

**AMENDED NOTICE OF CALLED MEETING
FOR THE
BOARD OF COMMISSIONERS
OF THE
CITY OF PADUCAH, KENTUCKY**

TO:

There will be a Called Meeting of the Board of Commissioners on Tuesday, August 7, 2018, at 4:30 p.m. at the Robert Cherry Civic Center at 2701 Park Avenue, Paducah, Kentucky, in the Assembly Room. The agenda is as follows:

- I. Roll Call
- II. Invocation
- III. Pledge of Allegiance
- IV. [Emergency Ordinance – Transfer of Surplus Property at 5455 Commerce Drive](#)
- V. [Strategic Plan Workshop & Discussion](#)

Mayor

CERTIFICATE OF SERVICE

Executed by electronic mail of a copy to

_____ at _____ PM on August 6, 2018.

City Clerk

Agenda Action Form Paducah City Commission

Meeting Date: August 7, 2018

Short Title: Authorizing transfer of the spec building located at 5455 Commerce Drive in Paducah back to the Paducah-McCracken County Industrial Development Authority for sale to a third party purchaser

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Jim Arndt, City Manager

Presentation By: Jim Arndt, City Manager

Background Information:

Paducah-McCracken County Industrial Development Authority (“IDA”) is a governmental agency of the City of Paducah and McCracken County created in 1997 by the City and the County for purposes of acting as an agency and instrumentality of the City and County in order to enable them to finance the acquisition, development, construction, and management of an industrial park and other economic development projects. Also in 1997, IDA began acquiring, assembling and developing land for the industrial park to be known as Industrial Park West (the “Industrial Park”). Since 1997, IDA with the assistance of GPEDC, Inc. (“PED”), has continued to develop and manage the Industrial Park and in 2005, IDA financed under the PACRO Spec Building Loan Program¹ the construction of the 60,000 square foot pre-engineered metal building and foundation on a lot in the Industrial Park (the “Spec Building”), which lot is general known as 5455 Commerce Drive in Paducah, McCracken County. Since completion of the Spec Building in 2005, IDA/PED has been managing the maintenance of and marketing of the Spec Building for sale as an industrial site.

In April of 2013, the City, the County, PED and IDA entered into a Memorandum of Understanding (“MOU”) with an industrial investor generally known as Macco for the relocation and development of an industrial/distribution facility at the Spec Building (the “Project”). Under the MOU, City and County each agreed to commit \$1,250,000 (total of \$2.5 million) (the “Construction Allowance”) for the construction of certain renovations to the Spec in order to make the site suitable for occupation by Macco. As a result of the Construction Allowance commitment of City and County and the financing of same IDA conveyed the Spec Building and the land upon which it is situated to the City and County. Subsequently, Macco notified the governmental entities that it was unable to complete the Project and the Project was terminated. IDA/PED has continued to manage the maintenance of and marketing of the Spec Building but due to an oversight ownership to the Spec Building has not been transferred back to IDA.

¹ PACRO Spec Building Loan was paid in 2011.

Recently, IDA/PED received an offer from a third party buyer for the purchase of the Spec Building. The buyer has offered a purchase price of \$400,000.00, which IDA/PED strongly recommends be accepted. The buyer desires to use the Spec Building as a machine shop. The Spec Building has sat vacant for over 13 years maintained by IDA/PED despite continual marketing efforts. IDA/PED considers this offer to be highly desirable. Further, the proceeds from the sale of the Spec Building will be helpful in eliminating economic development debt of IDA/PED. Therefore, IDA/PED desires to accept this offer immediately.

As a result of the foregoing, IDA/PED are requesting that the City Commission authorize and approve the transfer of the Spec Building back to IDA so that it may immediately negotiate and execute a binding purchase agreement for the sale of the Spec Building for \$400,000.00. IDA/PED are also requesting that the City Commission declare an emergency to exist as to the transfer of the Spec Building to IDA, as IDA/PED are afraid that any delay in the execution of the purchase agreement with the buyer could adversely impact the sale of the Spec Building.

