



CITY COMMISSION MEETING
AGENDA FOR JUNE 23, 2015
5:30 P.M.
CITY HALL COMMISSION CHAMBERS
300 SOUTH FIFTH STREET

ROLL CALL

INVOCATION

PLEDGE OF ALLEGIANCE

ADDITIONS/DELETIONS

PRESENTATION: Mayor's Anti-Bullying Youth Council – **S. GUESS**

	I.	<u>MINUTES</u>
	II.	<u>APPOINTMENT</u>
		A. Paducah-McCracken County Convention Center Corporation
	III.	<u>MOTION</u>
		A. R & F Documents
	IV.	<u>MUNICIPAL ORDER</u>
		A. Personnel Actions
		B. Adopt the Pay Grade Schedule – S. DOOLITTLE
		C. Adopt the Position and Pay Schedule for Annual Wage Adjustments – S. DOOLITTLE
		D. Application for Kentucky Homeland Security Grant – FIRE CHIEF KYLE
	V.	<u>ORDINANCES – ADOPTION</u>
		A. Accept Bid to Purchase Self-Contained Breathing Apparatus Units for the Fire Dept. – FIRE CHIEF KYLE
		B. Accept Grant Award for the Certified Local Government Program – S. ERVIN
		C. Amend the Rate of Longevity Pay for AFSCME and Non-bargaining Employees – S. DOOLITTLE
		D. Purchase Property Located at 1408-1410 Broadway for the Paducah Police Department - POLICE CHIEF BARNHILL

		E. Approve Interlocal Agreement with McCracken County Fiscal Court for the Edward Byrne Justice Assistant Grant – POLICE CHIEF BARNHILL
		F. Approve Contract Extension with Republic Services for Solid Waste Services – CITY MGR PEDERSON
	VI.	<u>ORDINANCES – INTRODUCTION</u>
		A. Accept Proposed Premiums and Authorize Payment to KLC for the City’s Workers’ Compensation, Liability, and Property Insurance Premiums in FY2016 – S. DOOLITTLE
		B. Accept Bid from Midstates Construction for Construction of a Pocket Park at Market House Square – S. ERVIN
		C. Accept Community Development Block Grant Award for Centerpoint Recovery Center – S. ERVIN
		D. Approve Contract for Services with GPEDC for FY2015 - CITY MGR
	VII.	<u>CITY MANAGER REPORT</u>
	VIII.	<u>MAYOR & COMMISSIONER COMMENTS</u>
	IX.	<u>PUBLIC COMMENTS</u>
	X.	<u>EXECUTIVE SESSION</u>

JUNE 23, 2015

I move that the following documents and bids be received and filed:

DOCUMENTS

1. Certificates of Liability Insurance:
 - a. Pine Bluff Sand & Gravel Company
 - b. Asphalt Paving, Inc.
 - c. AST Environmental, Inc.
 - d. Woodall Companies, LLC
2. Performance Bond for Harper Construction, LLC
3. Right of Way Bond for Premier Fire Protection, Inc.
4. Deed with Siener Properties, LLC for the sale of 1010 South 5th Street & 1016 South 5th Street (MO # 1806)
5. Deed of Conveyance with Pamila P. Ward for the acquisition of a portion of property at 3415 Olivet Church Road for the Olivet Church Road Improvement Project (MO # 1841)
6. Deed of Conveyance with Daryl & Paula Mitchell for the acquisition of a portion of property at 3361 Olivet Church Road for the Olivet Church Road Improvement Project (MO # 1840)
7. Contracts/Agreements:
 - a. Recycling Service Agreement with Republic Services of Kentucky, LLC (Executed by CM)
 - b. Agreement with Woodall Companies, LLC for Park Services Recreation Center Roof Replacement (ORD # 2015-06-8246)
 - c. Agreement with Larry Stovesand Buick GMC for 2 One-Half Ton Pick-Up Trucks for the EPW and Parks Departments (ORD 2015-06-8248)
 - d. Agreement with TAG Truck Centers for purchase of one Diesel Dump Truck (ORD # 2015-06-8247)
 - e. Contract with Bluegrass Uniforms for Body Armor Vests for the Paducah Police Department (ORD # 2015-05-8244)
8. FY 2015-2016 Operating Budget for Forest Hills Village, Inc.
9. Paducah Power System (Electric Plant Board) Financial Statements for years ended June 30, 2014 and 2013

BIDS FOR PADUCAH PLANNING DEPARTMENT

Pocket Park Materials & Labor

1. Midstates Construction Company, Inc. *
2. B.H. Green & Son, Inc.
3. Murray Construction & Real Estate, LLC.

* Denotes Recommended Bid

CITY OF PADUCAH
June 23, 2015

Upon the recommendation of the City Manager, the Board of Commissioners of the City of Paducah order that the personnel changes on the attached list be approved.



City Manager's Signature

6-19-2015

Date

CITY OF PADUCAH
PERSONNEL ACTIONS
June 23, 2015

NEW HIRES - PART-TIME (P/T)/TEMPORARY/SEASONAL

<u>PARKS SERVICES</u>	<u>POSITION</u>	<u>RATE</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Holtgrewe, Jacob S	Sports Official	\$15.00/Game	NCS	Non-Ex	June 10, 2015
Crane, Lauryn M	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
Curry, Micheal	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
DeNeve, Mark M	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
Miller, Ashley J	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
Riley, Cassidy N	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
Sims, Tanner S	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015
Wilke, Alyssa R	Lifeguard	\$8.00/Hr	NCS	Non-Ex	June 18, 2015

PARKS SRVCS - MAINTENANCE

Salvi, John	Parks Maintenance - Laborer	\$9.00/Hr	NCS	Non-Ex	June 17, 2015
Stephens, Dalton E	Parks Maintenance - Laborer	\$9.00/Hr	NCS	Non-Ex	June 18, 2015
Wines, Deborah	Parks Maintenance - Laborer	\$9.00/Hr	NCS	Non-Ex	June 26, 2015

PAYROLL ADJUSTMENTS/TRANSFERS/PROMOTIONS/TEMPORARY ASSIGNMENTS

<u>PARKS SERVICES</u>	<u>PREVIOUS POSITION AND BASE RATE OF PAY</u>	<u>CURRENT POSITION AND BASE RATE OF PAY</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Abernathy, Jordan K	Lifeguard \$8.00/Hr	Head Lifeguard \$8.50/Hr	NCS	Non-Ex	May 30, 2015
Grogan, Josh	Recreation Leader \$8.00/Hr	Lifeguard \$8.00/Hr	NCS	Non-Ex	June 1, 2015
Meier, Miranda A	Head Lifeguard \$8.40/Hr	Head Lifeguard \$8.50/Hr	NCS	Non-Ex	May 14, 2015
Phelps, Bethany J	Recreation Leader \$8.00/Hr	Summer Camp Coordinator \$9.00/Hr	NCS	Non-Ex	June 8, 2015
Thomas, Rebekah	Recreation Leader \$8.00/Hr	Pool Attendant \$7.50/Hr	NCS	Non-Ex	May 31, 2015

TERMINATIONS - PART-TIME (P/T)/TEMPORARY/SEASONAL

<u>POLICE - ADMIN. SRVCS</u>	<u>POSITION</u>	<u>REASON</u>	<u>EFFECTIVE DATE</u>
McGee, Martha J	School Crossing Guard	Retirement	May 29, 2015
<u>PARKS SERVICES</u>			
Coleman, Amber M	Lifeguard	Termination* *Unable to maintain level of job requirements	June 8, 2015
De La Paz, Raul	Recreation Leader	Seasonal Employment Concluded	June 4, 2015
Frances, Stewart L	Recreation Leader	Resignation	June 4, 2015
Little, Anthony	Sports Official	Termination* *Unable to meet level of hiring requirements	June 12, 2015
Wurth, Amanda M	Recreation Leader	Seasonal Employment Concluded	June 4, 2015
<u>PARKS SRVCS - MAINTENANCE</u>			
Meinders, Jason I.	Parks Maintenance - Laborer	Resignation* *Accepted another summer position	June 4, 2015

TERMINATIONS - FULL-TIME (F/T)

<u>EPW - FLOODWALL</u>	<u>POSITION</u>	<u>REASON</u>	<u>EFFECTIVE DATE</u>
Damron, Derrick	Floodwall Operator	Resignation	June 9, 2015
<u>EPW - STREET</u>			
Johnson, Rick E	ROW Maintenance Person	Resignation	June 12, 2015

Agenda Action Form

Paducah City Commission

Meeting Date: June 23, 2015

Short Title: Amend Pay Grade Schedule

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Martin Russell, Steve Doolittle
Presentation By: Steve Doolittle

Background Information: February 24, 2015 the Commission adopted a new Pay Grade Schedule, this action allows for a one percent (1%) adjustment to all salaries listed in the document.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Finance

Funds Available:

Account Name: Various
Account Number: Various

Staff Recommendation: Adopt the amended Pay Grade Schedule

Attachments: Amended Pay Grade Schedule

 Department Head	 City Clerk	 City Manager
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MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER ADOPTING THE FY2015-2016 PAY GRADE SCHEDULE FOR THE EMPLOYEES OF THE CITY OF PADUCAH, KENTUCKY

WHEREAS, the City wants to adjust the salary ranges in the pay grade schedule with a 1% increase; and

WHEREAS, in order to implement the changes it is necessary to adopt the FY2015-2016 Position and Pay Schedule.

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah hereby adopts the FY2015-2016 Pay Grade Schedule for the employees of the City of Paducah, Kentucky as attached hereto.

