                  |
| 000999         | Commissioner Of Public Safety  |                  |                  |                  |
| <b>539</b>     |                                | <b>\$118,823</b> | <b>\$142,588</b> | <b>\$178,235</b> |
| 000010         | Chief Administrative Officer   |                  |                  |                  |

334 Active Proposed Classes in the Unified Pay Plan

**Neighborhood Development Funds**  
**August 19, 2014**  
**Work Session**

| <b>Amount</b>      | <b>Recipient</b>   | <b>Purpose</b>  |
|--------------------|--|---|
| <b>\$ 1,050.00</b> | Tates Creek High School PTSA, Inc.<br>1111 Centre Parkway<br>Lexington, KY 40517<br>Starr Kramer | To provide funds for the Tates Creek<br>Campus Celebration. |

## ECONOMIC DEVELOPMENT COMMITTEE OF THE WHOLE

May 13, 2014  
Meeting Summary

Chair Beard called the meeting to order at 1:04 PM. All members were present except Lawless, Mossotti and Myers.

### 1. March 6, 2014 Committee Summary

On a motion by Ellinger second Myers the summary of the 3.6.14 Special Economic Development Committee of the Whole meeting was approved unanimously.

### 2. Economic Development Partner Agencies: Visit Lex

James Browder described Visit Lex (Formerly Lexington Convention & Visitors Bureau).

He stated that tourism is a major employer and economic driver. Tourism accounts for \$ 12.5 billion in direct and indirect expenditures in the Commonwealth. It also accounted for 175,000 jobs statewide. In the Bluegrass Region tourism accounts for \$ 2.8 billion in direct and indirect expenditures. In Fayette County tourism accounts for \$ 1.8 million in direct and indirect expenditures. In Fayette County 15,000 are employed in the tourism field.

Browder discussed five (5) components of the Visit Lex operations including: Destination Marketing; Visitor Services; Destination Sales; Destination Services; and Integrated Marketing.

Browder stated that during this past year Lexington hotels/motels had an occupancy rate of 62% which was higher than normal. He also discussed the Visitor Center, the Bluegrass brewery trail; and the Beyond Grits restaurant week.

Browder discussed future initiatives including a mobile visitor presence at Keeneland and the Kentucky Horse Park; a garden & architectural tour; the Destination Institute a local training program; an economic calculator for conventions; the development of a tourism mobile app; the Horse Country farm tours that received assistance from the Disney Corporation; and further utilization of Big Lex as a marketing tool.

Clarke discussed plans to collaborate with the University of Kentucky including the development of a visitor center on Coldstream along I-75.

In response to a question from Kay, Browder provided more detailed information

On the Horse Country tours.

In response to a question from Gorton, Browder stated that the national hotel occupancy rate was 58%. He would forward information about occupancy rates in Louisville and Cincinnati.

Lane asked about the impact of Rupp Arena/Convention Center renovation would have on convention business. In response Browder stated that only about 1/3 of the convention groups utilize the Convention Center. Others use the Horse Park, hotel meeting space or other venues.

In response to a question from Lane, Browder discussed the process of competing for the World Equestrian Games and the Breeders Cup.

## 2. Economic Development Partner Agencies: LexArts

Jim Clarke discussed the importance that the arts contribute to economic development. Clarke discussed fiscal impact of the arts, the arts impact on quality of life and the connection between the arts and the creative class.

He stated that a 2012 study found that the arts had direct and indirect expenditures of \$ 18 million annually in Fayette County.

Clarke discussed how the arts impact quality of life and the recruitment of the creative class.

Gorton thanked Clarke for his service. In response to a question from Gorton, Clarke and Broward discussed the collaboration between arts/cultural and tourism.

Clarke thanked Clark for his service. He discussed the arts impact on the gown-town relationships in Lexington as well as the impact arts have on public school education.

Both Lane and Beard thanked Clarke and stated that the arts have advanced in Lexington under his leadership.

## 3. Partner Agency Quarterly Reports

Kevin Atkins discussed the quarterly reports. In response to a question from Scutchfield Atkins discussed potential changes to the reports to more accurately reflect the partners' contribution to economic development activities.

In response to a question from Lane, Atkins briefly commented on the economic health of Lexington. In addition he discussed the status of the 21c Hotel project.

## 4. Items Referred to Committee

A motion by Jenson, second Scutchfield to remove the insurance tax to support an Affordable Housing Trust Fund from the Committee referral list was approved unanimously.