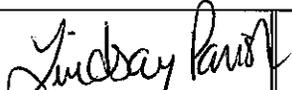
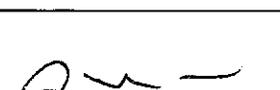
Goal: XStrong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name:
Account Number:

Finance

Staff Recommendation: Approval of the Emergency Ordinance transferring the Spec Building to the IDA

Attachments:

 Department Head	 City Clerk	 City Manager
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ORDINANCE NO. 2018-_____

**AN ORDINANCE AUTHORIZING AND APPROVING THE
TRANSFER OF SURPLUS MUNICIPALLY OWNED REAL
PROPERTY LOCATED AT 5455 COMMERCE DRIVE,
PADUCAH, MCCRACKEN COUNTY, KENTUCKY, TO THE
PADUCAH-MCCRACKEN COUNTY INDUSTRIAL
DEVELOPMENT AUTHORITY FOR PURPOSES OF ECONOMIC
DEVELOPMENT, INCLUDING THE EXECUTION OF THE DEED
OF CONVEYANCE AND DECLARING AN EMERGENCY TO
EXIST**

WHEREAS, the City of Paducah (“City”) and County of McCracken, Kentucky (“County”) are the present owners of certain surplus real property located at 5455 Commerce Drive in Paducah, McCracken County, Kentucky upon which is situated a spec industrial building, which real property is more particularly described in Exhibit A attached hereto and made a part hereof (the “Property”); and

WHEREAS, the City has determined that the Property is no longer necessary, appropriate, or in the best interests of the operations of the City and its citizens, and that the Property should be transferred to the Paducah-McCracken County Industrial Development Authority (the “Authority”) as surplus real estate for economic development purposes; and

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF
COMMISSIONERS OF THE CITY OF PADUCAH, KENTUCKY:

Section 1. Recitals and Authorizations. The Board of Commissioners hereby declares the Property to be *surplus property* as it relates to the operations of the City. Further, the Board of Commissioners hereby approves the transfer of the Property to the Authority for economic development purposes. Further, the Mayor of the City of Paducah, Kentucky, be and is hereby authorized to execute and deliver a general warranty deed of conveyance of the Property (See Exhibit B), together with all other documentation necessary to effectuate the transfer of the Property.

Section 2. Severability. If any section, paragraph or provision of this Municipal Order shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Ordinance.

Section 3. Compliance With Open Meetings Laws. The City Commission hereby finds and determines that all formal actions relative to the adoption of this Ordinance were taken in an open meeting of this City Commission, and that all deliberations of this City Commission and of its committees, if any, which resulted in formal action, were in meetings open to the public, in full compliance with applicable legal requirements.

Section 4. Conflicts. All ordinances, resolutions, orders or parts thereof in conflict with the provisions of this Ordinance are, to the extent of such conflict, hereby repealed and the provisions of this Ordinance shall prevail and be given effect.

Section 5. Emergency Declared. Pursuant to KRS 83A.060, the City Commission suspends the requirement of a second reading of this ordinance. As grounds therefor, the City Commission does hereby declare an emergency to exist as to the execution of the Purchase Agreement. Specifically, any delay in the execution of the Purchase Agreement could adversely impact the sale of the Property to Buyer.

Section 6. Effective Date. This ordinance shall become effective upon the first reading of this ordinance and upon summary publication pursuant to KRS Chapter 424.

Mayor Brandi Harless

ATTEST:

City Clerk, Lindsay Parish

Introduced and adopted by the Board of Commissioners August 7, 2018

Recorded by Lindsay Parish, City Clerk, August 7, 2018

Published by *The Paducah Sun*, _____

Ord\emergency-surplus property transfer 5455 Commerce Drive IDA Spec

Ordinance & Summary prepared by Denton Law Firm

EXHIBIT A TO ORDINANCE

THE PROPERTY

**5455 Commerce Center
Paducah, Kentucky**

BEING TRACT C, CONSISTING OF 10.2007 ACRES, IN INDUSTRIAL PARK WEST, AS SHOWN ON THE WAIVER OF SUBDIVISION PLAT AT INDUSTRIAL PARK WEST TO CREATE NEW TRACT F AND REVISE TRACT C OF RECORD IN PLAT SECTION "L," PAGE 1308, IN THE MCCRACKEN COUNTY COURT CLERK'S OFFICE.

SUBJECT TO DECLARATION OF PROTECTIVE COVENANTS AND RESTRICTIONS FOR INDUSTRIAL PARK WEST OF RECORD IN DEED BOOK, 1186, PAGE 67, AND RERECORDED IN DEED BOOK 1186, PAGE 643, IN THE AFORESAID CLERK'S OFFICE.

