



**PARIS CITY COMMISSION
REGULAR MEETING AGENDA**
525 High Street Paris, KY 40361
Commission Chambers – Room 121
Tuesday, January 9, 2024 - 9:00 AM

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. APPROVE MINUTES

- A. Regular Meeting; December 12, 2023

5. CONSENT AGENDA

- A. General and Utility Fund Payment of Invoices
- B. Municipal Order 2024-1: Appointment to the Joint Planning Commission
- C. Recommendation to Hire: Full Time Firefighter/EMT
- D. Recommendation to Hire: Field Operations Laborer
- E. Municipal Order 2024-4: Memorialization of Hazardous Duty
- F. Contract Renewal: Hach

6. REGULAR AGENDA

- A. Municipal Order 2024-2: Housing Authority Fees
- B. Municipal Order 2024-3: Establishing the Lexington Rd. Sewer Lift Station Repair Project
- C. Request to RFP: Replacement Fire Engine
- D. Police Employment Contract Revisions
- E. Recommendation to Hire: Police Officer Cadet
- F. Recommendation to Hire: Police Officer
- G. Recommendation to Hire: Police Officer
- H. Resolution 2024-1: Police Fleet Financing

7. REPORTS

- A. Outside Agencies
- B. City Staff
- C. Mayor & Commissioners

8. ADJOURNMENT

Paris City Commission
525 High Street Paris, KY 40361
Commission Chambers – Room 121
Meeting Minutes
December 12, 2023

CALL TO ORDER

The Paris City Commission met in regular session at 9:00 a.m. viewable on Facebook live at www.facebook.com/cityofparisky on December 12, 2023.

PLEDGE OF ALLEGIANCE

Mayor Plummer called the meeting to order, and the Pledge of Allegiance was recited.

ROLL CALL

Present: Mayor, John Plummer; Commissioner, Wallis Brooks; Commissioner, Tim Gray; Commissioner, Sharon Fields; Commissioner, Mike Withrow.

Others in Attendance: City Attorney, Bryan Beaman; CPA, Brad Oberlander; City Clerk & Treasurer, Stephanie Settles

APPROVE MINUTES

Motion by Brooks, seconded by Withrow, the motion unanimously carried approving November 28, 2023 minutes as presented.

ORDINANCES

Motion: Move to approve Ordinance 2023-16: An ordinance related to the amendment of employee pay scales and classification ranges.

By:Withrow

Seconded:Plummer

Yes: Plummer, Brooks, Fields, Gray, Withrow

No: None

Abstain: None

CONSENT AGENDA

Motion by Withrow, seconded by Gray, the motion unanimously carried approving Move to approve Municipal Order 2023-38 a municipal order approving the mayor’s reappointment of Darrell Poynter to Bourbon County Joint Planning & Zoning Commission for a term ending December 31, 2027.

Motion by Withrow, seconded by Gray, the motion unanimously carried approving Move to approve the 2024 city commission regular meeting schedule of 22 meetings in accordance with adopted ordinance § 20.150, to include the cancelation of the July 9, 2024, and December 24, 2024, meetings.

Motion by Withrow, seconded by Gray, the motion unanimously carried approving Move to approve the full-time hire of Sheigh Hurst to the position of Financial Coordinator, pay scale A9-1.

Motion by Withrow, seconded by Gray, the motion unanimously carried approving Move to approve the full-time hire of Emily Scott to the position of Executive Assistant, pay scale A4-1.

Motion by Withrow, seconded by Gray, the motion unanimously carried approving Move to approve the payment of invoices for the General Fund in the amount of \$436,977.78, and the Utility Fund in the amount of \$269,558.41.

REGULAR AGENDA

Motion: Move to approve Municipal Order 2023-37 for the implementation of Paymentus as a third-party payment vendor and authorize the Mayor, City Manager, City Attorney and City Clerk to finalize the agreement and execute necessary documents. Further, authorize the City Manager to approve renewals of the Master Service Agreement in the future if they are in accordance with the approved amounts.

By: Withrow

Seconded: Gray

Yes: Plummer, Brooks, Fields, Gray, Withrow

No: None

Abstain: None

REPORTS

Dalton Belcher, Planning and Zoning

- The Jeep has been repaired and back in service.
- 35 total violations were issued for the month of November for the City and County.