A motion by Henson, second Ellinger to remove the food truck review from the Committee referral list was approved unanimously.

The meeting adjourned at 2:25 PM.

PAS 06.03.2014



# Lexington-Fayette Urban County Government Sewer System Revenue Bonds Bond Indenture Restructuring

## Council Work Session

August 19, 2014



# Sewer Bond Indenture Restructuring

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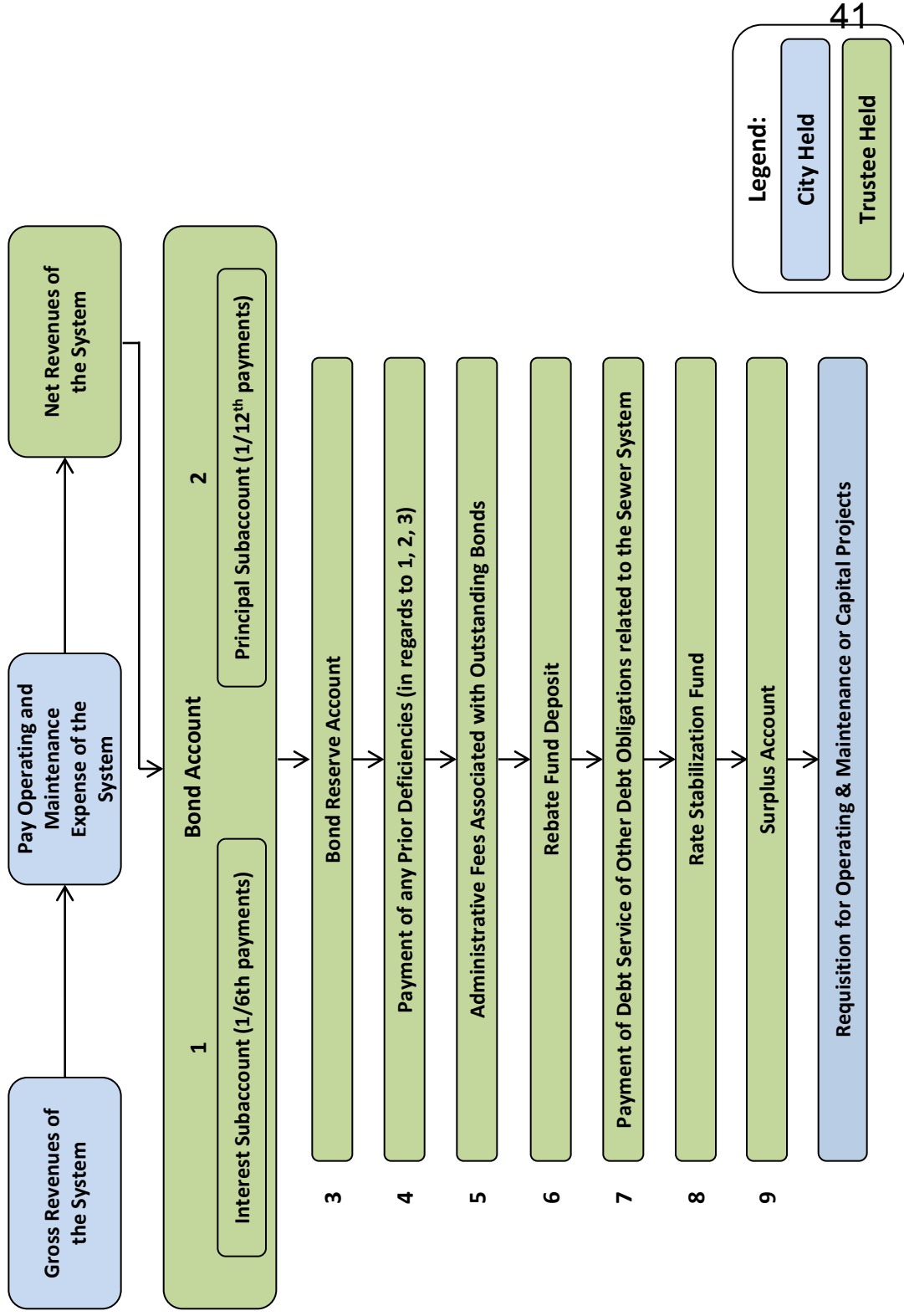
- **Challenge:** The current indenture is from 1985 and is outdated.
- Requires multiple cash reserves which constrain LFUCG's capabilities and flexibility.
- LFUCG has the requirement to fund a large scope of projects in the near future.
- The requirements of the current indenture will force LFUCG to hold exponentially more cash as the amount of funded projects increases.
- **Solution:** Refunding the outstanding sewer revenue bonds under the current indenture.
  - **Series 2014A** – Tax-Exempt refunding of the Series 2009 Bonds (Build America Bonds).
  - **Series 2014B** – Taxable refunding of the Series 2010A Bonds (Non-Callable).
- The current rate environment is conducive to refunding the outstanding Bonds and restructure the bond indenture.
- The current amount of sewer debt is relatively small, but slated to grow considerably over the next 12 years.
- The changes to the Indenture are being made in accordance to covenants acceptable to today's market.