BEING THE SAME PROPERTY CONVEYED TO CITY OF PADUCAH, KENTUCKY AND COUNTY OF MCCRACKEN, KENTUCKY, BY DEED DATED APRIL 9, 2014, OF RECORD IN DEED BOOK 1274, PAGE 735, IN THE MCCRACKEN COUNTY COURT CLERK'S OFFICE.

EXHIBIT B TO ORDINANCE
DEED OF CONVEYANCE

THIS DEED made and entered into this the _____ day of _____, 2018, by and between CITY OF PADUCAH, KENTUCKY, a municipal corporation of the home rule class existing under the laws of the Commonwealth of Kentucky, and a body politic and corporate, whose address is Post Office Box 2267, Paducah, Kentucky 42002-2267, and COUNTY OF MCCRACKEN, KENTUCKY, a body politic and corporate, of 301 South 6th Street, Paducah, KY 42003 (collectively, "Grantor") and PADUCAH-MCCRACKEN COUNTY INDUSTRIAL DEVELOPMENT AUTHORITY, a governmental agency and instrumentality of the City of Paducah and the County of McCracken, Kentucky, of P. O. Box 1155, Paducah, Kentucky 42002-1155 ("Grantee");

W I T N E S S E T H :

THAT FOR AND IN CONSIDERATION of the sum of \$1.00, cash in hand paid by Grantee to Grantor, the receipt of which is hereby acknowledged, Grantor sold and does by these presents grant, bargain, sell, alien and convey unto Grantee, its successors and assigns forever, together with all the improvements, appurtenances and rights thereunto belonging, the following described property, lying and being in McCracken County, Kentucky, and more particularly described as follows:

BEING TRACT C, CONSISTING OF 10.2007 ACRES, IN INDUSTRIAL PARK WEST, AS SHOWN ON THE WAIVER OF SUBDIVISION PLAT AT INDUSTRIAL PARK WEST TO CREATE NEW TRACT F AND REVISE TRACT C OF RECORD IN PLAT SECTION "L," PAGE 1308, IN THE MCCRACKEN COUNTY COURT CLERK'S OFFICE.

SUBJECT TO DECLARATION OF PROTECTIVE COVENANTS AND RESTRICTIONS FOR INDUSTRIAL PARK WEST OF RECORD IN DEED BOOK, 1186, PAGE 67, AND RERECORDED IN DEED BOOK 1186, PAGE 643, IN THE AFORESAID CLERK'S OFFICE.

BEING THE SAME PROPERTY CONVEYED TO CITY OF PADUCAH, KENTUCKY AND COUNTY OF MCCRACKEN, KENTUCKY, BY DEED DATED APRIL 9, 2014, OF RECORD IN DEED BOOK 1274, PAGE 735, IN THE MCCRACKEN COUNTY COURT CLERK'S OFFICE.

TO HAVE AND TO HOLD the same, together with all improvements thereon and all rights and appurtenances thereunto pertaining unto Grantee, its successors and assigns forever, with Covenant of General Warranty, except easements, covenants and restrictions of record.

Grantor and Grantee hereby swear and affirm, under penalty of perjury, that the foregoing transfer of real property is made by gift, nominal consideration, or no consideration and, further, that the estimated fair cash value for the property hereby transferred is: \$400,000.00.

The recording of this deed is exempt from the real estate transfer tax pursuant to KRS 142.050(7)(b).

IN WITNESS WHEREOF, the Grantor and Grantee have hereunto set their hands.

GRANTOR:

CITY OF PADUCAH, KENTUCKY

COUNTY OF MCCRACKEN,
KENTUCKY

By _____

By _____

Title _____

Title _____

GRANTEE:

PADUCAH-MCCRACKEN COUNTY
INDUSTRIAL DEVELOPMENT AUTHORITY

By _____

Title _____

STATE OF KENTUCKY)

COUNTY OF MCCRACKEN)

The foregoing instrument was sworn and acknowledged before me this _____ day of _____, 2018, by Major Brandi Harless of CITY OF PADUCAH, KENTUCKY, a municipal corporation of the home rule class existing under the laws of the Commonwealth of Kentucky, and a body politic and corporate, on behalf of said entity, Grantor.

My commission expires _____.

NOTARY PUBLIC, STATE AT LARGE
Notary ID# _____

STATE OF KENTUCKY)

COUNTY OF MCCRACKEN)

The foregoing instrument was sworn and acknowledged before me this _____ day of _____, 2018, by Judge Executive Bob Leeper of COUNTY OF MCCRACKEN, KENTUCKY, a body politic and corporate, on behalf of said body, Grantor.

My commission expires _____.