Fire Chief Michael Duffy

- Received a check from the Fire Commission for a grant in the amount of \$ 20,000.00
- Starting a Junior Firefighter program.

Laure Biddle, Chamber of Commerce

- Retail Strategies continue to look at properties available for Paris.

Jamie Miller, City Manager

- Auditors are on site working on the 2022 Fiscal year audit.
- The City Employee breakfast is December 20, 2023 from 7:30 a.m. to 10:00 a.m.

Sharon Fields, Commissioner

- Requested an update on the Transfer Station. Jamie stated that the size of the project has had significant changes and new plans are being drafted. The package should be out for bid in January.

Tim Gray, Commissioner

- Requested the no parking curbs along Vine Street, to Stoner Ave, to Winchester Road to be painted as the no parking signs have disappeared.
- Discussed playing basketball in city streets. Ordinance § 52.109 PLAYING BALL GAMES read " It shall be unlawful for any person to play baseball, basketball, football, or any other game of ball upon any street within the city."

ADJOURNMENT

Motion by Withrow, seconded by Brooks, the motion unanimously carried to adjourn the meeting at 9:29 a.m.

Mayor, John A. Plummer

Attest:

City Clerk, Stephanie Settles



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: General and Utility Fund Payment of Invoices

DEPARTMENT: Finance

RECOMMENDED MOTION: Move to approve the payment of invoices for General Fund in the amount of \$529,538.84 and Utility Fund in the amount of \$343,814.41.

DESCRIPTION: Attached is the list of invoices for the General Fund and Utility Fund. Notable purchases in the Utility Fund were engineering services for the Water Plant Upgrade project and the Compact Excavator. Notable purchases in the General Fund were the annual street resurfacing program and the Dump Truck for Public Works.

REQUESTED BY:

Name: Brad Oberlander



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Municipal Order 2024-1: Appointment to the Joint Planning Commission

DEPARTMENT: City Manager

RECOMMENDED MOTION: Move to approve Municipal Order 2024-1 approving the Mayor's Appointment of Micah Carrel to the Bourbon County Joint Planning & Zoning Commission for a Term Ending December 31, 2027.

DESCRIPTION: The Mayor is authorized to recommend the appointment of individuals to the Joint Planning and Zoning Commission.

The attached Municipal Order appoints Micah Carrel to the Planning and Zoning Board with a term expiring December 31, 2027.

REQUESTED BY:

Name: Jamie Miller on behalf of Mayor John Plummer

**CITY OF PARIS
MUNICIPAL ORDER 2024-1**

**A MUNICIPAL ORDER APPROVING THE MAYOR'S
APPOINTMENT OF MICAH CARREL TO THE BOURBON
COUNTY JOINT PLANNING & ZONING COMMISSION
FOR A TERM ENDING DECEMBER 31, 2027.**

WHEREAS, the Interlocal Agreement for the Joint Planning & Zoning Commission authorizes the Mayor to make appointment of five positions to the Bourbon County Joint Planning & Zoning Commission. Such shall be confirmed by the Commission.

WHEREAS, the Interlocal Agreement does not indicate a term length but the current term length of that seat has been a period of four years.

WHEREAS, the City has adopted Ordinance No 2019-13 which establishes limits for consecutive terms.

WHEREAS, there will be a vacancy on the board caused by an term set to expire December 31, 2022;

WHEREAS, the recommended appointment is for an initial term

NOW THEREFORE be it resolved by the Board of Commissioners of the City of Paris that the Mayor's appointment of Micah Carrel to the Bourbon County Joint Planning & Zoning Commission for a term ending December 31, 2027.

Enacted at the City Commission's regular meeting of January 9, 2024.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Recommendation to Hire: Full Time Firefighter/EMT

DEPARTMENT: Human Resources

RECOMMENDED MOTION: Move to approve the full-time hire of Brandon Green to the position of Firefighter/EMT, pay scale F6-8.

DESCRIPTION: Onboarding Mr Green will help to fill a vacant position within the Fire Department.

Mr Green currently serves as a Part-Time EMT with the Fire Department, and with the approval of the Fire Chief, would now like to transition to full-time. He has served as a Full-Time Firefighter in Georgetown since 2012, and comes to the City with a wealth of knowledge that will greatly benefit our Department.

This approval will be conditional upon successful completion of all pre-employment background screenings.