SECTION 2. This Order will be in full force and effect from and after the date of its adoption.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Adopted by the Board of Commissioners, June 23, 2016
Recorded by Tammara S. Brock, City Clerk, June 23, 2016
\\mo\pay grade schedule- 6-23-15
Pay grade schedule is saved in excel as pay grade schedule 6 23 15

FY 2015 - 2016
Pay Grade Schedule

June 23, 2015

Title	Pay Grade	New Hire Range		Market Range		Premium Range
		Beginning -1st	2nd Qtr	Mid-Point	3rd Qtr	4th Premium
Firefighter (Appointee)	A	\$23,768	\$26,421	\$29,073	\$31,777	\$34,479
Account Clerk	B	\$24,890	\$27,709	\$30,526	\$33,320	\$36,112
Admin Asst I	B	\$24,890	\$27,709	\$30,526	\$33,320	\$36,112
Accounts Payable Clerk	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Admin Asst II	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Code Enforcement Assistant	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Evidence Technician I	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Laborer	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Permit Specialist	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Records Clerk I	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Revenue Technician	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
ROW Maintenance Person	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Solid Waste Truck Driver	C	\$26,217	\$29,135	\$32,052	\$35,052	\$38,050
Administrative Asst III	D	\$27,441	\$30,548	\$33,655	\$36,720	\$39,784
Records Clerk II	D	\$27,441	\$30,548	\$33,655	\$36,720	\$39,784
Concrete Finisher	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Equipment Operator	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Firefighter	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Maintenance Technician	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Permit Technician	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Recreation Specialist	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Records Clerk III	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Traffic Tech	E	\$28,869	\$32,104	\$35,338	\$38,581	\$41,824
Asst. City Clerk	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Cemetery Sexton	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Compost Equipment Operator	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Evidence Tech II	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Executive Asst I	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Firefighter Relief Driver	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Floodwall Operator	F	\$30,297	\$33,701	\$37,105	\$40,535	\$43,966
Code Enforcement Officer I	G	\$31,827	\$35,393	\$38,961	\$42,534	\$46,109
Fleet Mechanic I	G	\$31,827	\$35,393	\$38,961	\$42,534	\$46,109
HR Generalist	G	\$31,827	\$35,393	\$38,961	\$42,534	\$46,109
Fire Lieutenants	H	\$33,357	\$37,133	\$40,908	\$44,631	\$48,353
Help Desk Technician	H	\$33,357	\$37,133	\$40,908	\$44,631	\$48,353
Housing Specialist	H	\$33,357	\$37,133	\$40,908	\$44,631	\$48,353
Events & Promotions Specialist	H	\$33,357	\$37,133	\$40,908	\$44,631	\$48,353
Marketing Specialist	H	\$33,357	\$37,133	\$40,908	\$44,631	\$48,353

FY 2015 - 2016
Pay Grade Schedule

June 23, 2015

Title	Pay Grade	New Hire Range		Market Range		Premium Range
		Beginning -1st	2nd Qtr	Mid-Point	3rd Qtr	4th Premium
Fire Captains	I	\$35,091	\$39,023	\$42,953	\$46,929	\$50,903
Fleet Mechanic II	I	\$35,091	\$39,023	\$42,953	\$46,929	\$50,903
Executive Asst II	I	\$35,091	\$39,023	\$42,953	\$46,929	\$50,903
Journeyman Electrician	I	\$35,091	\$39,023	\$42,953	\$46,929	\$50,903
Office Manager	I	\$35,091	\$39,023	\$42,953	\$46,929	\$50,903
Accountant	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Deputy Building Inspector I	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Deputy Electrical Inspector I	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Code Enforcement II	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Deputy Fire Marshal I	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Engineering Asst I	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Network Technician	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Police Officer	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Revenue Auditor	J	\$36,826	\$40,964	\$45,102	\$49,226	\$53,351
Records Division Manager	K	\$38,662	\$43,010	\$47,356	\$51,731	\$56,106
Crime Analyst	K	\$38,662	\$43,010	\$47,356	\$51,731	\$56,106
Code Enforcement Supervisor	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Deputy Building Inspector II	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Deputy Electrical Inspector II + Plan	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Engineer Asst II	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Fire Marshall II	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Grants Administrator	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Parks Maintenance Supervisor	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Planner I	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
EPW Supervisor -(Compost Operations, Fleet, Maintenance, Street, Solid Waste)	L	\$39,478	\$44,601	\$49,724	\$54,853	\$59,982
Chief Electrical Inspector	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Community Development Planner	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Deputy Building Inspector III/Plan Review	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Downtown Development Specialist	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Engineer Asst III	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Fire Marshall III	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Planner II	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Special Events Coordinator	M	\$41,416	\$46,814	\$52,211	\$57,575	\$62,940
Chief Building Inspector	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
Battalion Chief	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
Engineer Project Manager	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204

FY 2015 - 2016
Pay Grade Schedule

June 23, 2015

Title	Pay Grade	New Hire Range		Market Range		Premium Range
		Beginning -1st	2nd Qtr	Mid-Point	3rd Qrt	4th Premium
Fire Marshall	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
Parks Maintenance Superintendent	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
Recreation Superintendent	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
EPW Solid Waste Superintendent	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
EPW Street Superintendent	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
EPW Floodwall Superintendent	N	\$43,558	\$49,190	\$54,821	\$60,513	\$66,204
Assistant to the City Manager	O	\$45,700	\$51,631	\$57,562	\$63,516	\$69,469
EPW Fleet/Maintenance Superintendent	O	\$45,700	\$51,631	\$57,562	\$63,516	\$69,469
GIS Analyst	O	\$45,700	\$51,631	\$57,562	\$63,516	\$69,469
EPW Operations Manager	O	\$45,700	\$51,631	\$57,562	\$63,516	\$69,469
Risk Manager	O	\$45,700	\$51,631	\$57,562	\$63,516	\$69,469
City Clerk	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
GIS/Planner	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
Network Administrator	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
Public Information Officer	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
Section 8 Housing Admin	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
Police Sergeant	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
GIS Specialist	P	\$47,945	\$54,193	\$60,439	\$66,638	\$72,835
Police Captain	Q	\$50,393	\$56,928	\$63,462	\$70,036	\$76,610
Fire Assistant Chief	Q	\$50,393	\$56,928	\$63,462	\$70,036	\$76,610
Storm & Drain Engineer	R	\$52,841	\$59,738	\$66,636	\$73,458	\$80,282
Deputy Fire Chief - Operations	S	\$55,493	\$62,730	\$69,968	\$77,164	\$84,362
Director of Inspection	S	\$55,493	\$62,730	\$69,968	\$77,164	\$84,362
Police Assistant Chief	S	\$55,493	\$62,730	\$69,968	\$77,164	\$84,362
Revenue Manager	S	\$55,493	\$62,730	\$69,968	\$77,164	\$84,362
Controller	T	\$58,350	\$65,908	\$73,465	\$81,057	\$88,647
Deputy Fire Chief - Fire Prevention	T	\$58,350	\$65,908	\$73,465	\$81,057	\$88,647
Exec Dir Paducah Riverfront Dev Aut	T	\$58,350	\$65,908	\$73,465	\$81,057	\$88,647
Exec Director PRA	T	\$58,350	\$65,908	\$73,465	\$81,057	\$88,647
Director of IT	U	\$61,206	\$69,172	\$77,139	\$88,710	\$97,581
Director of Parks	V	\$64,266	\$72,631	\$80,996	\$93,145	\$102,429
Director of Planning	V	\$64,266	\$72,631	\$80,996	\$93,145	\$102,429
Human Resource Director	V	\$64,266	\$72,631	\$80,996	\$93,145	\$102,429
No Position	W	\$67,531	\$76,288	\$85,046	\$97,802	\$107,583
Fire Chief	X	\$70,897	\$80,097	\$89,297	\$102,692	\$112,961

FY 2015 - 2016
 Pay Grade Schedule

June 23, 2015

Title	Pay Grade	New Hire Range		Market Range		Premium Range
		Beginning -1st	2nd Qtr	Mid-Point	3rd Qtr	4th Premium
No Position	Y	\$74,365	\$84,064	\$93,762	\$107,828	\$118,610
Assistant City Manager	Z	\$78,140	\$88,296	\$98,451	\$113,219	\$124,541
Director of Finance	Z	\$78,140	\$88,296	\$98,451	\$113,219	\$124,541
City Engineer & Public Works Director	Z	\$78,140	\$88,296	\$98,451	\$113,219	\$124,541
Police Chief	Z	\$78,140	\$88,296	\$98,451	\$113,219	\$124,541
City Manager	AA	\$105,274	\$118,944	\$132,613	\$152,505	\$167,756

Agenda Action Form

Paducah City Commission

Meeting Date: June 23, 2015

Short Title: Amend Position & Pay Schedule for Annual Wage Adjustments

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Martin Russell
Presentation By: Steve Doolittle

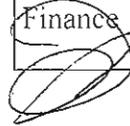
Background Information: The commission adopted the previous Position and Pay schedule on February 24, 2015. This action will amend the current Position & Pay Schedule, making the annual wage adjustments effective for the biweekly pay period beginning June 25, 2015, paid on July 17, 2015.

FOP – 1.5%
IAFF – 1.5%
AFSCME – 1.5%
Non-Bargaining Employees 1.5%

- This amendment includes clean-up and audit necessary to reflect the correct, current number of vacant and filled positions.

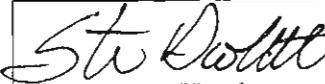
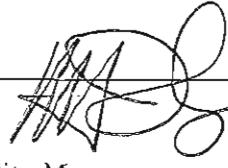
Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name: Various
Account Number: Various

Finance 6/4/2015


Staff Recommendation: Adopt the amended Position & Pay Schedule.

Attachments: Position & Pay Schedule

 Department Head	 City Clerk	 City Manager
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AM

A MUNICIPAL ORDER ADOPTING THE FY2015-2016 POSITION AND PAY SCHEDULE FOR THE FULL-TIME EMPLOYEES OF THE CITY OF PADUCAH, KENTUCKY

WHEREAS, the City of Paducah desires to implement a 1.5% annual wage adjustment for all bargaining and non-bargaining employees, effective for the biweekly pay period beginning June 25, 2015, paid on July 17, 2015; and

WHEREAS, changes are included in the position and pay table for FY2015-2016 to reflect the correct, current number of vacant and filled positions; and

WHEREAS, in order to implement the changes it is necessary to adopt the FY2015--2016 Position and Pay Schedule.

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah hereby approves and adopts the FY2015-2016 Position and Pay Schedule for the employees of the City of Paducah as attached hereto.

SECTION 2. That the FY2015-2016 Position and Pay Schedule wage adjustments approved in Section 1 above shall become effective June 25, 2015, for the July 17, 2015 pay date.