# Indenture Comparison Summary

|                           | Current Indenture                           | New Indenture                 |
|---------------------------|---|-------------------------------|
| Revenue Pledge            | Gross Pledge                                | Net Pledge                    |
| Funds and Accounts        | City Held                                   | Trustee Held                  |
| Debt Service Reserve Fund | 3 Prong                                     | Series Specific or Common     |
| Operating and Maintenance | Mandated                                    | Outside of the Indenture      |
| Depreciation Account      | Mandated                                    | Outside of the Indenture      |
| Rate Stabilization Fund   | N/A   | Allowed under the Indenture   |
| Excess Revenues           | Capital Project Fund Restricted for Capital | Surplus Fund not Restricted   |
| Coverage Requirement      | 1.25x                                       | 1.20x                         |
| Additional Bonds Test     | 1.25x                                       | 1.20x                         |
| KIA Loans                 | Subordinate through Agreement with KIA      | Subordinate through Indenture |



# New Indenture Flow of Funds



# The Refunding Structure

- **Purpose:** Refunding the outstanding sewer revenue bonds under the current indenture.
  - **Series 2014A** – Tax-Exempt refunding of the Series 2009 Bonds (Build America Bonds).
  - **Series 2014B** – Taxable refunding of the Series 2010A Bonds (Non-Callable).
- We have structured the new debt service in the same shape as the existing debt service.
- LFUCG will release the balance of \$2,174,000 in the Depreciation Fund to cash and maintain the \$7,305,945 balance in the Maintenance & Operation Fund.

| Funds                      | Present Value Savings |
|----------------------------|-----------------------|
| Present Value of Cashflows | 38,286                |
| Excess Funds on Hand       | 6,843                 |
| BABs Escrow Subsidy Rebate | 134,593               |
| <b>Total</b>               | <b>179,722</b>        |

| Fiscal Year | Prior Debt Service | Series 2014 Sewer Bonds |            |              |             | Debt Service Difference | Present Value of Cashflows |
|-------------|--------------------|-------------------------|------------|--------------|-------------|-------------------------|----------------------------|
|             |                    | Principal               | Interest   | Debt Service |             |                         |                            |
| 2015        | 651,264            | -                       | 278,722    | 278,722      | 372,542     | 370,393                 |                            |
| 2016        | 4,171,915          | 2,695,000               | 1,204,338  | 3,899,338    | 272,577     | 267,933                 |                            |
| 2017        | 4,174,338          | 2,730,000               | 1,162,475  | 3,892,475    | 281,863     | 270,367                 |                            |
| 2018        | 4,180,797          | 2,785,000               | 1,106,881  | 3,891,881    | 288,916     | 270,355                 |                            |
| 2019        | 4,179,530          | 2,865,000               | 1,028,935  | 3,893,935    | 285,595     | 260,639                 |                            |
| 2020        | 4,177,645          | 2,960,000               | 934,213    | 3,894,213    | 283,432     | 252,239                 |                            |
| 2021        | 4,178,744          | 3,065,000               | 829,160    | 3,894,160    | 284,584     | 246,953                 |                            |
| 2022        | 2,762,580          | 3,180,000               | 712,945    | 3,892,945    | (1,130,365) | (952,211)               |                            |
| 2023        | 2,338,485          | 1,525,000               | 613,831    | 2,138,831    | 199,653     | 164,571                 |                            |
| 2024        | 2,335,531          | 1,600,000               | 535,706    | 2,135,706    | 199,824     | 160,474                 |                            |
| 2025        | 2,335,783          | 1,685,000               | 453,581    | 2,138,581    | 197,201     | 154,284                 |                            |
| 2026        | 2,335,328          | 1,760,000               | 376,256    | 2,136,256    | 199,072     | 151,839                 |                            |
| 2027        | 2,337,947          | 1,835,000               | 304,356    | 2,139,356    | 198,591     | 147,679                 |                            |
| 2028        | 2,336,190          | 1,910,000               | 229,456    | 2,139,456    | 196,734     | 142,643                 |                            |
| 2029        | 2,334,842          | 1,975,000               | 161,631    | 2,136,631    | 198,211     | 140,218                 |                            |
| 2030        | 2,339,441          | 2,035,000               | 100,209    | 2,135,209    | 204,231     | 140,944                 |                            |
| 2031        | (1,067,971)        | 2,105,000               | 34,206     | 2,139,206    | (3,207,177) | (2,151,037)             |                            |
| Total       | 46,102,389         | 36,710,000              | 10,066,904 | 46,776,904   | (674,515)   | 38,286                  |                            |



