



K E N T U C K Y

Ashland Board of Commissioners

Thursday, June 25, 2020

12:00 PM

Commissioners' Chambers

AGENDA

I. CALL TO ORDER

II. INVOCATION

III. PLEDGE OF ALLEGIANCE

IV. RECEIVE AND FILE CALL LETTER

V. HEARINGS AND REPORTS

- a. *Mayor & Commissioners' Comments*
- b. *City Manager's Report*
- c. *Comprehensive Plan Presentation by Taylor Siefker Williams Design Group*

VI. OLD BUSINESS

- a. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY APPROVING AND ADOPTING THE 2020-2021 BUDGET AND APPROPRIATING REVENUES ON HAND AND TO BE RECEIVED DURING THE YEAR 2020-2021 FOR THE PAYMENT OF EXPENSES OF THE CITY OF ASHLAND FOR THE TWELVE-MONTH PERIOD BEGINNING JULY 1, 2020 AND ENDING JUNE 30, 2021 AND REPEALING ALL ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT HEREWITH.

*FISCAL NOTE: Fiscal Year 2021 budget = \$63,828,970.
General Fund = \$24,497,021
TIF Fund = \$298,450
Municipal Aid Road Fund = \$383,290
Community Development Block Grant Fund = \$1,624,753
Voucher Fund = \$3,417,048
Floodwall Fund = \$436,903
Utility Fund = \$28,415,442
Ashland Bus System = \$2,634,475
Recreation Fund = \$955,106
Ashland Cemetery Fund = \$136,740
Capital Purchase Improvement Fund = \$1,029,742*

b. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, FIXING THE REGULATORY LICENSE FEE AT 4% OF THE GROSS RECEIPTS FROM THE SALE OF ALCOHOLIC BEVERAGES WITHIN SAID CITY DURING THE FISCAL YEAR JULY 1, 2020 THROUGH JUNE 30, 2021, AS AUTHORIZED AND IMPOSED BY SECTION 25 OF ORDINANCE NO. 59, SERIES OF 2018, KNOWN AND CITED AS THE ALCOHOLIC BEVERAGE CONTROL ORDINANCE FOR THE CITY OF ASHLAND, SUCH PROCEEDS TO BE USED TO REIMBURSE THE CITY FOR EXPENSES RELATED TO THE SALE OF ALCOHOLIC BEVERAGES THEREIN.

FISCAL NOTE: Alcohol License Fee = 4% on Gross Receipts. Fiscal Year 2021 Projected Revenue = \$558,500.

c. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, FIXING THE TAX LEVY FOR THE YEAR 2020, PAYABLE IN THE YEAR 2021, ON THE BANK DEPOSITS FRANCHISE TAX FOR REVENUE PURPOSES BY THE CITY OF ASHLAND.

FISCAL NOTE: Bank Franchise Rate = .025 per \$100 of bank deposits. Fiscal Year 2021 projected revenue = \$165,600.

d. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A BUSINESS ASSOCIATE AGREEMENT BETWEEN THE CITY OF ASHLAND, KENTUCKY, AND MCGREGOR & ASSOCIATES, INC. REGARDING PROTECTED HEALTH INFORMATION.

FISCAL NOTE: No fiscal impact.

e. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A CAFETERIA & HEALTH REIMBURSEMENT ARRANGEMENT PLAN SERVICES AGREEMENT BETWEEN THE CITY OF ASHLAND, KENTUCKY, AND MCGREGOR & ASSOCIATES, INC. TO FURNISH ADMINISTRATIVE SERVICES REGARDING A HEALTH FLEXIBLE SPENDING ARRANGEMENT, A DEPENDENT CARE ASSISTANCE PROGRAM AND A HEALTH REIMBURSEMENT ARRANGEMENT.

FISCAL NOTE: Initial Setup Fee = \$300. Monthly Administrative Services = \$4.25 per Enrolled Employee with Flexible Spending Account (FSA) and \$5.25 per Enrolled Employee with Health Reimbursement Account (HRA).

f. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A COBRA ADMINISTRATIVE SERVICES AGREEMENT BETWEEN THE CITY OF ASHLAND, KENTUCKY, AND MCGREGOR & ASSOCIATES, INC. TO FURNISH ADMINISTRATIVE SERVICES REGARDING COMPLIANCE REQUIREMENTS OF THE CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT OF 1985 (COBRA).

