



**CITY COMMISSION MEETING**  
**AGENDA FOR OCTOBER 27, 2015**  
**5:30 P.M.**  
**CITY HALL COMMISSION CHAMBERS**  
**300 SOUTH FIFTH STREET**

**ROLL CALL**

**INVOCATION**

**PLEDGE OF ALLEGIANCE – Rachael Skibinski, Clark Elementary 5th grader**

**ADDITIONS/DELETIONS**

	I.	<u>MINUTES</u>
	II.	<u>MOTIONS</u>
		A. R & F Documents
	III.	<u>MUNICIPAL ORDER</u>
		A. Personnel Changes
		B. Approve Litter Abatement Grant Application – S. ERVIN
		C. Use of Spending Credits for Eligible Employees in the 2016 Plan Year – S. DOOLITTLE
		D. Approve Certification to Kentucky Transportation Cabinet of Safe Load Bridge Capacity Posting for 2015 – R. MURPHY
	IV.	<u>ORDINANCES – ADOPTION</u>
		A. Purchase of Vehicles: -- R. MURPHY
		i. 3--Compact SUV's
		ii. 1-- Trench Trailer
		iii. 1--4X4 SSV ½ Ton Pick Up
		iv. 2--4X4 ½ Ton Pick Ups
		B. Purchase Professional Services for ERP Contract Negotiations and Development of Statement of Work – G. MUELLER
	V.	<u>CITY MANAGER REPORT</u>
	VI.	<u>MAYOR &amp; COMMISSIONER COMMENTS</u>
	VII.	<u>PUBLIC COMMENTS</u>
	VIII.	<u>EXECUTIVE SESSION</u>

OCTOBER 27, 2015

I move that the following documents be received and filed:

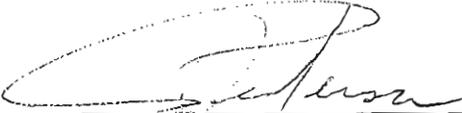
**DOCUMENTS**

1. Certificate of Liability Insurance for Charles Smith
2. Deed of Conveyance with Robert & Karen Smith for 3311 Olivet Church Road (MO # 1863)
3. Contracts & Agreements:
  - a. Contract for Services with Paducah Tilghman High School -- Tornado League Football (Executed by the City Manager)
  - b. Memorandum of Agreement with Paducah & Louisville Railway, Inc. for improvement to an existing at-grade railway crossing (ORD 2015-10-8305)
  - c. Contract with Peel & Holland Financial Group for Strategic Health Risk Advisor & Strategic Benefit Placement Services (ORD 2015-10-8316)
  - d. Addendum to the Broker Agreement between Anthem Blue Cross Blue Shield and Greg Carlton – Peel & Holland (ORD 2015-10-8316)
  - e. Administrative Services and Stop Loss Insurance with Anthem Blue Cross Blue Shield (ORD 2015-10-8314)
  - f. Anthem Health Insurance Benefits Rates Agreement for 2016 (MO # 1865)
4. City of Paducah Police and Firefighters Pension Fund:
  - a. Valuation as of July 1, 2015
  - b. Statement of Governmental Accounting Standards Numbers 67 and 68 Actuarial Report
  - c. Review of Actuarial Valuation
5. City of Paducah Appointive Employees' Pension Fund Statement of Governmental Accounting Standards Numbers 67 and 68 Actuarial Report
6. Paducah Water Works Financial Statements for Years Ended September 30, 2015

CITY OF PADUCAH  
October 27, 2015

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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.