REQUESTED BY:

Jacob Barker, Director of Human Resources

Michael Duffy, Fire Chief



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Recommendation to Hire: Field Operations Laborer

DEPARTMENT: Human Resources

RECOMMENDED MOTION: Move to approve the full-time hire of Nicholas Mitchell to the position of Field Operations Trainee, pay scale O2-1.

DESCRIPTION: Hiring Mr. Mitchell will fill a vacant position within the Field Operations department due to the departure of an employee.

Mr. Mitchell has no state certifications, however he has a background in the plumbing industry and is familiar with the concept of what the role entails.

This approval will be conditional upon successful completion of all pre-employment background screenings.

REQUESTED BY:

Name: Jacob Barker, Director of Human Resources
Micheal Myneear, Field Operations Superintendent



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Municipal Order 2024-4: Memorialization of Hazardous Duty

DEPARTMENT: City Manager

RECOMMENDED MOTION: Move to approve Municipal Order 2024-4

DESCRIPTION: The movement to Hazardous Duty has been discussed and approved at multiple meetings.

At the October 24, 2023 meeting, Commission approved the application to be filed with the retirement system, which was the final step of the process from the City.

On December 4, 2023 the City received notice that the application had been approved.

Municipal Order 2024-4 memorializes the movement to Hazardous Duty, listing the positions that were approved.

REQUESTED BY:

Name: Jamie Miller

CITY OF PARIS
ORDER NO. 2024-4

A MUNICIPAL ORDER MEMORALIZING THE CITY'S
DESIGNATION OF HAZARDOUS DUTY RETIREMENT
CLASSIFICATION FOR CERTAIN POSITIONS

WHEREAS, at the City of Paris Board of Commissioners meeting of June 27, 2023, the Commission approved Ordinance 2023-6 adopting the FY2023 - 2024 Annual Budget which included multiple discussions relating to implementing of Hazardous Duty retirement for certain positions with the Fire and Police Departments;

WHEREAS, the Commission estimates the initial one-year cost for Hazardous Duty is an additional estimated \$580,000 - \$600,000 expense for City;

WHEREAS, the current retirement contribution for non-hazardous duty classification in the current fiscal year is 23.34% and the hazardous duty contribution rate is 43.69%;

WHEREAS, the City's projected funding for this initial partial year of hazardous duty classification can be compiled through the elimination of projects, reductions of the operational budgets, reduced pay adjustments for the impacted employees (compared to other employees), and holding positions vacant for part of the year;

WHEREAS, it is anticipated that in future fiscal years, the City may have to elect to take the compensating tax rate or above the compensating rate to provide revenue to fund this additional expenses and that the City will need to evaluate other methods of revenue diversification such as evaluating current and future fee schedules and investment opportunities and consider budget reductions or cuts to fund the ongoing expenses associated with hazardous duty retirement classification;

WHEREAS, at its meeting of October 24, 2023 the Board of Commissioners approved the City's application to the Kentucky County Employees' Retirement System requesting the transfer of certain positions in the Fire and Police Departments from non-hazardous coverage to hazardous coverage;

WHEREAS, on December 4, 2023, the Board of Trustees of the County Employees' Retirement System approved the City's request.

NOW THEREFORE be it resolved by the City Commission of the City of Paris, Kentucky that:

- (1) the positions of fire chief, fire battalion chief, firefighter lieutenant EMT, EMS major, firefighter lieutenant paramedic, firefighter EMT, firefighter paramedic, police chief, police captain, police lieutenant, detective, police officer, and assistant police chief are designated as hazardous coverage in the

Kentucky County Employees' Retirement System;

- (2) The Mayor, City Manager, and any other City officer, official, or employee is authorized to execute any document and carryout any requirement to implement this Municipal Order;
- (3) This classification of hazardous coverage shall take effect as of January 1, 2024.

Adopted at the Commission meeting on this 10TH day of January, 2024.

CITY OF PARIS, KENTUCKY

John A Plummer, Mayor

ATTESTED BY:

Stephanie Settles, Clerk/Treasurer



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Contract Renewal: Hach

DEPARTMENT: City Manager

RECOMMENDED MOTION: Move to approve the renewal of the maintenance agreement with Hach and authorize the Mayor, City Manager, and City Clerk to execute all necessary documents. Further, to authorize the Mayor, City Manager, and City Clerk to approve future renewals provided that there are no substantial changes to terms and conditions, and if the renewal amount does not exceed the then current purchasing threshold set for City Commission approval.