# Financing Schedule

Date\*

Week of August 11  
 Week of August 25  
 August 28  
 September 11  
 September 12  
 Week of September 8  
 September 17  
 September 23  
 October 9

Event

Rating Agency Meetings  
 Receive Indicative Ratings  
 First Reading of Bond Ordinance and Resolution  
 Second Reading of Bond Ordinance  
 Notice of Bond Sale to Various Publications  
 Receive Ratings  
 Release Preliminary Official Statement  
 Bond Pricing  
 Closing

## August

| Su | Mo | Tu | We | Th | Fr | Sa |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

## September

| Su | Mo | Tu | We | Th | Fr | Sa |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 |    |    |    |    |

## October

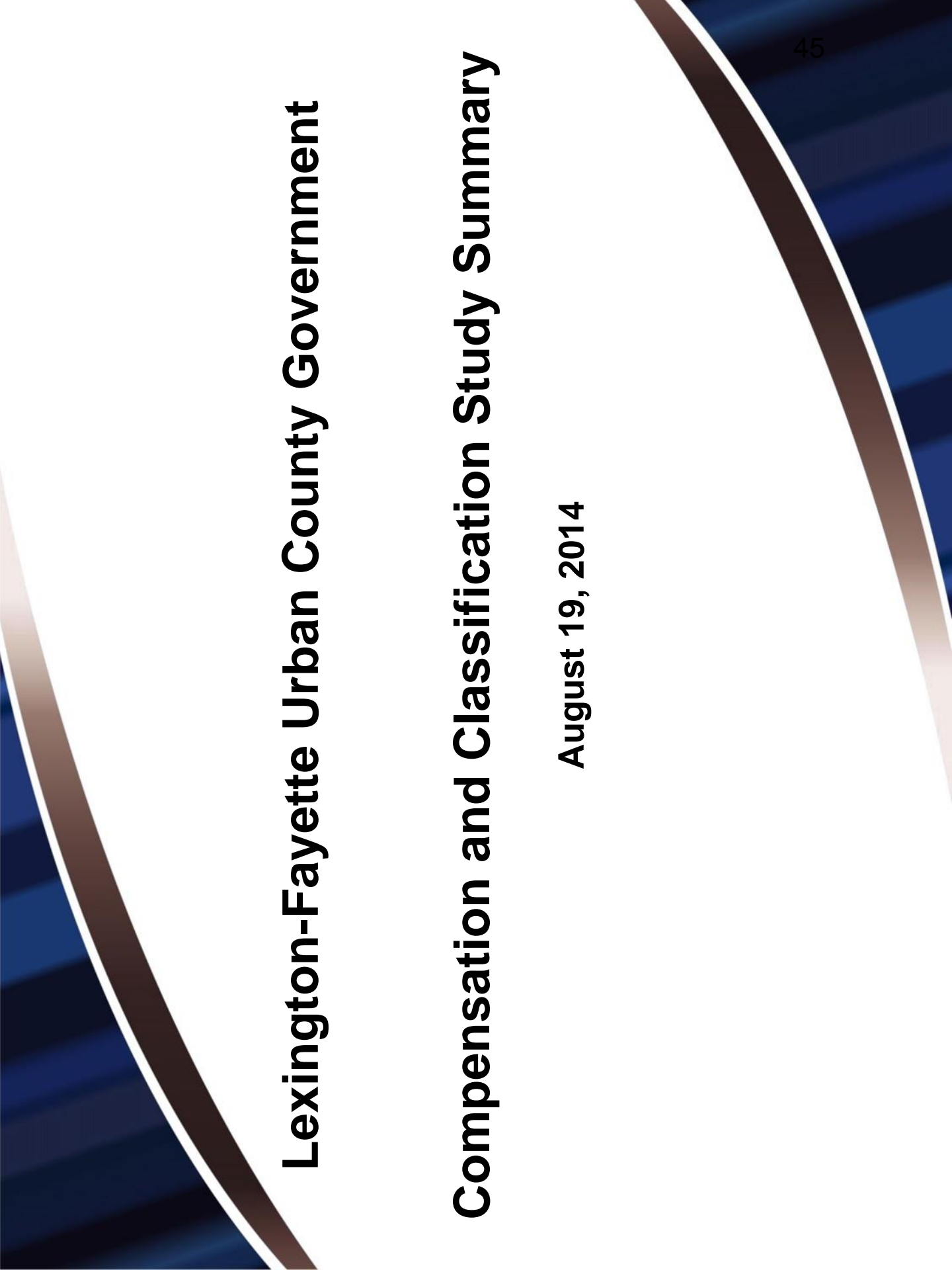
| Su | Mo | Tu | We | Th | Fr | Sa |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |



\*Preliminary and subject to change.

# Questions?





# **Lexington-Fayette Urban County Government**

## **Compensation and Classification Study Summary**

**August 19, 2014**

# Communication Timeline

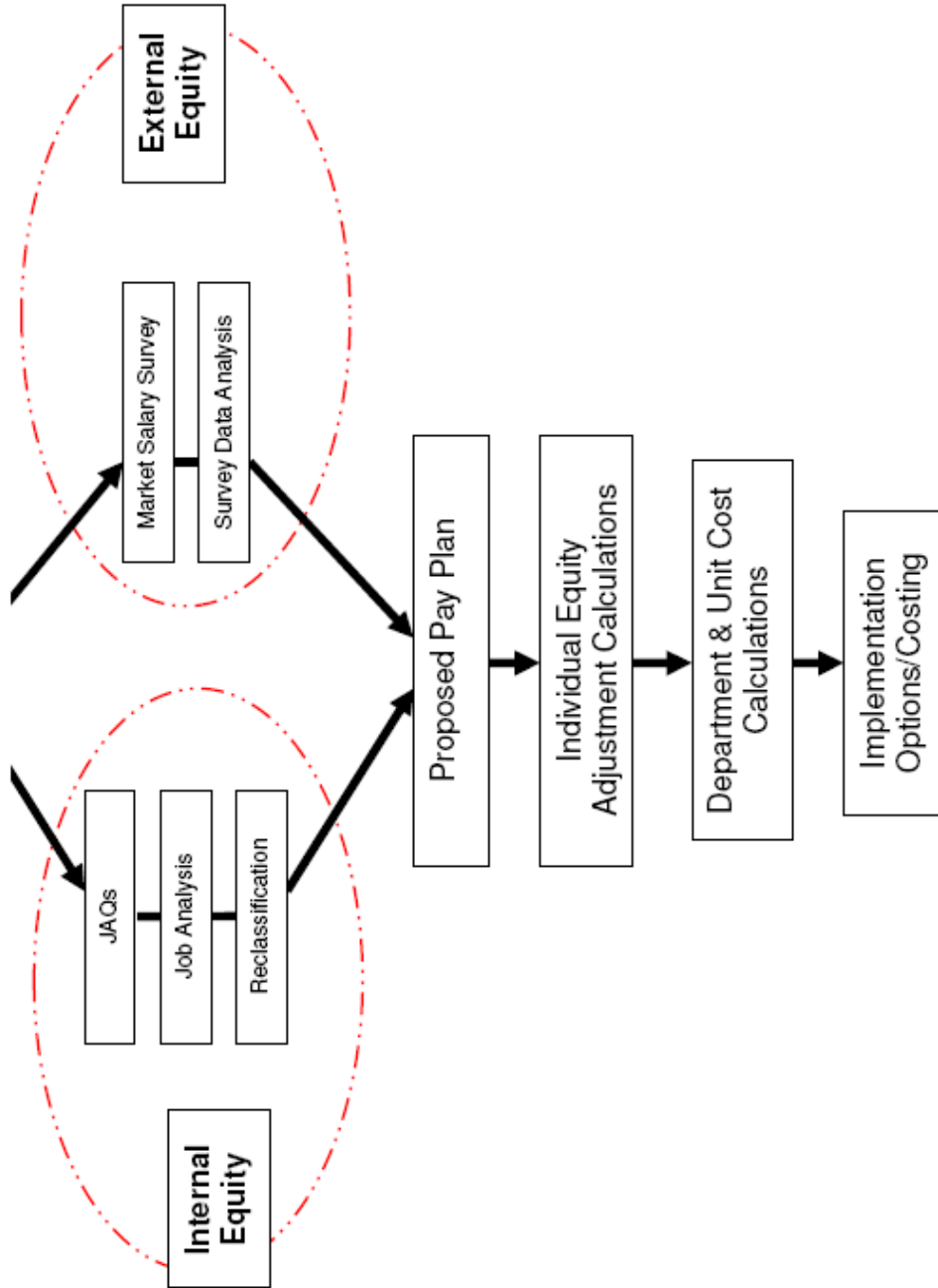
| Date              | Audience & Subject   |
|-------------------|--|
| 09/30/13          | Announce government-wide study to Commissioners & Directors.   |
| 10/15/13-10/16/13 | All employee kick-off meeting to include timeline of study and what information will be required from employees by 11/15/13. |
| 10/16/13-11/30/13 | Follow up with Commissioners & Directors on Admin. Issues/Phase I. JAQs completed/Follow up communications on JAQ process.   |
| 12/12/13          | All employee communication.  |
| 02/10/14-02/14/14 | Review draft report containing preliminary recommendations with Commissioners & Directors; obtain feedback.                  |
| 05/22/14          | Council Workshop.  |