NOTARY PUBLIC, STATE AT LARGE
Notary ID# _____

STATE OF KENTUCKY)

COUNTY OF MCCRACKEN)

The foregoing instrument was sworn and acknowledged before me this _____ day of _____, 2018, by _____, _____ (title) of Paducah-McCracken County Industrial Development Authority, on behalf of said corporation, Grantee.

My commission expires _____.

NOTARY PUBLIC, STATE AT LARGE
Notary ID# _____

This instrument prepared by:

DENTON LAW FIRM, PLLC
P. O. Box 969
Paducah, KY 42002-0969

Send 2018 tax bill to:
GPEDC, Inc.,
P O Box 1155
Paducah, KY 42002-1155

MUNICIPAL ORDER NO. 2098

**AN MUNICIPAL ORDER OF THE CITY OF PADUCAH,
KENTUCKY, APPROVING TWO CORE ELEMENTS OF
THE CITY'S STRATEGIC PLAN (VISION AND KEY
PERFORMANCE AREAS & OBJECTIVES); AND
DIRECTING THE CITY MANAGER AND HIS STAFF TO
ESTABLISH THE MISSION AND ORGANIZATIONAL
VALUES FOR THE STRATEGIC PLAN AND PREPARE AN
IMPLEMENTATION ACTION PLAN FOR THE FINAL
CORE ELEMENT OF THE STRATEGIC PLAN**

WHEREAS, the Board of Commissioners of the City of Paducah believe that it is best interest of the citizens of Paducah for the City to formulate a strategic plan for the future growth of Paducah; and

WHEREAS, the Board of Commissioners of the City of Paducah have for the last nine (9) months been listening to its citizens and collecting input from its community to formulate a strategic plan for the City of Paducah; and

WHEREAS, after an analysis of its outreach efforts the Board of Commissioners of the City of Paducah have identified the core elements of the strategic plan; and

WHEREAS, the core elements of the strategic plan are as follows:

1. Vision
2. Mission
3. Organizational Values
4. Key Performance Areas & Objectives
5. Implementation Action Plan

WHEREAS, the Board of Commissioners have completed and desire to approve and adopt the following core elements: Vision and Key Performance Areas & Objectives; and

WHEREAS, the Board of Commissioners of the City of Paducah further desire to move forward with the Mission, Organizational Values and Implementation Action Plan core elements of the strategic plan; and

WHEREAS, to ensure that the strategic plan shall serve to inform and guide future City activities, the City Manager and his staff shall complete the Mission Statement, Organizational Values and prepare an Implementation Action Plan that identifies the measure type, performance measure, current performance, target, year, service areas and key tasks/next steps of each objective in the Key Performance Areas.

NOW, THEREFORE, by the adoption of this Municipal Order, the Board of Commissioners **HEREBY ORDERED THAT**:

SECTION 1. That the Vision of the City of Paducah is as follows:

Paducah is a city where people strive to reach their full potential through lifelong learning, creativity, culture and compassion for one another.

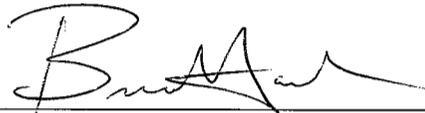
SECTION 2. That the Key Performance Areas of the City of Paducah are as follows:

- Maintain a High Level of Safety for All
- Develop Healthy and Sustainable Neighborhoods
- Maintain Thoughtful and Modern Infrastructure
- Provide Open, Smart, and Engaged Government
- Enhance Arts and Culture

- Empower Upward Economic Mobility for All
- Provide Excellent Recreation Experiences for All Ages and Abilities
- Celebrate a Diverse Community

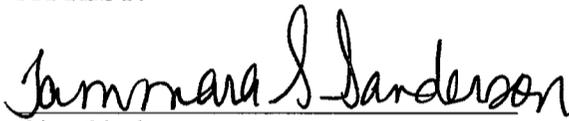
SECTION 3. That the City Manager and his staff are directed complete the Mission Statement, Organizational Values and prepare an Implementation Action Plan that identifies the measure type, performance measure, current performance, target, year, service areas and key tasks/next steps of each objective in the Key Performance Areas. The City Manager and his staff are further directed to prepare such action plan in a format consistent with the action plan worksheets that are attached hereto as **Exhibit A** and incorporated herein by reference. These action plan worksheets are to be completed and submitted to the City Clerk on or before August 30, 2018.