DESCRIPTION: The renewal of the maintenance and calibration contract with Hach is due. This is an annual plan and is within budget. This contract is for quarterly maintenance and calibration of all of the plants Hach analyzation equipment through 2024. This contract also expedites any out of plant repairs at no additional cost to the city.

REQUESTED BY:

Name: Chad Smart, Water Superintendent



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Municipal Order 2024-2: Housing Authority Fees

DEPARTMENT: Electric

RECOMMENDED MOTION: Move to approve Municipal Order 2024-2 to temporarily waive the meter fees under Ordinance Chapter 34 to the Housing Authority of Paris for a period of not to exceed 18 months and to temporarily maintain the current monthly service charge category for the Housing Authority of Paris accounts.

DESCRIPTION: The Electric Department has recommended a change to the current system of classification and meter reading at the properties managed by the Housing Authority of Paris (H.A.). The proposed change is meant to prepare for the implementation of the AMI system, which in the Capital Plan is tentatively planned to begin in the 2024-2025 period.

Currently, the multiple residences at these locations are metered and billed with one manually read master meter, per location. There are currently five manual meters serving 135 residential connections. Four of the five locations are being charged at a CE2 rate, which under Ordinance Section 34.002 is for Commercial Electric and Large Lighting with a Demand charge. 34.002 (A) indicates this rate will apply to large customers that are taken through a single meter.

There is currently a \$55.00 monthly service charge associated with the CE2 classification, and a rate of \$.07854 per kWh charge for all energy consumed. Two of the locations are being charged this monthly service charge, and three of the locations are being charged a \$39.00 monthly Meter Fee, which is applicable under the CE1 Rate. There is also a demand charge for four of the locations that is applied as well. We are currently collecting demand information on the fifth location. There may be a demand charge assessed for the fifth location when data collection is completed.

It is proposed to change from single point meters that serve numerous connections to utilizing individual connections. The individual connections would be charged the Standard Residential Electric Rate under the ordinance. The current rate is \$.09509 per KWH and a \$10.80 monthly service charge per meter.

With movement to utilizing the individual metering as the basis for the read, with the monthly service charge built into the Ordinance Relating to Electricity Rates, the H.A. would begin to incur additional charges for each meter installed compared to their current fee structure. Each of the 135 units would be charged a meter fee, as opposed to the current set up of the 5 Single Point Meters.

The Housing Authority is a Federally Funded governmental entity. The budgets are set annually with an effective date of April 1 each year. Making this change mid-year is an unbudgeted expense for the HA agency. The HA pays for the flat meter fee and does not pass that cost onto the residents.

The staff is recommending the HA continue to be charged under their current rate structure as a transition for a period not to exceed 18 months to allow for this change to be budgeted. If this changeover is budgeted and

accepted under the HA's process prior to this period, staff will move over to the new rate structure before the 18-month period. The City will continue to provide a compiled bill to the HA.

There are currently installed individual radio-read residential meters in the existing sockets of the residences and buildings. Moving away from treating this agency as a Commercial Customer with Single-Point Meters to utilizing individual meters will allow for the more accurate measurement of the usage of electricity within the H.A. locations. Not only will this change allow for more accurate reading of these facilities, but it will reduce the staff time required to manually collect the reading for these locations. Manual reading also has an increased chance of misreading.

This change will also allow for a more consistent implementation of the ordinance. If the City does not move to utilizing the individual meters for the basis of the read, the City will need to plan for the replacement of the single point metering. The estimated cost to replace all these Single Point Meters would be between \$25,000-\$40,000 depending on the cost of time and materials. The transition away from the Single Point Meters also reduces the number of meters that need to be tested by Luthan each year. The potential loss from a failed single point meter is a higher risk than individual meters.

This is the only Residential system currently on a Single Point meter. Staff would not recommend Single Point Metering for any residential locations in the future.

There are many benefits for the City of Paris for the transition away from the Single Point Meters for these connections. Since the HA is another governmental agency and this is a unique situation that does not apply to other customers, staff is recommending a transition period to allow for the changeover.

After the transition period, these accounts will be changed to individualized accounts listed to the HA, at the rate as stated in the Ordinance for Residential with no modifications.