FISCAL NOTE: Initial Setup fee = \$150. Average cost for Fiscal Year = \$3,120.

- g. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A GROUP HEALTH PLAN BUSINESS ASSOCIATE AGREEMENT BETWEEN THE CITY OF ASHLAND, KENTUCKY AND ANTHEM REGARDING PROTECTED HEALTH INFORMATION.

FISCAL NOTE: No fiscal impact.

- h. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE AN ADMINISTRATIVE SERVICES AGREEMENT BETWEEN THE CITY OF ASHLAND, KENTUCKY AND ANTHEM RETAINING ANTHEM AS AN INDEPENDENT CONTRACTOR TO ADMINISTER CERTAIN ELEMENTS OF THE CITY OF ASHLAND'S GROUP HEALTH PLAN.

FISCAL NOTE: Anthem will now provide Third Party Administrator (TPA) services for our health and dental insurance at an estimated savings of \$1.2 Million.

- i. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, AND TONY D. GRUBB, FINANCE DIRECTOR, OR MICHELLE VEACH, ASSISTANT FINANCE DIRECTOR, TO ESTABLISH A LINE OF CREDIT ON BEHALF OF THE CITY OF ASHLAND IN ORDER TO BORROW SUFFICIENT FUNDS FOR OPERATIONAL EXPENSES FOR THE PERIOD JULY 1, 2020 THROUGH JUNE 30, 2021.

FISCAL NOTE: Authorization for borrowing funds for operational expenses up to \$8 Million from a local bank.

- j. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING A THREE PERCENT (3%) INCREASE FOR ALL MEMBERS OF THE POLICEMEN'S AND FIREFIGHTERS' PENSION FUND TO BE PAID FROM THE GENERAL FUND.

FISCAL NOTE: A 3% COLA for all Policemen's and Firefighters' Pension Fund members. Fiscal Year 2021 = \$8,736.

- k. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING A THREE PERCENT (3%) INCREASE FOR ALL MEMBERS OF THE UTILITY PENSION FUND TO BE PAID FROM THE UTILITY FUND.

FISCAL NOTE: A 3% COLA for all Utility Pension Fund members. Fiscal Year 2021 = \$20,174.

- l. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A CONTRACT BETWEEN THE CITY OF ASHLAND AND THE

ASHLAND-BOYD COUNTY HEALTH DEPARTMENT TO PROVIDE AND ADMINISTER HEPATITIS B AND RABIES VACCINES TO APPROXIMATELY FIVE (5) NEW EMPLOYEES AT A COST OF \$1,149.00 EACH FOR THE DEPARTMENT OF HUMAN RESOURCES.

FISCAL NOTE: Cost is the same for FY 2020-2021 as FY 2019-2020. Cost for 5 new employees - \$5,745.00. Amount may vary depending upon number of new employees hired by the City.

m. *Second reading and final adoption of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, REPEALING PART V. COMPENSATION PLAN; K. LONGEVITY, AND REPEALING APPENDIX M. TUITION ASSISTANCE; AMENDING THE AUTHORIZED POSITIONS AND ADOPTING THE REVISED SALARY CHART OF THE "POLICIES AND PROCEDURES, COMPENSATION PLAN AND CLASSIFICATION PLAN" AS ADOPTED BY ORDINANCE NO. 51, SERIES OF 2017, AS PREVIOUSLY AMENDED.

FISCAL NOTE:

VII. CONSENT AGENDA - Reading and adoption of a resolution adopting, authorizing and approving the course of action recommended by the City Manager on items appearing on the Consent Agenda.

1. *City Manager recommends awarding the bid for the purchase of approximately One Thousand Five Hundred (1,500) tons of treated rock salt to Compass Minerals America Inc. in the amount of \$62.50 per ton.*

FISCAL NOTE: This is the result of the Kentucky League of Cities (KLC) bid on June 12, 2020. Last year's bid from KLC was \$92.30 per ton for FY 2020 vs \$62.50 a ton for Fiscal Year 2021. This is a reduction of \$ 29.80 a ton or 32%. Fiscal Year 2021 proposed budget = \$ 24,000.

2. *City Manager recommends the Reduction In Force of the Fleet Maintenance/Solid Waste Superintendent, until such time as revenues increase to allow the employee to return to work.*

FISCAL NOTE: The Savings for the reduction of this job for Fiscal Year 2021 = \$ 83,436 which includes salary, Social Security and Kentucky Retirement.

