



**PARIS CITY COMMISSION
REGULAR MEETING AGENDA**
525 High Street Paris, KY 40361
Commission Chambers – Room 121
Tuesday, April 14, 2026 - 9:00 AM

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. APPROVE MINUTES

- A. Regular Meeting - March 24, 2026
- B. Joint City & County Budget Workshop - April 2, 2026

5. SPECIAL PRESENTATION

- A. Proclamation; Housing Authority: Anna Vance

6. ORDINANCES

- A. First Reading of Ordinance 2026-2; Amending the Employee PayScale and Classification Ranges

7. CONSENT AGENDA

- A. Municipal Order 2026-40; Pole Attachment Agreement: Spectrum Mid-America, LLC
- B. Municipal Order 2026-41; Architectural Review Board Reappointment: Ronald Carter
- C. Municipal Order 2026-42; Architectural Review Board: Melissa Jurgensen
- D. Municipal Order 2026-43; Police Department: Police Officer
- E. Municipal Order 2026-44; Police Department: Assistant Chief of Police
- F. Municipal Order 2026-45; Field Operations: Laborer I
- G. Contract Amendment; Woodmont Lift Station 23WW08
- H. Change Order #1: Dynamic Air Solutions
- I. Street Closure Request: YMCA Healthy Kids Day
- J. Payment of Invoices: General and Utility Fund

8. REGULAR AGENDA

- A. Downtown Street and Public Parking Plan

9. REPORTS

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

10. ADJOURNMENT



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Regular Meeting - March 24, 2026

DEPARTMENT: City Clerk

RECOMMENDED MOTION: Move to approve March 24, 2026 meeting minutes as presented.

DESCRIPTION: March 24, 2026 regular meeting minutes.

REQUESTED BY:

Name: Stephanie Settles, City Clerk

CALL TO ORDER

The Board of Commissioners met in regular session at 9:00 a.m. viewable on YouTube <https://www.youtube.com/@CityofParisKY> on March 24, 2026.

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, Stan Galbraith.

Others in attendance: City Manager, Matt Belcher; City Attorney, Bryan Beaman; Finance Director, Brad Oberlander; City Clerk & Treasurer, Stephanie Settles.

APPROVE MINUTES

Motion by Brooks, seconded by Plummer, the motion unanimously carried to approve March 10, 2026, meeting minutes as presented.

Motion by Fields, seconded by Galbraith, the motion unanimously carried to approve budget meeting minutes of March 17, 2026, as presented.

CONSENT AGENDA

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-33 for the full-time hire of Austin Lizer to the position of Battalion Chief, pay scale F13-3.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-34 for the full-time hire Ben Gnau to the position of Battalion Chief, pay scale F13-8.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-35 for the full-time hire of Chad Land to the position of Lieutenant, pay scale F9-4.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-36 for the full-time hire of Tyler Kitchen to the position of Lieutenant, pay scale F9-2.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-37 for the full-time hire of Kyle Barnett to the position of Lieutenant, pay scale F10-1.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-38 for the full-time hire of Tony Fields to the position of Police Officer, pay scale P5-10.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving Municipal Order 2026-39 for the full-time hire of Justin Williams to the position of Waste Water Treatment Plant Operator III, pay scale O6-8.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving the surplus of 6 vehicles using GovDeals and authorizing the Mayor, City Clerk, and City Manager to execute any necessary documents.

ITEM:	QNTY:	OBTAINED	ID #:	DISPOSAL METHOD:
		THROUGH:		
2019 Dodge Charger - 141	1	Police Department	1C4SDJFT3KC677033	Sold by Auction
2020 Dodge Charger - 101	1	Police Department	2C3CDXKTXLH200597	Sold by Auction
2019 Dodge Charger - 147	1	Police Department	2C3CDCKT1KH600691	Sold by Auction
2019 Dodge Charger - 145	1	Police Department	2C3CDXKT1KH600689	Sold by Auction
2019 Dodge Charger - 144	1	Police Department	2C3CDXKTXKH600688	Sold by Auction

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving a proclamation recognizing National Vietnam War Veterans Day, including a second proclamation recognizing James Harrison Purvis.

Motion by Plummer, seconded by Brooks, the motion unanimously carried approving the payment of invoices for the period March 7 through March 13, 2026, totaling \$41,951.47 for the General Fund and \$99,410.53 for the Utility Fund.

REGULAR AGENDA

Motion by Gray, seconded by Plummer, the motion unanimously carried approving the Drug Task Force contract for the period of April 1, 2026, through September 30, 2026, in the amount of \$39,139. This funding is provided through the Justice Assistance Grant (JAG) and is allocated to the HCSO Bluegrass Narcotics Task Force.

Motion by Gray, seconded by Brooks, the motion unanimously carried approving a temporary street closure at 8th and Main Street on April 11, 2026, at 9:00 a.m. the street will reopen once all runners have left the Eiffel Tower parking lot.

Motion by Galbraith, seconded by Brooks, the motion unanimously carried approving financial reports as presented reflecting general fund revenues of \$8,847,321 with expenses of \$8,469,817 and utility fund revenues of \$11,038,384 with expenses of \$9,958,734.

REPORTS

Michelle Thornsburg, Planning & Zoning

- Presented the annual report covering code enforcement calls, inspections, and related activities.
- Commissioner Fields inquired about trash and receptacles staying on the street too long. It was determined the Ordinance would be reviewed.

Vanessa Logan, Westside Neighborhood

- Prodigal House Church event is scheduled for Saturday, April 4 at Chief Reed Park.

Allyson Wellman, Chamber of Commerce

- Currently attending the Citizens Police Academy.
- Tour de Paris is scheduled for April 11.
- Festival on the 5th is planned for June, July, and August.

Mike Smith, Public Works

- Provided KYTC Updates:
 - Locust Drive & Bypass: Plan to restrict left turns.
 - Cypress & Bypass: No changes planned.
 - US 27 & Bypass: Reviewed under the Highway Safety Program; no recommended changes.

Michael Mynear, GIS

- Fords Mill Road project will go out to bid beginning April 2 for a duration of three weeks.

Matt Belcher, City Manager

- Budget requests have been received, and currently working on the annual budget.

Angelica Lawson, Executive Assistant

- Provided an update on the Liberty tree America 250 project. Planning to plant before July 4; seeking suggestions for planting location.

John A. Plummer, Mayor

- Ribbon cutting was held on Saturday for the Disc Golf course. First tournament had 88 participants.

Wallis Brooks, Commissioner

- Attended the Disc Golf event in the afternoon and reported a strong attendance from various counties. Highlighted the course as unique, wooded, and engaging.
- Parks & Recreation is currently seeking a Park Director; a job description has been posted.

Tim Gray, Commissioner

- Raised concerns regarding trash issues at Pinecrest dumpster. Michelle Thornsburg stated the property owners have agreed to implement improvements, including fencing and possibly adding a second dumpster.

ADJOURNMENT

Motion by Galbraith, seconded by Brooks, the motion unanimously carried to adjourn the meeting at 9:47 a.m.



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Joint City & County Budget Workshop - April 2, 2026

DEPARTMENT: City Clerk

RECOMMENDED MOTION: Move to approve April 2, 2026 joint city/count budget workshop minutes as presented.

DESCRIPTION: Joint City/County Budget workshop meeting minutes prepared by the Fiscal Court.

REQUESTED BY:

Name: Stephanie Settles, City Clerk

**BOURBON COUNTY FISCAL COURT/ JOINT CITY COMMISSION
JOINT BUDGET WORKSHOP
AGENDA
PARIS/BOURBON COUNTY PUBLIC LIBRARY
701 High Street Paris, Kentucky
COMMUNITY ROOM
April 2, 2026
6:00 pm**

HONORABLE: JUDGE MICHAEL R. WILLIAMS

CITY MANAGER: MATT BELCHER

PARIS MAYOR: JOHN PLUMMER

**MAGISTRATES: SCOTT WELLS, BART HORNE, LOUIE STUBBLEFIELD,
HENRY LOVELL, BILL CONNER**

COMMISSIONERS: WALLIS BROOKS, TIM GRAY, SHARON FIELDS, STAN GALBRAITH

Others in Attendance: Kathleen Stone (Court Clerk), Warren (Citizen News), Dana Boone (Bourbon Co. Treasurer), Dana Mingua (Deputy Judge), Tony Asbury (Bourbon Co. Sheriff), Michelle Thornsburg (Planning & Zoning) Gordon Wilson (EDA), Brad Oberlander (CPA), Mark Burden (Paris City Police Chief), Bobby Gray (Bluegrass Narcotics Task Force)

- I. **Call to order:** Judge Williams sounded the agenda @ 6:00pm.

- II. **Welcome message and introductions – Welcome from Judge Williams** - We will be focusing on FY2027 budget for all the entities that we jointly fund. We (Judge Williams, Dana Boone, Matt Belcher) will need to meet in a few days to agree on what we are going to fund. We have until the end of this FY to have a budget in place, July 2026. The budget must be approved by May 1 before we can move forward. This is a public meeting. We have four quarterly joint meetings scheduled; this is one of those meetings. We will stay on track with our timeline. Always remember we are spending our citizens money.
Entities presenting: Economic Development Authority (EDA), Joint Parks & Recreation Board, Planning & Zoning, EMS, Enhanced 9-1-1, and Bluegrass Narcotics Task Force.
We will not be voting on anything; informational only to guide each government's budget development.
Fiscal Court: draft budget to magistrates by May 1; first and second readings in May; submit to Department of Local Government; final approval required by July 1, 2026. City and County leadership to meet promptly post-session to align on FY27 funding decisions.
Operating principle: Stewardship of public funds—seek clarity, maintain transparency, and meet timelines.

