

OWENSBORO BOARD OF COMMISSIONERS
WORK SESSION
February 14, 2023 12:00 PM
Owensboro City Hall
101 E. 4th Street
Owensboro, Kentucky

1. CALL TO ORDER - Mayor Tom Watson

The meeting was called to order and due to technical difficulties, it was delayed. The meeting resumed at 12:18 pm.

Present: Mayor Tom Watson, Commissioners Mark Castlen, Bob Glenn and Pam Smith-Wright. Commissioner Larry Maglinger was unable to attend.

2. COMPENSATION STUDY REPORT - City Manager Pagan explained that an employee compensation study has been discussed for several years. The compensation relates directly to the City struggling to recruit and retain quality employees. The City recognized that it was behind in pay comparison with various organizations in which it competes for job talent. Josh Bachmeier, HR Manager, explained the City had several goals with the study, including updating 150 unique job descriptions, assigning a job value to each job classification, and conducting an analysis with similarly situated labor market areas (both private and public). The City asked the consultant to provide salary recommendations for each classification; prepare draft classifications and compensation study findings; and provide options for implementation of such. Blair Johanson, JER HR Group, presented his findings (presentation attached). Phase I (Job Descriptions and Ratings) included using fifteen internal compensable factors to review job positions: Knowledge & Skill Requirements; Responsibilities; Contacts/Human Relations; and Efforts. Phase II (Market Pay and Benefits Study) compared market pay and benefits of 101 jobs with Bowling Green, Henderson, Department of Labor, OMU, etc. The City's current employee pay is 6.43% behind on a mean basis. Phase III (Compensation Administration) brings all the information together. The report recommendations include: adopt the 2023 proposed pay grade and range structures; migrate employees to the new pay plan step schedule (all-inclusive minus fire department); fund a one (1) step increase for market adjustment; fund a one (1) step increase for employee pay compression and employee retention; and fund a cost-of-living adjustment for FY 23-24 budget. The City's employee benefits are competitive based on results with a couple of exceptions that will be considered in the upcoming benefit renewals. Commissioner Glenn asked if the adopted plan would be updated every year. City Manager Pagan responded that it would be reviewed every three (3) – five (5) years to be sure the City stays market competitive. Mayor Watson asked if the retirement plan was considered in the process. City Manager Pagan stated the plan was considered since a lot of the same agencies that we compete with are in the same retirement system. Mr. Pagan and Mr. Bachmeier plan to meet city-wide with all employees to give an overview of the study, explain the changes and answer questions. To move forward with the recommendations, the Board of Commissioners are required by state law to adopt the compensation plan by ordinance (which is typically done as part of the budget adoption). Therefore, an ordinance would be drafted to adopt

the pay charts with an effective date of June 1, 2023 and the COLA effective July 1, 2023 would be considered during the budget adoption. Mr. Pagan added that the recommendation from the consultant is a financially affordable option for the City on a long-term basis.

3. FIRE DEPARTMENT ANNUAL REPORT - Chief James Howard presented the annual report (presentation attached). The Owensboro Fire Department received 8,431 calls for service; sixty-seven percent (67%) of those calls were for EMS/Rescue, followed by twenty percent (20%) for other, ten percent (10%) for false alarms and three percent (3%) for fires. OFD developed a Strategic Plan, Community Risk Assessment and Standard of Cover Documents for accreditation process, implemented a new records management system, completed a joint paramedic program with AMR and Daviess County Fire Department, provided additional training and equipment for enhanced water rescue capabilities and completed renovations of Station 2. There was brief discussion on the recruitment of minority firefighters.

4. JACK C. FISHER PARK COMPLEX UPDATE – Bryson Morrow, Recreation Facility Manager, presented an update (presentation attached). The upgrades to the field and facility have resulted in an increased number of play/tournaments. The economic impact in 2022 yielded \$9.4 Million (direct impact), an estimated 30,800 attendees and a total of 648 teams of all ages. Ongoing projects at the complex include constructing additional batting cages, updating concessions and installing new lights/poles.

5. CITY PROJECT LIST – City Manager Pagan noted the new schedule for the indoor sports facility on the list. Commissioner Glenn asked for an update on the TIF issue with the State. Mrs. Waninger responded that Senate Bill 39 is set to go the floor this legislative session. Mayor Watson added that KLC and our state representatives are well aware of our needs. Mayor Pro Tem Castlen asked if pickleball courts would be included in the indoor sports facility; City Manager Pagan responded that a variety of sports have been in the discussion (including pickleball); a permanent pickleball court could potentially prohibit the ability to host other sports. The idea is to accommodate as many sports as possible. Mayor Watson added that the downtown Brio project will include outdoor pickleball courts, outdoor seating and retail.

6. ADJOURNMENT

There being no further business to discuss, the meeting adjourned at 1:23 p.m. by motion of Mayor Watson and a second by Mayor Pro Tem Castlen; the motion carried unanimously.

Thomas H. Watson, Mayor

ATTEST:

Beth Davis, City Clerk