

OWENSBORO BOARD OF COMMISSIONERS
WORK SESSION
May 9, 2023 12:00 PM
Owensboro City Hall
101 E. 4th Street
Owensboro, Kentucky

1. CALL TO ORDER - Mayor Tom Watson

Present: Mayor Tom Watson, Commissioners Mark Castlen, Bob Glenn, and Pam Smith-Wright.

2. 2023-2024 BUDGET PRESENTATION – City Manager Pagan, along with members of the staff, presented a budget presentation (copy attached). The \$154,309,596 status quo budget is divided into five categories: General Fund, Special Revenue Funds, Capital Projects Funds, Enterprise Funds, and the Internal Service Funds. City Manager Pagan remarked on the recent pay study results, stating that the market rate adjustments have been incorporated into the budget. On the slide, the personnel costs compared to the 2022-23 amended budget reflected an increase of nine percent (9%) or \$3.2 Million, which is the result of the pay study. However, the General Fund overall reflects a net decrease of three percent (3%) or \$2.1 Million. The numbers are skewed a bit due to the ARPA funds transferred to OMU and RWRA; however, with the ARPA funds removed from the budget the overall increase of \$3.1 Million would still be based on the personnel cost increase.

No proposed tax rate changes are requested.

City Manager Pagan pointed out that the Information Technology (IT) Department has transitioned under the supervision of Lelan Hancock, Assistant City Manager. Also, the City is seeking a new IT Director.

Josh Bachmeier, HR Manager, explained that an MBA Tuition Program, in consortium with Western Kentucky University, has been restructured to offer eligible employees a higher learning opportunity. These employees are the future leadership candidates for the City. The Program change reflects a tuition reimbursement of seventy-five percent (75%) from the current fifty percent (50%) for an A/B grade of classes that are pertinent to the employee's position. The compensation study implementation will occur June 1, 2023. Mayor Pro Tem Castlen asked if employees were given time off to attend the classes. Mr. Bachmeier responded that it is typically on the employee's own time, but consideration would be given to requests for time off or an alternative work schedule. Those requests are not often received since a lot of the classes are available online. There is a three (3) year call-back if the classes are taken and the employee leaves employment from the City.

In the past, the Police Department has granted compensation time and/or time off to complete some of the programs, overtime was not paid. Chief Ealum stated the tuition

reimbursement programs create loyalty and betters each employee that partakes. There was some discussion on competitive police officer salaries.

There was discussion on adaptive park amenities.

3. ADJOURNMENT

There being no further business to discuss, the meeting adjourned at 2:18 p.m. by motion of Mayor Watson and a second by Commissioner Glenn; the motion carried unanimously.

Thomas H. Watson, Mayor

ATTEST:

Beth Davis, City Clerk