SECTION 3. This Order will be in full force and effect from and after the date of its adoption.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Adopted by the Board of Commissioners, June 23, 2015
Recorded by Tammara S. Sanderson, City Clerk, June 23, 2015
mo/Position and Pay Schedule 6-23-15
table for position and pay schedule is in excel and named- position&pay schedule 6 23 15

Section A.										
GENERAL GOVERNMENT			AUTHORIZED POSITIONS		FY 14/15	FY 15/16				
POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE	
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE				
City Manager	1	1			73.37	<u>74.47</u>	40	E	AA	
Assistant City Manager									Z	
Assistant to the City Manager									O	
City Clerk	1		1		31.39	<u>32.37</u>	40	E	P	
Asst. City Clerk							40	NE	F	
Executive Assistant II	1	1			20.26	<u>20.56</u>	40	NE	I	
Administrative Assistant III	1	1			14.30	<u>14.82</u>	40	NE	D	
Public Information Officer	1	1			28.26	<u>28.68</u>	40	E	P	
Total Budgeted/Filled for Department	5	4	1	0						

Section B.										
FINANCE DEPARTMENT			AUTHORIZED POSITIONS		FY 14/15	FY 15/16				
POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE	
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE				
Administration										
Director of Finance	1	1			59.59	<u>60.49</u>	40	E	Z	
Executive Assistant I	1	1			16.30	<u>16.55</u>	40	NE	F	
Accounting/Payroll										
Controller	1	1			32.13	<u>32.61</u>	40	E	T	
Accounts Payable Clerk	1	1			18.32	<u>18.60</u>	40	NE	C	
Accountant	2	1	1		20.15	<u>20.45</u>	40	E	J	
					18.42	<u>18.70</u>	40	E	J	
Revenue										
Revenue Manager	1	1			28.36	<u>28.79</u>	40	E	S	
Account Clerk	2	1	1		14.57	<u>14.79</u>	40	NE	B	
					13.21	<u>13.41</u>	40	NE	B	
Revenue Tech.	1	1			16.14	<u>16.68</u>	40	NE	C	
Revenue Auditor	1	1			21.28	<u>21.60</u>	40	E	J	
Total Budgeted/Filled for Department	11	11	0	0						

Note: As the Executive Assistant I position is eliminated through attrition it will be filled as a Non-Civil Service position.

Reference Ordinance 2002-5-6519

Note: RCSS - Individuals Retain Civil Service Status

Section C.										
PADUCAH RIVERFRONT DEVELOPMENT			AUTHORIZED POSITIONS		FY 14/15	FY 15/16				
AUTHORITY POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE	
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE				
Executive Director	1	1			44.34	<u>45.51</u>	40	E	T	
Total Budgeted/Filled for Department	1	1	0	0						

Section D.										
INFORMATION TECHNOLOGY			AUTHORIZED POSITIONS		FY 14/15	FY 15/16				
POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE	
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE				
Director Information Technology	1	1			45.68	<u>46.36</u>	40	E	U	
Network Administrator	1	1			31.37	<u>32.14</u>	40	E	P	
Help Desk Technician	1	1			19.50	<u>19.79</u>	40	NE	H	
Network Technician							40	NE	J	
GIS Specialist	1	1			26.30	<u>27.20</u>	40	E	P	
GIS/Planner	1	1			29.53	<u>29.98</u>	40	E	P	
Total Budgeted/Filled for Department	5	5	0	0						

** Temporary assigned to Information Services Land Record Database Project.

Section E.

POSITIONS	AUTHORIZED POSITIONS				FY 14/15	FY 15/16	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE			
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE			
Director of Planning	1	1			42.32	43.47	40	E	V
Executive Assistant I	1	1			21.19	21.51	40	NE	F
Admin Asst II	1	1			17.13	18.00	40	NE	C
Planner I	1	1			23.38	23.93	40	E	L
Planner II									M
Downtown Development Specialist	1	1			25.19	25.57	40	E	M
Grants Administrator	1	1			25.19	25.57	40	E	L
Community Development Planner	1	1			25.32	26.01	40	E	M
Section 8 Program Administrator	1	1			34.17	34.89	40	E	P
Housing Specialist	2	1			21.33	21.95	40	NE	H
		1			19.47	19.76	40	NE	H
Total Budgeted/Filled for Department	10	10	0	0					

Section F.

POSITIONS	AUTHORIZED POSITIONS				FY 14/15	FY 15/16	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE	HOURLY WAGE			
		NON-CS	RCSS/CS		ADJ. RATE	ADJ. RATE			
Police Chief	1	1			47.44	48.15	40	E	Z
Police Assistant Chief	2						40	E	S
Step 1					31.49	31.96			
Step 2		1			35.38	35.91			
Step 3		1			36.94	37.49			
Step 4									
Captains	6						40	E	Q
<5 years					29.27	29.71			
5 years					29.42	29.86			
9 years		1			29.58	30.00			
12 years		2	4		31.17	31.64			
15 years		1			31.34	31.81			
19 years		3			31.48	31.95			
22 years									
25 years									
Records Division Manager	1	1			20.43	20.73	40	E	K
Sergeants	9			2			40	NE	P
5 years					25.27	25.65			
6 years					25.36	25.74			
7 years		4			25.47	25.85			
8 years					25.56	25.95			
9 years		4			25.67	26.06			
10 years		1			25.78	26.16			
11 years		2			25.87	26.25			
12 years		3	2		25.97	26.36			
13 years					26.07	26.46			
14 years		2			26.16	26.55			
15 years		2			26.27	26.66			
16 years					26.38	26.78			
17 years					26.47	26.87			
18 years					26.56	26.96			
19 years					26.65	27.06			
20 years					26.77	27.17			
21 years					26.88	27.28			
22 years					26.99	27.39			
23 years					27.09	27.49			
24 years					27.19	27.60			
25 years					27.28	27.69			

Police Officer	60		2 1		40	NE	J
Police Officer - Recruit		3 8		19.96			20.28
1 year		1		21.07			21.38
2 years		5 2		21.17			21.49
3 years		3 4		22.18			22.51
4 years		4 3		22.23			22.56
5 years		3 4		22.95			23.29
6 years		7 3		23.11			23.35
7 years		3 6		23.06			23.40
8 years		3		23.33			23.68
9 years		7 3		23.14			23.79
10 years		5 4		23.53			23.89
11 years		2 6		23.34			24.00
12 years		2 1		23.74			24.09
13 years		5 2		23.35			24.20
14 years		2 5		23.95			24.31
15 years		2		24.15			24.41
16 years				24.15			24.51
17 years				24.14			24.60
18 years		4		24.35			24.72
19 years		1		24.45			24.82
20 years				24.36			24.93
21 years				24.35			25.02
22 years				24.77			25.14
23 years				24.36			25.23
24 years		4		24.37			25.34
25 years		1		25.07			25.44
Executive Assistant II	1	1		22.00		40	NE I
Administrative Assistant III						40	NE D
Administrative Assistant II						40	NE C
Records Clerk I	3	3		13.38		40	NE C
Investigative Assistant	4	4		17.40		40	NE G
Crime Analyst	1	1		23.08		40	E K
Records Clerk II						40	NE D
Records Clerk III	1	1		15.32		40	NE E
Evidence Technician II	1	1		15.90		40	NE F
Evidence Technician I	1	1		13.48		40	NE C

* \$1.00 per hr. shift differential when they work the evening and graveyard shift.

Note: Police Department Secretary/Public Information Officer is provided two hours minimum call-out pay

Total Budgeted/Filled for Police Department	87	84	0	3
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Section G.

FIRE DEPARTMENT	AUTHORIZED POSITIONS			FY 14/15	FY 15/16	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED NON-CS	VACANT RCSS/CS	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
Administrative Division								
Fire Chief	1	1		46.33	47.33	40	E	X
Deputy Fire Chief - Fire Prevention	1	1		35.80	36.34	40		T
Deputy Fire Chief - Operations	1	1	4	37.50	38.06	40	E	T
Office Manager	1					40	NE	I
Executive Assistant I	2	1		19.88	20.18		NE	F
		1		19.88	19.95			
Training Division								
Battalion Chief/ Training Officer	1	1		28.28	28.71		E	N
Fire Prevention Division								
Battalion Chief/ Fire Marshal							E	N
Fire Marshal							E	N
Deputy Fire Marshal III								M
Deputy Fire Marshal II	1	1		21.13	21.45		NE	L
Deputy Fire Marshal I	2 1	4		20.42			NE	J
		1		18.33	18.91			
Code Enforcement Supervisor								L
Code Enforcement Officer II							NE	J

Code Enforcement Officer I	3	3 <u>2</u>	2012	<u>20.42</u>	40	NE	G
		<u>1</u>	1820	<u>18.27</u>			
Code Enforcement Assistant	4	4	1317		40	NE	C
Permit Technician	1	1	1317	<u>13.37</u>			E
Permit Specialist					40	NE	C
					40	NE	F
Chief Building Inspector			2923	<u>29.66</u>			N
Deputy Building Inspectors:							
Level I	<u>1</u>	<u>1</u>	2250	<u>22.84</u>	40	NE	J
Level II	4	4	2156		40	NE	L
Level III+Plans Review					40	NE	M
Chief Electrical Inspector	1	1	2730	<u>28.32</u>	40	NE	M
Deputy Electrical Inspectors:							
Inspector Level I	4	4	2156		40	NE	J
Inspector II+Plans Review	1	1	2318	<u>23.53</u>	40	NE	L
<u>Suppression Division</u>							
Fire Assistant Chief	3				40	E	P
Step 1			1931	<u>20.21</u>			
Step 2			2031	<u>20.92</u>			
Step 3			2134	<u>21.66</u>			
Step 4		<u>1</u>	2238	<u>22.41</u>			
Step 5		4	2235	<u>23.20</u>			
Step 6		<u>1</u>	2336	<u>24.01</u>			
Step 7		4	2448	<u>24.85</u>			
Step 8		1	2534	<u>25.72</u>			
Step 9			2623	<u>26.62</u>			
Captains	15					NE	I
<10 years			1692	<u>17.17</u>			
10 years			1694	<u>17.19</u>			
11 years			1695	<u>17.20</u>			
12 years			1697	<u>17.22</u>			
13 years			1699	<u>17.24</u>			
14 years			1702	<u>17.27</u>			
15 years			1703	<u>17.28</u>			
16 years		4 <u>2</u>	1705	<u>17.30</u>			
17 years		6 <u>2</u>	1707	<u>17.33</u>			
18 years		<u>6</u>	1708	<u>17.34</u>			
19 years			1710	<u>17.36</u>			
20 years			1711	<u>17.37</u>			
21 years			1713	<u>17.39</u>			
22 years		4	1715	<u>17.41</u>			
23 years		4 <u>2</u>	1716	<u>17.42</u>			
24 years		<u>1</u>	1718	<u>17.44</u>			
25 years			1720	<u>17.46</u>			
26 years		2	1721	<u>17.47</u>			
27 years		1	1723	<u>17.49</u>			
28 years		4	1724	<u>17.50</u>			
29 years		<u>1</u>	1726	<u>17.52</u>			
30 years			1728	<u>17.54</u>			
Lieutenants	15					NE	H
<10 years			1577	<u>16.00</u>			
10 years		4	1582	<u>16.05</u>			
11 years		4 <u>3</u>	1585	<u>16.08</u>			
12 years		<u>2</u>	1590	<u>16.14</u>			
13 years			1593	<u>16.17</u>			
14 years			1594	<u>16.18</u>			
15 years		8	1596	<u>16.20</u>			
16 years		2 <u>6</u>	1598	<u>16.22</u>			
17 years		2 <u>1</u>	1599	<u>16.23</u>			
18 years		<u>2</u>	1601	<u>16.25</u>			
19 years			1602	<u>16.26</u>			
20 years			1606	<u>16.30</u>			
21 years			1607	<u>16.31</u>			
22 years			1606	<u>16.33</u>			
23 years			1611	<u>16.35</u>			