III. Joint Economic Development Authority (EDA) – Gordon Wilson

- **Funding request: City and County Total \$303,114.00, \$151,557.00 from each.**
 - Request from each government remains unchanged from the current year (no increase).
- Business retention and expansion
 - Easy Gardener – building sold to Lawn & Garden: now sold again to unknown company, working toward a lease solution to remain in Paris; corporate HQ in Texas engaged; outcome appears promising.
 - Western Pacific Storage Solutions: headcount growth noted (from ~85 to over 100); retention efforts previously included state involvement.
 - Sekri (20th Street): steady at ~150 employees.
 - Divine Spirits: moving bottling to the former Old Spears property; ~25 to 50 jobs; coordination underway.
 - CMWA (prospective): preliminary study for a possible 2027 expansion; indicated headcount +~200 if approved (not confirmed).
- Industrial Park and infrastructure projects
 - Industrial Park improvements:
- Street lights at the T Intersection and ending at the Paris By-Pass installed (~\$40k).
- Pond restoration: engineering and bank stabilization completed. Area was seeded and mulched, along with erosion control measures. (~\$50k).
- Parcel “28/5” graded, fenced, and moving toward pad-ready status; consulting engineer to finalize preliminary and regular plans to maximize site usability.
 - Access and safety:
- Rail crossing upgrade application (Red Oak Timber crossing): new vehicular and pedestrian passage with signalization; ~60-foot crossing structure proposed.
- Service road extension progressing.
 - Utilities/fire protection:
- Ongoing work with the City of Paris to improve water pressure for fire suppression at Divine Spirits and related sites.
- Community planning and large-scale development
 - Strategic plan (2026–2030): kickoff targeted for late May/early June; broad stakeholder engagement across community partners and jurisdictions; aim to complete by year-end.
 - Bridlewood at Houston Oaks (~500 acres): conceptual planning with Landform Development/architect team; seeking roadway improvements to manage a future development. Exploring funding for initial segments.
 - Bourbon Recreational Park/trail: federal advocacy materials submitted (Congressionally Directed Spending); concept includes trail connectivity and concessions; scope and budgets refined pending funding decisions from US Senator Mitch McConnell’s office.
Total Project Estimate - \$2,933,100.00
- Decision highlight:
 - Maintain current-year EDA funding levels; continue project execution and planning without additional local appropriation.

IV. Joint Parks and Recreation Board – Brad Oberlander

- FY27 budget overview
 - Funding Request for City and County \$489,270.00, that's from \$244,635.00 each.
Total budget expenses ≈ \$517,679.00.
- Combined City + County contribution ≈ \$489,270 (≈\$244,635 each), ~+\$100,000 over current year to cover added scope.
 - Balanced budget for FY26 and projected balanced FY27; no reliance on fund balance.
- Staffing and responsibilities
 - New Program Director position: base salary targeted at \$60,000 plus benefits.
- Clarified scope: oversight of programming across all parks, not limited to Millersburg Road Park.
 - Seasonal/part-time maintenance support for the new facility.
 - Facilities Director (existing): continues to oversee physical maintenance across all parks—separate from programming.
- Operations and maintenance
 - Maintenance budget ≈ \$339,000 allocated across parks.
 - Elimination of third-party mowing contract; City and County to assume mowing, redirecting funds to program capacity.
 - Utilities trending upward; budgeted accordingly.
 - Millersburg Road Park: +\$35,000 for maintenance (operations only; not capital).
- Programs and fees
 - Fireworks placeholder \$20,000, largely offset by sponsorships (revenue not yet forecast).
 - Youth/adult program costs reduced in anticipation of in-house programming by the new director.
 - User fees for the new park not forecast for FY27 pending policy direction.
- Cross-cutting cost pressures
 - Health insurance cost planning assumption at +10% (final rates pending); retirement rates projected and budgeted.

2027 Budget \$517,679 total budget, 100,000 increase from what they anticipated. \$35,000 maintenance shortfall. We haven't allotted for user fees yet, will add in next year. \$244,635. Personnel costs, program director \$60,000. Operating expenses \$56,404. Utilities separate. \$138,840 Parks Building & Maintenance. Total expenses for 2027 \$517,679. Stan G concerned about employee's health insurance. We have plugged in a 10% increase for the budget, we hope it will be less than that. Sharon Fields – program director will be hired to run the Millersburg Road park. The intent that they will oversee all park property. Louie – Facilities director is Judy Hutson. Program Director and Facilities director has to be two different people.

V. Bourbon County Joint Planning Commission – Michelle Thornsburg

- Activity metrics (Jan–Dec '25 reporting)
 - Planning & zoning applications: increased from 86 (2024) to 120 (2025).
 - Building permits (selected data): structures and inspections trending up; 2025 investments ≈ \$17M (2024 peak ≈ \$21M due to Magnolia Trace phases).
 - Code enforcement: citations paid decreased (positive compliance trend); work orders down (city 140→61→53 over 2023–2025).
- Revenues and fees
 - Total 2025 revenue ≈ \$75,700 (planning/zoning apps ≈ \$22,550; building permits ≈ \$34,500; electrical permits ≈ \$7,175; citations ≈ \$11,500).
 - Permit fee schedules updated to be current with peer communities; minimal pushback reported.
- Developments and reviews
 - The Infirmary/Lindsay Way: nearing build-out; ~88 lots remain.
 - Magnolia Trace: Phase 3 forthcoming (~93 single-family + 15 duplex units).
 - Divine Spirits: current plans resubmitted and under review.
 - New Vista: development plan approved; moving to engineered plans near the Speedway corridor.
- Ordinance modernization and floodplain management
 - Comprehensive updates to all four zoning ordinances planned via external consultant; address legislative changes and internal inconsistencies.
 - CRS (Community Rating System): ongoing point-earning measures to lower flood insurance premiums within Paris flood zones.
 - Board of Architectural Review: monthly meetings; progressing on historic overlay design standards.
- Staffing, equipment, and tools
 - Hiring needs: Building Inspector and Receptionist/Planning Assistant to handle volume and support surveys/plats.
 - Longstanding issues with the existing Jeep; seeking replacement.
 - Software: tailoring system workflows with IT to improve efficiency and cross-departmental usage.
- Budget notes
 - Biggest new expense: long-range planning to update zoning ordinances.
 - Continued reliance on Board of Architectural Review for engineering (no in-house engineer).
- FY27 Budget Overview
 - P&Z presented a proposed budget expense of \$548,810.00 for consideration; however, the exact amount to be contributed by each public entity was not defined.

Current projects, zoning ordinance updates and Board of Architectural review. Future goals, staffing! Building Inspector and Receptionist. Replacement vehicle for code enforcement, updating software.

VI. Joint EMS Board – Brad Oberlander

- FY27 budget summary
 - Funding Request for City and County \$1,640,000.00, that's \$820,000.00 from each.
 - Revenues ≈ \$3.0M; operating expenses ≈ \$2.4M; positive net projected.
 - Fees for service: ~\$1.1M–\$1.29M; modest growth anticipated.
 - Combined City + County contribution: \$820,000 proposed.
- Operating need ≈ \$705,000; additional \$125,000 included to begin repaying the City for prior payroll advances.
- Liability repayment
 - Outstanding payable to City ≈ \$900,000 (built over FY22–FY24 due to rising costs and mandates).
 - FY26 budget stabilized deficits; FY27 initiates repayment plan (~\$250,000 total in FY27 across both governments).
- Personnel and cost trends
 - Salaries/benefits ≈ \$2.0M; planned 3% wage increase placeholder; hazardous duty pay applies.
 - Benefits (health insurance) modeled at +10% pending final rates.
 - Fuel and medical supplies expected to rise; operating lines held steady where feasible.
- Capital and debt
 - Medical equipment lifecycle: monitors (~\$50k–\$55k each) and AutoPulse CPR devices (~\$14k each) reaching replacement cycles; capital outlay ≈ \$198,000 targeted with grant pursuits.
 - Ambulances: significant cost escalation; debt service increasing to ≈ \$146,000 (from \$84,000) with fleet replacements staggered; next unit timing aligned with older debt maturing.
 - Manager vehicle replacement under consideration (~\$56,000; likely financed).
- Economics of service delivery
 - Average charge per run ≈ \$1,345; average collection ≈ ~\$400.
 - True cost per run (fully loaded) estimated at ~\$3,000–\$4,000—structural gap typical statewide/nationally.
- Medical Director transition
 - Current volunteer Medical Director, Dr. Swiney, intends to step down around end of calendar year; service cannot operate without a licensed physician sponsor.
 - Expected cost to secure a paid Medical Director: ~\$20,000–\$50,000 annually (to be researched and budgeted).

FY2027 Budget proposed \$2.97million Total Revenue. We anticipate growth in fees for services. Personnel cost \$2,005,000.00. Operating costs \$2,428,960.00. Fuel cost and medical supplies will be more. 3% increase across the board. Key operating line items: Insurance, Maintenance & Repairs, med supplies, training, etc. We owe the city \$900,000. We are looking into grant funding.

Ambulances have monitors that need to be updated. AutoPulse devices and batteries will need to be updated. Capital outlays, a new vehicle for the Major at close to \$56,000.

Q. Stan Galbraith - long term date, we will pay off ambulance debt on Page 31 of report.

A. Brad Oberlander - payoff will be august of 2027.

Matt Belcher – We may need to be looking for a new medical director. Dr. Swiney has been a volunteer so far, we won't be that lucky with a new hire. We will need to budget for that. Keep that in mind.

Judge Williams – Where ever you have an ambulance service you have to have a medical director. We cannot operate without one.

Q. Sharon Fields – how much do other counties pay their med director?

A. Judge Williams – Not sure what the salary may be? We will do research on that.

VII. Joint E-911 Board – Brad Oberlander

- **Funding Request for City and County \$1,085,070.00, that's \$542,535.00 from each.**
- Revenue dynamics
 - CMRS (cell) revenue modest growth (~\$225,000–\$240,000); landline revenue declining (~\$75,000 and falling).
 - Historically, revenue shortfalls vs. expenditures contributed to a payroll liability to the City (~\$300,000).
- Contributions and repayment plan
 - Combined City + County contribution proposed at \$542,000 for FY27.
- Includes ~\$50,000 dedicated to begin repaying the outstanding City payroll liability.
- Operating and service contracts
 - Salaries/benefits are the largest expense; trunk line charges approx. \$3,400/month.
 - CAD system: ~\$100,000 installed (prior); annual maintenance ~\$61,000 due early in fiscal year (cash-flow pinch).
 - TotalResponse call guidance system: ~\$18,000 annually (front-loaded).
- Capital upgrades and grants
 - Radio console refresh (primarily software/hardware module replacement) ≈ \$110,000; pursuing 80/20 grant (20% local match).
- Performance metrics and risks
 - Cost per emergency call projected at ~\$175–\$176.
 - Early-year lump-sum service payments constrain cash; structural decline in landlines continues to pressure revenues.

FY2027 E-911 services total budget expenses = \$234,760.00, expenditures have increased.

E-911 is facing a decrease in revenue services. Decrease in landline revenue. Contributions held flat up through 2024. Largest expenditures. Call volume, \$176.00 per call. Page 37 budget outline. Total phone system helps dispatchers with calls. We are looking at getting liabilities paid down. We need to update radio consoles. Judge Williams – EMS and E-911 are big expenditures for our budget. These programs are not money makers. \$400 in revenue for each run. Most are Medicare or Medicaid patients. Cost per run is \$3,000-\$4,000.