3. *City Manager recommends approval to appoint an employee previously laid off due to COVID-19 to the position of Maintenance Worker I, Streets Department, effective June 29, 2020.*

FISCAL NOTE: This is budget neutral to hire back this employee as this position was already funded.

VIII. NEW BUSINESS

a. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND DIRECTING STEPHEN E. GILMORE, MAYOR, TO EXECUTE A CONTRACT BETWEEN THE CITY OF ASHLAND AND COMPASS MINERALS AMERICA INC. FOR THE PURCHASE OF APPROXIMATELY ONE THOUSAND FIVE HUNDRED (1,500) TONS OF TREATED ROCK SALT AT \$62.50 PER TON FOR THE DEPARTMENT OF PUBLIC SERVICES, DIVISION OF STREETS.

FISCAL NOTE: This is the result of the Kentucky League of Cities (KLC) bid on June 12, 2020. Last year's bid from KLC was \$92.30 per ton for FY 2020 vs \$62.50 a ton for Fiscal Year 2021. This is a reduction of \$ 29.80 a ton or 32%. Fiscal Year 2021 proposed budget = \$ 24,000.

b. *First reading and approval of an ordinance:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND APPROVING CHANGE ORDER NO. 1 BETWEEN THE CITY OF ASHLAND, KENTUCKY AND TECH COAT, INC. FOR A CONTRACT REGARDING THE WATER TREATMENT PLANT FILTER UNDERDRAIN AND MEDIA REPLACEMENT PROJECT FOR THE DEPARTMENT OF UTILITIES INCREASING THE CONTRACT IN THE AMOUNT OF \$102,860.00 AND THE CONTRACT TIME BY 90 CALENDAR DAYS.

FISCAL NOTE: Original Contract - \$571,837.00. Increase in contract amount by \$102,860.00. Revised contract amount \$674,697.00. Funds will be allocated from Utility Revenue bond proceeds.

c. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ADOPTING BY REFERENCE THE CITY OF ASHLAND COMPREHENSIVE PLAN AND REPEALING ORDINANCE NO. 103, SERIES OF 2013.

FISCAL NOTE: The Comprehensive Plan development costs = \$ 32,980.

d. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AUTHORIZING AND APPROVING CHANGE ORDER NO. 4 BETWEEN THE CITY OF ASHLAND, KENTUCKY AND DEBCON, INC. INCREASING THE CONTRACT AMOUNT BY \$1,764.00 REGARDING THE 16TH STREET PLAZA (JUDD PLAZA) RENOVATION PROJECT FOR THE DEPARTMENT OF ENGINEERING.

FISCAL NOTE: Total contract amount including previous change orders = \$1,177,858.00. Total contract amount including current change order = \$1,179,622.00. Fiscal Year 2020 Streetscape Budget (Capital Purchase Improvement Fund) = \$1,350,000.00. Additional work to re-grade and re-compact the area at Winchester Ave. in an area that the city repaired the water main. Additional amount = \$650.00. Modification of the curbs and landscaping area in the alley behind Community Trust Bank at the bank's request eliminating 15 LF of curb and eliminating 140 SF of pavement demolition. Decrease amount = (\$398.00) Additional work to add drainage lines for the stage planters and raise planters adjacent to stage by six inches. Additional amount = \$1,512.00

e. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ADOPTING THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - EMPLOYEES HIRED PRIOR TO JULY 1, 2020 (NON-FIRE), WHICH ESTABLISHES HEALTH BENEFIT PLANS FOR ANTHEM HEALTH PLANS OF KENTUCKY, INC. (ANTHEM) OF THE CITY OF ASHLAND HEALTH INSURANCE COVERAGE.

FISCAL NOTE: Anthem will be City's Third Party Administrator for health plan. The proposed savings for the move to Anthem is \$ 1.2 M. These savings were achieved by lower administration fees of \$ 55K, Stop Loss premium savings of \$ 377k and estimated health claim savings of \$771K. We also added aggregate insurance at a cost of \$34,850 to protect City with Cap on high health claims. Also, Anthem recommended various plan changes to keep us up with industry standards, included Vision coverage of \$130 per plan participant per year and increased the maximum yearly out of pocket for Dental to \$1,500. This plan keeps deductible and maximum out of pocket per current plan levels.

f. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ADOPTING THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - EMPLOYEES HIRED AFTER JULY 1, 2020 (NON-FIRE), WHICH ESTABLISHES HEALTH BENEFIT PLANS FOR ANTHEM HEALTH PLANS OF KENTUCKY, INC. (ANTHEM) OF THE CITY OF ASHLAND HEALTH INSURANCE COVERAGE.