24 years	4	16.12	<u>16.36</u>
25 years	1	16.14	<u>16.38</u>
26 years		16.15	<u>16.39</u>
27 years		16.17	<u>16.41</u>
28 years		16.18	<u>16.42</u>
29 years		16.20	<u>16.44</u>
30 years		16.22	<u>16.46</u>

Firefighter	29	5	3		NE	E
Firefighter (Appointee)				12.13	<u>12.31</u>	
Firefighter (On Floor)				12.13	<u>12.31</u>	
6 months	5			13.09	<u>13.29</u>	
1 year	4			13.36	<u>13.56</u>	
2 years	4			13.64	<u>13.75</u>	
3 years				13.74	<u>13.94</u>	
4 years	4			13.79	<u>13.99</u>	
5 years	3			13.82	<u>14.02</u>	
6 years	4			13.85	<u>14.05</u>	
7 years	1			13.89	<u>14.10</u>	
8 years				13.90	<u>14.11</u>	
9 years				13.95	<u>14.16</u>	
10 years				14.00	<u>14.21</u>	
11 years				14.05	<u>14.26</u>	
12 years				14.06	<u>14.27</u>	
13 years				14.08	<u>14.29</u>	
14 years				14.09	<u>14.30</u>	
15 years				14.11	<u>14.32</u>	
16 years				14.13	<u>14.34</u>	
17 years				14.14	<u>14.35</u>	
18 years				14.17	<u>14.38</u>	
19 years				14.19	<u>14.40</u>	
20 years				14.21	<u>14.42</u>	

Firefighter (Relief Driver)						NE	F
3% COLA + \$0.39 + \$0.10							
1 year				13.96	<u>14.17</u>		
2 years				14.14	<u>14.35</u>		
3 years				14.33	<u>14.55</u>		
4 years	4			14.38	<u>14.60</u>		
5 years	2			14.41	<u>14.63</u>		
6 years	3			14.44	<u>14.66</u>		
7 years	3			14.47	<u>14.69</u>		
8 years				14.49	<u>14.71</u>		
9 years	2			14.54	<u>14.76</u>		
10 years	5	2		14.58	<u>14.80</u>		
11 years	2	3		14.63	<u>14.85</u>		
12 years	1			14.66	<u>14.87</u>		
13 years				14.67	<u>14.89</u>		
14 years				14.69	<u>14.91</u>		
15 years	4			14.71	<u>14.93</u>		
16 years	1			14.72	<u>14.94</u>		
17 years	1			14.75	<u>14.97</u>		
19 years				14.79	<u>15.01</u>		
20 years				14.80	<u>15.02</u>		

Total Budgeted/Filled for Department	78	74	1	3
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- Note: Firefighter Relief Driver is not a new position. \$0.10 is factored in the pay rate.
- Note: A person may hold the position of Code Enforcement Officer I for a period not to exceed one year without becoming a certified Property Maintenance Inspector.
- Note: To be considered for the position of Code Enforcement Officer II must obtain Property Maintenance Inspector I Level I Building Inspector and successful review.
- Note: A person may hold the position of Deputy Building Inspector Level I for a period not to exceed two years without becoming certified.
- Note: A person may hold the position of Deputy Electrical Inspector Level I for a period not to exceed one year without becoming certified.
- Note: Building Inspector levels are equivalent to steps. These levels are dictated by state certification and successful performance review.
- Note: Deputy Fire Marshal to have State certification within one year.
- Note: To be considered for Deputy Fire Marshal II must obtain NFPA Fire Inspector I, and II, and successful review.
- Note: To be considered for Deputy Fire Marshal III must obtain NFPA Fire protection plan review and successful performance review.
- Note: As Inspector's Civil Service positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Note: RCSS - Individuals Retain Civil Service Status

Section H.	AUTHORIZED POSITIONS				HOURLY	HOURLY	HOURS	EXEMPT	PAY
	BUDGET		FILLED		WAGE	WAGE			
ENGINEERING/PUBLIC WORKS DEPT.	TOTAL	NON-CS	RCSS/CS	VACANT	ADJ. RATE	ADJ. RATE	WORK	NONEXEMPT	GRADE
POSITIONS									
City Engineer & Public Works Director	1	1			55.17	<u>56.60</u>	40	E	Z
Storm Water & Drainage Engineer	1	1			35.00	<u>35.53</u>	40	E	R
Engineering Project Manager	1	1			28.35	<u>29.28</u>	37.5	NE	N
EPW Operations Manager	1	1			27.04	<u>27.44</u>	40	E	O
Engineering Assistant III							40	E	M
Engineering Assistant II									L
Engineering Assistant I	1			1					J
Executive Assistant III	1	1			16.74	<u>16.99</u>	40	NE	F
Administrative Assistant III	1	1			14.49	<u>14.70</u>	40	NE	D
Floodwall Division									
EPW Floodwall Superintendent	1	1			30.33	<u>30.78</u>	40	E	N
Floodwall Operator	4			1			40	NE	F
80%					14.30	<u>15.13</u>			
85%					15.34	<u>16.07</u>			
90%					16.77	<u>17.02</u>			
95%					17.70	<u>17.96</u>			
100%			3		18.34	<u>18.92</u>			
Street Division									
EPW Street Superintendent	1	1			31.30	<u>32.28</u>	40	E	N
EPW Street Supervisor	2	4		1	22.39			E	L
		1			21.90	<u>22.23</u>		E	L
Equipment Operator	4							NE	E
80%					14.78	<u>15.00</u>			
85%					15.70	<u>15.94</u>			
90%					16.33	<u>16.88</u>			
95%					17.55	<u>17.82</u>			
100%			4		18.48	<u>18.75</u>			
Concrete Finisher	3			1				NE	E
80%					14.78	<u>15.00</u>			
85%					15.70	<u>15.93</u>			
90%					16.33	<u>16.88</u>			
95%		1			17.55	<u>17.81</u>			
100%		1			18.48	<u>18.76</u>			
Right-Of-Way Maintenance Person	11			3				NE	C
80%					13.38	<u>14.19</u>			
85%		3	1		14.35	<u>15.07</u>			
90%					15.72	<u>15.96</u>			
95%		3			16.30	<u>16.85</u>			
100%		3	2		17.47	<u>17.73</u>			
Maintenance Division									
EPW Fleet / Maintenance Superintende	1	1			34.15	<u>34.66</u>	40	E	O
EPW Maintenance Supervisor	1	1			22.28	<u>22.62</u>		E	L
Laborer	6	5						NE	C
80%					13.01	<u>13.21</u>			
85%					13.32	<u>14.03</u>			
90%					14.64	<u>14.86</u>			
95%					15.45	<u>15.68</u>			
100%		3	3	2	16.26	<u>16.51</u>			
Traffic Technician	2							NE	E
80%					14.90	<u>15.13</u>			
85%					15.84	<u>16.07</u>			
90%					16.77	<u>17.02</u>			
95%					17.70	<u>17.96</u>			
100%			2		18.53	<u>18.91</u>			
Journeyman Electrician	1			1				NE	I

Maintenance Technician	2	3	1			NE	E
80%				14.30	<u>15.13</u>		
85%				15.34	<u>16.07</u>		
90%				16.77	<u>17.02</u>		
95%				17.70	<u>17.96</u>		
100%			2	18.33	<u>18.91</u>		
Fleet Maintenance Division							
EPW Fleet Supervisor	1	1		23.30	<u>23.65</u>	E	L
Administrative Assistant III	1	1		18.71	<u>18.99</u>	40	NE D
Fleet Mechanic I							NE G
Fleet Mechanic II	4						NE I
			1	18.25	<u>18.53</u>		
			1	19.40	<u>19.69</u>		
			1	20.08	<u>20.38</u>		
			1	20.37	<u>20.67</u>		
Solid Waste Division							
EPW Solid Waste Superintendent	1	4	1	28.45		40	E N
EPW Solid Waste Supervisor	1	1		21.50	<u>22.23</u>		E L
EPW Compost Operations Supervisor	1	1		21.30	<u>22.23</u>		E L
Administrative Assistant III	1	1		16.33	<u>17.18</u>	40	NE D
Laborer	7		1				NE C
80%				13.01	<u>13.21</u>		
85%				13.32	<u>14.03</u>		
90%				14.34	<u>14.86</u>		
95%		4		15.45	<u>15.68</u>		
100%		4	2	16.26	<u>16.51</u>		
		5	3				
Truck Driver	10		1				NE C
80%				13.37	<u>14.08</u>		
85%				14.74	<u>14.96</u>		
90%				15.61	<u>15.84</u>		
95%		2		16.48	<u>16.72</u>		
100%		5	3	17.14	<u>17.60</u>		
		6	3				
Right-Of-Way Maintenance Person	3						NE C
80%				13.38	<u>14.19</u>		
85%				14.35	<u>15.07</u>		
90%				15.72	<u>15.96</u>		
95%				16.60	<u>16.85</u>		
100%		2	4	17.47	<u>17.73</u>		
		3	4				
Compost Equipment Operator	1						NE F
80%				15.12	<u>15.35</u>		
85%				16.07	<u>16.31</u>		
90%				17.31	<u>17.27</u>		
95%				17.36	<u>18.23</u>		
100%			1	18.30	<u>19.19</u>		

Total Budgeted/Filled for Department	77	45	20	12
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Note: positions are eliminated through attrition they will be filled as a Non-Civil Service positions.