# Communication Timeline

| Date                | Audience & Subject   |
|---------------------|--|
| 05/29/14-06/06/14   | Review draft report containing preliminary recommendations with Commissioners & Directors; obtain feedback.              |
| 06/13/14            | Update Directors on comp study.  |
| 07/18/14            | Meet with Directors on comp study.   |
| 07/24/14            | Letters mailed to each employee re: proposed changes as it relates to each individual.                                   |
| 07/28/14 - 07/29/14 | Group Meeting at Divisions. Presentation on outcome of study and salary calculation methodology used for implementation. |
| 07/30/14            | Published classification and compensation recommendations on the intranet and internet.                                  |

## Classification & Compensation Study Process



# Peers and Competitors included in the Market Survey

- City of Chattanooga
- City of Cincinnati
- City of Columbus
- City of Greensboro
- City of Knoxville
- City of Raleigh
- City of St. Louis
- Metro Nashville/Davidson County
- Public/Private published data
- State of Kentucky
- University of Kentucky

# Implementation Summary Information

- Salary structure and pay grades adjusted.
- Two types of adjustments:
  - a. To grade minimum.
  - b. Length of service (equity adjustment) in current position as of July 1, 2014. Thirty (30) year career plan for purposes of calculating equity adjustments.
- LFUCG salary ranges are 60.62%. Market survey average was 49.58%. Proposed new pay grade range is 50% resulting in narrower salary pay grade ranges and less overlapping.
- Results:
  - Establishes a competitive position at the market midpoint.
  - Makes the entry level competitive.
  - Brings the ranges in line with the market.
  - Overall averages: Pay Grade Minimums up 14.6%  
Pay Grade Maximums up 7.1%

# Summary

## Sample Minimum and Maximum Range Increases

| Classification                                     | Range Change<br>Grade Min. | Range Change<br>Grade Max. |
|--|----------------------------|----------------------------|
| Public Service Worker                              | \$22,214 - \$24,936 (12%)  | \$34,068 - \$37,045 (9%)   |
| Public Service Worker Sr.                          | \$23,597 - \$27,492 (16%)  | \$36,379 - \$41,239 (13%)  |
| Trades Worker Sr.                                  | \$26,703 - \$30,311 (13%)  | \$41,610 - \$45,466 (9%)   |
| Equipment Operator Sr. &<br>Laboratory Technician  | \$26,703 - \$31,826 (19%)  | \$41,610 - \$47,739 (14%)  |
| Resource Recovery Operator                         | \$26,703 - \$33,417 (25%)  | \$41,610 - \$50,126 (20%)  |
| Administrative Specialist &<br>Enforcement Officer | \$28,456 - \$33,417 (17%)  | \$44,574 - \$50,126 (12%)  |
| Recreation Supervisor                              | \$28,456 - \$35,088 (23%)  | \$44,574 - \$52,633 (18%)  |
| Public Service Supervisor                          | \$30,359 - \$35,088 (15%)  | \$47,806 - \$52,633 (10%)  |
| Skilled Trades Worker Sr.                          | \$32,448 - \$40,619 (25%)  | \$51,346 - \$60,929 (18%)  |
| Public Service Supervisor Sr.                      | \$37,140 - \$40,619 (9%)   | \$59,406 - \$60,929 (2%)   |