REQUESTED BY:

Name: Aaron Sparkman, Electric Superintendent

**CITY OF PARIS
MUNICIPAL ORDER 2024-2**

**A MUNICIPAL ORDER APPROVING THE TEMPORARY
WAIVER OF THE ADDITIONAL METER FEES UNDER
CODE OF ORDINANCE CHAPTER 34 FOR THE HOUSING
AUTHORITY OF PARIS FOR A PERIOD NOT TO EXCEED
18 MONTHS FOR THE TRANSITION TO INDIVIDUAL
RADIO-READ RESIDENTIAL METERS INSTEAD OF
SINGLE-POINT METERS**

WHEREAS, the City of Paris has determined that it is in the public interest to transition the electric meters for the Paris Housing Authority from single-point meters to radio read-read residential meters;

WHEREAS, the City of Paris wishes to adjust the accounts for the Paris Housing Authority to ensure they are consistently applied in accordance with the ordinance;

WHEREAS, the Paris Housing Authority is currently established with single-point meters is the only residential system of this fashion in the City's system and provides a unique situation substantially different from other accounts;

WHEREAS, the Paris Housing Authority is a government agency;

WHEREAS, the City of Paris believes allowing a transition period of not to exceed 18-months is appropriate to allow for this transition to the account structure for this entity;

NOW THEREFORE the Board of Commissioners of the City of Paris approves the continuation of charging the each of the Paris Housing Authority's five accounts their current meter fees and rate structure until the transition is approved in the Housing Authority budget, not to exceed a period of 18-months. Once the transition has occurred, each connection will be charged the appropriate rate under Residential with no modifications

Enacted at the City Commission's regular meeting of January 9, 2024.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Municipal Order 2024-3: Establishing the Lexington Rd. Sewer Lift Station Repair Project
DEPARTMENT: Waste Water

RECOMMENDED MOTION: Approve Municipal Order 2024-3.

DESCRIPTION: Attached is a Municipal Order approving the creation of the Lexington Road Sewer Lift Station project and providing the expedited approval of items related to such project.

This sewer lift station is one of the city's major lift stations and is designed to use two 60hp pumps to maintain safety, state and federal compliance and provide good service to the citizens by pumping wastewater to the wastewater treatment plant. On November 1, 2023, one of the pumps failed. The City rented a diesel powered by-pass pump to keep up with the demand and eliminate any overflow possibilities, while the failed pump was being evaluated for repair or replacement. On November 21, 2023, the 2nd pump failed. The station is currently running only on the diesel powered by-pass pump.

Staff contacted several vendors for quotes (see attached). The estimated cost to repair the pumps was \$9,000 each with no warranty and an unknown turn around time. The cost to replace the pumps was \$15,470 each plus freight. The estimated delivery time for new pumps is 6–8 weeks. The new pumps have a 1-year warranty. One of these pumps have already been rebuilt, and based on the length the repair lasted, staff is recommending moving forward with a new replacement.

The total amount to replace both pumps is estimated at \$30,940 plus freight. And the estimated amount for rental and fuel for the by-pass pump is \$9000.

Staff is recommending replacing both pumps with new Keen 60hp pumps. These pumps have a shorter lead time and will be a direct replacement.

This is an unbudgeted item. However, staff is recommending to reallocate funds from project 23WW01 (3rd Clarifier at Wastewater Treatment Plant) from the CIP. After additional review, staff is exploring other options before persuing this project. This change will be part of a budget amendment at a future meeting.

REQUESTED BY:

Name: Michael Harris, WWTP Supervisor

**CITY OF PARIS
MUNICIPAL ORDER 2024-03**

**A MUNICIPAL ORDER APPROVING THE CREATION OF
THE LEXINGTON ROAD SEWER LIFT STATION REPAIR
PROJECT AND PROVIDING FOR THE EXPEDITED
APPROVAL OF ITEMS RELATED TO SUCH PROJECT.**

WHEREAS, the City of Paris has determined that it is in the public interest to complete a project that would replace both sewer lift station pumps that have failed in Lexington Road Lift Station;

WHEREAS the projects consist of replacing two 60hp keen pumps, hardware, and rental and fuel for bypass pump;

WHEREAS the total amount of the pumps is currently estimated at \$30,940;

WHEREAS there are other items related to this project such as rental and fuel is currently estimated at \$9,000;

NOW THEREFORE be it resolved by the Board of Commissioners of the City of Paris Kentucky that the board hereby approves the above-subject project;

BE IT FURTHER RESOLVED that the board authorizes the purchase of the pumps and then any other purchase related to the project not to exceed \$25,000 per individual item.