Note: RCSS - individuals Retain Civil Service Status

Note: As the Floodwall Operators' CS positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Note: AFSCME employees in the classification above shall be eligible to receive "Shift Differential" of \$0.35/Hr.

Note: AFSCME employees in the above classification shall be eligible to receive \$0.50/Hr as a "Work Leader".

Section I.

POSITION	AUTHORIZED POSITIONS			HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET	FILLED	VACANT			
	TOTAL	NON-CS	RCSS/CS			
Director of Parks Services	1	1		44.82	E	V
Recreation Superintendent	1	1		23.19	E	N
Parks Maintenance Superintendent	1	1		25.52	E	N
Cemetery Sexton	1	1		19.92	E	F
Special Events Coordinator	1	1		23.19	E	M

Recreation Specialist	2					E	E
		1		14.09	<u>14.30</u>		
		1		<u>15.28</u>	<u>15.51</u>		
Executive Assistant I	1	1		18.54	<u>18.82</u>	NE	F
Administrative Assistant III	1	1		15.01	<u>15.23</u>	NE	D
Administrative Assistant II	1	1		14.71	<u>14.93</u>	NE	C
Maintenance Division							
Supervisor	1	1		21.42	<u>21.74</u>	E	L
Laborer	11		4			NE	C
80%		1		13.11	<u>13.21</u>		
85%				13.32	<u>14.03</u>		
90%		2		14.54	<u>14.86</u>		
95%				15.45	<u>15.68</u>		
100%		6	4	16.26	<u>16.51</u>		
Right-Of-Way Maintenance Person	3					NE	C
80%				13.38	<u>14.19</u>		
85%				14.35	<u>15.07</u>		
90%				15.72	<u>15.96</u>		
95%				16.30	<u>16.85</u>		
100%		1	2	17.47	<u>17.73</u>		

Total Budgeted/Filled for Department	25	20	5	0
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Note: As positions are eliminated through attrition they will be filled as Non-Civil Service positions.
 Note: RCSS - Individuals Retain Civil Service Status
 Note: AFSCME employees in the classification above shall be eligible to receive "Shift Differential" of \$0.35/Hr
 Note: AFSCME employees in the above classification shall be eligible to receive \$0.50/Hr as a "Work Leader"

Section J.

HUMAN RESOURCES POSITIONS	AUTHORIZED POSITIONS				BUDGET TOTAL	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET	FILLED		VACANT				
	TOTAL	NON-CS	RCSS/CS					
Director of Human Resources	1	1		1	44.32	40	E	V
Risk Manager								O
H R Generalist	2	2			17.51	40	E	G
Total Budgeted/Filled for Department	3	2	0	1				

Section K.

PADUCAH RENAISSANCE ALLIANCE POSITIONS	AUTHORIZED POSITIONS				BUDGET TOTAL	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET	FILLED		VACANT				
	TOTAL	NON-CS	RCSS/CS					
Executive Director					40	40	E	T
Marketing Specialist					40	40	E	H
Events & Promotion Specialist					40	40	E	H
Executive Assistant I					40	40	NE	F
Total Budgeted/Filled for Department	0	0	0	0				

**Agenda Action Form
Paducah City Commission**

Meeting Date: 23 June 2015

Short Title: KOHS 2015 Grant Application – E911 Consulting Services

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Chief Steve Kyle, Sheryl Chino

Presentation By: Chief Steve Kyle

Background Information: The Kentucky Office of Homeland Security (KOHS) grant program, funded by the U.S. Department of Homeland Security, can be used by city and county governments, area development districts and public universities to purchase first-responder equipment, communications, cyber security and critical infrastructure protection. In 2014, the City of Paducah received \$75,000 for the installation of an emergency generator for the Paducah Police Department.

For the 2015 KOHS funding cycle, the E911 Department is seeking funds to employ a consultant to aid in the development of specifications for procuring 911 equipment and infrastructure (radio, CAD, telephony, etc.). The estimated cost of consulting services is \$100,000. There is not a match requirement for this project.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

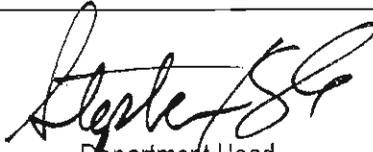
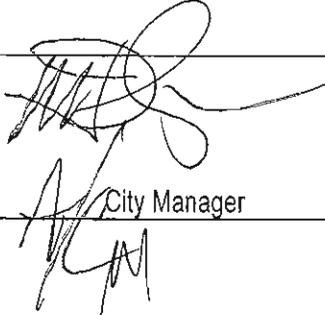
Funds Available:

Account Name:
Account Number:
Project Number:
CFDA:

Finance

Staff Recommendation: Authorize and direct the Mayor to execute all required grant application documents including the Kentucky Procurement Policy.

Attachments: None

 Department Head	City Clerk	 City Manager
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MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE A GRANT APPLICATION AND ALL DOCUMENTS NECESSARY THROUGH THE KENTUCKY OFFICE OF HOMELAND SECURITY FOR FUNDS IN THE AMOUNT OF \$100,000, FOR THE PADUCAH-McCRACKEN COUNTY EMERGENCY COMMUNICATIONS CENTER (E-911) TO HIRE A CONSULTANT TO AID IN THE DEVELOPMENT OF SPECIFICATIONS FOR PROCURING 911 EQUIPMENT AND INFRASTRUCTURE

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Mayor is hereby authorized to execute a grant application and all documents necessary to obtain a 2015 reimbursement grant through the Kentucky Office of Homeland Security in the amount of \$100,000, for the Paducah-McCracken County Emergency Communications Center (E-911) to hire a consultant to aid in the development of specifications for procuring 911 equipment and infrastructure (radio, CAD, telephone, etc.).

SECTION 2. This order shall be in full force and effect from and after the date of its adoption.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Adopted by the Board of Commissioners June 23, 2015
Recorded by Tammara S. Sanderson, City Clerk, June 23, 2015
\\mo\grants\911-homeland security 2015

Agenda Action Form Paducah City Commission

Meeting Date: 6/16/2015

Short Title: Purchase of Self Contained Breathing Apparatus (SCBAs) for the Paducah Fire Department

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Kevin McKellips, Deputy Fire Chief
Presentation By: Steve Kyle, Fire Chief

Background Information:

An ordinance was introduced on June 9 for Orr Safety to be awarded a contract for purchase of Self Contained Breathing Apparatus for use by the Fire Department. It was discovered after the introduction of the ordinance that Orr Safety actually proposed the wrong equipment even though they responded yes to all specs. Orr Safety's response is being rejected on that premise and Bluegrass Uniforms is being recommended as the responsive bidder. There was a difference of \$150.00 per unit between the two bids.

I request that you vote no on the ordinance with Orr Safety that will be brought before you for 2nd reading on Tuesday night. The ordinance with Bluegrass Uniforms will come before you as an introduction.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name: Fire Hose/Rescue Equipment
Account Number: 001-1802-522-40-13

 6/12/2015
Finance

Staff Recommendation:

To approve Bluegrass Uniforms as the responsive bidder for the purchase of Self-Contained Breathing Apparatus (SCBAs) at the unit price of \$7,150 per set for use by the Paducah Fire Department for the 2015 and the 2016 Fiscal Year with a One-Year optional renewal if both parties agree.

Attachments:

Bids, Bid Tab, Advertisement and proposed Contract

 Department Head	City Clerk	City Manager
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Agenda Action Form
Paducah City Commission

Meeting Date: 16 June 2015

Short Title: Certified Local Government Program (CLG) Grant

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Steve Ervin; Melinda Winchester; Sheryl Chino
Presentation By: Steve Ervin

Background Information: Jointly administered by the Kentucky Heritage Council, State Historic Preservation Office and the National Park Service, Kentucky's Certified Local Government Program (CLG) is a local, state, and federal partnership that promotes historic preservation planning and protection of prehistoric and historic resources at the local level. The Kentucky Heritage Council allows for a variety of initiatives under the CLG grant program including archaeological surveys, national register nominations, and historic preservation education. The city is choosing to apply for historic preservation education funds.

Through municipal order 1813, the City applied for a CLG grant to employ an intern to create a GIS database/inventory of commercial historic property and archaeological resources in the City. The City has been awarded the CLG grant, which requires a 40% match in either cash or in-kind services. The following is the cost breakdown:

- Total Estimated Cost: \$6,325;
- CLG Grant Request: \$3,795; and,
- City In-kind Match: \$2,530.

In-kind support will be in the form of staff time associated with intern supervision.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Project Name: CLG Grant – Intern
Project #: CD0086
File #: 6.271
Acct. #: 001-1207-513.10-02
Budget: \$6,325.00
Source of Funds: \$3,795.00 grant, \$2,530 local match to be provided through in-kind support

Finance

Staff Recommendation: Authorize the Mayor to execute all grant related documents.

Attachments: None

 Department Director	City Clerk	City Manager
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Agenda Action Form Paducah City Commission

Meeting Date: June 16, 2015

Short Title: Amend the Rate of Longevity Pay for AFSCME and Non-Bargaining Employees of the City of Paducah

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Steve Doolittle
Presentation By: Steve Doolittle

Background Information:

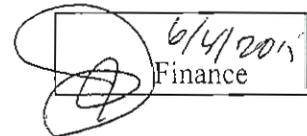
This proposed action will put into place the agreement reached between AFSCME and the City of Paducah when the Mayor and Commissioners accepted the proposed Bargaining Agreement on June 9, 2015.

Previous Contract Language: 26:B.2 states, "Each employee shall receive longevity pay of five dollars (\$5.00) per month for each year of continuous service up to and including twenty (20) years."

Current Contract Language: 26:B.2 states, "Each employee shall receive longevity pay of six (6) dollars (\$6.00) per month for each year of continuous service up to and including twenty (20) years, beginning July 1, 2015 [and the amount] to be increased to seven (7) dollars (\$7.00) beginning July 1, 2017."

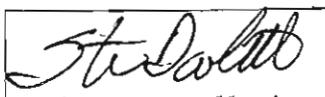
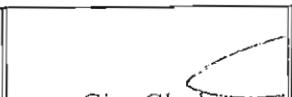
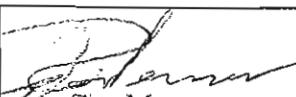
Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name: Various
Account Number: Various


6/11/2015
Finance

Staff Recommendation: Amend the rate of Longevity Pay for AFSCME and Non-Bargaining Employees of the City of Paducah.