FISCAL NOTE: A 3rd Tier was written for new hires. This plan was designed with higher deductibles, premiums and out of pocket costs. Through attrition of our employees, the cost savings for this plan will continue to grow.

g. First reading and approval of an ordinance entitled:

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ADOPTING THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - FIRE DEPARTMENT UNION, WHICH ESTABLISHES HEALTH BENEFIT PLANS FOR ANTHEM HEALTH PLANS OF KENTUCKY, INC. (ANTHEM) OF THE CITY OF ASHLAND HEALTH INSURANCE COVERAGE.

FISCAL NOTE: Medical Benefit Coverage stays the same with the Ashland Fire Department. The Union rejected any changes to coverage or premium.

h. First reading and approval of an ordinance entitled:

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ESTABLISHING PREMIUM RATES FOR THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - EMPLOYEES HIRED PRIOR TO JULY 1, 2020 (NON-FIRE UNION)

FISCAL NOTE: Establish employee premiums for Insurance coverage. Single = \$30 per pay (previously \$25 per pay), Employee Plus One = \$60 per pay (previously \$50 per pay), Family Medical = \$90 per pay (previously \$70 per pay), Spousal waiver premiums = \$35 per pay (previously \$27 per pay). The ordinance also establishes an annual increase by the Consumer Price Index (CPI) for premiums. This is for all non-fire union personnel.

i. First reading and approval of an ordinance entitled:

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ESTABLISHING PREMIUM RATES FOR THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - EMPLOYEES HIRED AFTER JULY 1, 2020 (NON-FIRE UNION).

FISCAL NOTE: Establish employee premiums for Insurance coverage. Single = \$50 per pay, Employee Plus One = \$ 75 per pay, Family Medical = \$100 per pay. The ordinance also establishes an annual increase by the Consumer Price Index (CPI) for premiums. These rates are for all non-fire union personnel hired after July 1, 2020. This plan also has higher deductible and out of pocket, higher premiums and co-pays.

j. First reading and approval of an ordinance entitled:

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ESTABLISHING PREMIUM RATES FOR THE CITY OF ASHLAND, KENTUCKY MEDICAL CARE PLAN - FIRE DEPARTMENT UNION.

FISCAL NOTE: Establish Fire Department Union employee premiums for insurance coverage. Single = \$22 per pay, Employee Plus One = \$44 per pay, Family Medical = \$60 per pay, Spousal Waiver premium = \$22 per pay. The Fire Department Union rejected any changes to premiums.

k. First reading and approval of an ordinance entitled:

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, ESTABLISHING PREMIUM RATES FOR CONTINUED HEALTH COVERAGE UNDER COBRA.

FISCAL NOTE: This is setting the monthly premiums for former employees who chose to COBRA our insurance benefits. Subscriber = \$841.44, Subscriber plus spouse = \$1,767.02, Subscriber plus Child(ren) = \$1,514.59, Subscriber plus Family = \$2,692.61.

1. *First reading and approval of an ordinance entitled:*

AN ORDINANCE OF THE CITY OF ASHLAND, KENTUCKY, AMENDING SECTION 2 OF ORDINANCE NO. 77, SERIES OF 2019, PREVIOUSLY AMENDED BY ORDINANCE NO. 2, SERIES OF 2020, WHICH IS COMMONLY KNOWN AND REFERRED TO AS THE "BUDGET ORDINANCE" OF THE CITY OF ASHLAND.

FISCAL NOTE: To amend the Fiscal Year 2020 budget.

General Fund increase = \$ 570,163 (Police Car outfitting = \$61,752, Police operating supplies = \$5,599, Community Center = \$392,364, Street Vehicle = \$51,448, Tiff Consultant / Attorney = \$ 59,000 [transfer from General Fund to TIFF fund to pay expenses]).

TIF Fund Increase = \$ 59,000 Tiff Consultant / Attorney

CDBG - Action Plan changes = \$ 444,845

Floodwall increases = \$5,350 on Floodwall Repairs

Capital Purchase Improvement Fund Increases= \$ 505,564 (Reflective of the above General Fund increase for Police Car Outfitting, Community Center and Street Vehicle)

IX. ADJOURNMENT OR RECESS