VIII. **Bluegrass Narcotics Task Force – Mark Burden (Paris City Police Chief) and Bobby Gray (Interim Director Bluegrass Narcotics Task Force)**

- Structure and funding
 - Funding Request for City and County \$40,000.00, that's \$20,000.00 from each.
 - Multi-agency partnership serving Bourbon and Harrison Counties and local municipalities; both governments contribute (not via interlocal agreement).
 - Grant fiscal agency transitioning from Harrison County Fiscal Court to the City of Paris to enable funding of a new Director position without supplanting; may facilitate adding another investigator.
- Operational focus and outcomes
 - Primary focus on drug trafficking; coordinated enforcement with ATF, FBI, DEA, and local partners.
 - Marked reductions since task force inception:
- Harrison County: ~95% reduction in overdose deaths; >50% reduction in drug-related calls for service.
- Bourbon County: >50% reductions reported in comparable indicators (overdoses and calls for service).
 - Current threats: fentanyl and stronger analogs (some naloxone-resistant), poly-drug mixtures, and firearm “switches” converting weapons to fully automatic.
- Notable cases and prosecutions
 - Multiple high-level traffickers federally charged (cocaine/fentanyl/meth distribution).
 - Physician case: criminal conduct tied to controlled substance prescriptions; significant sentence imposed.
- Community engagement and training
 - Regular school K9 sweeps and civic outreach.
 - Regional KLEC-certified (40-hour) trainings hosted locally (active shooter, driving), saving agencies travel and tuition costs.
- Funding note
 - Participation cost cited as relatively low (e.g., ~\$20,000 per participating government) relative to leveraged regional capability; continued support strongly encouraged.

The Bluegrass Narcotics task force began in 2017. We have 3 detectives and would like to add a fourth. With the new person we will become fully funded. We have developed partnerships with various local and state agencies. Some drugs we see: Fentanyl, Heroin, Crack, Cocaine. Fentanyl in very small amounts is deadly. Most fentanyl is man made. Crimes associated with drugs: theft, assaults, burglaries, robbery's etc. We've had a measurable impact in Harrison County. Community engagement: Civic groups, schools, K9 Searches, presentations and churches. We partner with KSP. Training: KOEC training is 40 hours. Expenses: \$20,000 contribution by participating organization. Judge Williams, these individuals save lives. We all need to be aware of the impact they have on the community. We need the funding and we owe them a big thank you.

IX. **Adjourn 7:55pm**



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Proclamation; Housing Authority: Anna Vance

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve the proclamation presented recognizing the retirement of Anna Vance from the Paris Housing Authority.

DESCRIPTION: Anna Vance demonstrated steadfast leadership, dedication, and a deep commitment to public service through her work with the Paris Housing Authority for 35 years, recently retiring on March 31, 2026. The Mayor and Commission will recognize Anna for her commitment to Paris citizens by a formal proclamation.

REQUESTED BY:

Name: Tim Gray, Commissioner

Proclamation

City of Paris, Kentucky

WHEREAS, Anna Vance demonstrated steadfast leadership, dedication, and a deep commitment to public service through her work with the Paris Housing Authority of Paris, Kentucky for 35 years; and

WHEREAS, upon assuming her role, Anna Vance took on the responsibility of guiding a public housing community through a period of needed improvement, with a focus on strengthening safety, stability, and quality of life for its residents; and

WHEREAS, through persistence and leadership, she worked to help transform the community into a safer, revitalized, and thriving neighborhood that now stands as a source of pride for the City of Paris; and

WHEREAS, her work was at times carried out under challenging circumstances, including difficult and at times unsafe conditions, as she remained focused on improving the well-being of residents; and

WHEREAS, her dedication has not only improved housing conditions, but has also helped restore a sense of pride, dignity, and opportunity for individuals and families within our community; and

NOW, THEREFORE, I, John A. Plummer, Mayor of the City of Paris, Kentucky, together with City Commissioners Tim Gray, Wallis Brooks, Stan Galbraith, and Sharon Fields, do hereby recognize and express sincere appreciation to Anna Vance for her dedicated public service and meaningful contributions, and extend our best wishes for a fulfilling and well-deserved retirement.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Paris, Kentucky, to be affixed this 14th day of April 2026.

Signature: _____
John. A. Plummer, Mayor

Attest: _____
Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: First Reading of Ordinance 2026-2; Amending the Employee PayScale and Classification Ranges

DEPARTMENT: Human Resources

RECOMMENDED MOTION: First Reading: No motion required.

DESCRIPTION: This constitutes the first reading of Ordinance 2026-2, which proposes an amendment to the City's Pay Scale and Classification Ranges to incorporate a Part-Time Police Officer/Specialty/School Resource Officer (SRO) position within the Police Department. The proposed position is assigned to Pay Grade P-9, as detailed in the attached documentation.

REQUESTED BY:

Name: Jorell Flora, Human Resources
Matt Belcher, City Manager

**CITY OF PARIS
ORDINANCE 2026-2**

**AN ORDINANCE RELATED TO AMENDMENT OF THE COMPENSATION
SCHEDULE FOR THE CREATION OF A NEW JOB TITLE**

WHEREAS, the City regularly reviews its system of personnel organization and management that may result in recommended revisions to its job titles and grades;

NOW THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF PARIS, KENTUCKY AS FOLLOWS:

The proposed pay scale and grades attached as Exhibit A incorporated into this Ordinance as is set out in full are adopted as the governing pay scales, steps, and grades for all full time employees of the City of Paris, in accordance with KRS 83A.070, until such time as the City Commission may amend these pay scales, steps, and grades. This ordinance also adopts all positions outlined in the Exhibit.

The foregoing Ordinance was read for the first time on April 14, 2026 and was read for the second time adopted and approved April 28, 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk

Elected Officials		
Mayor	\$	22,500.00
Council member	\$	15,000.00

SPECIALIST PAY

CDL	\$	0.20	hourly
KLEFP	\$	2.19	hourly
PFFIP	\$	380.17	monthly
Paramedic	\$	3.00	Salary (chief)
Fire Inspector (1 per dept; FD only) *	\$	0.34	hourly
Training / fleet / Fire prevention (3 total in dept)*	\$	0.34	hourly
Fire Instructor Certification (FD only)*	\$	0.34	hourly
TAC (3 per dept)	\$	0.50	hourly
Comm Spec I	\$	0.20	hourly
Comm Spec II	\$	0.40	hourly
Certified Dispatcher (for those whose primary role includes dispatch functions)	\$	1.50	hourly
Pesticide License (2 per Dept) (annual certification in March)	\$	0.20	hourly
OSHA-30 (Staff in Operations Schedule Eligible)	\$	0.20	hourly
WW Collections Op License	\$	0.35	hourly
Water Distribution License	\$	0.35	hourly
Road Scholar Certification (Public Works)	\$	0.35	hourly
Certified Municipal Officer (KLC)			Eligible for Step Adjustment

Utility Cross Training Incentive

Utility Specialist Trainee	\$	0.50	hourly
Utility Specialist I	\$	1.00	hourly
Utility Specialist II	\$	1.50	hourly
Department Specialist	\$	1.00	hourly

Longevity

	Paid in June and December**	
5-10 years	\$	250.00 Annually
10-15 years	\$	500.00 Annually
15-20 years	\$	750.00 Annually
20-25 years	\$	1,000.00 Annually
25 + years	\$	1,250.00 Annually

**YOS will be calculated as years completed as of 06/01 and 12/01 of each respective year.

*Amounts shown for Fire Shift personnel and will be converted as needed for 40-hour employees.