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City Manager's Signature

10-27-15

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Date

**CITY OF PADUCAH  
PERSONNEL ACTIONS  
October 27, 2015**

NEW HIRE - FULL-TIME (F/T)

<u>EPW - STREET</u>	<u>POSITION</u>	<u>RATE</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Noble, Rick D	ROW Maintenance Person	\$16.85/Hr	NCS	Non-Ex	October 29, 2015

PAYROLL ADJUSTMENTS/TRANSFERS/PROMOTIONS/TEMPORARY ASSIGNMENTS

<u>EPW - FLEET MAINTENANCE</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>
Scutt, James R	Fleet Mechanic II \$19.69/Hr	EPW Fleet Supervisor \$22.23/Hr	NCS	Ex	October 29, 2015
Richardson, Casey D	Fleet Mechanic II \$18.53/Hr	Fleet Mechanic II \$20.01/Hr	NCS	Non-Ex	October 29, 2015

EPW - STREET

Henson, Robert L	Solid Waste Truck Driver \$17.60/Hr	ROW Maintenance Person \$17.73/Hr	NCS	Non-Ex	October 29, 2015
Twilford, Justin M	Parks Laborer - PT/Seasonal \$9.00/Hr	ROW Maintenance Person \$15.96/Hr	NCS	Non-Ex	October 29, 2015

PARKS SERVICES - MAINTENANCE

Overstreet, Donald E	Parks Laborer - PT/Seasonal \$9.00/Hr	Parks Laborer - Full Time \$13.01/Hr	NCS	Non-Ex	October 29, 2015
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FIRE SUPPRESSION

Rosario, Eugenio	FF / Relief Driver \$14.97/Hr	Acting Fire Lieutenant \$16.23/Hr	NCS	Non-Ex	July 1, 2015
Rosario, Eugenio	Acting Fire Lieutenant \$16.23/Hr	FF / Relief Driver \$14.97/Hr	NCS	Non-Ex	August 1, 2015

TERMINATIONS - FULL-TIME (F/T)

<u>PARKS SERVICES</u>	<u>POSITION</u>	<u>REASON</u>	<u>EFFECTIVE DATE</u>
Blackford, Thomas G	Parks Maintenance - Laborer	Termination	October 9, 2015
<u>EPW - STREET</u>			
Headrick, Rhett	ROW Maintenance Person	Resignation	October 16, 2015

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

PARKS SERVICES - MAINTENANCE

Belcher, James T	Parks Maintenance - Laborer	Seasonal Employment	October 1, 2015
Edmonds, Broderick K	Parks Maintenance - Laborer	Seasonal Employment	October 1, 2015
McGriff, Patrick S	Parks Maintenance - Laborer	Seasonal Employment	October 1, 2015
Salvi, John	Parks Maintenance - Laborer	Seasonal Employment	October 1, 2015
Twilford, Justin	Parks Maintenance - Laborer	Seasonal Employment	October 1, 2015

**Agenda Action Form  
Paducah City Commission**

**Meeting Date:** 27 October 2015

**Short Title:** 2016 Kentucky Litter Abatement Program Application

Ordinance     Emergency     Municipal Order     Resolution     Motion

**Staff Work By:** Chris Yarber; Sheryl Chino

**Presentation By:** Steve Ervin

**Background Information:** The Kentucky Division of Waste Management (DMW) provides funds across the Commonwealth to local jurisdictions for litter abatement. The litter abatement award amount is based on a street mileage formula with Paducah having 250 miles. In 2015, DMW awarded the Engineering/Public Works Department \$14,832.11 for their Street Litter Abatement Program.

Engineering/Public Works Department proposes to submit an application to KY Division of Waste Management for 2016 Litter Abatement Award. An award of \$14,500 is anticipated for 2016. This award requires no local cash or in-kind match.

**Goal:**  Strong Economy     Quality Services     Vital Neighborhoods     Restored Downtowns

**Funds Available:**    Account Name:  
                                 Account Number:  
                                 Project Number:

Finance
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**Staff Recommendation:** Authorize and direct the Mayor to sign all required grant application documents.