# Sample Letter

| Division of Parks & Recreation      | CURRENT                                  | PROPOSED                                 |
|-------------------------------------|--|--|
| JOB CLASSIFICATION TITLE            | Public Service Worker                    | Public Service Worker                    |
| PAY GRADE                           | 106                                      | 507                                      |
| MINIMUM/MAXIMUM ANNUALIZED PAY RATE | Minimum - Maximum<br>\$22,214 - \$34,068 | Minimum - Maximum<br>\$24,936 - \$37,405 |
| EMPLOYEE'S ANNUALIZED PAY RATE      | \$26,000                                 | \$27,823                                 |

Everyone will see a change.

# Sample Letter

| Division of Parks & Recreation      | CURRENT                                  | PROPOSED                                 |
|-------------------------------------|--|--|
| JOB CLASSIFICATION TITLE            | Public Service Worker                    | Public Service Worker                    |
| PAY GRADE                           | 106                                      | 507                                      |
| MINIMUM/MAXIMUM ANNUALIZED PAY RATE | Minimum - Maximum<br>\$22,214 - \$34,068 | Minimum - Maximum<br>\$24,936 - \$37,405 |
| EMPLOYEE'S ANNUALIZED PAY RATE      | \$26,000                                 | \$27,823                                 |

Some, but not all, employees will see a change.

Note: If an employee accepts a different position, including a promotion, during the period July 1 – September 21, this table will not be applicable.

# Internal Equity Formula - Determining Target Salaries

## Step 1 “Equity Adjustment per Day”

- Example: Public Service Worker
- Proposed Min - Max = \$24,936 - \$37,405
- Dollars in Proposed Range = (Subtract \$24,936 from \$37,405) = \$12,469
- 30 years x 365 day/year = 10,950 days
- \$12,469 divided by 10,950 = **\$1.13 average per day**
- This would be the expected daily increase based on a normal progression through the range over 30 years.



# Internal Equity Formula - Determining Target Salaries

## Step 2 – Target Salary

- Length of Service in *current job* of “Sample” employee = 7 years  
(from *promotion date* - to **July 1, 2014**)
- 7 years (Time in current job) x 365 days/year = 2,555 days x  
**\$1.13/day** = \$2,887.15
- Target salary = (Grade Min) \$24,936 + \$2,887.15 = **\$27,823.15**
- Current Salary = \$26,000
- **Equity Adjustment = \$ 1,823.15**
- If the current salary exceeds the target salary no equity adjustment is needed.

## Example of Employee Receiving Adjustment To Minimum and Equity Adjustment

| Original                     | Proposed | Class  |      | Grade  |        |        | Step | Experience |            |            | Salary     | Adjustments |        |        |      |       |
|------------------------------|----------|--------|------|--------|--------|--------|------|------------|------------|------------|------------|-------------|--------|--------|------|-------|
|                              |          | Title  | Code | Min    | Mkt    | Max    |      | #          | FTE        | Hire Date  |            | Promotion   | Flat % | Mkt    | Step | % Chg |
|                              |          |        |      |        |        |        |      |            | Exper.Date | Days All'd |            | Min         | Max    | OrgExp | Asgn |       |
| Administrative Specialist Sr |          | 000110 |      | 32,448 | 41,897 | 51,347 | 112  | 0          | 1,000      | 06/03/2013 | 06/03/2013 | 36,367      | 0      | 0      | 0    | 8.28% |
| Administrative Specialist Sr |          | 000110 |      | 38,685 | 46,422 | 58,028 | 516  | 0          | 260        | 06/03/2013 | 393        | 39,380      | 2,319  | 694    | 0    | 0     |