Administration - Compensation Schedule - FY26 - 7.1.25-6.30.26

Grade	Position Titles	Min Hourly	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Max Hourly
A-1	Police Office Admin I Utility Office Admin I	\$ 16.66	\$ 17.01	\$ 17.37	\$ 17.74	\$ 18.12	\$ 18.51	\$ 18.90	\$ 19.31	\$ 19.72	\$ 20.15	\$ 20.59	\$ 21.03	\$ 21.49	\$ 21.96	\$ 22.44	\$ 22.93	\$ 23.43	\$ 23.95	\$ 24.47	\$ 24.99	\$ 25.53	\$ 26.09
A-2	Reserved	\$ 17.96	\$ 18.35	\$ 18.74	\$ 19.14	\$ 19.55	\$ 19.98	\$ 20.41	\$ 20.85	\$ 21.30	\$ 21.77	\$ 22.24	\$ 22.73	\$ 23.23	\$ 23.74	\$ 24.26	\$ 24.80	\$ 25.35	\$ 25.91	\$ 26.47	\$ 27.04	\$ 27.63	\$ 28.23
A-3	AP Specialist* Utility Office Admin II Police Office Admin II	\$ 18.83	\$ 19.24	\$ 19.65	\$ 20.08	\$ 20.51	\$ 20.96	\$ 21.41	\$ 21.88	\$ 22.36	\$ 22.85	\$ 23.35	\$ 23.86	\$ 24.39	\$ 24.92	\$ 25.48	\$ 26.04	\$ 26.62	\$ 27.21	\$ 27.80	\$ 28.40	\$ 29.02	\$ 29.65
A-4	Executive Assistant*	\$ 20.36	\$ 20.80	\$ 21.25	\$ 21.71	\$ 22.19	\$ 22.67	\$ 23.17	\$ 23.68	\$ 24.20	\$ 24.73	\$ 25.28	\$ 25.84	\$ 26.41	\$ 27.00	\$ 27.60	\$ 28.22	\$ 28.85	\$ 29.50	\$ 30.14	\$ 30.79	\$ 31.46	\$ 32.15
A-5	Accounting Technician-PR/AP Finance Specialist	\$ 22.10	\$ 22.58	\$ 23.07	\$ 23.58	\$ 24.10	\$ 24.63	\$ 25.18	\$ 25.73	\$ 26.30	\$ 26.89	\$ 27.49	\$ 28.10	\$ 28.73	\$ 29.37	\$ 30.03	\$ 30.71	\$ 31.40	\$ 32.11	\$ 32.81	\$ 33.52	\$ 34.25	\$ 35.00
A-6	GIS Coordinator	\$ 22.97	\$ 23.47	\$ 23.99	\$ 24.52	\$ 25.06	\$ 25.61	\$ 26.18	\$ 26.76	\$ 27.36	\$ 27.97	\$ 28.59	\$ 29.23	\$ 29.89	\$ 30.56	\$ 31.25	\$ 31.95	\$ 32.67	\$ 33.41	\$ 34.14	\$ 34.89	\$ 35.65	\$ 36.43
A-7	Utility Billing Supervisor GIS Technician	\$ 23.84	\$ 24.36	\$ 24.90	\$ 25.45	\$ 26.01	\$ 26.59	\$ 27.18	\$ 27.79	\$ 28.41	\$ 29.05	\$ 29.70	\$ 30.36	\$ 31.05	\$ 31.75	\$ 32.46	\$ 33.20	\$ 33.95	\$ 34.72	\$ 35.48	\$ 36.25	\$ 37.04	\$ 37.86
A-8	Finance Coordinator	\$ 25.58	\$ 26.14	\$ 26.72	\$ 27.32	\$ 27.93	\$ 28.55	\$ 29.19	\$ 29.85	\$ 30.52	\$ 31.20	\$ 31.91	\$ 32.63	\$ 33.36	\$ 34.12	\$ 34.89	\$ 35.68	\$ 36.50	\$ 37.33	\$ 38.14	\$ 38.98	\$ 39.83	\$ 40.71
A-9	Purchasing/Grants Manager	\$ 26.45	\$ 27.03	\$ 27.64	\$ 28.25	\$ 28.89	\$ 29.53	\$ 30.20	\$ 30.87	\$ 31.57	\$ 32.28	\$ 33.01	\$ 33.76	\$ 34.52	\$ 35.31	\$ 36.11	\$ 36.93	\$ 37.77	\$ 38.63	\$ 39.48	\$ 40.34	\$ 41.23	\$ 42.14
A-10	HR Manager	\$ 27.32	\$ 27.92	\$ 28.55	\$ 29.19	\$ 29.84	\$ 30.51	\$ 31.20	\$ 31.90	\$ 32.62	\$ 33.36	\$ 34.11	\$ 34.89	\$ 35.68	\$ 36.49	\$ 37.32	\$ 38.17	\$ 39.04	\$ 39.94	\$ 40.81	\$ 41.71	\$ 42.63	\$ 43.56
A-11	City Clerk/Treasurer	\$ 28.19	\$ 28.82	\$ 29.46	\$ 30.12	\$ 30.80	\$ 31.49	\$ 32.20	\$ 32.93	\$ 33.68	\$ 34.44	\$ 35.22	\$ 36.02	\$ 36.84	\$ 37.68	\$ 38.54	\$ 39.42	\$ 40.32	\$ 41.24	\$ 42.15	\$ 43.07	\$ 44.02	\$ 44.99
A-12	Engineering Services Manager	\$ 29.27	\$ 29.93	\$ 30.60	\$ 31.29	\$ 32.00	\$ 32.72	\$ 33.46	\$ 34.22	\$ 34.99	\$ 35.79	\$ 36.60	\$ 37.43	\$ 38.29	\$ 39.16	\$ 40.06	\$ 40.97	\$ 41.91	\$ 42.87	\$ 43.82	\$ 44.78	\$ 45.76	\$ 46.77
A-13	Finance Director*	\$ 30.80	\$ 31.49	\$ 32.20	\$ 32.93	\$ 33.67	\$ 34.43	\$ 35.21	\$ 36.01	\$ 36.83	\$ 37.67	\$ 38.53	\$ 39.41	\$ 40.31	\$ 41.24	\$ 42.18	\$ 43.15	\$ 44.14	\$ 45.16	\$ 46.15	\$ 47.17	\$ 48.21	\$ 49.27
A-14	Assistant City Manager	\$ 32.54	\$ 33.27	\$ 34.02	\$ 34.79	\$ 35.58	\$ 36.39	\$ 37.22	\$ 38.07	\$ 38.94	\$ 39.83	\$ 40.74	\$ 41.67	\$ 42.63	\$ 43.61	\$ 44.61	\$ 45.64	\$ 46.69	\$ 47.77	\$ 48.82	\$ 49.90	\$ 51.00	\$ 52.12
A-15		\$ 34.28	\$ 35.05	\$ 35.85	\$ 36.66	\$ 37.50	\$ 38.35	\$ 39.23	\$ 40.13	\$ 41.05	\$ 41.99	\$ 42.95	\$ 43.94	\$ 44.95	\$ 45.98	\$ 47.04	\$ 48.13	\$ 49.24	\$ 50.38	\$ 51.49	\$ 52.63	\$ 53.79	\$ 54.98
A-16		\$ 36.02	\$ 36.83	\$ 37.67	\$ 38.53	\$ 39.41	\$ 40.31	\$ 41.24	\$ 42.18	\$ 43.15	\$ 44.14	\$ 45.16	\$ 46.20	\$ 47.26	\$ 48.36	\$ 49.47	\$ 50.62	\$ 51.79	\$ 52.99	\$ 54.16	\$ 55.36	\$ 56.58	\$ 57.83
A-17		\$ 37.75	\$ 38.62	\$ 39.50	\$ 40.40	\$ 41.33	\$ 42.27	\$ 43.25	\$ 44.24	\$ 45.26	\$ 46.30	\$ 47.37	\$ 48.46	\$ 49.58	\$ 50.73	\$ 51.90	\$ 53.11	\$ 54.34	\$ 55.60	\$ 56.83	\$ 58.08	\$ 59.37	\$ 60.68
A-18		\$ 38.62	\$ 39.51	\$ 40.41	\$ 41.34	\$ 42.28	\$ 43.26	\$ 44.25	\$ 45.27	\$ 46.31	\$ 47.38	\$ 48.47	\$ 49.59	\$ 50.74	\$ 51.91	\$ 53.12	\$ 54.35	\$ 55.61	\$ 56.90	\$ 58.16	\$ 59.45	\$ 60.76	\$ 62.11
A-19	City Manager	\$ 47.13	\$ 48.22	\$ 49.33	\$ 50.47	\$ 51.64	\$ 52.84	\$ 54.06	\$ 55.32	\$ 56.60	\$ 57.92	\$ 59.27	\$ 60.65	\$ 62.06	\$ 63.51	\$ 64.99	\$ 66.51	\$ 68.07	\$ 69.66	\$ 71.21	\$ 72.79	\$ 74.40	\$ 76.05

Electric - Compensation Schedule - FY 2026 - 7.1.25-6.30.26

Grade	Position Titles	Min Hourly	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Max Hourly
E-5	Electric Ground Tech	\$ 17.75	\$ 18.12	\$ 18.51	\$ 18.91	\$ 19.31	\$ 19.73	\$ 20.16	\$ 20.59	\$ 21.04	\$ 21.50	\$ 21.97	\$ 22.45	\$ 22.94	\$ 23.44	\$ 23.96	\$ 24.49	\$ 25.03	\$ 25.58	\$ 26.13	\$ 26.70	\$ 27.28	\$ 27.87
E-6	Lineman Apprentice	\$ 19.49	\$ 19.91	\$ 20.34	\$ 20.78	\$ 21.23	\$ 21.69	\$ 22.16	\$ 22.65	\$ 23.15	\$ 23.65	\$ 24.18	\$ 24.71	\$ 25.26	\$ 25.81	\$ 26.39	\$ 26.97	\$ 27.58	\$ 28.19	\$ 28.80	\$ 29.43	\$ 30.07	\$ 30.72
E-7	Electric Line Tech III	\$ 21.23	\$ 21.69	\$ 22.16	\$ 22.65	\$ 23.14	\$ 23.65	\$ 24.17	\$ 24.71	\$ 25.25	\$ 25.81	\$ 26.38	\$ 26.97	\$ 27.57	\$ 28.19	\$ 28.82	\$ 29.46	\$ 30.12	\$ 30.80	\$ 31.47	\$ 32.16	\$ 32.86	\$ 33.58
E-8	Electric Line Tech II	\$ 22.97	\$ 23.47	\$ 23.99	\$ 24.52	\$ 25.06	\$ 25.61	\$ 26.18	\$ 26.76	\$ 27.36	\$ 27.97	\$ 28.59	\$ 29.23	\$ 29.89	\$ 30.56	\$ 31.25	\$ 31.95	\$ 32.67	\$ 33.41	\$ 34.14	\$ 34.89	\$ 35.65	\$ 36.43
E-9		\$ 23.84	\$ 24.36	\$ 24.90	\$ 25.45	\$ 26.01	\$ 26.59	\$ 27.18	\$ 27.79	\$ 28.41	\$ 29.05	\$ 29.70	\$ 30.36	\$ 31.05	\$ 31.75	\$ 32.46	\$ 33.20	\$ 33.95	\$ 34.72	\$ 35.48	\$ 36.25	\$ 37.04	\$ 37.86
E-10	Electric Line Tech I	\$ 25.58	\$ 26.14	\$ 26.72	\$ 27.32	\$ 27.93	\$ 28.55	\$ 29.19	\$ 29.85	\$ 30.52	\$ 31.20	\$ 31.91	\$ 32.63	\$ 33.36	\$ 34.12	\$ 34.89	\$ 35.68	\$ 36.50	\$ 37.33	\$ 38.14	\$ 38.98	\$ 39.83	\$ 40.71
E-11		\$ 26.45	\$ 27.03	\$ 27.64	\$ 28.25	\$ 28.89	\$ 29.53	\$ 30.20	\$ 30.87	\$ 31.57	\$ 32.28	\$ 33.01	\$ 33.76	\$ 34.52	\$ 35.31	\$ 36.11	\$ 36.93	\$ 37.77	\$ 38.63	\$ 39.48	\$ 40.34	\$ 41.23	\$ 42.14
E-12		\$ 27.32	\$ 27.92	\$ 28.55	\$ 29.19	\$ 29.84	\$ 30.51	\$ 31.20	\$ 31.90	\$ 32.62	\$ 33.36	\$ 34.11	\$ 34.89	\$ 35.68	\$ 36.49	\$ 37.32	\$ 38.17	\$ 39.04	\$ 39.94	\$ 40.81	\$ 41.71	\$ 42.63	\$ 43.56
E-13	Electric Distribution Foreman Electric Power Plant Operator	\$ 29.06	\$ 29.71	\$ 30.37	\$ 31.06	\$ 31.76	\$ 32.47	\$ 33.21	\$ 33.96	\$ 34.73	\$ 35.52	\$ 36.32	\$ 37.15	\$ 38.00	\$ 38.86	\$ 39.75	\$ 40.66	\$ 41.59	\$ 42.55	\$ 43.48	\$ 44.44	\$ 45.42	\$ 46.42
E-14		\$ 30.65	\$ 31.34	\$ 32.05	\$ 32.77	\$ 33.51	\$ 34.27	\$ 35.05	\$ 35.84	\$ 36.66	\$ 37.49	\$ 38.35	\$ 39.23	\$ 40.12	\$ 41.04	\$ 41.98	\$ 42.95	\$ 43.93	\$ 44.94	\$ 45.93	\$ 46.94	\$ 47.98	\$ 49.03
E-15		\$ 32.10	\$ 32.83	\$ 33.57	\$ 34.33	\$ 35.11	\$ 35.90	\$ 36.72	\$ 37.56	\$ 38.41	\$ 39.29	\$ 40.19	\$ 41.11	\$ 42.05	\$ 43.02	\$ 44.01	\$ 45.02	\$ 46.05	\$ 47.12	\$ 48.15	\$ 49.21	\$ 50.30	\$ 51.41
E-16	Electric Superintendent	\$ 33.84	\$ 34.61	\$ 35.39	\$ 36.20	\$ 37.02	\$ 37.86	\$ 38.73	\$ 39.61	\$ 40.52	\$ 41.45	\$ 42.40	\$ 43.37	\$ 44.37	\$ 45.39	\$ 46.44	\$ 47.51	\$ 48.60	\$ 49.73	\$ 50.82	\$ 51.94	\$ 53.09	\$ 54.26