SECTION 4. This Municipal Order shall become effective on the date of its adoption and shall remain in effect until amended or repealed by action of the Board of Commissioners of the City of Paducah, Kentucky.



Brandi Harless, Mayor

ATTEST:



City Clerk

Adopted by the Board of Commissioners May 8, 2018

Recorded by the City Clerk May 8, 2018

\\mo\Strategic Plan 2018 Final

Maintain a High Level of Safety for All

Vision

TBD

Long Term Goal

Complete a comprehensive plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
TBD	Determine objectives with public safety departments							
TBD	Determine infrastructure objectives related to safety - e.g. Sidewalks/Crosswalks							

Develop Healthy & Sustainable Neighborhoods

Vision

Paducah will develop Healthy and Sustainable Neighborhoods that reflect the diversity of the city, are a place where neighbors feel connected and the beauty of their distinct neighborhood is enhanced and

Long Term Goal

Complete a comprehensive plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
Empowerment	By XXXX, 50% of neighborhoods in Paducah will be taking on enhancement projects							
Empowerment	By XXXX, 1 neighborhood or district will develop a community development corporation							
Empowerment	By XXXX, 6 neighborhood organizations will increase their capacity/skillset for planning and project implementation							
Sustainability	By XXXX, increase Paducah's tree canopy by 10%							
Sustainability	By XXXX, all neighborhoods will develop an asset map, vision board, and establish a plan for vacant properties and redevelopment							
Sustainability	By XXXX, 70% of Paducah's neighborhoods will be connected via sidewalks and/or bike lanes							
Healthy	By XXXX, 60% more citizens will live within 1/2 mile of access to healthy foods Per Board of Commissioners, staff develop the appropriate metric and objective around healthy foods.							
Healthy	By XXXX, 80% of residents will be within a 10 minute walk to a park							
Housing	By XXXX, 20% more housing options in the City							

Maintain Thoughtful and Modern Infrastructure

Vision

The City of Paducah will be energy efficient and accessible via multiple modes of transportation

Long Term Goal

Complete a comprehensive plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
City Buildings & Energy Efficiency	By XXXX, the City of Paducah will establish a funded asset management plan							
City Buildings & Energy Efficiency	By XXXX, the City of Paducah will downsize its ownership in real estate by X%							
City Buildings & Energy Efficiency	By XXXX, the City of Paducah will achieve energy savings of X% within 2 - 3 years							
City Buildings & Energy Efficiency	By XXXX, the City of Paducah will see a return on investment of energy efficient improvements in city owned building within 5 - 7 years of implementation							
Complete Streets	By XXXX, the main commercial corridors will be connected for commuting by bike							
Complete Streets	By XXXX, x% of Paducah's street lights will be converted to LED							
Complete Streets	By XXXX, Paducah's PCI rating will improve by 20%							
Complete Streets	By XXXX, 70% of Paducah's neighborhoods will be connected via sidewalks and/or bike lanes							
Complete Streets	By XXXX, 100% of Paducah's sidewalks will be ADA compliant							
Technology	TBD. Per Board of Commissioners, explore objectives related to cyber security, cameras and City Hall security							
Underway	Create a self-sustaining storm water management and infrastructure operation							

Provide Open, Smart and Engaged Government

Vision

The City of Paducah will always be improving services and access for citizens

Long Term Goal

Complete a comprehensive plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
Outstanding Services	By XXXX, city services and programs will have defined outcomes measures, data collection plans, and regular reporting strategies							
Outstanding Services	By XXXX, a clearly defined path through Munis for providing and tracking service requests will support continuous improvement of services							
Outstanding Services	By XXXX, Paducah will be known as a "business friendly" city							
Outstanding Services	By XXXX, Paducah's IT department will help train and facilitate city staff to improve utilization of data/evaluation planning, collection, analysis, and visualization for communicating to the public							
Community Engagement	By XXXX, citizens will be able to crowd source information to the city about potholes, broken sidewalks, etc.							
Community Engagement	By XXXX, citizens will be able to access service information via online portal							
Community Engagement	By XXXX, develop creative, compassionate and cultural awards program to celebrate with community members and employees who are working towards those goals							
Community Engagement	By XXXX, launch the City's Creative Action Challenge to fund 10 new programs/projects that work towards the initiative goals.							
Community Engagement	By XXXX, City branding will be consistent across all departments and with the CVB, PED, and Chamber (Forward Paducah)							
Community Engagement	By XXXX, host 25 high school/college interns yearly across departments							