Attachments:

 Department Head	 City Clerk	 City Manager
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Agenda Action Form Paducah City Commission

Meeting Date: June 16, 2015

Short Title: Property Acquisition of 1408/1410 Broadway

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Chief Brandon Barnhill
Presentation By: Chief Brandon Barnhill

Background Information:

The Paducah Police Department has had a need for increased office space for several years now. An opportunity has presented itself, in which the property of 1408/1410 Broadway, adjoining the current PD Headquarters, is available for sale. The addition of this property will add an additional 3,705 square feet of office space and allow for more efficient and effective operations. The purchase price of the property is \$175,000.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name: 1408-1410 Broadway
Account Number: #040-1616-521-4207

6/12/2015
Finance

P00088 *

Staff Recommendation:

Attachments:

 Department Head		
	City Clerk	City Manager

* - Funds are not available at present time; however, upon fiscal year end, funds will be moved from General Fund reserves (FY2015) into Project P00088 to cover the acquisition cost. IRaki. 6-17-2015

**Agenda Action Form
Paducah City Commission**

Meeting Date: 16 June 2015

Short Title: 2015-2016 Edward Byrne Memorial (JAG) Grant Interlocal Agreement

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: A/C Stacey Grimes, David White, Sheryl Chino

Presentation By: Chief Brandon Barnhill

Background Information: The Paducah Police Department is preparing to submit a 2015-2016 Edward Byrne Memorial Grant through the U.S. Department of Justice in the amount of \$10,912.00. This grant will be used by the Paducah Police Department for the purchase of 19 Body Cameras.

Although the City of Paducah has a sole and authorized individual allocation, it must remain in partnership with our local disparate jurisdiction which is McCracken County. It is for this reason, the City of Paducah and McCracken County must enter into an Interlocal Agreement supporting the 2015-2016 JAG application submission and the acceptance by the City of Paducah of the \$10,912.00.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

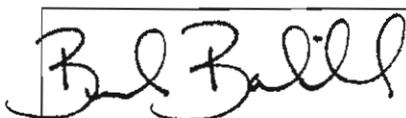
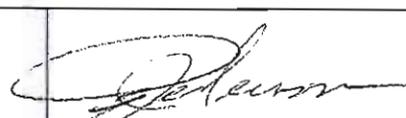
Funds Available:

Account Name:
Account Number:
Project Number:
CFDA: 16.738

Finance

Staff Recommendation: Authorize and direct the Mayor to execute an Interlocal Agreement with the County.

Attachments: None

 Department Head	City Clerk	 City Manager
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Agenda Action Form Paducah City Commission

Meeting Date: June 16, 2015

Short Title: Amended Agreement with Republic Services, Inc.

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Jeff Pederson
Presentation By: Jeff Pederson

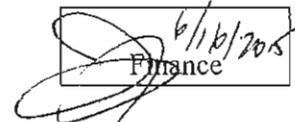
Background Information:

In 1994, the City of Paducah entered into a ten-year agreement with Commercial Waste Disposal for receiving, transport and disposal of municipal solid waste generated within Paducah and McCracken County. The Agreement obligated CWD to construct a solid waste transfer station as well as to secure a permitted landfill for disposal of solid waste.

The Agreement was subsequently renewed for two five-year terms, most recently with Republic Services, for the period ending June 30, 2015. Under State Franchise law, further long-term extensions are not permitted; therefore, it is necessary to conduct a formal solicitation for such services going forward. With that solicitation in an early stage on the process, it is necessary to amend the existing Agreement for six months (until December 31, 2015) until a new Agreement can be procured.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name:
Account Number:


Finance

Staff Recommendation: Approve the Extension and Amendment Agreement with Republic Services of Kentucky effective June 30, 2015 to December 31, 2015.

Attachments: Amended Agreement
 Ordinance

Department Head	City Clerk	 City Manager
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**Agenda Action Form
Paducah City Commission**

Meeting Date: June 23, 2015

Short Title: Accept proposed premiums from the Kentucky League of Cities for Workers' Compensation, Liability Insurance and Property Insurance Coverage. **Total cost of all premiums is \$1,048,473.81.**

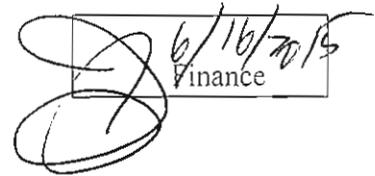
Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Steve Doolittle
Presentation By: Steve Doolittle

Background Information: Each year the City of Paducah receives from the Kentucky League of Cities the invoices for payment of premiums to cover these areas. Total Fiscal Year 2015-2016 (FY 2016) premiums are for the following: (1) Workers' Compensation \$411,750.95, (2) Liability Insurance \$505,208.54, (3) Property Insurance Coverage \$131,514.32. J. Carroll Convention Center to reimburse \$35,449.42 for property expenses associated with coverage of Expo and Convention Center in absence of executable hotel lease agreement.

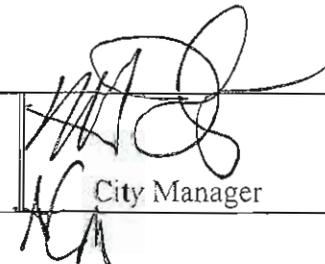
Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: Account Name: Insurance Fund
Account Number: 072


Finance

Staff Recommendation: That the Mayor and Commission approve the proposed premium rates for Workers' Compensation, Property and Liability insurance from the Kentucky League of Cities for FY 2016.

Attachments: Premium Invoices for Workers' Compensation, Liability and Property Insurance.

 Department Head	City Clerk	 City Manager
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AN ORDINANCE AUTHORIZING THE FINANCE DIRECTOR TO PAY KENTUCKY LEAGUE OF CITIES FOR WORKERS' COMPENSATION, LIABILITY INSURANCE, AND PROPERTY INSURANCE COVERAGE FOR THE CITY OF PADUCAH

BE IT ORDAINED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah hereby authorizes the Finance Director to pay Kentucky League of Cities in the total amount of \$1,048,473.81 for Workers' Compensation, Liability Insurance, and Property Insurance Coverage for the City of Paducah for Fiscal Year ending June 30, 2016, for the following policies:

Workers' Compensation	\$411,750.95
Liability Insurance	\$505,208.54
Property Insurance	\$131,514.32

SECTION 2. This expenditure shall be charged to the Insurance Fund account.

SECTION 3. This ordinance shall be read on two separate days and will become effective upon summary publication pursuant to KRS Chapter 424.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Introduced by the Board of Commissioners, June 23, 2015

Adopted by the Board of Commissioners, _____

Recorded by Tammara S. Sanderson, City Clerk, _____

Published by The Paducah Sun, _____

\\ord\pers\insurance - klc fy2016

Agenda Action Form Paducah City Commission

Meeting Date: 06/23/2015

Short Title: Request for an Ordinance authorizing the Mayor to execute a contract for the construction of a mini-park to be known as the Market House Square Pocket Park on the municipally owner vacant lot at 118 South 2nd Street between the City of Paducah and Midstates Construction Co., Inc..

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Steve Ervin, Melinda Winchester, and Charles Doherty
Presentation By: Steve Ervin and Melinda Winchester

Background Information:

This project has been an effort to transpose a vacant concrete municipal lot used primarily for restaurant refuse collection into a small pocket park providing a relaxing public space within the downtown community. From the onset, Planning Staff and the Main Street Design Committee have reached out to local businesses, artists, and educational institutions in an effort to reap the benefits of local talent and resources available within the City of Paducah. Contributions from a multitude of local sources have greatly contributed to reducing the preliminary cost estimates of the park.

Shawnee Professional Services and J. Patrick Kerr Architects, Inc. AIA were instrumental in providing discounted services to the City in the preparations of surveys, architectural drawings, bid specifications, and professional guidance during this entire pre-construction phase of the project. The Paducah School of Art and Design's faculty and students will be donating their time and talent and to create unique ceramic tiles to be applied to the wall of the planter. The metal privacy panels to be used in blocking the unsightly view of the alley will also be manufactured by the PSAD and will feature a quilt inspired design created by local artist Char Downs. The two large fabric panels that will span between the adjoining walls of the park are the creations of local artist Frieda Fairchild. A permanent sculpture pad will also be constructed at the edge of the park and will be designed in such a way as to display new sculpture works of art on a rotating basis. The adjacent business owner's Jorge Martinez and Paul Gourieux of Tribeca Mexican Restaurant and Mary Cassity of Cassity's have both committed to help maintain the new pocket park as an "Adopt a Spot" project in cooperation with the Paducah Civic Beatification Board and the City of Paducah. Clearly this has been a cooperative effort within the community to enhance the quality of living in downtown Paducah.

After the planning stage was completed, the Planning Department solicited bids on behalf of the City of Paducah on April 5th, 2015 for the construction of a pocket park at 118 South 2nd Street via public notice in the Paducah Sun along with an electronic posting on the City website. A pre-bid meeting was held on April 13th, 2015 with the official bid opening set for

9:00 AM on April 28th, 2015. Three qualified bids were submitted before the deadline from B. H. Green and Sons, Inc., Midstates Construction Co., Inc., and Murray Construction and Real Estate, LLC., and opened on the 28th of April with the apparent low bidder being Midstates Construction Co., Inc. with a bid of \$44,371.00.

Using the bid scoring criteria published with the requests for bids, Planning Staff ranked the bids with Midstates Construction Co., Inc. scoring the highest.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available:

6/17/2015
Finance

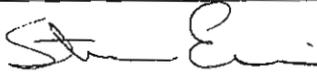
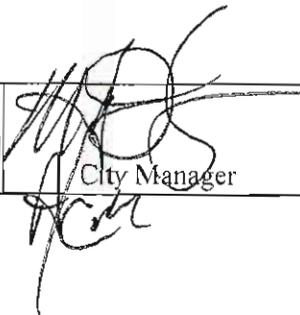
As of July 1, 2015, the Main Street Pocket Park account will be infused with adequate additional funds for FY 2016 to cover the contract amount.

Account Name: Main Street Pocket Park
Account Number: 040-4411-592-2307
Project Number: DT-0039

Staff Recommendation:

Staff recommends that the Commission adopt an ordinance authorizing the Mayor to execute a contract between the City of Paducah and Midstates Construction Co., Inc. to construct the pocket park at 118 South 2nd Street according to the bid specifications as contained in the bid documents dated April 28th, 2015.