Fire - Compensation Schedule - FY26 - 7.1.25-6.30.26

Grade	Position Titles	Min Hourly	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Max Hourly	
F-1	Part Time EMT	\$ 14.00																						
F-2	Part Time Medic	\$ 19.00																						
F-4	Transport EMT (40 hour)	\$ 17.64	\$ 18.02	\$ 18.41	\$ 18.80	\$ 19.21	\$ 19.62	\$ 20.05	\$ 20.48	\$ 20.93	\$ 21.38	\$ 21.85	\$ 22.33	\$ 22.82	\$ 23.32	\$ 23.83	\$ 24.36	\$ 24.90	\$ 25.45	\$ 26.00	\$ 26.56	\$ 27.14	\$ 27.73	
F-5	Transport Medic (40 hour)	\$ 20.77	\$ 21.22	\$ 21.68	\$ 22.16	\$ 22.64	\$ 23.14	\$ 23.65	\$ 24.17	\$ 24.70	\$ 25.25	\$ 25.81	\$ 26.39	\$ 26.97	\$ 27.58	\$ 28.19	\$ 28.82	\$ 29.47	\$ 30.13	\$ 30.79	\$ 31.46	\$ 32.15	\$ 32.85	
F-6	Firefighter-EMT	\$ 13.98	\$ 14.28	\$ 14.59	\$ 14.91	\$ 15.23	\$ 15.56	\$ 15.90	\$ 16.25	\$ 16.61	\$ 16.97	\$ 17.35	\$ 17.73	\$ 18.12	\$ 18.52	\$ 18.93	\$ 19.36	\$ 19.79	\$ 20.23	\$ 20.67	\$ 21.11	\$ 21.57	\$ 22.04	
F-7	Paramedic	\$ 15.02	\$ 15.35	\$ 15.68	\$ 16.03	\$ 16.38	\$ 16.74	\$ 17.10	\$ 17.48	\$ 17.87	\$ 18.26	\$ 18.67	\$ 19.08	\$ 19.51	\$ 19.94	\$ 20.39	\$ 20.84	\$ 21.31	\$ 21.79	\$ 22.26	\$ 22.75	\$ 23.24	\$ 23.75	
F-8	Firefighter- Paramedic*	\$ 16.06	\$ 16.41	\$ 16.78	\$ 17.14	\$ 17.52	\$ 17.91	\$ 18.31	\$ 18.71	\$ 19.13	\$ 19.55	\$ 19.99	\$ 20.43	\$ 20.89	\$ 21.36	\$ 21.84	\$ 22.33	\$ 22.83	\$ 23.35	\$ 23.86	\$ 24.38	\$ 24.91	\$ 25.45	
F-9	Fire LT - EMT	\$ 17.62	\$ 18.01	\$ 18.41	\$ 18.82	\$ 19.24	\$ 19.67	\$ 20.11	\$ 20.56	\$ 21.02	\$ 21.49	\$ 21.97	\$ 22.46	\$ 22.97	\$ 23.49	\$ 24.02	\$ 24.56	\$ 25.12	\$ 25.69	\$ 26.25	\$ 26.83	\$ 27.41	\$ 28.01	
F-10	Fire LT - Paramedic*	\$ 19.70	\$ 20.14	\$ 20.59	\$ 21.06	\$ 21.53	\$ 22.01	\$ 22.51	\$ 23.01	\$ 23.53	\$ 24.07	\$ 24.61	\$ 25.17	\$ 25.74	\$ 26.33	\$ 26.93	\$ 27.54	\$ 28.17	\$ 28.81	\$ 29.44	\$ 30.09	\$ 30.75	\$ 31.42	
F-11	EMS Major **	\$ 27.01	\$ 27.61	\$ 28.23	\$ 28.86	\$ 29.51	\$ 30.17	\$ 30.85	\$ 31.55	\$ 32.26	\$ 32.99	\$ 33.74	\$ 34.50	\$ 35.29	\$ 36.09	\$ 36.91	\$ 37.75	\$ 38.62	\$ 39.50	\$ 40.37	\$ 41.25	\$ 42.16	\$ 43.08	
F-12	Fire/EMS Battalion Chief	\$ 32.21	\$ 32.94	\$ 33.68	\$ 34.45	\$ 35.23	\$ 36.03	\$ 36.85	\$ 37.69	\$ 38.55	\$ 39.44	\$ 40.34	\$ 41.26	\$ 42.21	\$ 43.18	\$ 44.18	\$ 45.19	\$ 46.24	\$ 47.30	\$ 48.34	\$ 49.41	\$ 50.50	\$ 51.61	
F-13	Fire/MEDIC Battalion Chief	\$ 35.33	\$ 36.13	\$ 36.96	\$ 37.80	\$ 38.66	\$ 39.55	\$ 40.45	\$ 41.38	\$ 42.33	\$ 43.31	\$ 44.30	\$ 45.32	\$ 46.37	\$ 47.44	\$ 48.53	\$ 49.66	\$ 50.81	\$ 51.98	\$ 53.13	\$ 54.31	\$ 55.50	\$ 56.73	
F-16	Fire Chief**medic incentive not included	\$ 36.37	\$ 37.20	\$ 38.05	\$ 38.92	\$ 39.81	\$ 40.72	\$ 41.65	\$ 42.61	\$ 43.59	\$ 44.59	\$ 45.62	\$ 46.67	\$ 47.75	\$ 48.86	\$ 49.99	\$ 51.15	\$ 52.33	\$ 53.55	\$ 54.73	\$ 55.94	\$ 57.17	\$ 58.44	
Footnote - training or education incentives are not built into the base pay salary ranges:																								

Operations - Compensation Schedule - FY26 - 7.1.25-6.30.26

Grade	Position Titles	Min Hourly	Step 2	Step 3.00	Step 4.00	Step 5.00	Step 6.00	Step 7.00	Step 8.00	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Max Hourly
O-1	Custodian Meter Reader	\$ 14.72	\$ 15.04	\$ 15.36	\$ 15.69	\$ 16.03	\$ 16.38	\$ 16.73	\$ 17.09	\$ 17.46	\$ 17.84	\$ 18.23	\$ 18.63	\$ 19.03	\$ 19.45	\$ 19.87	\$ 20.30	\$ 20.75	\$ 21.20	\$ 21.66	\$ 22.12	\$ 22.60	\$ 23.08
O-2	WWTP Operator - Trainee Field Operations - Trainee Water Plant - Trainee Transfer Station Operator PW Laborer I	\$ 15.14	\$ 15.45	\$ 15.77	\$ 16.10	\$ 16.44	\$ 16.79	\$ 17.15	\$ 17.51	\$ 17.88	\$ 18.26	\$ 18.65	\$ 19.05	\$ 19.46	\$ 19.88	\$ 20.31	\$ 20.75	\$ 21.20	\$ 21.67	\$ 22.13	\$ 22.61	\$ 23.09	\$ 23.59
O-3	Water Plant Operator I Field Operations Operator I WWTP Operator I	\$ 15.79	\$ 16.12	\$ 16.46	\$ 16.81	\$ 17.16	\$ 17.53	\$ 17.90	\$ 18.28	\$ 18.67	\$ 19.07	\$ 19.48	\$ 19.90	\$ 20.33	\$ 20.77	\$ 21.22	\$ 21.69	\$ 22.16	\$ 22.64	\$ 23.13	\$ 23.63	\$ 24.14	\$ 24.66
O-4	PW Laborer II Field Operations Operator II Field Operations Equipment Operator Chief Meter Reader	\$ 17.31	\$ 17.68	\$ 18.06	\$ 18.44	\$ 18.84	\$ 19.24	\$ 19.65	\$ 20.08	\$ 20.51	\$ 20.96	\$ 21.41	\$ 21.88	\$ 22.36	\$ 22.85	\$ 23.35	\$ 23.86	\$ 24.39	\$ 24.93	\$ 25.47	\$ 26.02	\$ 26.58	\$ 27.16
O-5	Transfer Station Crew Leader PW Laborer III Water Plant Operator II WWTP Operator II Field Operations Operator III Utility Generalist*	\$ 18.83	\$ 19.24	\$ 19.65	\$ 20.08	\$ 20.51	\$ 20.96	\$ 21.41	\$ 21.88	\$ 22.36	\$ 22.85	\$ 23.35	\$ 23.86	\$ 24.39	\$ 24.92	\$ 25.48	\$ 26.04	\$ 26.62	\$ 27.21	\$ 27.80	\$ 28.40	\$ 29.02	\$ 29.65
O-6	WWTP Operator III Water Plant Operator III	\$ 20.36	\$ 20.80	\$ 21.25	\$ 21.71	\$ 22.19	\$ 22.67	\$ 23.17	\$ 23.68	\$ 24.20	\$ 24.73	\$ 25.28	\$ 25.84	\$ 26.41	\$ 27.00	\$ 27.60	\$ 28.22	\$ 28.85	\$ 29.50	\$ 30.14	\$ 30.79	\$ 31.46	\$ 32.15
O-7	PW Crew Leader Field Operations Crew Leader WWTP Crew Leader Water Plant Oper IV - Highest Level	\$ 22.53	\$ 23.02	\$ 23.53	\$ 24.05	\$ 24.58	\$ 25.12	\$ 25.68	\$ 26.25	\$ 26.83	\$ 27.43	\$ 28.04	\$ 28.67	\$ 29.31	\$ 29.97	\$ 30.64	\$ 31.33	\$ 32.04	\$ 32.76	\$ 33.47	\$ 34.20	\$ 34.95	\$ 35.72
O-8	WWTP Lab Tech Pre-Treatment Water Plant Lab Tech	\$ 23.62	\$ 24.14	\$ 24.67	\$ 25.22	\$ 25.77	\$ 26.35	\$ 26.93	\$ 27.53	\$ 28.15	\$ 28.78	\$ 29.42	\$ 30.08	\$ 30.76	\$ 31.45	\$ 32.16	\$ 32.89	\$ 33.63	\$ 34.39	\$ 35.14	\$ 35.91	\$ 36.70	\$ 37.50
O-9	PW Foreman	\$ 24.05	\$ 24.58	\$ 25.13	\$ 25.68	\$ 26.25	\$ 26.84	\$ 27.43	\$ 28.05	\$ 28.67	\$ 29.32	\$ 29.97	\$ 30.65	\$ 31.34	\$ 32.04	\$ 32.77	\$ 33.51	\$ 34.27	\$ 35.04	\$ 35.81	\$ 36.59	\$ 37.39	\$ 38.21
O-10	WWTP Foreman -Plant Maint Foreman Field Operations Foreman	\$ 25.14	\$ 25.70	\$ 26.27	\$ 26.85	\$ 27.45	\$ 28.06	\$ 28.69	\$ 29.33	\$ 29.99	\$ 30.66	\$ 31.35	\$ 32.06	\$ 32.78	\$ 33.53	\$ 34.29	\$ 35.06	\$ 35.86	\$ 36.67	\$ 37.48	\$ 38.30	\$ 39.14	\$ 40.00
O-11	Reserved	\$ 26.23	\$ 26.81	\$ 27.41	\$ 28.02	\$ 28.65	\$ 29.29	\$ 29.94	\$ 30.62	\$ 31.31	\$ 32.01	\$ 32.73	\$ 33.47	\$ 34.23	\$ 35.01	\$ 35.80	\$ 36.62	\$ 37.45	\$ 38.31	\$ 39.15	\$ 40.00	\$ 40.88	\$ 41.78
O-12	Reserved	\$ 27.32	\$ 27.92	\$ 28.55	\$ 29.19	\$ 29.84	\$ 30.51	\$ 31.20	\$ 31.90	\$ 32.62	\$ 33.36	\$ 34.11	\$ 34.89	\$ 35.68	\$ 36.49	\$ 37.32	\$ 38.17	\$ 39.04	\$ 39.94	\$ 40.81	\$ 41.71	\$ 42.63	\$ 43.56
O-13	Reserved	\$ 29.06	\$ 29.71	\$ 30.37	\$ 31.06	\$ 31.76	\$ 32.47	\$ 33.21	\$ 33.96	\$ 34.73	\$ 35.52	\$ 36.32	\$ 37.15	\$ 38.00	\$ 38.86	\$ 39.75	\$ 40.66	\$ 41.59	\$ 42.55	\$ 43.48	\$ 44.44	\$ 45.42	\$ 46.42
O-14	PW Superintendent Water Plant Supt/Chief Operator WWTP Superintendent/Chief Operator Field Operations Superintendent	\$ 29.93	\$ 30.60	\$ 31.29	\$ 31.99	\$ 32.71	\$ 33.45	\$ 34.21	\$ 34.99	\$ 35.78	\$ 36.59	\$ 37.43	\$ 38.28	\$ 39.16	\$ 40.05	\$ 40.97	\$ 41.91	\$ 42.87	\$ 43.85	\$ 44.82	\$ 45.80	\$ 46.81	\$ 47.84