Enhance Arts & Culture

Vision

All of Paducah's citizens and visitors will be exposed to creativity and the region's unique heritage and cultural stories

Long Term Goal

Develop a strategic plan for the Council

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
Creative & Culture Council	By XXXX, launch a Creative and Culture Council to accomplish the objectives below							
Creative & Culture Council	By XXXX, every commercial corridor and neighborhood will have 1 piece of public art							
Creative & Culture Council	By XXXX, at least 50 of Paducah's creative will experience a creative exchange with another Creative City							
Creative & Culture Council	By XXXX, 50% more of Paducah's citizens will have visited a creative or cultural destination in the city							
Creative & Culture Council	By XXXX, 10% more people will attend arts and culture events, programs, and classes							
Creative & Culture Council	By XXXX, art consortium organizations will experience a 5% increase in funding from grants							
Creative & Culture Council	By XXXX, host 5 films in Paducah							
Creative & Culture Council	By XXXX, perform periodic assessment on the "state of the arts and culture"							

Empower Upward Economic Mobility For All

Vision

All of Paducah's citizens will have opportunities for increasing their income

Long Term Goal

Develop a strategic plan for the Council

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
TBD	By XXXX, Paducah's riverfront will be fully developed from the Carson Center to the Convention Center							
TBD	By XXXX, All Commercial Corridors/Districts will be identified, branded, beautified and have a plan for vacant properties							
TBD	By XXXX, launch Entrepreneur/Remote Workers relocation program (Forward Paducah)							
TBD	By XXXX, 90% of downtown buildings will be occupied							
Support Outside Agencies	By XXXX, Paducah will be known for entrepreneurship and innovation							
Support Outside Agencies	By XXXX, x% of existing businesses will expand (Forward Paducah)							
Support Outside Agencies	By XXXX, 25% more new business permits will be submitted in Advanced Manufacturing, Creative Industries, Health/healthcare, Business/IT, construction/trades and River-logistics/transportation (Forward Paducah)							
Support Outside Agencies	By XXXX, 50% more businesses will be enrolled in a business retention and expansion program (Forward Paducah)							
Support Outside Agencies	By XXXX, all available sites and buildings will be inventoried and kept up to date (Forward Paducah and Planning)							
Support Outside Agencies	By XXXX, 100 people will be enrolled in the Paducah Works program (Forward Paducah)							
Support Outside Agencies	Elevation of education levels. Improving education and encouraging community members to take advantage of local opportunities							

Provide Excellent Recreation Experiences for All Ages & Abilities

Vision

All of Paducah's citizens, the region and visitors will experience world-class recreation

Long Term Goal

Complete a Comprehensive Plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
TBD	By XXXX, Paducah will host 5 yearly baseball/softball/soccer tournaments							
TBD	By XXXX, Raise \$x for a "friends of the parks" fund to help with maintenance and new citizen-led projects							
TBD	By XXXX, Parks and Rec will achieve a National Recreation & Parks Association departmental accreditation							
TBD	By XXXX, Shoreline and river-based recreational opportunities will be available							
TBD	By XXXX, 20% more neighborhoods will have a trail within 1/2 mile of their neighborhood							
TBD	By XXXX, Citizens will have access to improved after-school activities, indoor swimming, indoor recreation, and the Parks and Rec office in one centrally located facility							
TBD	By XXXX, 80% of parks will be upgraded with consistent branding/signage and appropriate equipment for their neighborhood's use							
TBD	By XXXX, all parks plans will include input from senior focus groups to ensure programming and infrastructure is created for all ages							
TBD	By XXXX, 20% more citizens and citizen groups will know how to help and engage in park cleanliness and maintenance							
Underway	Continue thriving farmer's market							
Underway	Events							
Underway	Support community festivals, parades and events							

Celebrate a Diverse Community

Vision

All of Paducah's citizens will experience pride and understanding of one another that will lead to fairness and opportunity

Long Term Goal

Complete a Comprehensive Plan

Short Term Goal

Create a 12 month working action plan to work towards these objectives

Category	Objectives	Measure Type	Performance Measure	Current Performance	Target	Year	Service Areas	Key Tasks & Next Steps
TBD	Create Diversity Council							
TBD	Help coordinate current events and activities about diversity and inclusion							
TBD	Identify gaps in necessary programming and projects to improve diversity and inclusion							
TBD	Host a multicultural festival							
TBD	Provide assessment/data tracking on the state of inclusion in Paducah							