## Example of Employee in a Position that is Proposed to be Reclassified

| Original                  | Proposed | Class |        | Grade  |        |        |     |     | Step  | Experience |            |            | Adjustments |        |        |     |        |       |
|---------------------------|----------|-------|--------|--------|--------|--------|-----|-----|-------|------------|------------|------------|-------------|--------|--------|-----|--------|-------|
|                           |          |       |        |        | Code   | Min    | Mkt | Max |       | #          | FTE        | Hire Date  | Promotion   | Salary | Flat % | Mkt | Step   | % Chg |
|                           |          | Title |        |        |        |        |     |     |       | Duty       | Exper.Date | Days All'd |             |        | Min    | Max | OrgExp | Asgn  |
| Staff Assistant Sr        |          |       |        |        |        |        |     |     |       |            |            |            |             |        |        |     |        |       |
|                           |          |       | 000104 | 25,085 | 32,003 | 38,919 | 108 | 0   | 1,000 | 07/16/1990 | 04/20/2005 |            | 38,919      | 0      | 0      | 0   | 0      | 0.00% |
| Administrative Specialist |          |       |        |        |        |        |     |     |       |            |            |            |             |        |        |     |        |       |
|                           |          |       | 000105 | 33,418 | 40,101 | 50,127 | 513 | 0   | 260   | 04/20/2005 |            | 3359       | 38,919      | 0      | 0      | 0   | 0      | 0     |

## Example of Employee Receiving No Additional Adjustment

| Original           | Class |        | Grade  |        |        |     | Step | Experience |            |            | Adjustments |     |        |         |  |
|--------------------|-------|--------|--------|--------|--------|-----|------|------------|------------|------------|-------------|-----|--------|---------|--|
|                    |       |        |        |        |        |     |      | Hire Date  | Promotion  | Salary     | Flat %      | Mkt | Step   | % Chg   |  |
| Proposed           | Title | Code   | Min    | Mkt    | Max    | #   | Duty | Exper.Date | Days All'd |            | Min         | Max | OrgExp | Asgn    |  |
| Staff Assistant Sr |       | 000104 | 25,085 | 32,003 | 38,919 | 108 | 0    | 1,000      | 09/05/2005 | 09/05/2005 | 36,712      | 0   | 0      | 0 0.00% |  |
| Staff Assistant Sr |       | 000104 | 28,868 | 34,641 | 43,301 | 510 | 0    | 260        | 09/05/2005 | 3221       | 36,712      | 0   | 0      | 0 0     |  |



# HR COMPENSATION POLICIES

Compensation policies are being developed and near completion regarding:

- Reclassification
- Promotion
- Lateral Transfer
- Demotion
- Temporary Assignment
- New Hire Salary Calculation Methodology
- Addressing Employees That “Max Out”

# **Subject to Council Approval**

## **September Implementation Detail**

- Actual study takes effect on September 22, 2014.
- All adjustments adopted by the study including pay grades, job titles, classifications, and pay rates take effect on September 22, 2014.
- Not everyone will receive an adjustment but for those that do, they will see it on their paycheck issued on October 10, 2014. (No one will receive a decrease in pay as a result of the study.)
- There are two types of adjustments:

Adjustment to minimum in the new pay grade (effective 9-22-14)

Equity Adjustment based on time in job (effective 9-22-14)

# Questions?

# Compensation Study Implementation Update

Council Work Session  
August 19, 2014

# Compensation Study Overview

- Management Advisory Group (MAG) completed a comprehensive study including both a classification and compensation analysis in July, 2014.
- The steps taken included:
  1. Meetings with Division Directors and Commissioners
  2. Benchmarking of Positions
  3. Completion of Job Analysis Questionnaires (JAQs)
  4. Analyzing data received related to benchmarked positions, review of the JAQs and job descriptions
  5. Developing new pay grades and classifications

**All** positions were studied regardless of whether a JAQ was completed.



# Implementation Steps – Phase I

1. Adopt the salary recommendations made by  
MAG
2. Adopt the recommendations to change:
  - Pay Grades
  - Class Codes
  - Classifications
  - Salary Ranges
3. Rescind Ordinance 197-2002

# Implementation Steps - Phase 2

Implement changes to Chapters 21 and 22 relating to the following:

- 21-15 – Temporary Assignments
- 21-16 – Acting Assignments
- 21-17 – Transfers
- 21-18 – Promotions
- 21-26 – Entrance Rates
- 21.26.1 – Rates Upon Promotion/Demotion
- 21-29 – Within-Grade Step Increases
- 21-30 – Salary Adjustment on Change of Classification Plan
- 22-23 – Entrance Rates
- 22-24 – Computation of Salaries
- 22-26 – Within-Grade Salary Increases
- 22-27 – Salary Adjustment on Change of Classification Plan

# Implementation Steps – Phase 3

1. Revisions to Chapters 21 and 22 as a result of amendments to KRS 67A.
2. Possible recommendations relating to policies/ordinances not related to the Compensation and Classification Study  
i.e. - raising the comp time cap, lowering the requirements for participation in the sick leave bank, etc.

# Questions?