Footnote - pay can exceed maximums to reflect certifications/licenses and cross training in different operations

Police - Compensation Schedule - FY26 - 7.1.25-6.30.26																							
Grade	Position Titles	Min Hourly	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Max Hourly
P-2	Reserved	\$ 15.10	\$ 15.41	\$ 15.74	\$ 16.07	\$ 16.41	\$ 16.76	\$ 17.11	\$ 17.48	\$ 17.85	\$ 18.24	\$ 18.63	\$ 19.03	\$ 19.44	\$ 19.86	\$ 20.30	\$ 20.74	\$ 21.19	\$ 21.65	\$ 22.12	\$ 22.59	\$ 23.08	\$ 23.58
P-3	E-911 Dispatcher	\$ 17.71	\$ 18.09	\$ 18.48	\$ 18.87	\$ 19.28	\$ 19.70	\$ 20.13	\$ 20.56	\$ 21.01	\$ 21.47	\$ 21.94	\$ 22.42	\$ 22.92	\$ 23.42	\$ 23.94	\$ 24.47	\$ 25.01	\$ 25.56	\$ 26.12	\$ 26.68	\$ 27.26	\$ 27.85
P-4	E911 - Admin	\$ 19.04	\$ 19.45	\$ 19.87	\$ 20.30	\$ 20.74	\$ 21.19	\$ 21.65	\$ 22.12	\$ 22.61	\$ 23.10	\$ 23.61	\$ 24.13	\$ 24.66	\$ 25.21	\$ 25.77	\$ 26.34	\$ 26.93	\$ 27.53	\$ 28.12	\$ 28.73	\$ 29.36	\$ 30.00
P-5	Police Officer* Police Safety Officer	\$ 19.88	\$ 20.31	\$ 20.76	\$ 21.21	\$ 21.67	\$ 22.15	\$ 22.64	\$ 23.13	\$ 23.65	\$ 24.17	\$ 24.70	\$ 25.25	\$ 25.81	\$ 26.39	\$ 26.98	\$ 27.58	\$ 28.20	\$ 28.83	\$ 29.46	\$ 30.10	\$ 30.75	\$ 31.42
P-6	Detective	\$ 21.18	\$ 21.64	\$ 22.12	\$ 22.60	\$ 23.10	\$ 23.61	\$ 24.13	\$ 24.66	\$ 25.21	\$ 25.77	\$ 26.34	\$ 26.93	\$ 27.53	\$ 28.14	\$ 28.77	\$ 29.42	\$ 30.08	\$ 30.76	\$ 31.43	\$ 32.11	\$ 32.81	\$ 33.53
P-7		\$ 22.01	\$ 22.50	\$ 22.99	\$ 23.50	\$ 24.01	\$ 24.55	\$ 25.09	\$ 25.65	\$ 26.22	\$ 26.80	\$ 27.40	\$ 28.01	\$ 28.64	\$ 29.28	\$ 29.94	\$ 30.61	\$ 31.30	\$ 32.01	\$ 32.70	\$ 33.42	\$ 34.15	\$ 34.89
P-8	Police LT	\$ 23.26	\$ 23.77	\$ 24.30	\$ 24.84	\$ 25.39	\$ 25.95	\$ 26.53	\$ 27.12	\$ 27.73	\$ 28.35	\$ 28.98	\$ 29.63	\$ 30.30	\$ 30.98	\$ 31.68	\$ 32.40	\$ 33.13	\$ 33.88	\$ 34.62	\$ 35.38	\$ 36.15	\$ 36.94
P-9	Police Officer Part-Time/Specialty/SRO	\$ 25.13	\$ 25.69	\$ 26.26	\$ 26.85	\$ 27.45	\$ 28.06	\$ 28.69	\$ 29.33	\$ 29.99	\$ 30.67	\$ 31.36	\$ 32.07	\$ 32.79	\$ 33.54	\$ 34.30	\$ 35.07	\$ 35.87	\$ 36.69	\$ 37.49	\$ 38.31	\$ 39.15	\$ 40.01
P-10	Police Captain	\$ 26.18	\$ 26.76	\$ 27.36	\$ 27.97	\$ 28.59	\$ 29.23	\$ 29.89	\$ 30.56	\$ 31.25	\$ 31.96	\$ 32.68	\$ 33.42	\$ 34.18	\$ 34.95	\$ 35.75	\$ 36.56	\$ 37.40	\$ 38.25	\$ 39.09	\$ 39.95	\$ 40.82	\$ 41.72
P-11		\$ 27.01	\$ 27.61	\$ 28.23	\$ 28.86	\$ 29.51	\$ 30.17	\$ 30.85	\$ 31.55	\$ 32.26	\$ 32.99	\$ 33.74	\$ 34.50	\$ 35.29	\$ 36.09	\$ 36.91	\$ 37.75	\$ 38.62	\$ 39.50	\$ 40.37	\$ 41.25	\$ 42.16	\$ 43.08
P-12		\$ 28.67	\$ 29.32	\$ 29.97	\$ 30.65	\$ 31.34	\$ 32.05	\$ 32.77	\$ 33.51	\$ 34.27	\$ 35.05	\$ 35.85	\$ 36.67	\$ 37.50	\$ 38.36	\$ 39.24	\$ 40.13	\$ 41.05	\$ 42.00	\$ 42.92	\$ 43.86	\$ 44.83	\$ 45.81
P-13	Assistant Police Chief	\$ 30.13	\$ 30.81	\$ 31.50	\$ 32.21	\$ 32.94	\$ 33.69	\$ 34.45	\$ 35.23	\$ 36.04	\$ 36.86	\$ 37.70	\$ 38.56	\$ 39.44	\$ 40.34	\$ 41.27	\$ 42.22	\$ 43.19	\$ 44.18	\$ 45.15	\$ 46.15	\$ 47.16	\$ 48.20
P-14		\$ 31.17	\$ 31.87	\$ 32.59	\$ 33.33	\$ 34.09	\$ 34.86	\$ 35.65	\$ 36.46	\$ 37.30	\$ 38.15	\$ 39.02	\$ 39.91	\$ 40.83	\$ 41.76	\$ 42.72	\$ 43.71	\$ 44.71	\$ 45.74	\$ 46.75	\$ 47.78	\$ 48.83	\$ 49.91
P-15	Police Chief	\$ 36.37	\$ 37.20	\$ 38.05	\$ 38.92	\$ 39.81	\$ 40.72	\$ 41.65	\$ 42.61	\$ 43.59	\$ 44.59	\$ 45.62	\$ 46.67	\$ 47.75	\$ 48.86	\$ 49.99	\$ 51.15	\$ 52.33	\$ 53.55	\$ 54.73	\$ 55.94	\$ 57.17	\$ 58.44
	*Steps 1&2 will be reserved for Noncertified Officers who have not completed DOCJT certification																						
	\$2.19 Paid by DOCJT per hour																						

Position: Police Officer/Specialty/SRO (Full Time- Part Time)

Reports to: Police Chief, Asst Chief, Captain, Lieutenants

Department: Police 121

Job Summary:

Under supervision of the shift supervisor, performs general duty police work in the enforcement of federal, state and local laws; performs community service activities; performs related work as required.