Attachments:

 Department Head	City Clerk	 City Manager
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ORDINANCE NO. 2015-____-_____

AN ORDINANCE ACCEPTING THE BID OF MIDSTATES CONSTRUCTION COMPANY, INC., FOR CONSTRUCTION OF A POCKET PARK TO BE LOCATED AT 118 SOUTH 2ND STREET, AND AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT FOR SAME

BE IT ORDAINED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah accepts the bid of Midstates Construction Company, Inc., in the amount of \$44,371.00, for construction of a pocket park to be located at 118 South 2nd Street, said bid being in substantial compliance with the bid specifications, and as contained in the bid of Midstates Construction Company, Inc., dated April 28, 2015.

SECTION 2. That the Mayor be authorized to execute a contract with Midstates Construction Company, Inc., for construction of a pocket park, authorized in Section 1 above, according to the specifications, bid proposal and all contract documents heretofore approved and incorporated in the bid.

SECTION 3. This expenditure shall be charged to project account DT-0039, account number 040-4411-592-2307.

SECTION 4. This ordinance shall become effective upon summary publication pursuant to KRS Chapter 424.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Introduced by the Board of Commissioners, June 23, 2015
Adopted by the Board of Commissioners _____, 2015
Recorded by Tammara S. Sanderson, City Clerk, _____, 2015
Published by The Paducah Sun, _____

\\ord\plan\bid-pocket park 2015

Bid Tabulation Sheet
Bid Opening- 2 PM April 28, 2015
Pocket Park

Advertised: Paducah Sun/Sunday, April 5, 2015
Only 3 bid received

Bidder:	Bid
Murray Construction and Real Estate LLC	\$72,896.00
B H Green and Son	\$63,846.00
MidStates Construction Co.	\$44,371.00

Notes taken by: Melinda Winchester

POCKET PARK MARKET HOUSE SQUARE

118 South 2nd Street Paducah, KY 42001

for
CITY OF PADUCAH
PLANNING DEPARTMENT

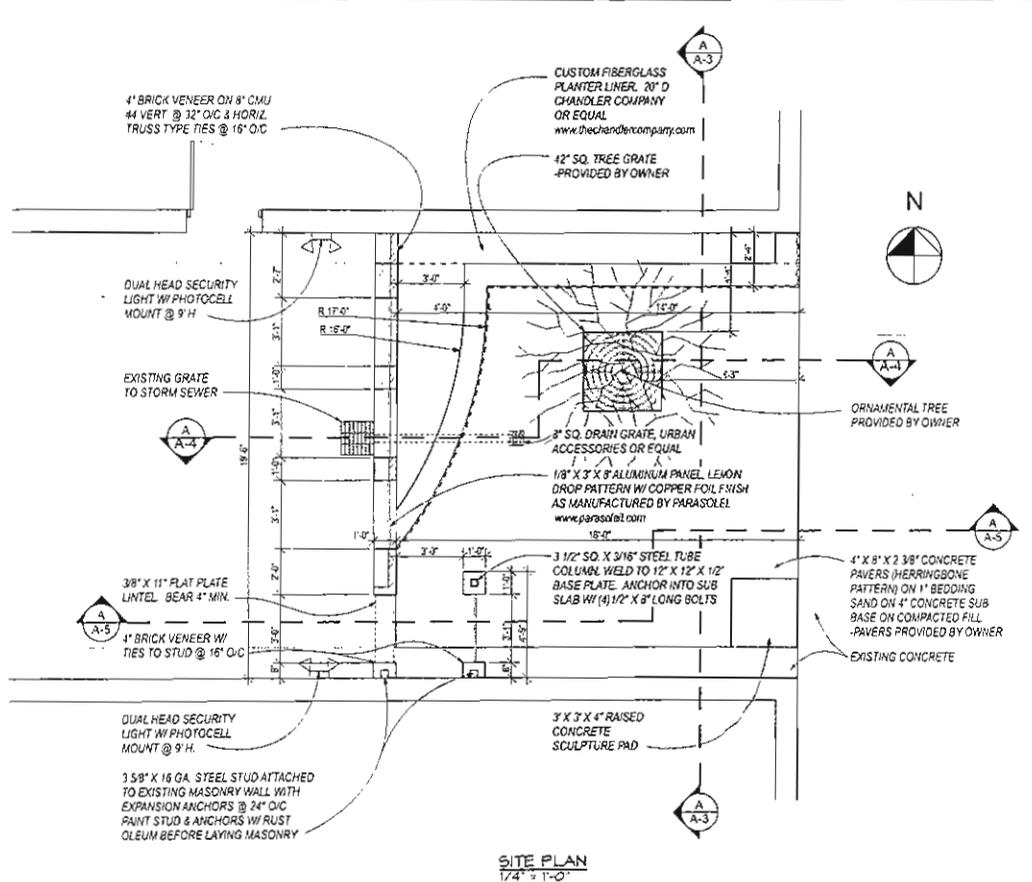


INDEX OF DRAWINGS

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A-2	FOUNDATION PLAN
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A-4	SECTION / ELEVATION -SOUTH
A-5	SECTION / ELEVATION -NORTH
A-6	SECTIONS & DETAILS

J. PATRICK KERR  **ARCHITECTS, INC. AIA**
110 SUNNINGDALE CT. P.O. BOX 2296 PADUCAH, KY 42001 PH: 270-443-0443

APRIL 2015



SITE PLAN
1/4" = 1'-0"

J. PATRICK KERR
ARCHITECTS, INC. MA
118 S. 2nd Street Paducah, KY 42001
PH: 270-443-5443

POCKET PARK
MARKET HOUSE SQUARE
118 S. 2nd Street Paducah, KY 42001

DR TITLE: DR. APRIL 2018

DES:	SC:
DR: AGK	PJ#:
REV:	DATE:

A-1

REVIEW SHEET
Pocket Park Bids 2014-15

Project Name: POCKET PARK MARKET HOUSE SQUARE

Project Address: 118 SOUTH 2ND ST. PADUCAH, KY

SCORING CRITERIA: MID STATES CONSTRUCTIONS

The Pocket Park award will be based on the lowest and best-evaluated bid. The following bid criteria will be used to evaluate each bid.

CRITERIA		
1) 20 Points: Specialized experience or technical expertise of the contractor and its personnel in connection with construction and/or the rehabilitation of public places.	20	
2) 20 Points: Past record of performance on contract with the community and other clients, including quality of work, timeliness, and cost control.	15	
3) 20 Points: Capacity of the contractor to perform the work within the time limitations, taking into consideration the current and planned workload of the contractor.	20	
4) 20 Points: Cost	20	
5) 20 Points: Familiarity with local conditions relevant to the proposed project.	20	

TOTAL:

95

NOTES: _____

REVIEW SHEET

Pocket Park Bids 2014-15

MURRAY CONSTRUCTION

Project Name: POCKET PARK MARKET HOUSE SQUARE

Project Address: 118 South 2nd - PADUCAH, KY

SCORING CRITERIA:

The Pocket Park award will be based on the lowest and best-evaluated bid. The following bid criteria will be used to evaluate each bid.

CRITERIA	
1) 20 Points: Specialized experience or technical expertise of the contractor and its personnel in connection with construction and/or the rehabilitation of public places.	UNKNOWN 10
2) 20 Points: Past record of performance on contract with the community and other clients, including quality of work, timeliness, and cost control.	UNKNOWN 10
3) 20 Points: Capacity of the contractor to perform the work within the time limitations, taking into consideration the current and planned workload of the contractor.	20
4) 20 Points: Cost	5
5) 20 Points: Familiarity with local conditions relevant to the proposed project.	10

TOTAL:

55

NOTES: _____

REVIEW SHEET
Pocket Park Bids 2014-15

Project Name: POCKET PARK MARKET HOUSE SQUARE

Project Address: 118 SOUTH 2ND, PADUCAH, KY

SCORING CRITERIA: B. H. GREEN & SONS

The Pocket Park award will be based on the lowest and best-evaluated bid. The following bid criteria will be used to evaluate each bid.

CRITERIA		
1) 20 Points: Specialized experience or technical expertise of the contractor and its personnel in connection with construction and/or the rehabilitation of public places.	20	
2) 20 Points: Past record of performance on contract with the community and other clients, including quality of work, timeliness, and cost control.	20	
3) 20 Points: Capacity of the contractor to perform the work within the time limitations, taking into consideration the current and planned workload of the contractor.	20	
4) 20 Points: Cost	10	
5) 20 Points: Familiarity with local conditions relevant to the proposed project.	20	

TOTAL:

90

NOTES: _____

**Agenda Action Form
Paducah City Commission**

Meeting Date: 23 June 2015

Short Title: 2015 Community Development Block Grant (CDBG): Four Rivers Recovery Center

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Sheryl Chino

Presentation By: Steve Ervin

Background Information: In 2006, the City of Paducah accepted a Community Development Block Grant (CDBG) Award from the Kentucky Department for Local Government on behalf of the sub-recipient, Four Rivers Behavioral Health's Center Point Recovery Center, of which the grant agreement expired June 2012. The City also accepted CDBG funding in 2013 and in 2014 to continue the project in the amount of \$250,000.

On April 28, 2015, the Commission through Municipal Order 1837 authorized the execution of a 2015 Four River Recovery Center CDBG application. The Kentucky Department of Local Government has accepted the application and issued a preliminary approval letter to the City of Paducah in the amount of \$250,000 on behalf of the Four Rivers Behavioral Health's Center Point Recovery Center.

The City of Paducah will receive \$12,500 for grant administration, monitoring and maintaining records with the amount of \$237,500 to be spent on salaries at Center Point Recovery Center. A local match is not required.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available:

Project Name: CDBG – Recovery (4)

Project #: CD0087

File #: 6.272

Acct. #: 006-1213-513.23-07

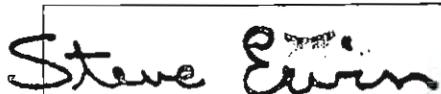
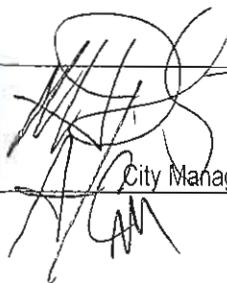
Budget: \$250,000

Source of Funds: Federal Grant, no local match required. The City will receive \$12,500 for administering the grant.

Finance

Staff Recommendation: Authorize and direct the Mayor to sign a legally binding agreement with the Four River Behavioral Health, LLC; as well as, all other required grant award documents including the Kentucky CDBG Procurement Policy.

