

OWENSBORO BOARD OF COMMISSIONERS

**Special Called Meeting
April 21, 2022 12:00 PM**

City Hall
101 E. 4th Street
Owensboro, KY 42303

1. CALL TO ORDER - Mayor Tom Watson

2. ROLL CALL - City Clerk Beth Davis

Present:

Mayor Tom Watson

Mayor Pro Tem Larry Maglinger

Commissioner Mark Castlen

Commissioner Bob Glenn

Commissioner Jeff Sanford

3. 2022-2023 BUDGET PRESENTATION - City Manager Pagan, along with members of the staff, presented the budget presentation (copy attached). The \$140,513,161 budget is divided into five categories: General Fund, Special Revenue Funds, Capital Projects Funds, Enterprise Funds, and the Internal Service Funds. City Manager Pagan requested a seven and one-half percent (7.5%) cost of living increase for city employees. He also proposed that hazardous duty Police Officers receive a fifteen percent (15%) cost of living increase. The proposals were based on the current inflation rate, as well as the difficulty in recruiting and retaining employees in today's job market.

No proposed tax rate changes are requested.

Josh Bachmeier, HR Manager, stated that a comprehensive pay plan study will be forthcoming. In order to bring the staff salaries up the current market level and revamp the pay scale, Mr. Bachmeier estimates it would cost approximately \$4-\$5 Million. The following positions which have seen an extremely high turnover, retention and/or recruitment rate received targeted salary increases: Police Officer (Entry, Sergeant, and Lieutenant); 911/Dispatch Non Full-time Calltakers; Transit Bus Drivers and Drivers/Dispatchers; Engineering Technician; and Part-Time Parks Supervisors.

Chief Art Ealum explained that he would like for OPD to eventually have their own police academy. It can be a burden for recruits to be away from their family for the required twenty (20) week training academy in Richmond. Some agencies currently have their own academies. The OPD has officers who are certified to teach academy classes and a new facility that can accommodate the training. The local academy could help increase recruitment efforts.

There was discussion on the agency funding in the “Arts” and “Social Services” categories. Mayor Watson requested holding a work session to discuss providing more funds to Social Services rather than Arts (as it currently stands). Mayor Watson also suggesting having a work session to discuss using Community Development funds to provide stabilization to agencies supporting the homeless population.

Questions and comments were received from the elected officials and appropriate city staff responded.

There being no further business to discuss, the meeting adjourned at 3:41 p.m. by acclimation.

Thomas H. Watson, Mayor

ATTEST:

Beth Davis, City Clerk