Essential Duties and Responsibilities:

- Patrols a designated area on foot or in radio equipped vehicle to enforce federal, state and local laws, administrative regulations and ordinances, and to prevent and/or discover the commission of crime.
- Establishes rapport with citizens of the community.
- Responds to calls received during shift; investigates suspicious conditions and complaints; makes arrests of persons found to be in violation of law.
- Issues citations.
- Testifies as a witness in court.
- Serves summons and subpoenas.
- Investigates reports of stolen property; recovers and returns lost or stolen property.
- Conducts follow-up investigations of homicides and thefts.
- Transports prisoners.
- Investigates complaints of bogus checks and forgeries.
- Investigates complaints of crimes committed by juveniles, and investigates places, areas, and conditions that cause juvenile delinquency.
- Provides traffic control services in connection with school crossing, inoperative electronic traffic control devices, accidents, parades, and special events.
- Maintains public order in crowds, parades, funerals or other public gatherings.
- Prepares written reports on shift activities.
- Assists ambulance and fire services in emergency situations.
- Renders first-aid.
- Administers intoxilyzer tests.
- Takes photographs and fingerprints for records.
- Investigates accidents and prepares reports.
- Participates in continuing education classes.
- Renders assistance to citizens and the public as needed.
- May perform special related duties in special details or administrative services

Required Education and/or Experience:

- Graduation from an accredited high school or its equivalent (GED), A bachelor's degree is preferred.
- Prior law enforcement experience preferred but not required.
- The ability to interact and establish good working relationships with multi-agency command leadership, government, and community officials, leaders, and the general public.

Knowledge:

- Knowledge of, or ability to learn, federal, state and local laws, administrative regulations and ordinances.
- Knowledge of, or ability to learn, modern police principles, practices and methods.
- Knowledge of, or ability to learn, the geography of the city.
- Knowledge of first aid.
- Knowledge of preventive maintenance requirements for vehicle and equipment.

Skills:

- Skill in the use of firearms.
- Excellent communication skills both written and verbally.

Abilities:

- Ability to remember names, faces and details of incidents.
- Ability to analyze situations and to adopt a quick, effective and reasonable course of action with regard to surrounding hazards and circumstances.
- Ability to prepare clear and comprehensive reports.
- Ability to learn the safe and proper use of firearms.
- Ability to establish and maintain effective working relationships with city officers and employees, other police departments/agencies, and the general public.

Physical strength and agility:

- Excellent physical condition.

Additional Information:

Instructions: Initially, instructions are detailed and specific but become more general with training and experience.

Processes: Work varies slightly and seldom required to take different, new or unusual approaches in completing job duties.

Review of Work: Most completed work reviewed by supervisor.

Analytical Requirements: Decisions are based on wide knowledge and application of advanced techniques/concepts are required.

Tools, Equipment and Vehicles Used: Police cruiser, firearm, baton, hand cuffs; pepper spray, radio, camera, intoxilyzer, PBT, normal office equipment (telephone, computer, etc.)

Physical Demands: Work is generally performed outdoors regardless of weather conditions; intermittent sitting, standing, walking, climbing, bending, carrying, stretching and/or stooping required; must be able to lift objects weighing in excess of 35 pounds; must be able to physically restrain individuals when required; must operate police cruiser in emergency situations; exposed to noise, fumes, all weather conditions.

Contacts: Frequent public and internal contacts requiring tact and diplomacy are requirements of the job.

Confidential Information: Regular use of confidential information.

Mental Effort: Heavy.

Interruptions: Constant.

Special Licensing Requirements: Must possess and maintain a valid driver's license issued by the Commonwealth of Kentucky.

Availability: Must be able to work irregular shifts. Must be able to respond to calls in emergency situations at all hours.

Certification Requirements: Must have ability to complete required basic training during first year of employment as a Police Officer, and must complete required annual training. Must meet the requirements for certification under DOCJT and maintain police professional standards

Additional Requirements: See KRS Chapter 95 and 15 for additional requirements.

KLEC sets the minimum requirements in the state of Kentucky for anyone hoping to become a certified peace officer. In addition to the requirements, new recruits must also attend and pass a training course at one of the three police academies in the state. In order to attend an academy, a recruit must first be hired by the Kentucky State Police, a county sheriff's office, or a local police department. The minimum requirements set by KLEC include:

- A minimum age of 21
- US citizenship
- High school diploma or GED
- A valid driver's license

- A background check and fingerprints on file
- A clean felony record
- An oral interview
- A polygraph examination
- A drug screening
- Honorable discharge from any military service
- A medical and physical fitness test

Overtime Provision: Non-exempt.



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-40; Pole Attachment Agreement: Spectrum Mid-America, LLC

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve Municipal Order 2026-40 pole attachment agreement related to Spectrum Mid-America, LLC.

DESCRIPTION: Linda K . Ain has been assisting the City of Paris with negotiating a Pole Attachment agreement with Spectrum Mid-America, LLC. The attached agreement allows Spectrum to attach its communication equipment to poles owned by the City of Paris under a non-exclusive license. The initial term is five years, with automatic yearly renewals unless either party gives 90 days' notice. Spectrum pays \$18 per pole annually or \$125 for transmission poles, with fees increasing 3% each year, and is responsible for all additional costs such as surveys, upgrades, maintenance, and repairs. Spectrum must obtain permits before attaching equipment, follow all safety and engineering standards, and use approved contractors. The City can deny access for safety or capacity reasons and retains full control of the poles. Spectrum must maintain insurance, cover damages it causes, and remove its equipment if the agreement ends, typically within 180 days.

REQUESTED BY:

Name: Matt Belcher, City Manager

**CITY OF PARIS
ORDER NO. 2026-40**

**A MUNICIPAL ORDER APPROVING A POLE ATTACHMENT
AGREEMENT WITH SPECTRUM MID-AMERICA, LLC**

WHEREAS, the City has agreed to enter into a pole attachment agreement contract with the Spectrum Mid-America, LLC to access to certain utility poles owned by the City;

NOW THEREFORE, be it ordered by the City Commission of the City of Paris, Kentucky that the agreement be approved and that the Mayor is authorized to execute the agreement on behalf of the City of Paris.

Dated this 14th day of April 2026.

APPROVED:

John A. Plummer, Mayor

ATTESTED BY:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-41; Architectural Review Board Reappointment: Ronald Carter
DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve Municipal Order 2026-41 for the reappointment of Ronald Carter to the Board of Architectural Review for a term ending February 14, 2029.

DESCRIPTION: The Mayor recommends approval of the reappointment of Ronald Carter to the Board of Architectural Review for an additional term. Mr. Carter remains eligible for reappointment under Ordinance No. 2019-13. Mr. Carter has confirmed his acceptance of the reappointment, if approved by the City Commission.

The Mayor recommends approval of the Municipal Order 2026-41 for the reappointment of Ronald Carter to the Board of Architectural Review for a term ending February 14, 2029.

REQUESTED BY:

Name: John A. Plummer, Mayor

**CITY OF PARIS
MUNICIPAL ORDER 2026-41**

**A MUNICIPAL ORDER APPROVING THE MAYOR'S
REAPPOINTMENT OF RONALD CARTER TO THE TO
THE BOARD OF ARCHITECTURAL REVIEW FOR A
TERM ENDING FEBRUARY 14, 2029.**

WHEREAS, the Chapter 80 of the Ordinance authorizes the Mayor to make appointment of five positions to the board of architectural review. Such appointments are confirmed by the City Commission;

WHEREAS, the Ordinance indicates that the term of an appointee shall be for a period of three years; and

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

WHEREAS, the term of Ronald Carter has expired, and he remains eligible for reappointment; and

NOW THEREFORE be it resolved by the City Commission of the City of Paris that the Mayor's reappointment of Ronald Carter to the Board of Architectural Review is approved for a term ending February 14, 2029.

Dated this 14th day of April 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-42; Architectural Review Board: Melissa Jurgensen

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve Municipal Order 2026-42 related to the reappointment of Melissa Jurgensen to the Board of Architectural Review for a term ending February 14, 2029.

DESCRIPTION: The Mayor recommends approval of the reappointment of Melissa Jurgensen to the Board of Architectural Review for an additional term. Ms. Jurgensen remains eligible for reappointment under Ordinance No. 2019-13. Mr. Carter has confirmed her acceptance of the reappointment, if approved by the City Commission.

The Mayor recommends approval of the Municipal Order 2026-42 for the reappointment of Melissa Jurgensen to the Board of Architectural Review for a term ending February 14, 2029.

REQUESTED BY:

Name: John A. Plummer, Mayor

**CITY OF PARIS
MUNICIPAL ORDER 2026-42**

**A MUNICIPAL ORDER APPROVING THE MAYOR'S
REAPPOINTMENT OF MELISSA JURGENSEN TO THE TO
THE BOARD OF ARCHITECTURAL REVIEW FOR A
TERM ENDING FEBRUARY 14, 2029.**

WHEREAS, the Chapter 80 of the Ordinance authorizes the Mayor to make appointment of five positions to the board of architectural review. Such appointments are confirmed by the City Commission;

WHEREAS, the Ordinance indicates that the term of an appointee shall be for a period of three years; and

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

WHEREAS, the term of Melissa Jurgensen has expired, and he remains eligible for reappointment; and

NOW THEREFORE be it resolved by the City Commission of the City of Paris that the Mayor's reappointment of Melissa Jurgensen to the Board of Architectural Review is approved for a term ending February 14, 2029.

Dated this 14th day of April 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-43; Police Department: Police Officer

DEPARTMENT: Police

RECOMMENDED MOTION: Move to approve Municipal Order 2026-43 for the full-time lateral hire of Jonathan Tucker to the position of police officer, pay scale P5-14.

DESCRIPTION: Mr. Tucker will be filling a position created by attrition.

Staff recommends approval of the full-time lateral hire of Jonathan Tucker as a Police Officer in the Police Department, effective April 20, 2026. This position is authorized in the current fiscal year budget.

Mr. Tucker's employment in this role is contingent upon the successful completion of pre-employment drug testing and a background investigation and is subject to final approval by the Commission.