BE IT FURTHER RESOLVED that the board authorizes the Mayor, City Manager, City Clerk, to execute all necessary Agreements, or other documents on behalf of the city in connection with the project;

Enacted at the City Commission's meeting of January 9, 2024.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Request to RFP: Replacement Fire Engine

DEPARTMENT: Fire

RECOMMENDED MOTION: Move to approve the publishing of an RFP for a replacement Fire Engine.

DESCRIPTION: Generally, policy does not require authorization to issue an RFP. However, since this is an item that is unbudgeted and will impact future fiscal years, staff is bringing this item forward for review and consideration.

The staff is requesting to begin the process of replacing Fire Engine 4. This is project 23FD03 in the Capital Improvement Plan.

This is a 30-year-old Fire Engine which has exceeded its life span for the City of Paris Fire Department. The truck was initially received through government excess property and is officially on loan/lease to the City from the KY Forestry service. As part of this process, staff will be in contact with the Forestry Service to ensure all proper rules are followed for disposal or return of the equipment.

The projected time frame for the delivery of this truck would be about 30-36 months. This includes approximately three months of working on specifications, three months of a bid process, and the time it would take for the equipment to be built and delivered.

The anticipated total cost will be approximately \$750,000. Staff plan to begin to allocate some funding in the upcoming Capital Budget process towards partial payment towards the engine. As the process moves forward, staff will evaluate and provide a plan the best financing options for this purchase. There are currently two fire trucks on the debt schedule, currently with approximately 6 years left on their term.

Generally, Fire apparatus have a useful life of 20-25 years and will cycle between frontline, reserve, and training apparatus. The City currently has four Fire Engine Apparatus and two Ladder Trucks:

Engine 4 - KME Fire Engine - 1993
Engine 2 - Pierce Enforcer - 1996
Tower 1 - 105 Ft - 2002
Engine 3 - American LaFrance - 2006
Engine 1 - Pierce Saber - 2019
Ladder 2 - 75 Ft - 2019

Staff is having issues locating parts on Engine 4, and refurbishment is not recommended. The staff is evaluating the possibility of refurbishing Engine 2 as the next major equipment item, but no action is requested on that topic at this time. Staff is also having issues with replacement parts on Engine 3 as the company has gone under.

REQUESTED BY:

Name: Chief Michael Duffy



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Police Employment Contract Revisions

DEPARTMENT: Police

RECOMMENDED MOTION: Move to approve the updated employment contracts for the Police Department for cadet new hires needing to complete the academy and lateral new hires with more than five years experience.

DESCRIPTION: There have been significant statutory changes since the last version of the Police Employment Contract template was adopted and the proposed revisions are in compliance with current requirements and the Statute.

Attached is a copy of the cadet template. The template for the lateral hires with more than five years experience will be provided after publication of the packet.

Other versions of the employment contract for employees not needing to complete the academy or in other departments will be brought forward at a future meeting.

REQUESTED BY:

Name: Chief Thomas
Bryan Beauman



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Recommendation to Hire: Police Officer Cadet

DEPARTMENT: Human Resources

RECOMMENDED MOTION: Move to approve the full-time hire of William Mulder to the position of Police Cadet, pay scale P4-1 and authorize the Mayor, City Manager, and City Clerk to execute any necessary contract.

DESCRIPTION: Hiring Mr. Mulder will help fill a vacant position with the Police Department caused by the departure of an officer.

Mr Mulder has no prior experience and will be brought onboard as a contracted Cadet that will require enrollment and graduation from the DOCJ Academy in Richmond, KY. Mr. Mulder was selected from a field of over 80 applicants.

This approval will be conditional upon successful completion of all pre-employment background screenings and execution of any appropriate contract.

REQUESTED BY:

Name: Jacob Barker, Director of Human Resources
Myron Thomas, Police Chief



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Recommendation to Hire: Police Officer

DEPARTMENT: Human Resources

RECOMMENDED MOTION: Move to approve the full-time hire of Christopher Hall to the position of Police Officer, pay scale P6-8 and authorize the Mayor, City Manager, and City Clerk to execute any necessary contract.