Attachments: None

 Department Head	City Clerk	 City Manager
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AN ORDINANCE OF THE CITY OF PADUCAH APPROVING AN AGREEMENT WITH THE KENTUCKY DEPARTMENT FOR LOCAL GOVERNMENT TO OBTAIN A COMMUNITY DEVELOPMENT BLOCK GRANT AWARD ON BEHALF OF THE FOUR RIVERS BEHAVIORAL HEALTH CENTER POINT RECOVERY CENTER, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATING TO SAME

WHEREAS, the City of Paducah adopted Municipal Order No. 1837 on April 28, 2015, authorizing the application for a Community Development Block Grant from the Governor's Office for Local Development for the Four Rivers Behavioral Health Recovery Center Project (Center Point); and

WHEREAS, the Kentucky Department for Local Government has offered a grant award in the amount of \$250,000; and

WHEREAS, the City will receive \$12,500 for grant administration, monitoring and maintaining records with the amount of \$237,500 to be spent on salaries at Center Point Recover Center; and

WHEREAS, it is now necessary to proceed for approval by the Board of Commissioners for the City to accept the grant award and to execute the legally binding agreement with Four Rivers Behavioral Health.

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah approves an Agreement with the Kentucky Department for Local Government to obtain a Community Development Block Grant Award on behalf of Four Rivers Behavioral Health Center Point Recovery Center in the amount of \$250,000 with the City receiving \$12,500 of said grant for administration. No local match is required.

SECTION 2. That the Mayor is hereby authorized to execute all documents necessary to accept the grant award with the Kentucky Department for Local Government and authorized to execute the legally binding agreement with Four Rivers Behavioral Health for the Center Point Recovery Center as approved in Section 1 above.

SECTION 3. This ordinance shall be read on two separate days and will become effective upon summary publication pursuant to KRS Chapter 424.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Introduced by the Board of Commissioners, June 23, 2015

Adopted by the Board of Commissioners, _____

Recorded by Tammara S. Sanderson, City Clerk, _____

Published by The Paducah Sun, _____

\\ord\plan\grant\FRBH Recovery Center 2015

Agenda Action Form Paducah City Commission

Meeting Date: June 23, 2015

Short Title: Contract with GPEDC

Ordinance Emergency Municipal Order Resolution Motion

Staff Work By: Claudia Meeks
Presentation By: Jeff Pederson, City Manager

Background Information:

As part of the Investment Fund Decision Items for FY2015, the Commission approved appropriation of funding for Greater Paducah Partners For Progress and GPEDC in the amount of \$250,000, to be paid in quarterly installments.

In addition, since GPEDC has absorbed the role and all responsibilities of EntrePaducah, an additional \$50,000 was allotted, also payable in quarterly installments.

When the City provides funds to any organization, we prepare a simple Contract For Services agreement that describes the public services the organization will provide as a result of receiving the city funds.

Goal: Strong Economy Quality Services Vital Neighborhoods Restored Downtowns

Funds Available: This expenditure was appropriated in the FY2015 Budget.

Account Name: Investment Fund
Account Number: 004-0401-536-2307/ED0006/ED0101

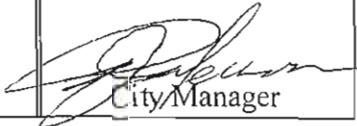
6/17/2015
Finance

Staff Recommendation:

Authorize the Mayor to enter into one-time Contracts For Services with GPEDC for a total of \$300,000 (\$250,000 for GPEDC responsibilities and \$50,000 for EntrePaducah responsibilities)

Attachments:

Ordinance
Contract

Department Head	City Clerk	 City Manager
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AN ORDINANCE AUTHORIZING THE MAYOR TO EXECUTE A
CONTRACT WITH THE GREATER PADUCAH ECONOMIC DEVELOPMENT COUNCIL
FOR SPECIFIC SERVICES THAT WILL INCLUDE SERVICES FOR ENTREPADUCAH
BE IT ORDAINED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the Mayor is hereby authorized to execute a contract with
Greater Paducah Economic Development Council in the amount of \$300,000, to be paid in equal
quarterly allocations of \$62,500, for performance of services as outlined in said Contract.
Further, the contract sets out services for EntrePaducah with funding from the City in the amount
of \$50,000, to be paid in equal quarterly allocations of \$12,500. This contract shall expire June
30, 2015.

SECTION 2. This expenditure will be charged to the Investment Fund account,
Project No. ED0006, account number 004-0401-536-2307.

SECTION 3. This ordinance shall be read on two separate days and will become
effective upon summary publication pursuant to KRS Chapter 424.

Mayor

ATTEST:

Tammara S. Sanderson, City Clerk

Introduced by the Board of Commissioners, June 23, 2015

Adopted by the Board of Commissioners, _____

Recorded by Tammara S. Sanderson, City Clerk, _____

Published by the Paducah Sun, _____

\\ord\contract-GPEDC fy14-15

CONTRACT FOR SERVICES

This Contract for Services, effective this _____ day of June, 2015, by and between the **CITY OF PADUCAH** ("City") and the **GREATER PADUCAH ECONOMIC DEVELOPMENT COUNCIL, INC. (GPEDC)**, a Kentucky not-for-profit corporation.

WITNESSETH:

WHEREAS, GPEDC is a non-profit organization charged with the economic development of Paducah and McCracken County.

WHEREAS, the services of GPEDC as described herein are for the direct benefit of the citizens of the City of Paducah, and

WHEREAS, promoting investment and economic development in the Paducah area as well as supporting entrepreneurs and business development in the community serves a valid public purpose; and

WHEREAS, the City of Paducah desires to contract with GPEDC for the services to be described herein under the terms and conditions set forth in this Contract for Services.

NOW THEREFORE, in consideration of the foregoing premises and the mutual covenants as herein set forth, the parties do covenant and agree as follows:

SECTION 1: TERM The term of this contract for services shall be from the effective date of the contract until June 30, 2015.

SECTION 2: TERMINATION Either party may terminate this Contract for Services upon failure of any party to comply with any provision of this agreement provided any such party notifies the other in writing of such failure and the breaching party fails to correct the breach within thirty (30) calendar days of the notice.

SECTION 3: OPERATIONS PAYMENT

- A. In consideration of the administrative costs including compensation for personnel who carry out the objectives and services of GPEDC for services described herein, the City shall pay GPEDC Two Hundred Fifty Thousand Dollars (\$250,000) to be paid in equal quarterly allocations of \$62,500 each by the end of each quarter; provided however such payment may be reduced to recover payment if loans to GPEDC become past due. A quarterly invoice will be provided by GPEDC prior to payment.
- B. Also, in consideration of GPEDC absorbing the role of EntrePaducah, and for the additional services outlined in Section 5, the City shall pay GPEDC an additional \$50,000, to be paid in equal quarterly allocations of \$12,500 each by the end of each quarter. A quarterly invoice will be provided by EntrePaducah (GPEDC) prior to payment.

- C. First Quarter Payment shall be made by September 30, 2014. Subsequent quarterly payments will be held until the City receives an unqualified audit. Once the audit is received, payment shall be made by the end of each subsequent quarter. In the event this contract for services is terminated, the City shall not be obligated to make any further payments.
- D. In the event this Contract for Services is terminated, the City shall not be obligated to make any further quarterly allocation payments

SECTION 4: OBJECTIVES AND SERVICES GPEDC shall perform the following services for and on behalf of the city in consideration for the allocation payments described above:

- Market the greater Paducah area and promote economic development through capital investment, job creation, and business retention.
- Incur costs and expenses for the advertisement and promotion of industrial and commercial sites.
- Host visits by prospective investors and site selection consultants.
- Act as local liaison to the Kentucky Cabinet for Economic Development, the Southern Kentucky Industrial Development Association, the Tennessee Valley Authority, the Paducah Area Community Reuse Organization, and other regional economic development organizations.
- Provide staff support to the Paducah-McCracken Industrial Development Authority.
- Incur costs and expenses related to data compilation and maintenance required by companies making site decisions. This includes conducting, analyzing, and maintaining ongoing information including: competitive studies, the local labor market area, land availability, market trends, and such other data for the promotion of economic development.
- Conduct ongoing business retention program.
- Maintain information regarding labor management relations.
- Market GPEDC's Information Age Park
- Coordinate and support property acquisition for and development of Riverport West
- Publish an annual report
- Market Industrial Park West and Riverport West
- Coordinate GPEDC's business recruitment work with the Chamber's support of retail businesses, EntrePaducah's support of entrepreneurs, the commercialization and innovation centers' support of start-ups and PUPAU's work with McCracken County's nuclear industry.
- Monitor compliance with incentive agreements for the City and County and provide periodic written reports of such to the City Manager.

SECTION 5: ENTREPADUCAH

With the addition of the former EntrePaducah becoming a part of GPEDC, the following services are also included in the contract:

Will provide staff and conduct programs to support entrepreneurs and entrepreneurial behavior in the community. Activities will include concierge support for entrepreneurs, development of networking forums where experienced entrepreneurs can mentor new entrepreneurs and their start-up businesses, coordination with existing government programs that support new businesses, including administration of the Small Business Incentive Program and assistance with development of business plans.

SECTION 6: ACCOUNTING

- (A) GPEDC shall conduct all accounting, payroll, financial management, and shall make regular reports of GPEDC's expenditures to ensure such expenditures are proper.
- (B) City shall have the right to inspect the operations of GPEDC, including reviewing its books, records, ledgers, or other documents, without prior notice of said inspection.
- (C) GPEDC shall supply an annual financial audit to the City within two (2) weeks of its completion.

SECTION 7: ENTIRE AGREEMENT This contract for services embodies the entire agreement between the parties and all prior negotiations and agreements are merged in this agreement. This agreement shall completely and fully supersede all other prior agreements, both written and oral, between the parties.

SECTION 8: WITHDRAWAL OF FUNDS Notwithstanding any other provision in this Contract for Services, in the event it is determined that any funds provided GPEDC are used for some purpose other than in furtherance of the services described herein, the City shall have the right to immediately withdraw any and all further funding and shall immediately have the right to terminate this Contract for Services without advance notice and shall have the right to all remedies provided in the law to seek reimbursement for all monies not properly accounted.

Witness the signature of the parties as of the year and date first written above.

CITY OF PADUCAH

By _____
GAYLE KALER, Mayor

GREATER PADUCAH ECONOMIC DEVELOPMENT COUNCIL, INC.

By _____

Title _____