 Planning Dept. Head	City Clerk	 City Manager
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MUNICIPAL ORDER NO. \_\_\_\_\_

A MUNICIPAL ORDER AUTHORIZING THE APPLICATION FOR A 2016 KENTUCKY LITTER ABATEMENT GRANT THROUGH THE KENTUCKY DIVISION OF WASTE MANAGEMENT FOR THE ENGINEERING/PUBLIC WORKS DEPARTMENT STREET LITTER ABATEMENT PROGRAM

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Mayor, or his designee, is hereby authorized to execute an application for a 2016 Kentucky Litter Abatement Program grant through the Kentucky Division of Waste Management for the Engineering/Public Works Department's Street Litter Abatement programs. The grant amount will be based on a formula using the total number of street miles within the City. No local cash or in-kind match is required.

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, October 27, 2015  
Recorded by Tammara S. Sanderson, City Clerk, October 27, 2015  
mo\grants\Litter Abatement 2016

# Agenda Action Form Paducah City Commission

Meeting Date: October 27, 2015

Short Title: Use of spending credits for eligible employees pursuant to the City's group health insurance plan for the 2016 plan year

Ordinance  Emergency  Municipal Order  Resolution  Motion

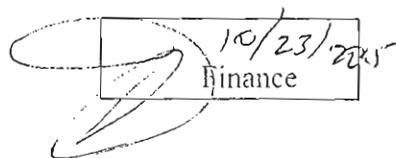
Staff Work By: Missi Dotson, Steve Doolittle, Greg Carlton  
Presentation By: Steve Doolittle

### Background Information:

The City makes financial contributions to subsidize the cost of the premium charges in the approved health and wellness plan. Allocation of spending credits towards the purchase of certain benefits such as health, dental or vision pursuant to the City's group health insurance plan shall be \$8,724 per employee. For those employees who opt out of the City's group health insurance, who were hired prior to January 1, 2014, and can show proof of coverage under another sponsored group health insurance plan are recommended to receive an employer contribution of \$2,850.) New participants to the waiver credit, with a hire date after January 1, 2014 are subject to a \$500 maximum employer contribution. In review, any employee should be able to increase their allotment by at least \$1000 for participating in the wellness program. By not using nicotine (\$250), getting a physical and turning in lab work (\$250) and participating in four free events (\$500) such as walking a 5k.

Goal:  Strong Economy  Quality Services  Vital Neighborhoods  Restored Downtowns

Funds Available: Account Name:  
Account Number:

  
10/23/2015  
Finance

Staff Recommendation: Approve

Attachments:

 Department Head	City Clerk	City Manager
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A MUNICIPAL ORDER ESTABLISHING POLICY FOR USE OF SPENDING CREDITS TOWARDS THE PURCHASE OF CERTAIN BENEFITS SUCH AS HEALTH, DENTAL OR VISION PURSUANT TO THE CITY'S GROUP HEALTH INSURANCE PLAN

BE IT ORDERED BY THE BOARD OF COMMISSIONERS OF THE CITY OF PADUCAH, KENTUCKY:

Section 1. To be eligible for the benefits provided in Section 2, employees must timely enroll in that portion of the City's group health insurance plan referred to as medical and prescription drug coverage. The City shares the cost of medical, prescription drug, dental and vision coverage with the City employees by contributing \$8,724 per employee ("base credit") to be used under the Plan and other applicable credits which may be earned pursuant to the applicable City policy.

Section 2. All eligible employees who timely apply for coverage under the City's group health insurance plan (medical and prescription drug coverage) shall be permitted to redirect any unspent employer contribution toward the applicable pre-tax vehicle (HSA, FSA, HRA) subject to all applicable federal and state laws and regulations and as may be amended from time to time by order of the Board of Commissioners. Any changes requested by the employee due to change in family status shall be considered on a pro-rata basis from the effective date of timely enrollment pursuant to the plan documents of any affected benefit plan.

Section 3.

A. Employees who opt out of the City's group health insurance, who were hired prior to January 1, 2014, and can show proof of coverage under another sponsored group health insurance plan are recommended to receive an employer contribution of \$2,850. New participants to the waiver credit, with a hire date after January 1, 2014 are subject to a \$500 maximum employer contribution which can be applied to an HRA, deposited on an as accrued basis, as established by the City and which can be amended from time to time by order of the Board of Commissioners. In the event the City in its sole discretion does not accept the creditability of the spouse's employer-sponsored group health insurance plan, other group sponsored health insurance plan, or non-group sponsored health insurance plan, and the employee chooses to remain covered under such group health insurance plan, then such employee shall be governed under the procedures established in Section 4.

B. All eligible employees who opt out of the City's group health insurance plan to enroll in a health insurance plan that is not under a spouse's employer-sponsored group health insurance or other group sponsored health insurance plan shall not be permitted to an employer contribution of any unspent

health insurance credits.

Section 4. All eligible employees who opt out of the City's group health insurance plan (medical and prescription drug coverage) for any reason other than those stated in Section 3 above, shall not be entitled to an employer contribution of unspent credits.

Section 5. All eligible employees and their spouse may receive the maximum wellness credit that can be earned and that is \$2,250 for an employee and \$1,000 for a spouse.

Section 6. For all employees who subsequently become eligible for coverage under the City's group health insurance plan because of initial employment or a qualifying event (i.e., change in family status), and is timely enrolled under the Plan or opts out of the Plan, shall be governed under the same procedures described in Sections 1-4 above, except any benefits shall be applied on a pro-rata basis.

Section 7. Except as provided under the applicable plan document covering any benefit plan, or HIPAA's special enrollment rights or the United States Internal Revenue Code, or any other applicable federal or state law or regulation, or any participant in the City's group health plan as described in Section 2 or any employee who has opted out of the plan as described in Sections 3 or 4 above, shall be precluded from making any changes to pre-tax elections (HSA, FSA, HRA) once the plan year starts except as otherwise permitted by this Municipal Order.

Section 8. 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, October 27, 2015  
Recorded by Tammara S. Sanderson, City Clerk, October 27, 2015  
\mo\ins policy credits 2016

# Agenda Action Form Paducah City Commission

Meeting Date: October 27, 2015

Short Title: Certification to Kentucky Transportation Cabinet of Safe Load Bridge Capacity Posting for 2015

Ordinance  Emergency  Municipal Order  Resolution  Motion

Staff Work By: Angela Weeks, EPW Proj Mgr  
Presentation By: Rick Murphy, PE, City Engineer-Public Works Director

### Background Information:

Annually, the Kentucky Transportation Cabinet District One office inspects all bridges within the City Limits. There are 13 actual bridges in the City Limits that are maintained by the City. In order for the City to be eligible for Federal Bridge Replacement and Rehabilitation Funds, the KYTC requires the Mayor to certify that City maintained bridges with safe load capacities of 40 tons or less are posted in accordance with the National Bridge Inspection Standards. There are two bridges with this requirement within the City:

- South 24<sup>th</sup> Street with a weight limit of 14 Tons.
- Buckner Lane with a weight limit of 18 Tons

The weight limit is posted at both locations and has been verified as shown in the attached photos.

Goal:  Strong Economy  Quality Services  Vital Neighborhoods  Restored Downtowns

Funds Available:    Account Name: N/A  
                                  Account Number:

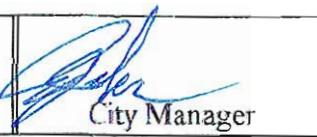
Finance
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### Staff Recommendation:

To adopt a Municipal Order authorizing the Mayor to execute the certification that states all city maintained bridges with safe load capacities of 40 tons or less are posted in accordance with the National Bridge Inspection Standards.

### Attachments:

KYTC documents, Certification form and Bridge Photos

 Department Head	City Clerk	 City Manager
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MUNICIPAL ORDER NO. \_\_\_\_\_

A MUNICIPAL ORDER APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE THE STATEMENT OF COMPLIANCE WITH NATIONAL BRIDGE INSPECTION STANDARDS/BRIDGE POSTING REQUIREMENTS FOR PADUCAH, KENTUCKY CERTIFYING BRIDGES WITHIN THE CITY LIMITS OF PADUCAH ARE POSTED WITH SAFE LOAD CAPACITIES OF 40 TONS OR LESS

WHEREAS, the Kentucky Transportation Cabinet District 1, inspects all bridges within the city limits and forwards the reports to the City Engineer's Office for review, correction, and verification; and,

WHEREAS, the City Engineer now advises the Mayor that all city maintained bridges are posted in compliance with standards as set forth by the Kentucky Transportation Cabinet.

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City of Paducah hereby approves and authorizes the Mayor to execute the Statement of Compliance with National Bridge Inspection Standards/Bridge Posting Requirements for Paducah, Kentucky certifying that bridges within the city limits of Paducah are posted with safe load capacities of 40 tons or less in accordance with the National Bridge Inspection Standards. The following two bridges fall within the requirement:

South 24<sup>th</sup> Street with a weight limit of 14 tons

Buckner Lane with a weight limit of 18 tons

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, October 27, 2015  
Recorded by Tammara S. Sanderson, City Clerk, October 27, 2015  
\\mo\Bridges-KY Safe Load Capacity Posting 2015

**Statement of Compliance With  
National Bridge Inspection Standards,  
Bridge Posting Requirements for  
Paducah, Kentucky**

This certifies that the **City of Paducah** has posted all City maintained bridge structures with safe load capacities less than 40 tons in accordance with the National Bridge Inspection Standards.

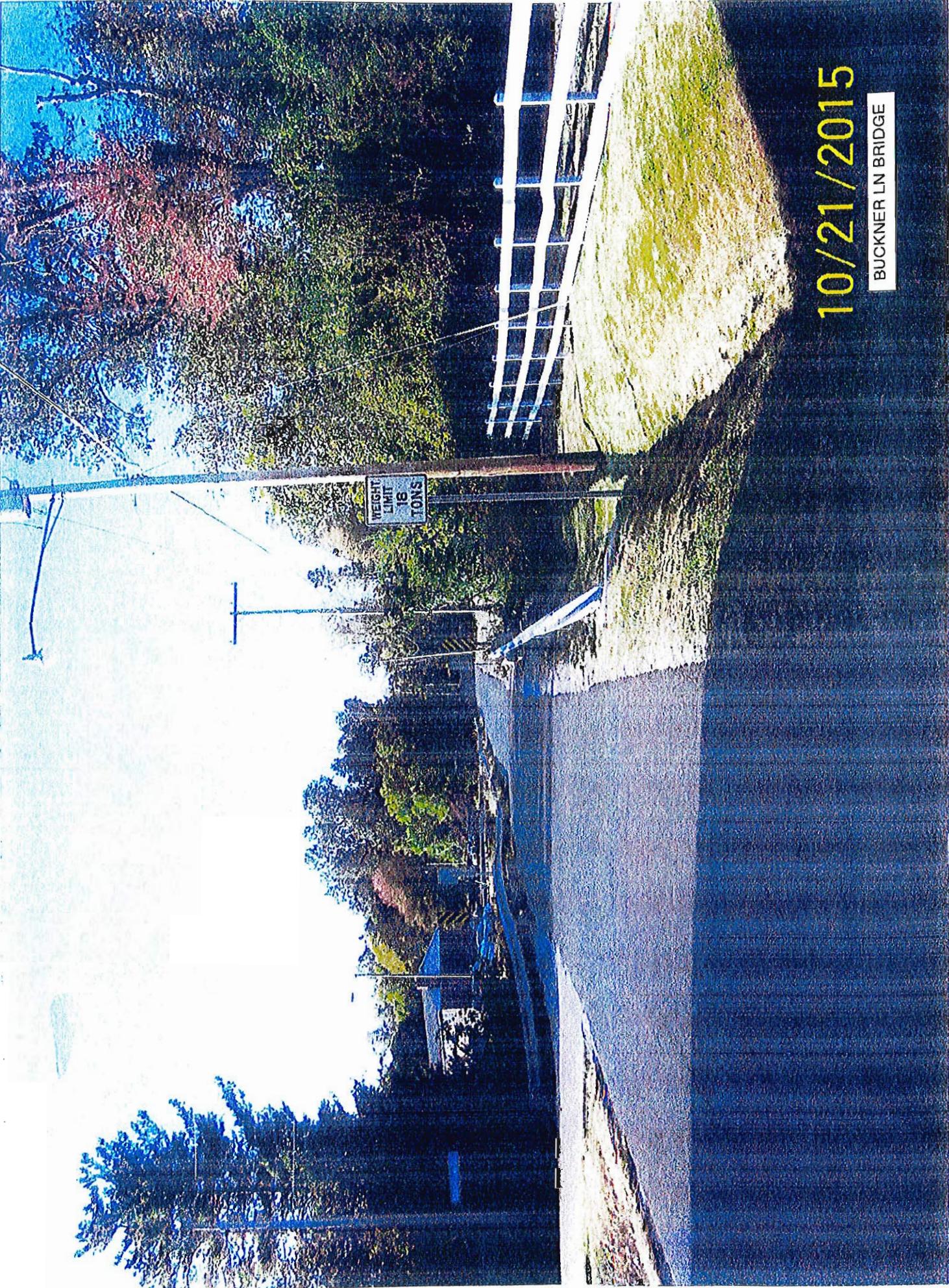
\_\_\_\_\_  
Paducah City Mayor Date:

All City maintained bridge structures with safe load capacity ratings less than 40 tons. in the city of **Paducah** have been posted as required by the National Inspection Standards.

\_\_\_\_\_  
District Bridge Engineer Date:

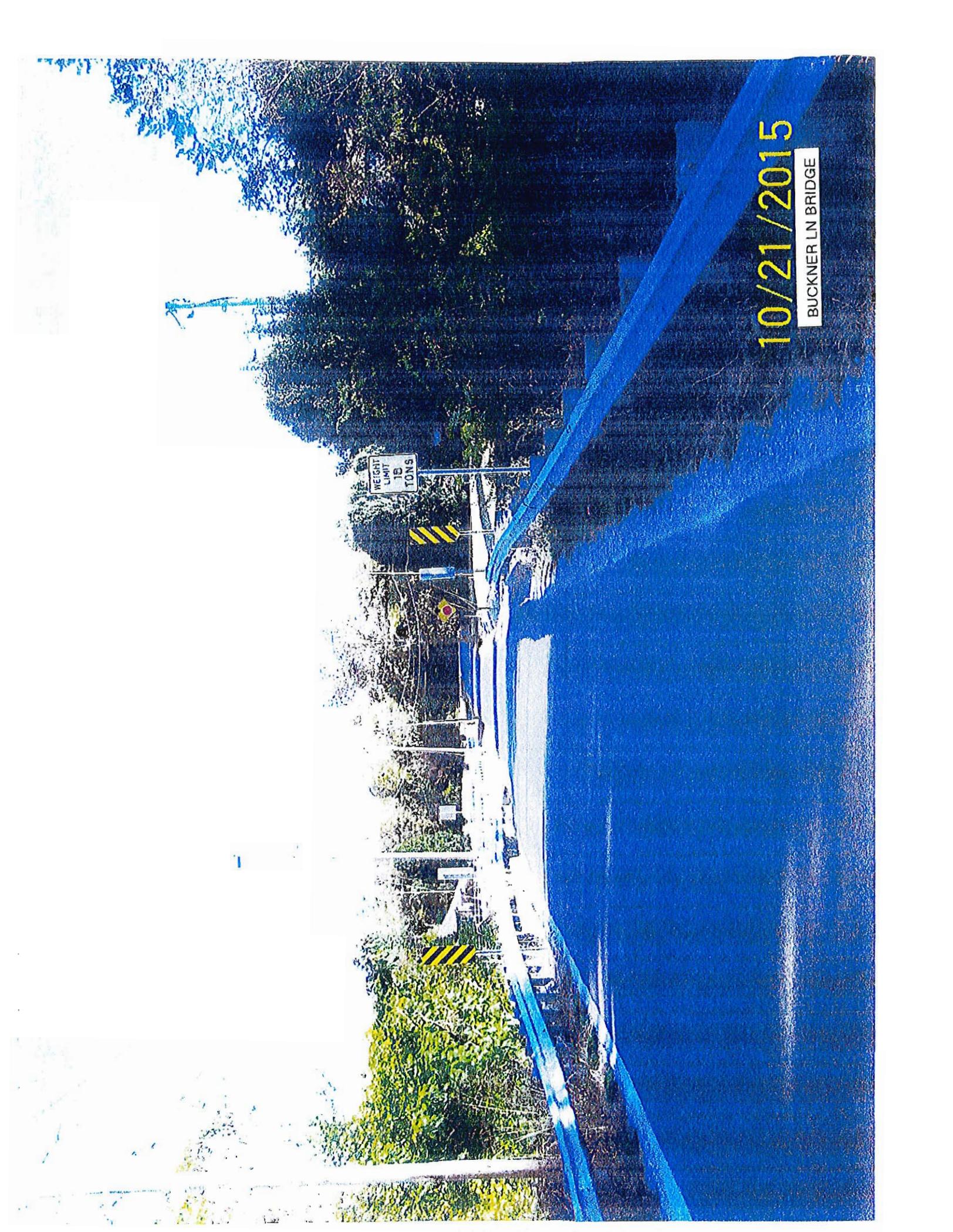
\_\_\_\_\_  
Chief District Engineer Date:

**DISTRICT ONE**



10/21/2015

BUCKNER LN BRIDGE



10/21/2015

BUCKNER LN BRIDGE



10/16/2015

S 24TH ST BRIDGE



WEIGHT  
LIMIT  
14  
TONS

10/16/2015

S 24TH ST BRIDGE



**TRANSPORTATION CABINET**

Department of Highways District 1 Office  
5501 Kentucky Dam Road  
Paducah, KY 42003  
(270) 898-2431

**Steven L. Beshear**  
Governor

**Michael W. Hancock, P.E.**  
Secretary

**RECEIVED**

**OCT 06 2015**

**ENGINEERING  
DEPARTMENT**

October 1, 2015

Mayor Gayle Kaler  
City of Paducah  
P. O. Box 2267  
Paducah, Kentucky 42002

Dear Mayor Kaler:

The annual and bi-annual inspection for bridges in the city of Paducah was completed on September 30, 2015.

Attached are copies of our inspection reports for these structures.

The following is a list of all bridges with weight limits below 18 tons and the posting status of each:

<u>PROJECT NUMBER</u>	<u>ROAD NAME &amp; NUMBER</u>	<u>WEIGHT LIMIT</u>	<u>POSTED</u>
073C00045N	South 24 <sup>th</sup> Street (CS-1331)	14 Tons	Yes
073C00008N	Buckner Lane (CS-1000)	18 Tons	Yes

In order for your City to be eligible for Federal Bridge Replacement and Rehabilitation Funds for the coming year, the bridges listed must be signed for the weight limit shown. Those listed for less than (3) Tons capacity must be physically barricaded. All signs and barricades must conform to the Manual on Uniform Traffic Control Devices.

Upon receipt of this letter, your county has 30 days to properly post or barricade the required structure, then sign, date, and return the statement of compliance form to this office.

If you have any questions, please contact this office at (270) 898-2431.

Sincerely,

Mike McGregor  
Chief District Engineer

MM: GWC  
Enclosures