REQUESTED BY:

Name: Jorell Flora, Human Resources
Mark Burden, Chief of Police

**CITY OF PARIS
ORDER NO. 2026-43**

**A MUNICIPAL ORDER APPROVING THE PROMOTION OF JONATHAN
TUCKER TO THE POSITION OF POLICE OFFICER**

WHEREAS, a vacancy existed within the Police Department for the position of Police Officer due to attrition; and

WHEREAS, following the completion of an internal interview process, Jonathan Tucker was identified as the most qualified candidate to fill the vacancy; and

NOW THEREFORE, be it ordered by the City Commission of the City of Paris, Kentucky, that the full-time hire of Jonathan Tucker to the position of Police Officer is hereby approved with an effective start April 20, 2026.

Dated this 14th day of April 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-44: Police Department: Assistant Chief of Police

DEPARTMENT: Police

RECOMMENDED MOTION:

Move to approve Municipal Order 2026-44 authorizing the full-time hire of Dwayne Ison to the position of Assistant Chief at Pay Scale P13-16.

DESCRIPTION:

Mr. Ison will be filling a position created by attrition.

Staff recommend approval of the full-time hire of Dwayne Ison as Assistant Chief in the police department, effective April 20, 2026. This position is authorized in the current fiscal year budget.

Mr. Ison's employment is contingent upon completion of pre-employment drug testing and a background investigation and is subject to final approval by the Commission.

REQUESTED BY:

Name: Jorell Flora, HR Director
Mark Burden, Chief of Police

**CITY OF PARIS
ORDER NO. 2026-44**

**A MUNICIPAL ORDER APPROVING THE PROMOTION OF DEWAYNE ISON
TO THE POSITION OF ASSISTANT CHIEF OF POLICE**

WHEREAS, a vacancy existed within the Police Department for the position of Assistant Chief of Police due to attrition; and

WHEREAS, following the completion of an internal interview process, Dewayne Ison was identified as the most qualified candidate to fill the vacancy; and

NOW THEREFORE, be it ordered by the City Commission of the City of Paris, Kentucky, that the full-time hire of Dewayne Ison to the position of Assistant Chief of Police is hereby approved with an effective start April 20, 2026.

Dated this 14th day of April 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Municipal Order 2026-45; Field Operations: Laborer I

DEPARTMENT: Field Operations

RECOMMENDED MOTION: Move to approve Municipal Order 2026-45 for the full-time hire of William Davis to the position of Field Operations Laborer I, pay scale O2-2.

DESCRIPTION: Mr. Davis will be filling a position created by attrition.

Staff recommends approving the full-time hire of William Davis as Field Operations Laborer I in the Field Operations Department, effective April 20, 2026. This position is authorized in the current budget.

His employment in this role is pending pre-employment drug testing and background check. His hire is contingent upon the approval of this Commission.

REQUESTED BY:

Name: Jorell Flora, Human Resources
Sam Harney, Field Operations Superintendent

**CITY OF PARIS
ORDER NO. 2026-45**

**A MUNICIPAL ORDER APPROVING THE FULL TIME HIRE OF WILLIAM
DAVIS TO THE POSITION OF FIELD OPERATIONS LABORER I**

WHEREAS, a vacancy existed within the Field Operations Department for the position of Laborer I due to attrition; and

WHEREAS, following the completion of an external recruitment and interview process, William Davis was identified as the most qualified candidate to fill the vacancy; and

WHEREAS, the hiring department recommends William Davis for the full-time position of Laborer I;

NOW THEREFORE, be it ordered by the City Commission of the City of Paris, Kentucky, that the full-time hire of William Davis to the position of Laborer I is hereby approved with an effective start on or after April 20, 2026.

Dated this 14th day of April 2026.

CITY OF PARIS, KENTUCKY

John A. Plummer, Mayor

ATTEST:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Contract Amendment; Woodmont Lift Station 23WW08

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve amendment to the Woodmont Lift Station contract with Herrick Company Inc and authorize the Mayor, City Manager and City Clerk to execute all necessary Documents.

DESCRIPTION:

The City entered into an agreement with Herrick Company, Inc. on July 22, 2025, for improvements to the Woodmont Lift Station located at Woodmont Drive. The project scope includes conversion to a submersible pump system, installation of new pumps, electrical service, valve vault, control panel, and associated site work.

The original contract required completion by December 31, 2025. Due to project delays, the contract term has expired prior to final completion.

Approval is requested to extend the contract term to allow Herrick Company, Inc. to complete the remaining work in accordance with the original scope and specifications. The project completion date is scheduled for May 11, 2026.

This is a budgeted item identified in the Capital Improvement Projects as 23WW08.

REQUESTED BY:

Name: Michael Harris, Waste Water Treatment Superintendent
Merissa Williamson, Purchasing & Grants Manager



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Change Order #1: Dynamic Air Solutions

DEPARTMENT: Public Works

RECOMMENDED MOTION: Move to approve Municipal Order 2026-xx authorizing the Mayor to sign and execute change order #1 with Dynamic Air Solutions.

DESCRIPTION: The Commission approved staff's recommendation to accept Dynamic Air Solutions' bid in the amount of \$230,270.47.

Change order # 1 Public Works requests approval of a change order submitted by Dynamic Air Solutions for the Cooling Tower Replacement Project at 525 High Street. This change order includes additional components and work not included in the original contract, including replacement of isolation valves, installation of heat trace and insulation on make-up water piping, and necessary system testing and startup. These additions are required to ensure proper operation and protection of the system. These upgrades are still within the budgeted amounts.

REQUESTED BY:

Name: Mike Smith, Public Works Superintendent

**CITY OF PARIS
ORDER NO. 2025-80**

**A MUNICIPAL ORDER APPROVING A CONTRACT WITH DYNAMIC
AIR SOLUTIONS**

WHEREAS, the existing 200-ton cooling tower located at 525 High Street, which serves the City's administrative and operational facilities, has reached the end of its useful life and requires full replacement;

WHEREAS, the City has previously determined Dynamic Air Solutions to have submitted the best bid; and

WHEREAS, Dynamic Air Solutions has submitted a proposal to perform the necessary work for the turnkey replacement of the existing cooling tower, including all labor, materials, and installation; and

WHEREAS, the City desires to enter into a written contract with Dynamic Air Solutions for said replacement project;

NOW THEREFORE, be it resolved by the Board of Commissioners of the City of Paris, Kentucky, that the proposed contract with Dynamic Air Solutions be approved, and that the Mayor, City Manager, City Clerk, and City Attorney are authorized to execute all documents related to the project.

Enacted at the Board of Commissioners special meeting of November 12, 2025.

APPROVED:

John Plummer, Mayor

ATTESTED BY:

Stephanie Settles, City Clerk



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Street Closure Request: YMCA Healthy Kids Day

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve a temporary street closure of 9th Street between the YMCA and the auto repair shop on Saturday, April 18, 2026, from 9:30 a.m. to 12:30 p.m.

DESCRIPTION: The YMCA is currently planning our annual Healthy Kids Day event at the YMCA, scheduled for Saturday, April 18, 2026, from 10:00 AM to 12:00 PM.

Requesting a temporary street closure of 9th Street between the YMCA and the auto repair shop. This closure allows us to safely accommodate community partners, including police cruisers, the fire department, EMS, the bookmobile, and a mobile clinic, which will be set up along the side street and in our back parking lot.

To ensure adequate setup and breakdown time, we are requesting that the street closure be in place from 9:30 AM to 12:30 PM.

We appreciate your continued support in helping us provide a safe and engaging event for families in our community.

REQUESTED BY:

Name: Leslie Berry, YMCA Community Engagement Director



175^{YEAR} ANNIVERSARY



HEALTHY KIDS DAY[®]

Free To The Public!



LOCAL SPONSORS



APRIL 18
10:00am-12:00pm

NATIONAL SPONSORS



PARIS-BOURBON COUNTY YMCA
859-987-1395 www.parisbourbonymca.org

452575 12/25



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Payment of Invoices: General and Utility Fund

DEPARTMENT: Finance

RECOMMENDED MOTION: Move to approve the payment of invoices for the period March 20 through April 3, 2026, totaling \$259,006.85 for the General Fund and \$365,808.92 for the Utility Fund.

DESCRIPTION: Attached is the summary of invoices for the General Fund (\$259,006.85) and Utility Fund (\$365,808.92). Both claims reports include data from the period March 20 through April 3, 2026.

REQUESTED BY:

Name:



PARIS CITY COMMISSION AGENDA ITEM

Commission Meeting Date: April 14, 2026

AGENDA ITEM: Downtown Street and Public Parking Plan

DEPARTMENT: Administration

RECOMMENDED MOTION: Move to approve the Public Works Department's request to convert 6th Street and 9th Street into one-way traffic corridors, authorize the naming and designation of city-owned parking lots, and approve the addition of 24 new parking spaces on downtown side streets.

DESCRIPTION:

The Public Works Department requests approval to implement several improvements aimed at enhancing traffic flow and addressing ongoing parking challenges in the downtown area.

The department proposes converting 6th and 9th Streets into one-way corridors to improve vehicle movement, reduce congestion, and increase overall roadway safety.

In addition, the department seeks authorization to formally designate and name city owned parking lots. This will improve way finding, make parking locations easier to identify for residents and visitors, and support clearer communication in signage and city materials.

To further address parking demand particularly in high traffic areas near the YMCA the department proposes the addition of 24 new parking spaces along downtown side streets. These spaces are expected to alleviate congestion, provide more convenient access to local amenities, and better accommodate peak usage times.

REQUESTED BY:

Name: Mike Smith, Public Works Superintendent

MEMORANDUM

To: City Commission

From: Mike Smith, Public Works Superintendent

Date: April 8, 2026

Re: Downtown Public Parking Updates – Street Changes, Additional Spaces, and Parking Lot Naming

The City of Paris is proposing updates to improve public parking and traffic flow downtown. These include making 6th Street and 9th Street one-way, adding 24 new public parking spaces on downtown side streets, and adding 2 additional public spaces on 4th Street. And adding 2 loading zones, one in front of Hotel Thoroughbred and the other in front of Lils Coffee House. All new spaces will be publicly accessible.

In addition, the City proposes naming its city-owned parking lots to create a cohesive, recognizable downtown parking system. The recommended names are:

- The Homestretch
- The Paddock
- Plaza
- Founders Row
- Trifecta Terrace
- Winners Circle Way
- Furlong Field

These updates will provide much-needed public parking downtown, improve circulation, and help address ongoing parking challenges near the YMCA.

The estimated cost to implement these changes, including signage and street adjustments, is approximately **\$2,500**. Approval of this request will allow the City to move forward with installation and enhance accessibility for residents, visitors, and local businesses.

THE
HOMESTRETCH

FOUNDERS
ROW

THE PADDOCK
PLAZA

Paris-Bour
County YMC

Secretariat Park

FURLONG
FIELD

TRIFECTA
TERRACE