DESCRIPTION: Hiring Mr. Hall will help fill a vacant position with the Police Department caused by the departure of an officer.

Mr. Hall has 13 years experience as a first responder in both the Emergency Medical Response and Police fields. Mr. Hall was selected from a field of over 80 applicants.

This approval will be conditional upon successful completion of all pre-employment background screenings and execution of any appropriate contract.

REQUESTED BY:

Name: Jacob Barker, Director of Human Resources
Myron Thomas, Police Chief



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Recommendation to Hire: Police Officer

DEPARTMENT: Human Resources

RECOMMENDED MOTION: Move to approve the full-time hire of Christopher Harris to the position of Police Officer, pay scale P6-10 and authorize the Mayor, City Manager, and City Clerk to execute any necessary contract. .

DESCRIPTION: Hiring Mr. Harris will help fill a vacant position with the Police Department caused by the departure of an officer.

Mr. Harris has 12 years experience as a Police Officer. Mr Harris was selected from a field of over 80 applicants.

This approval will be conditional upon successful completion of all pre-employment background screenings and execution of any appropriate contract.

REQUESTED BY:

Name: Jacob Barker, Director of Human Resources
Myron Thomas, Police Chief



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: January 9, 2024

AGENDA ITEM: Resolution 2024-1: Police Fleet Financing

DEPARTMENT: Police

RECOMMENDED MOTION: Motion 1: Move to reject all bids for Financing previously received and approved September 26, 2023.

Motion 2: Move to approve Resolution 2024 - 01 and authorize the Mayor, City Manager, and City Clerk to execute all necessary documents to confirm the Financing of the Police Fleet Replacement with Traditional Bank.

DESCRIPTION: The staff is looking to obtain new approvals on Financing related to the Police Fleet replacement for this fiscal year.

The Finance items approved at the September 26, 2023 meeting have expired and the original vendor is not able to honor the 5.53% interest rate. Staff obtained new bids from Financing agencies for this purchase. There were 3 responses.

Staff recommends awarding the Financing to Traditional Bank at an interest rate of 4.99% in the amount of 250,000.

Below is a summary of the Fleet replacement process history and information for the change in needed approvals.

Staff published a bid for the purchase of the FY23-24 Fleet Vehicles for the Police Department. There were two responses to the bid. Bachman Commercial was one of the companies to submit a response during the process.

In August, Commission approved the purchase of seven 2023 Dodge Durango pursuit vehicles. The purchase amount approved was \$279,685 (at \$39,955.00 per vehicle). Commission approved the financing of these vehicles at the September 26, 2023 meeting.

Staff published a bid for the upfit of the vehicles and awarded at the September 12, 2023 meeting to L&W Emergency Equipment with an approved amount of \$147,656.81 (at \$21,093.83 per vehicle). This amount was approved for direct payment and not part of the financing package.

The allocated budget for this year's purchase was \$400,000. Staff will also be looking to surplus a few vehicles this year and the return revenue will be part of general fund revenue.

Staff were notified that while on the car lot, before being accepted by the City, one of the vehicles obtained damage through vandalism. At this time, the vendor has not said they can provide a replacement for the

damaged vehicle. The staff recommend proceeding with the six vehicles.

REQUESTED BY:

Name: Brad Oberlander

**CITY OF PARIS
RESOLUTION 2024-01**

**A RESOLUTION OF THE CITY OF PARIS AUTHORIZING FINANCING BY THE CITY
THROUGH TRADITIONAL BANK**

WHEREAS, the City of Paris, Kentucky has previously determined it is necessary and prudent to seek financing from Traditional Bank for the purchase of six (6) police vehicles;

NOW THEREFORE be it resolved that the Board of Commissioners of the City of Paris, Kentucky, as follows:

- 1) The City of Paris is authorized to seek financing up to amount of \$250,000 with a interest rate of 4.99% and a term not to exceed three (3) years by and through its Mayor, John A. Plummer, with Traditional Bank; and
- 2) That Mayor John A. Plummer is authorized to sign and execute all documents necessary to obtain such financing by and on behalf of the City.

ENACTED AND ADOPTED by motion and affirmative vote at a duly convened meeting of the Board of Commissioners of the City of Paris, KY at their regular meeting January 8, 2024.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk