



**CITY COMMISSION MEETING
 AGENDA FOR JANUARY 27, 2026
 5:00 PM
 CITY HALL COMMISSION CHAMBERS
 300 SOUTH FIFTH STREET**

*Any member of the public who wishes to make comments to the Board of Commissioners is asked to fill out a Public Comment Sheet and place it in the box located at the end of the Commissioner's desk on the left side of the Commission Chambers. The Mayor will call on you to speak during the **Public Comments** section of the Agenda.*

ROLL CALL

INVOCATION

PLEDGE OF ALLEGIANCE

PRESENTATION

City of Paducah Financial Audit Presentation - David Hampton, Kemper CPA Group

PRESENTATION

Paducah Main Street Update - David Wilkins, Main Street President & Board Chair

ADDITIONS/DELETIONS

NEW EMPLOYEE INTRODUCTIONS

Introduction of Scott Herrin, Deputy Building Inspector and Chris Lykins, Code Enforcement Officer. G. Cherry

PUBLIC COMMENTS

MAYOR'S REMARKS

	I.	<u>CONSENT AGENDA</u>
	A.	Approve Minutes for January 13, 2026, Board of Commissioners Meeting
	B.	Receive & File Documents
	C.	Appointment of LaToya Burton Richardson to the Paducah Human Rights Commission
	D.	Reappointment of Mark Workman to the Electric Plant Board
	E.	Reappointment of Marcus Turnley to the Board of Ethics
	F.	Personnel Actions
	G.	Authorize the Finance Director to reimburse the McCracken County PVA for aerial imagery in the amount of \$58,265.50 - E. STUBER

		H.	Authorize the Public Works Department to release a Request for Bids for the City Hall Administration Renovation - C.YARBER
		I.	Authorize the Application and Acceptance of a Kentucky Fire Commission Personal Protective Equipment Grant for the Fire Department in the Amount of \$7,000. -- S. KYLE
		J.	Purchase Agreement -- 3110 New Holt Road - J. FOWLER-SOMMER
		K.	Renew Employment Agreement with City Manager - S. WILCOX
		L.	Approve the Position and Pay Schedule with Recommended Changes - S. WILCOX
		M.	Updated Job Grade Schedule - S. WILCOX
		N.	Authorize the Application and Acceptance of a U.S. Environmental Protection Agency Community-Wide Brownfield Assessment Grant in the Amount of \$500,000. - H. REASONS
		O.	Authorize the City Manager to release an RFP for the FY26 cybersecurity assessment - E. STUBER
		P.	Authorization to Transfer Surplus Police Vehicles to Paducah Independent Schools - D. JORDAN
	II.	<u>MUNICIPAL ORDER(S)</u>	
		A.	Adopt the FY2027-2031 Capital Improvement Plan - A. KYLE
		B.	Approve Paducah-McCracken County Riverport Authority Equipment Loan Payoff in an amount of \$145,314.24 - MAYOR BRAY & COMMISSIONER WILSON
		C.	Authorize a a Matching Grant for the Duke and Duchess Foundation of Paducah, Kentucky, in an amount of \$25,000 - D. JORDAN
	III.	<u>ORDINANCE(S) - ADOPTION</u>	
		A.	Amend Code of Ordinances Chapter 70 Related to Brooks Stadium Commission - L. PARISH
	IV.	<u>ORDINANCE(S) - INTRODUCTION</u>	
		A.	Authorize a Street Name Change From Downs Drive to Steve Doolittle Drive - MAYOR BRAY

		B.	Melody Lane Street Acceptance Plat Approval and Surety Agreement Approval - G. GUEBERT
	V.	<u>DISCUSSION</u>	
		A.	BUILD Grant Update - G. GUEBERT
	VI.	<u>COMMENTS</u>	
		A.	Comments from the City Manager
		B.	Comments from the Board of Commissioners
	VII.	<u>EXECUTIVE SESSION</u>	

January 13, 2026

At a Regular Meeting of the Paducah Board of Commissioners held on Tuesday, January 13, 2026, at 5:00 p.m. in the Commission Chambers of City Hall located at 300 South 5th Street, Mayor George Bray presided. Upon call of the roll by City Clerk, Lindsay Parish, the following answered to their names: Commissioners Henderson, Smith, Thomas, Wilson, and Mayor Bray (5).

INVOCATION

Commissioner Henderson led the Invocation.

PLEDGE OF ALLEGIANCE

The Mayor led the pledge.

NEW EMPLOYEE INTRODUCTIONS

Michelle Smolen, Assistant City Manager, introduced Ian Puckett, Assistant to the Mayor and Commissioners.

PRESENTATIONS:

Communications Manager Pam Spencer provided the following summaries:

PAVER Pavement Analysis Program Update

Maegan Mansfield, Chief Growth Officer with Bacon Farmer Workman Engineering & Testing (BFW), provided an update on BFW's ongoing contract with the City of Paducah for the pavement management system. The City approved a multi-year agreement with BFW in November 2021 to conduct pavement inspections on city streets using the PAVER software program.

Paducah's detailed pavement inspection program began in 2018 with the evaluation of approximately 200 miles of city streets. Each street segment was assigned a Pavement Condition Index (PCI) rating—a score between 0 and 100 that reflects overall pavement health, with higher numbers indicating better condition. To ensure the data remains accurate, 20 percent of the city's streets are re-inspected each year. By 2026, all city streets will have been reassessed since that 2018 initial inspection.

The PCI data plays a critical role in cost planning and budgeting for street maintenance. Streets with a PCI rating of 65 or lower—classified as “fair” or worse—should be rehabilitated promptly, as delaying repairs significantly increases costs. Mansfield reported that 37 percent of Paducah's streets currently fall into the poor, very poor, serious, or failed categories. When using the PCI threshold of 65, approximately half of the city's roadways need rehabilitation. Over the past four years, local repair and rehabilitation efforts have generally kept pace with pavement deterioration, but the City's goal is to have rehabilitation efforts begin to outpace the rate of decline.

January 13, 2026

Mansfield also reviewed the streets rehabilitated in 2025 and presented a map highlighting those scheduled for rehabilitation in 2026. Streets are prioritized based on several factors, including PCI data from the PAVER program, upcoming utility projects, traffic volumes, and public input. For the current fiscal year, the City of Paducah has increased its investment in street rehabilitation, allocating \$3.1 million—up from \$2.7 million in the previous fiscal year.

Community Scholarship Presentation

West Kentucky Community & Technical College representatives including President Dr. Anton Reece provided an update on the Community Scholarship Program and thanked the City for its support. The Board also heard testimonials from two students who have participated in the program, Laken Hill and Jayda Reed. At this meeting, the Board approved a Memorandum of Understanding in support of the Community Scholarship Program, a public–private partnership that reduces financial barriers to postsecondary education and supports local workforce development through West Kentucky Community and Technical College.

PUBLIC COMMENTS

- Parker Jaco – made a comment about how well the community comes together to address housing, homelessness, food insecurities. Etc. He addressed the issue of rising medical debt and the steps “Paducah Action” is taking to address those issues.

CONSENT AGENDA

Mayor Bray asked if the Board wanted any items on the Consent Agenda removed for separate consideration. Commissioner Thomas requested that Item (I)(K) be removed for separate discussion. He then asked the City Clerk to read the remaining items on the Consent Agenda.

I(A)	Approve Minutes for the December 9, 2025, Meeting of the Board of Commissioners.
I(B)	Receive and File Documents: <u>Minute File:</u> 1. Letter of Representation – Linda Ain – November 22, 2025 <u>Deed File:</u> 1. Easement – Stephen and Deloris Sevenski – 2270 North 8 th Street – MO #3111 <u>Contract File:</u> 1. City of Paducah – Paducah Fire Department Uniform Services Contract #2023 – contract renewal dated 11-24-2025 (original contract MO #2828) 2. Fuel Supply One-year Renewal Agreement – City of Paducah – JSC Terminal LLC d/b/a Midwest Terminal – MO #2832 3. Just Compensation Waiver – Stephen and Deloris Sevenski – 2270 North 8 th Street – MO #3111 4. U.S. Department of Housing and Urban Development – Office of Community Planning and Development – Federal Award Agreement \$583,406. (MO #3143) 5. Professional Services Agreement – BWF Engineering & Testing, Inc., Greenway Trail Phase 7 - MO #3166 6. Contract with Terracon Consultants – MO #3167

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	<p>7. Employment Contract – Audra Kyle – Director of Finance – MO #3168</p> <p><u>Financials:</u></p> <ol style="list-style-type: none"> 1. Transit Authority of the City of Paducah – Year Ended June 30, 2025 2. Electric Plant Board – d/b/a Paducah Power System – Audited Financial Statements – Years ended June 30, 2025 and 2024 3. Paducah-McCracken County Joint Sewer Agency – Financial Statements – years ended June 30, 2025 and 2024
I(C)	Appointment of Deb Domke and Joseph DiJulio to the Paducah Main Street Board. Said terms shall expire January 13, 2027.
	Appointment of Danny Brown to the Code Enforcement Board to replace Jewell Jones, who resigned. Said term shall expire August 22, 2027.
I(E)	Reappointment of Lanie Fearon and Appointment of Michael Stone, to replace George Cumbee, whose term expired, to the Barkley Regional Airport Authority Board. Said terms shall expire December 31, 2029.
I(F)	Reappointment of Charles “Chip” Bohle and appointment of David Hutcheson, to replace William T. Clayton, whose term expired, to the Commissioners of Water Works. Said terms shall expire January 6, 2030.
I(G)	Personnel Actions
I(H)	A MUNICIPAL ORDER OF THE CITY OF PADUCAH AUTHORIZING THE MAYOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING REGARDING THE COMMUNITY SCHOLARSHIP PROGRAM, AND ANY OTHER DOCUMENTS RELATED THERETO (MO #3169; BK 14)
I(I)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE AN APPLICATION FOR AN FY2026 CARBON REDUCTION FUNDING GRANT FROM THE METROPOLITAN PLANNING ORGANIZATION (MPO) IN THE AMOUNT OF \$168,138 FOR PROJECTS THAT REDUCE TRANSPORTATION EMISIONS, DEFINED AS CARBON DIOXIDE (CO ²) FROM ON-ROAD HIGHWAY SOURCES, AND ACCEPTING ANY GRANT FUNDS AWARDED BY MPO, AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME (MO #3170; BK 14)
I(J)	A MUNICIPAL ORDER APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE A DEED OF CONVEYANCE, TEMPORARY CONSTRUCTION EASEMENT FEE CONSIDERATION, AND ALL OTHER DOCUMENTS NECESSARY WITH WAGNER LEASING LTD, THROUGH ROBERT WAGNER, MANAGER, OF PROPERTY LOCATED AT 1930 NORTH EIGHTH STREET, TO ACQUIRE A TEMPORARY CONSTRUCTION EASEMENT TOTALING 0.18 ACRES (8149 SQ. FT.) AT NO COST TO THE CITY (MO #3171; BK 14)
I(K)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE CHANGE ORDER #1 WITH JIM SMITH CONTRACTING CO., LLC, IN THE AMOUNT OF \$273,093.03, FOR THE PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD)- Removed for separate discussion
I(L)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE AN APPLICATION FOR A DEPARTMENT OF TRANSPORTATION/KY TRANSPORTATION CABINET – TRANSPORTATION ALTERNATIVE PROGRAM GRANT IN AN AMOUNT NOT TO EXCEED \$800,000, AND ACCEPTING ANY GRANT FUNDS AWARDED AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

January 13, 2026

	(MO #3173; BK 14)
I(M)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE SUBAWARD CONTRACTS WITH JAMES MARTIN AND SARA BRADLEY; MARKET HOUSE THEATRE; ANDREW MCGLLENON; THE COLUMBIA THEATER; AND PGJM, LLC AS PART OF THE PAUL BRUHN HISTORIC REVITALIZATION PROGRAM (MO #3174; BK 14)
I(N)	A MUNICIPAL ORDER ACCEPTING THE BID OF HUGHES ENVIRONMENTAL IN THE AMOUNT OF \$49,995, FOR CITY HALL HVAC SYSTEM CLEANING AND DUCTWORK SEALING AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME (MO #3175; BK 14)
I(O)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE A CERTIFICATION OF PHA PLANS CONSISTENCY WITH THE COMPREHENSIVE PLAN (OTHERWISE KNOWN AS THE CONSOLIDATED PLAN) (MO #3176; BK 14)

Commissioner Henderson offered Motion, seconded by Commissioner Smith, that the items on the consent agenda be adopted as presented.

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5).

MUNICIPAL ORDERS

CHANGE ORDER #1 – JIM SMITH CONTRACTING – PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD) \$273,093.02

Commissioner Smith offered Motion, seconded by Commissioner Henderson, that the Board of Commissioners adopt a Municipal Order entitled, “A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE CHANGE ORDER #1 WITH JIM SMITH CONTRACTING CO., LLC, IN THE AMOUNT OF \$273,093.03, FOR THE PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD).”

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5). **(MO #3172; BK 14)**

CONTRACT MODIFICATION #5 – A&K CONSTRUCTION SOIL STABILIZATION – PADUCAH SPORTS PARK

Commissioner Thomas offered Motion, seconded by Commissioner Wilson, that the Board of Commissioners adopt a Municipal Order entitled, “A MUNICIPAL ORDER ADOPTING CONTRACT MODIFICATION NO. 5 TO THE CONSTRUCTION CONTRACT WITH A&K CONSTRUCTION, FOR SOIL STABILIZATION AT THE PADUCAH SPORTS PARK, IN THE AMOUNT OF \$1,055,383.75.”

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5). **(MO #3177; BK 14)**

January 13, 2026

CITY MANAGER COMMENTS

- Reminded everyone about the Martin Luther King celebration and activities on Monday, January 19, 2026.
- Monday, January 19, is a holiday so City Hall and all non-essential City offices will be closed.

COMMISSIONERS' COMMENTS

- **Commissioner Thomas** – Made comments related to Animal Control.

EXECUTIVE SESSION

Commissioner Henderson offered motion, seconded by Commissioner Smith, that the Board of Commissioners go into closed session for discussion of matters pertaining to the following topics:

- Discussions of proposed or pending litigation against or on behalf of the public agency KRS 61.810(1)(c); and
- A specific proposal by a business entity where public discussion of the subject matter would jeopardize the location, retention, expansion or upgrading of a business entity, as permitted by KRS 61.810(1)(g)

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5)

RECONVENE IN OPEN SESSION

Commissioner Henderson offered motion, seconded by Commissioner Thomas, that the Paducah Board of Commissioners reconvene in open session.

Adopted on call of the roll yeas, Commissioners Guess, Henderson, Smith, Wilson and Mayor Bray (5)

ADJOURN

Commissioner Wilson offered Motion, seconded by Commissioner Henderson, that the meeting be adjourned.

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5).

January 13, 2026

TIME ADJOURNED: 6:22 p.m.

ADOPTED: January 27, 2026.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

January 27, 2026

RECEIVE AND FILE DOCUMENTS:

Deed File:

1. Deed of Conveyance – Commonwealth of Kentucky to City of Paducah, (Parks Building 1400 H.C. Mathis Drive) (2001) For use as a senior center/day care

Contract File:

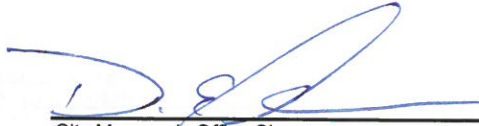
1. Memorandum of Understanding – Community Scholarship Program – MO #3169
2. Change Order #1 – Jim Smith Contracting – BUILD Project \$273,093.03 – MO #3172

Bids and Proposals File:

1. City Hall HVAC System Cleaning and Ductwork – MO #3175
 - a. Hughes Environmental* (awarded bid)
 - b. Stanley Steemer

CITY OF PADUCAH
January 27, 2026

Upon the recommendation of the City Manager's Office, the Board of Commissioners of the City of Paducah order that the personnel changes on the attached list be approved.



City Manager's Office Signature

1/22/2026

Date

**CITY OF PADUCAH
PERSONNEL ACTIONS
January 27, 2026**

NEW HIRES - FULL-TIME (FT)

<u>FIRE - SUPPRESSION</u>	<u>POSITION</u>	<u>RATE</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Potter, Nathaniel	Firefighter Appointee	\$16.26/hr	NCS	Non-Ex	February 5, 2026
Wicker, Landon R.	Firefighter Appointee	\$16.26/hr	NCS	Non-Ex	February 5, 2026
<u>POLICE</u>					
Lapatas, Logan C.	Police Officer	\$28.24/hr	NCS	Non-Ex	February 19, 2026

PAYROLL ADJUSTMENTS/TRANSFERS/PROMOTIONS/TEMPORARY ASSIGNMENTS (FULL-TIME)

<u>GENERAL GOVERNMENT</u>	<u>PREVIOUS POSITION AND BASE RATE OF PAY</u>	<u>CURRENT POSITION AND BASE RATE OF PAY</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Underwood, Beverly	Senior Administrative Assistant \$31.18/hr	Senior Administrative Assistant \$31.80/hr	NCS	Non-Ex	December 11, 2025
<u>ENGINEERING</u>					
Curtiss, Brandy	Engineering Technician III \$50.13/hr	Engineering Technician III \$51.63/hr	NCS	Ex	December 11, 2025
Nuckolls, Amy D.	Senior Administrative Assistant \$29.66/hr	Senior Administrative Assistant \$30.55/hr	NCS	Non-Ex	December 11, 2025
Riley, Keith G.	Floodwall Superintendent \$44.64/hr	Floodwall Superintendent \$45.98/hr	NCS	Ex	December 11, 2025
Shelby, Shane E.	Engineering Technician \$33.39/hr	Engineering Technician \$34.39/hr	NCS	Ex	December 11, 2025
Townsend, Melanie P.	Engineering Project Manager \$43.26/hr	Engineering Project Manager \$44.56/hr	NCS	Ex	December 11, 2025
<u>PARKS & RECREATION</u>					
Adams, Jennifer F.	Recreation Supervisor \$29.68/hr	Recreation Supervisor \$30.42/hr	NCS	Ex	January 8, 2026
<u>PLANNING</u>					
Schade, Angela K.	Downtown Development Specialist \$29.36/hr	Planning Technician \$29.36/hr	NCS	Ex	January 22, 2026
Upchurch, Nancy G.	Senior Administrative Assistant \$33.66/hr	Planner II \$37.36/hr	NCS	Ex	January 22, 2026
<u>POLICE</u>					
Maguire-Hernandez, Sarai E.	Crime Analyst \$29.74/hr	Crime Analyst \$30.63/hr	NCS	Ex	December 11, 2025
Miller, Vicki	Records Clerk \$26.19/hr	Records Clerk \$26.98/hr	NCS	Non-Ex	January 8, 2026
<u>PUBLIC WORKS</u>					
Everly, Rebecca	ROW Parks Maintenance \$23.11/hr	Fleet Mechanic II \$23.11/hr	NCS	Non-Ex	January 22, 2026
Riley, David J.	Street Supervisor \$34.02/hr	Street Superintendent \$38.10/hr	NCS	Ex	January 22, 2026

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize the Finance Director to reimburse the McCracken County PVA for aerial imagery in the amount of \$58,265.50 - **E. STUBER**

Category: Municipal Order

Staff Work
By: Eric Stuber
Presentation
By: Eric Stuber

Background Information: Ordinance 2024-10-8825 was adopted by the board on October 25th 2024. That ordinance added the McCracken PVA on as a member of the GIS Consortium bringing the total member count to 7. The other members are the City of Paducah, McCracken County Fiscal Court, Paducah-McCracken E911, Paducah Water, Paducah Power, and Joint Sewer Agency.

The PVA holds a contract with Pictometry International Corporation for aerial imagery of McCracken County. This imagery is used by all consortium members and made available to the public through our online GIS maps.

Each consortium member pays annual maintenance fees to the City to be held in a project account, GIS001, in order to pay for GIS services like aerial imagery.

Invoice US449132 was provided by the PVA to the GIS Steering Committee in the amount of \$58,265.50 whereby at the GIS Steering Committee's January 22, 2026 meeting, a motion was carried allowing the City of Paducah to reimburse the PVA.

Does this Agenda Action Item align with a Commission Priority? No
If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name: GIS Project Account

Account Number: GIS001-000-20000-20016

Staff Recommendation: Authorize the Finance Director to reimburse the McCracken County PVA for aerial imagery used by the GIS Consortium members in the the amount of \$58,265.50

Attachments:

1. MO - Payment to PVA - GIS Consortium aerial imagery 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE FINANCE DIRECTOR TO MAKE PAYMENT TO THE MCCRACKEN COUNTY PVA IN THE AMOUNT OF \$58,265.50 FOR THE GIS CONSORTIUM'S PORTION OF THE AERIAL IMAGERY OF McCracken COUNTY

WHEREAS, on October 25, 2024, the Board of Commissioners adopted Ordinance No. 2024-10-8825, adding the McCracken County PVA as a member of the GIS Consortium, bringing the total member count to seven; and

WHEREAS, the PVA holds a contract with Pictometry International Corporation for aerial imagery of McCracken County. This imagery is used by all consortium members and is made available to the public through online GIS maps; and

WHEREAS, consortium members pay annual maintenance fees to the City to be held Project Account GIS001, in order to pay for GIS services, such as aerial imagery; and

WHEREAS, Invoice US449132 was provided by the PVA to the GIS Steering Committee in the amount of \$58,265.50; and

WHEREAS, at the January 22, 2026, meeting of the GIS Steering Committee, motion was made and carried allowing the City of Paducah to reimburse the PVA the consortium members' share of the invoice (less the PVA's portion) in the amount of \$58,265.50.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah authorizes the Finance Director to make payment to the McCracken County PVA in the amount of \$58,265.50 for aerial imagery of McCracken County. Further, the Mayor is hereby authorized to execute all documents related to said payment.

SECTION 2. This expense shall be paid from GIS Consortium Account Number GIS001-000-20000-20016.

SECTION 3. This Order shall be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MOPayment to PVA – GIS Consortium – aerial imagery 2026

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize the Public Works Department to release a Request for Bids for the City Hall Administration Renovation - **C.YARBER**

Category: Municipal Order

Staff Work By: Chris Ferrell, Marcey Simmons

Presentation By: Chris Yarber

Background Information: Mayor's office and Administration Renovation to include updates for increased security, to improve office layout and overall functionality, better sound control and aesthetics.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name: Facilities Maintenance

Account Number: PF0070

Staff Recommendation: Authorize Public Works to receive sealed bids for City Hall Administration Renovation.

Attachments:

1. MO - Request for bids – City Hall Administration Renovation

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE PUBLIC WORKS
DEPARTMENT TO RELEASE A REQUEST FOR BIDS FOR THE CITY
HALL ADMINISTRATION RENOVATION

WHEREAS, the Public Works Department would like permission to release a Request for Bids for the City Hall Administration Renovation, to include updates for increased security, to improve office layout and overall functionality, better sound control and aesthetics.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH,
KENTUCKY:

SECTION 1. That the City Commission hereby approves and authorizes the Public Works Department to release a Request for Bids for the City Hall Administration Renovation, to include updates for increased security, to improve office layout and overall functionality, better sound control and aesthetics.

SECTION 2. This Order will be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MO\Request for bids – City Hall Administration Renovation

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize the Application and Acceptance of a Kentucky Fire Commission Personal Protective Equipment Grant for the Fire Department in the Amount of \$7,000. --S. KYLE

Category: Municipal Order

Staff Work
By: Chris Owen
Presentation
By: Steve Kyle

Background Information: The Kentucky Fire Commission is seeking applications from local fire departments for the purchase of personal protective equipment in an amount up to \$7,000. The funding will be used to purchase two sets of structural coats and pants. The total cost of the equipment is \$9,000. The Fire Department will provide an additional \$2,000 in additional funding for the purchase.

Account - Fire Hoses/Rescue Equipment 1802-540130

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name: Fire Hoses/Rescue Equipment

Account Number: 1802-540130

Staff Recommendation: Authorize the application and acceptance of the Kentucky Fire Commission PPE Grant and for the Mayor to sign all documents related to same.

Attachments:

1. MO - app & award – Kentucky Fire Commission PPE Grant 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE AN APPLICATION FOR A KENTUCKY FIRE COMMISSION PERSONAL PROTECTIVE EQUIPMENT GRANT IN THE AMOUNT OF \$7,000, ACCEPTING ANY GRANT FUNDS AWARDED BY THE KENTUCKY FIRE COMMISSION, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Mayor is hereby authorized to execute an application to obtain a Kentucky Fire Commission Personal Protective Equipment Grant application in the amount of \$7,000. The funding will be used to purchase two sets of structural coats and pants. The total cost of the equipment is \$9,000. The Fire Department will provide an additional \$2,000 in additional funding for the purchase.

SECTION 2. That the City of Paducah hereby authorizes the acceptance of any and all grant funds awarded by the Kentucky Fire Commission and authorizes the Mayor to execute the Grant Agreement and all related documents.

SECTION 3. The purchase will be made from Fire Hoses/Rescue Equipment, Account No. 1000 1802 540130.

SECTION 4. This order will be in full force and effect from and after the date of its adoption.

Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
\\mo\grants\app & award – Kentucky Fire Commission PPE Grant 2026

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Purchase Agreement -- 3110 New Holt Road - **J. FOWLER-SOMMER**

Category: Municipal Order

Staff Work By: Josh Sommer, Carol Gault

Presentation By: Josh Sommer

Background Information: Transfer the lot to a proposed new business.

Does this Agenda Action Item align with a Commission Priority? Yes

If yes, please list the Commission Priority: [Commission Priorities List](#) Yes -- Growth

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approval.

Attachments:

1. MO prop sale-- 3110 New Holt Road
2. Staff Memo
3. Final Purchase Agreement

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER DECLARING THE REAL PROPERTY LOCATED AT 3110 NEW HOLT ROAD, PADUCAH, KENTUCKY, TO BE SURPLUS PROPERTY, AUTHORIZING A REAL ESTATE PURCHASE AGREEMENT FOR THE SALE OF SAID PROPERTY IN CONSIDERATION OF \$1.00, AND AUTHORIZING THE MAYOR TO EXECUTE THE AGREEMENT, DEED, AND ALL DOCUMENTS RELATED TO SAME

WHEREAS, pursuant to KRS 82.083, a written determination has been made that the City does not have any use at this time or in the future for property located at 3110 New Holt Road, Paducah, Kentucky, which constitutes surplus real estate; and

WHEREAS, the City of Paducah now desires to transfer the property in accordance with KRS 82.083(4)(b).

NOW THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Board of Commissioners hereby declares the property located at 3110 New Holt Road, Paducah, Kentucky to be surplus property as it relates to the operations of the City. Further, the Board of Commissioners hereby authorizes a purchase agreement to sell the property for economic development purposes, in accordance with KRS 82.083, for consideration of \$1.00.

SECTION 2. The Mayor is hereby authorized to execute the Real Estate Purchase Agreement, deed, and any necessary documents relating to the same to complete the sale of the real property approved in Section 1 above.

SECTION 3. This Order shall be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, _____
Recorded by Lindsay Parish, City Clerk, _____
\\mo\prop sale- 3110 New Holt Road

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Renew Employment Agreement with City Manager - **S. WILCOX**

Category: Municipal Order

Staff Work By: Stefanie Wilcox
Presentation By: Stefanie Wilcox

Background Information: Agreement to renew Daron Jordan's employment for an additional one-year beyond the extension set to expire July 31, 2026. The renewal will expire July 31, 2027.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the Mayor to sign the agreement to extend the City Manager's Employment Agreement for one year.

Attachments:

1. MO - city manager contract renewal – Daron Jordan 2026
2. RENEWAL OF CITY MANAGER AGREEMENT 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER APPROVING AND AUTHORIZING THE EXECUTION OF AGREEMENT TO RENEW EMPLOYMENT AGREEMENT WITH CITY MANAGER DARON JORDAN FOR AN ADDITIONAL ONE-YEAR TERM.

WHEREAS, the Paducah City Commission desires to renew the Agreement with Daron Jordan to serve as City Manager for an additional one-year term beyond the extension set to expire July 31, 2026.

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY as follows:

Section 1. Authorization. The Board of Commissioners of the City of Paducah hereby approves and the Mayor of the City of Paducah, Kentucky, is hereby authorized and directed to execute the Agreement to Renew Employment Agreement with Daron Jordan as Paducah City Manager. Said renewal will expire July 31, 2027.

Section 2. Effective Date. This Order shall be in full force and effect on and after the date as approved by the Board of Commissioners of the City of Paducah, Kentucky.

Mayor

ATTEST:

Lindsay Parish, City Clerk

Introduced by the Board of Commissioners, January 27, 2026
Adopted by the Board of Commissioners, January 27, 2026
Recorded by City Clerk, January 27, 2026

MO\city manager contract renewal – Daron Jordan 2026

**AGREEMENT TO RENEW
EMPLOYMENT AGREEMENT WITH DARON JORDAN
AS PADUCAH CITY MANAGER**

THIS AGREEMENT is entered into as of this ____ day of January, 2026 by and between the CITY OF PADUCAH, State of Kentucky, a municipal corporation (hereinafter referred to as “Employer”) and DARON JORDAN (hereinafter referred to as “Employee”) (hereinafter collectively “Parties”).

WITNESSETH:

WHEREAS, on June 29, 2021, the Paducah City Commission ("Commission") entered into a three-year agreement with Employee which employed him as City Manager for the City of Paducah beginning on August 1, 2021 for a period of three years; and

WHEREAS, on September 28, 2023, the Commission and Employee executed an Agreement to Renew the Original Employment Agreement which extended the Agreement for two (2) years, up through and including July 31, 2026; and

WHEREAS, the Parties desire to again renew the Original Employment Agreement for one year, up through and including July 31, 2027;

NOW THEREFORE, in consideration of the foregoing premises, and for other valuable consideration, the legal adequacy and sufficiency of which is hereby acknowledged by all Parties hereto, the Parties do covenant and agree as follows:

1. **Renewal of Agreement.** The Commission hereby renews the Original Agreement which was previously renewed on September 28, 2024 and which continued Employee in the position of City Manager of the City of Paducah. Employee also hereby agrees to renew the Original Agreement.

2. **Term.** The Term of this Agreement to Renew will be from August 1, 2026 to July 31, 2027 (hereinafter “Subsequent Term”). This Agreement may be renewed again by Employer for an additional term of year(s), the length of which shall be mutually agreed upon by the Parties.

3. **Remaining Terms and Conditions.** All other terms and conditions of the Original Agreement signed on June 29, 2021 shall remain the same throughout the Subsequent Term.

SIGNATURES ON NEXT PAGE

IN WITNESS **WHEREOF**, the Paducah City Commission has caused this Agreement to be executed on its behalf by the City's Mayor and Employee this ____ day of January, 2026.

Mayor, City of Paducah

A handwritten signature in blue ink, appearing to read 'D. E. Jordan', is written over a horizontal line.

Daron Jordan, Employee

4910-4179-9560

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Approve the Position and Pay Schedule with Recommended Changes - **S. WILCOX**

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: The Position and Pay Schedule is being updated with current wages and changing a few positions in preparation for budget planning for fiscal year 2027. The changes include adding a Planning Technician to the Planning Department and removing the Downtown Development Specialist. The Technology Department will now have a Security Specialist and the GIS Manager will be removed. Public Works will now have a Project Coordinator Position and the Traffic Technician will be removed. The Parks Department will be changing an Administrative Assistant position to a Senior Administrative Administrative position.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve the position and pay schedule with recommended changed in preparation for budgeting for FY2027.

Attachments:

1. MO - Position and Pay Schedule FY2027
2. Position and Pay Schedule -Jan 27 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AMENDING THE POSITION AND PAY SCHEDULE
FOR THE FULL-TIME EMPLOYEES OF THE CITY OF PADUCAH,
KENTUCKY, IN PREPARATION FOR FISCAL YEAR 2027

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Position and Pay Schedule is being updated with current wages and changing a few positions in preparation for budget planning for Fiscal Year 2027.

SECTION 2. That the City of Paducah hereby amends the Position and Pay Schedule for the employees of the City of Paducah as attached hereto. The update will include adding a Planning Technician and removing the Downtown Development Specialist in the Planning Department, adding a Security Specialist and removing the GIS Manager in the Technology Department, adding a Project Coordinator Position and removing the Traffic Technician in the Public Works Department, and changing an Administrative Assistant position to Senior Administrative Position in the Parks Department.

SECTION 3. This Order will be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
mo/Position and Pay Schedule FY2027

Section A.									
ADMINISTRATION									
POSITIONS	AUTHORIZED POSITIONS				FY 26	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET	FILLED		VACANT	HOURLY WAGE ADJ.	HOURLY WAGE ADJ.			
	TOTAL	NON-CS	RCSS/CS		RATE	RATE			
City Manager	1	1			<u>99.37</u>	96.48	40	E	18
Assistant City Manager	1	1			71.18	71.18	40	E	17
Assistant to the City Manager							40	E	
Assistant to the Mayor and Commissioners	1	<u>1</u>		4	<u>26.44</u>	0.00	40	E	10
Projects and Grants Coordinator	1	1			<u>36.87</u>	35.97	40	E	12
Grants Administrator					0.00	0.00	40	E	10
Senior Administrative Assistant	1	1			31.18	31.18	40	NE	9
Communications Manager	1	1			52.15	52.15	40	E	13
Total Budgeted/Filled for Department	6	6	0	0					

Note: Moved ERP Manager and BA Positions to Technology Department (02/23)

Note: Moved Grants Administrator position from Finance to Administration

Section B.									
CITY CLERK / CUSTOMER EXPERIENCE DEPT.									
POSITIONS	AUTHORIZED POSITIONS				FY 26	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET	FILLED		VACANT	HOURLY WAGE ADJ.	HOURLY WAGE ADJ.			
	TOTAL	NON-CS	RCSS/CS		RATE	RATE			
City Clerk / Customer Experience Director	1	1			57.77	57.77	40	E	15
Assistant City Clerk	1	1			<u>36.64</u>	35.57	40	NE	10
Senior Customer Experience Representative	1	1			<u>27.71</u>	26.90	40	E	9
Development Liaison	1	1			<u>27.91</u>	27.23	40	E	10
Customer Experience Representatives	1	1			24.38	24.38	40	NE	7
Total Budgeted/Filled for Department	5	5	0	0					

Note: Moved Customer Experience Representative position from CX/Clerk to IT

Section C.									
FINANCE DEPARTMENT									
POSITIONS	AUTHORIZED POSITIONS				FY 26	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET	FILLED		VACANT	HOURLY WAGE ADJ.	HOURLY WAGE ADJ.			
	TOTAL	NON-CS	RCSS/CS		RATE	RATE			
Administration									
Director of Finance	1	<u>1</u>		4	<u>75.12</u>	0.00	40	E	17
Senior Administrative Assistant	1	1			27.73	27.73	40	NE	9
Accounting/Payroll									
Controller	1	4		<u>1</u>	67.44	67.44	40	E	15
Senior Accountant	1	1			<u>41.38</u>	39.39	40	E	12

Accountant	2	1		<u>31.17</u>	29.05	40	E	10
		1		<u>32.91</u>	29.88	40	E	10
Revenue								
Revenue Manager	1	1		<u>45.59</u>	44.26	40	E	14
Account Clerk						40	NE	
						40	NE	
Revenue Tech II						40	NE	9
Revenue Tech.	3	1		23.38	23.38	40	NE	8
		1		<u>23.23</u>	22.66	40	NE	8
		4	<u>1</u>	<u>22.26</u>	21.64			
Revenue Auditor	2	1		<u>36.09</u>	35.21	40	E	11
		1		<u>37.04</u>	32.11			
Total Budgeted/Filled for Department								
	12	10	0	2				

Note: The Revenue Tech III was removed and a Revenue Tech added.

* Position Red Light 2021

Note: RCSS - Individuals Retain Civil Service Status

Section D.

TECHNOLOGY DEPARTMENT

AUTHORIZED POSITIONS

POSITIONS	BUDGET FILLED			VACANT	FY 26		HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	TOTAL	NON-CS	RCSS/CS		HOURLY WAGE	HOURLY WAGE			
					ADJ. RATE	ADJ. RATE			
Chief Technology Director	1	1			62.88	62.88	40	E	16
Software Manager	1	1			<u>48.46</u>	47.51	40	E	13
Software Specialist	1	1			33.98	33.98	40	E	11
Systems Administrator	1	1			<u>32.37</u>	31.73	40	E	<u>12</u>
Systems Technician	1	1			34.01	33.67	40	E	10
Security Specialist	<u>1</u>			<u>1</u>	<u>0.00</u>	<u>0.00</u>	<u>40</u>	<u>E</u>	<u>11</u>
Senior Help Desk Technician	1	1			<u>25.29</u>	23.18	40	NE	9
GIS and Application Support Manager	<u>4</u>			<u>4</u>	<u>0.00</u>	<u>0.00</u>	<u>40</u>	<u>E</u>	<u>12</u>
GIS Specialist	1	<u>1</u>		<u>4</u>	<u>28.17</u>	0.00	40	E	11
Total Budgeted/Filled for Department									
	8	7	0	1					

Section E.

PLANNING DEPARTMENT

AUTHORIZED POSITIONS

POSITIONS	BUDGET FILLED			VACANT	FY 26		HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	TOTAL	NON-CS	RCSS/CS		HOURLY WAGE	HOURLY WAGE			
					ADJ. RATE	ADJ. RATE			
Director of Planning	1	1			<u>56.48</u>	54.83	40	E	16
Assistant Director of Planning	1			1	0.00	0.00	40	E	14
Planner III	1	1			38.95	38.95	40	E	12
Senior Administrative Assistant	1	4		<u>1</u>	<u>33.66</u>	<u>33.66</u>	40	NE	9
Administrative Assistant							40	NE	7

Planner II	2	1	4	31.36	31.36	40	E	11
		<u>1</u>		<u>37.36</u>	0.00			
Planner I	1	1		25.15	25.15	40	E	10
<u>Planning Technician</u>	<u>1</u>	<u>1</u>		<u>29.36</u>	<u>0.00</u>	<u>40</u>	<u>E</u>	<u>10</u>
Downtown Development Specialist	4	4		29.36	29.36	40	E	10

Total Budgeted/Filled for Department	8	6	0	2
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Section F.

POLICE DEPARTMENT

AUTHORIZED POSITIONS

FY 26 **FY 26**

HOURLY WAGE ADJ. **HOURLY WAGE ADJ.**

POSITIONS	BUDGET TOTAL	FILLED NON-CS	RCSS/CS	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
Police Chief	1	1			75.91	75.91	40	E	17
Police Assistant Chief	2	1			53.97	53.97	40	E	15
		1			53.97	53.97			
Captains	6	1		<u>1</u>	51.89	51.89	40	E	14
		2			49.06	47.63			
		1			44.96	44.96			
		1			43.86	43.86			
Sergeants	9			1			40	NE	
5 years		2			35.54	35.54			
10 years		3			37.32	37.32			
15 years		3			39.19	39.19			
20 years					41.15	41.15			
25+ years					43.20	43.20			
Police Officer	63***			14			40	NE	
Police Officer - Recruit		2			28.24	28.24			
1 year		6			28.24	28.24			
3 years		14			29.72	29.72			
5 years		13			31.19	31.19			
10 years		10			32.76	32.76			
15 years		4			34.39	34.39			
20 years					36.12	36.12			
25 years					37.92	37.92			
Senior Administrative Assistant	3	1			<u>24.19</u>	23.49	40	NE	9
		1			<u>27.11</u>	26.32			
		1			28.56	28.56			
Administrative Assistant							40	NE	7
Crime Analyst							40	E	10
Crime Analyst II	1	1			29.74	29.74	40	E	11

Deflection Specialist	1	1	<u>27.19</u>	26.40	40	E	10
Records Manager	1	1	<u>31.37</u>	30.46	40	E	10
Senior Records Clerk							
Records Clerk	2	1	26.19	26.19	40	NE	7
		1	<u>20.59</u>	20.09			
Senior Evidence Technician	1	1	<u>25.72</u>	24.97	40	NE	8
Evidence Technician	1	1	22.66	22.66	40	NE	7

Total Budgeted/Filled for Department	91	75	0	16
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* Position Red Light 2021

POLICE DEPARTMENT CON'T

AUTHORIZED POSITIONS

FY 26

FY 26

POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY WAGE ADJ.	HOURLY WAGE ADJ.	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
		NON-CS	RCSS/CS		RATE	RATE			
<u>911 Communications Services</u>									
911 Communications Services Manager	1	1			<u>54.53</u>	52.94	40	E	14
Assistant 911 Communications Services Manager	1	1			38.13	38.13	40	E	12
Terminal Agency Coordinator	1	1			27.58	27.58	36/48	NE	8
911 System Administrator	1	1			33.56	33.56	40	E	10
Shift Supervisor	4			<u>2</u>	0.00	0.00	36/48	NE	10
		1			<u>35.02</u>	35.02	36/48	NE	10
		<u>1</u>			<u>34.17</u>	0.00			
Telecommunicator	14			1			36/48	NE	8
		1			31.66	31.66	36/48	NE	8
		1			31.16	31.16	36/48	NE	8
		1			28.93	28.93	36/48	NE	8
		1			25.10	25.10	36/48	NE	8
		1			24.62	24.62	36/48	NE	8
		1			22.48	22.48	36/48	NE	8
		1			22.46	22.46	36/48	NE	8
		1			22.27	22.27	36/48	NE	8
		1			22.03	22.03	36/48	NE	8
		1			21.82	21.82	36/48	NE	8
		2			21.39	21.39	36/48	NE	8
		1			20.46	20.46	36/48	NE	8
Senior Administrative Assistant	1	1			34.15	34.15	40	NE	9

* Position Red Light 2021

Note: Police Department Secretary/Public Information Officer is provided two hours minimum call-out pay.

**Note: Police Department adjustments will be made in accordance to Union Contract once the Captain's promotional process is completed.

***Note: The Police Officer authorization number increased by 3 in order to fulfill the COPS Grant for School Resource Officers for the next 4 years. 6/22/2021

****911**

*Note: 36/48 refers to the 12 hour schedule that has people working an alternating three and four 12-hour shifts per week, or 2184 hours per year

New system administrator position added and data entry clerk moved into position.

Add Pays: 1) 1 TAC \$1/hr 2) 2 CTO's \$0.50/hr

**** A supervisor position is filled

Total Budgeted/Filled for Department	23	20	0	3
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Section G.

FIRE DEPARTMENT	AUTHORIZED POSITIONS			FY 26	FY 26	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED NON-CS	RCSS/CS	VACANT	HOURLY WAGE ADJ. RATE			
Administrative Division								
Fire Chief	1	1			83.34	83.34	40	E 17
Deputy Fire Chief - Fire Prevention	1	1			64.53	64.53	40	E 15
Deputy Fire Chief - Operations	1	1			60.79	60.79	40	E 15
Training Division								
Battalion Chief/ Training Officer	1	1			43.96	43.96	40	E 12
Fire Prevention Division								
Battalion Chief/ Fire Marshal	1	1			44.82	44.82		E 12
Deputy Fire Marshal	1	1			35.96	35.96		NE 12
Senior Administrative Assistant	1	1			31.05	31.05		NE 9
Code Enforcement Officer	4	1		1	28.66	28.66	40	NE 8
		1			25.91	25.91		
		1			24.04	0.00		
Permit Technician	1	1			23.33	23.33	40	NE 7
Permit Specialist							40	NE
Chief Building Inspector	1	1			45.20	45.20	40	NE 12
Deputy Building Inspector	1	1			29.81	29.81	40	NE 10
Chief Electrical Inspector	1	1			39.41	39.41	40	NE 12
Deputy Electrical Inspector	1	1			30.10	30.10	40	NE 10
Suppression Division								
Fire Assistant Chief	3						40	E 14
		1			40.39	40.39		
		1			<u>37.15</u>	36.07		
		1			<u>34.45</u>	32.64		
Captains	15			2				NE
<10 years		3			23.53	23.53		
10 years		4			24.12	24.12		
15 years		3			24.72	24.72		
20 years		2			25.34	25.34		
25 years		1			25.97	25.97		
Lieutenants	15			4				NE

<10 years	9		<u>21.39</u>	21.39	
10 years			<u>21.93</u>	21.93	
15 years	2		<u>22.47</u>	22.47	
20 years			<u>23.04</u>	23.04	
25 years			<u>23.62</u>	23.62	
Firefighter	30	-4			NE
Firefighter (Appointee)			<u>16.26</u>	16.26	
6 months	6		<u>17.53</u>	17.53	
1 year	8		<u>17.97</u>	17.97	
3 years			<u>18.42</u>	18.42	
5 years	2		<u>18.88</u>	18.88	
10 years	1		<u>19.36</u>	19.36	
15 years			<u>19.84</u>	19.84	
Firefighter (Relief Driver)					NE
COLA + \$0.39 + \$0.10					
2 years	1		<u>18.95</u>	18.40	
3 years	8		<u>19.42</u>	18.85	
5 years	7		<u>19.90</u>	19.33	
10 years	1		<u>20.40</u>	19.81	
15 years			<u>20.92</u>	20.31	

Total Budgeted/Filled for Department	79	76	0	3
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* Position Red Light 2021

** Position Frozen 2009

Note: Executive Assistant I moved to Prevention from Administration

Note: Firefighter Relief Driver is not a new position. \$0.10 is factored in the pay rate

Note: A person may hold the position of Code Enforcement Officer I for a period not to exceed one year without becoming a certified Property Maintenance Inspector.

Note: To be considered for the position of Code Enforcement Officer II must obtain Property Maintenance Inspector I, Level I Building Inspector and successful review.

Note:* A person may hold the position of Deputy Building Inspector Level I for a period not to exceed two years without becoming certified.

Note: A person may hold the position of Deputy Electrical Inspector Level I for a period not to exceed one year without becoming certified.

Note: Building Inspector levels are equivalent to steps. These levels are dictated by state certification, and successful performance review.

Note: Deputy Fire Marshal to have State certification within one year.

Note: To be considered for Deputy Fire Marshal II must obtain NFPA Fire Inspector I, and II, and successful review.

Note: To be considered for Deputy Fire Marshal III must obtain NFPA Fire protection plan review and successful performance review.

Note: As Inspection's Civil Service positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Note: RCSS - Individuals Retain Civil Service Status

Section H.	AUTHORIZED POSITIONS			FY 26	FY 26	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE	
	ENGINEERING POSITIONS	BUDGET TOTAL	FILLED NON-CS RCSS/CS	VACANT	HOURLY WAGE				HOURLY WAGE
					ADJ. RATE				ADJ. RATE
City Engineer	1	1		<u>70.59</u>	68.53	40	E	17	
Assistant City Engineer	1		1	0.00	0.00	40	E	14	
Engineer Project Manager	1	1		43.26	43.26	40	E	13	

Engineering Technician	1	1	33.39	33.39	40	E	11
Engineering Tec II	1	1	42.14	41.11			
Engineering Tech III	1	1	50.13	50.13	40	E	13
Senior Administrative Assistant	1	1	29.66	29.66	40	NE	9

Floodwall Division

EPW Floodwall Superintendent	1	1	44.64	44.64	40	E	13
Floodwall Operator	4				40	NE	
80%			20.82	20.82		NE	
85%			22.13	22.13		NE	
90%			23.43	23.43		NE	
95%			24.73	24.73		NE	
100%		3	26.03	26.03		NE	

Total Budgeted/Filled for Department	12	10	1	1
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* Position Red Light 2021

Note: positions are eliminated through attrition they will be filled as a Non-Civil Service positions.

Note: RCSS - Individuals Retain Civil Service Status

Note: As the Floodwall Operators' CS positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Section I.

AUTHORIZED POSITIONS

FY 26 FY 26

PUBLIC WORKS DEPT. POSITIONS	BUDGET TOTAL	FILLED		VACANT	HOURLY	HOURLY	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
		NON-CS	RCSS/CS		WAGE ADJ. RATE	WAGE ADJ. RATE			
Public Works Director	1	1			68.03	68.03	40	E	16
Assistant Public Works Director	1	1			56.66	56.66	40	E	14
Administrative Assistant	1	1			22.36	22.36	40	NE	7

Street Division

Street Superintendent	1	4		1	42.53	41.29	40	E	13
Street Supervisor	1	1			34.02	34.02	40	E	11
Landscape Supervisor	1	1			35.29	35.29	40	E	11
Equipment Operator	3							NE	
80%					21.03	21.03			
85%					22.35	22.35			
90%					23.66	23.66			
95%					24.98	24.98			
100%		3			26.29	26.29			
Concrete Finisher	1			1*				NE	
80%					20.11	20.11			
85%					21.37	21.37			
90%					22.63	22.63			
95%					23.88	23.88			
100%					25.14	25.14			
Right-Of-Way Maintenance Person	18			7				NE	
80%					19.46	19.46			

85%		1		20.68	20.68			
90%		1		21.90	21.90			
95%				23.11	23.11			
100%		7	2	24.33	24.33			
Laborer								
80%				18.12	18.12			NE
85%				19.25	19.25			
90%				20.39	20.39			
95%				21.52	21.52			
100%				22.65	22.65			
Maintenance Division								
Maintenance Superintendent	1	1		43.73	43.73	40	E	13
Maintenance Supervisor	1	1		31.62	31.62	40	E	11
Project Coordinator	1		1	0.00	0.00	40	E	10
Janitor / Collector	4						NE	
80%				17.70	17.70			
85%				18.80	18.80			
90%				19.91	19.91			
95%		1		21.01	21.01			
100%		3		22.12	22.12			
Traffic Technician								
80%	4		4	20.26	20.26			NE
85%				21.53	21.53			
90%				22.80	22.80			
95%				24.06	24.06			
100%				25.33	25.33			
Master Electrician	1		1*	0.00	0.00		NE	10
Maintenance Technician	5		1				NE	
80%				20.26	20.26			
85%				21.53	21.53			
90%				22.80	22.80			
95%		3		24.06	24.06			
100%		1		25.33	25.33			
Fleet Maintenance Division								
Fleet Superintendent	1	1		41.79	41.79	40	E	13
Fleet Supervisor	1	1		37.06	37.06	40	E	11
Senior Administrative Assistant	1	1		27.43	27.43	40	NE	9
Fleet Mechanic I							NE	8
Fleet Mechanic II	5		1				NE	9
		1		25.69	25.69			
		1		24.20	24.20			
		1		23.50	22.91			
		1		23.48	23.48			

Solid Waste Division

Solid Waste Superintendent	1	1		40.05	40.05	40	E	13
Solid Waste Supervisor	1	1		30.96	30.96	40	E	11
Compost Operations Supervisor	1	1		30.46	30.46	40	E	10
Senior Administrative Assistant	1	1		26.93	26.93	40	NE	9
Laborer	1		1				NE	
80%				18.12	18.12			
85%				19.25	19.25			
90%				20.39	20.39			
95%				21.52	21.52			
100%				22.65	22.65			
Truck Driver	17		2				NE	
80%				19.89	19.89			
85%		1		21.13	21.13			
90%		4		22.37	22.37			
95%		2		23.62	23.62			
100%		8		24.86	24.86			
Right-Of-Way Maintenance Person	0						NE	
80%				19.46	19.46			
85%				20.68	20.68			
90%				21.90	21.90			
95%				23.11	23.11			
100%				24.33	24.33			
Compost Equipment Operator	2		1				NE	
80%				21.03	21.03			
85%				22.35	22.35			
90%				23.66	23.66			
95%				24.98	24.98			
100%		1		26.29	26.29			

Total Budgeted/Filled for Department	73	54	2	17
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* Position Red Light 2021

Note: positions are eliminated through attrition they will be filled as a Non-Civil Service positions.

Note: RCSS - Individuals Retain Civil Service Status

Note: As the Floodwall Operators' CS positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Note: AFSCME employees in the classification above shall be eligible to receive "Shift Differential" of \$0.35/Hr.

Note: AFSCME employees in the above classification shall be eligible to receive \$0.50/Hr as a "Work Leader".

Section J.

POSITION	AUTHORIZED POSITIONS			FY 26	FY 26	HOURS	EXEMPT	PAY
	BUDGET	FILLED	VACANT	HOURLY	HOURLY			
				WAGE	WAGE			
	TOTAL	NON-CS	RCSS/CS	ADJ. RATE	ADJ. RATE	WORK	NON-EXEMPT	GRADE

Director of Parks & Recreation	1	1		58.66	58.66	40	E	16
Assistant Director of Parks	1	1		42.04	42.04	40	E	14
Assistant Director of Recreation	1	1		44.22	44.22			
Recreation Supervisor	2	1		<u>31.37</u>	30.46	40	E	11
		<u>1</u>		29.68	29.68	40	E	11
Senior Recreation Specialist				0.00	0.00	40	E	10
Recreation Specialist	4	1	1	25.56	0.00	40	NE	9
		1		23.72	23.72			
		1		23.14	23.14			
Senior Administrative Assistant	1	1		30.57	30.57		NE	9
<u>Senior</u> Administrative Assistant	1	<u>4</u>	<u>1</u>	<u>23.93</u>	<u>23.24</u>		NE	<u>7.9</u>

Maintenance Division

Supervisor	3		2				E	11
		1		29.68	0.00	40		
Laborer	9		1				NE	
80%				18.12	18.12			
85%		4		19.25	19.25			
90%				20.39	20.39			
95%				21.52	21.52			
100%		3	1	22.65	22.65			
Right-Of-Way Maintenance Person	4						NE	
80%				19.46	19.46			
85%				20.68	20.68			
90%		2		21.90	21.90			
95%		2		23.11	23.11			
100%				24.33	24.33			
Maintenance Technician	1						NE	
80%				20.26	20.26			
85%				21.53	21.53			
90%				22.80	22.80			
95%				24.06	24.06			
100%		1		25.33	25.33			

Total Budgeted/Filled for Department	28	22	1	5
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* Position Red Light 2021

Note: Recreation Superintendent moved to Assistant Director Position, and Parks Maintenance Superintendent moved to Public works, and then Parks & Rec. Super created and Rec. Specialist promoted.

Note: As positions are eliminated through attrition they will be filled as Non-Civil Service positions.

Note: RCSS - Individuals Retain Civil Service Status

Note: AFSCME employees in the classification above shall be eligible to receive "Shift Differential" of \$0.35/Hr.

Note: AFSCME employees in the above classification shall be eligible to receive \$0.50/Hr as a "Work Leader".

Section K.

HUMAN RESOURCES & RISK POSITIONS	AUTHORIZED POSITIONS			FY 26	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED NON-CS RCSS/CS	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
Director of Human Resources	1	1		<u>65.66</u>	63.75	40	E	15
Risk Manager	1	1		<u>42.64</u>	41.60	40	E	13
Human Relations Coordinator	1	1		33.71	33.71	40	E	10
Senior HR Generalist	1	1		<u>32.93</u>	31.97	40	E	10
Administrative Assistant	1	1		<u>21.97</u>	21.33	40	NE	7
Total Budgeted/Filled for Department	5	5	0					

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Updated Job Grade Schedule - **S. WILCOX**

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: The job grade schedule is being updated to prepare for fiscal year 2027 budgeting. The following positions are being added to the job grade schedule; Planning Technician, Project Coordinator, and Security Specialist. The Downtown Development Specialist position is being removed.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve the Job Grade Schedule with the recommended changes.

Attachments:

1. MO - Job Grade Schedule – FY2027
2. Job Grade Schedule 01 27 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AMENDING THE JOB GRADE SCHEDULE FOR
THE FULL-TIME EMPLOYEES OF THE CITY OF PADUCAH, KENTUCKY,
FOR FISCAL YEAR 2027

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The Job Grade Schedule is being updated to prepare for Fiscal Year 2027.

SECTION 2. That the City of Paducah hereby amends the Job Grade Schedule for the employees of the City of Paducah as attached hereto. The update will include adding a Planning Technician and removing the Downtown Development Specialist in the Planning Department, adding a Security Specialist and removing the GIS Manager in the Technology Department, adding a Project Coordinator Position and removing the Traffic Technician in the Public Works Department, and changing an Administrative Assistant position to Senior Administrative Position in the Parks Department.

SECTION 3. This Order will be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
mo/Job Grade Schedule – FY2027

City of Paducah, KY
 Job Grade Schedule
 Effective January 27, 2026

Grade	Proposed Job Title	Minimum	Midpoint	Maximum
18				
	City Manager	134,123	174,360	214,597
17				
	Assistant City Manager	113,961	145,300	176,639
	City Engineer	113,961	145,300	176,639
	Director of Finance	113,961	145,300	176,639
	Fire Chief	113,961	145,300	176,639
	Police Chief	113,961	145,300	176,639
16				
	Chief Technology Director	96,988	123,660	150,331
	Director of Parks & Recreation	96,988	123,660	150,331
	Director of Planning	96,988	123,660	150,331
	Director of Public Works	96,988	123,660	150,331
15				
	City Clerk/Director of Customer Experience	89,931	114,662	139,393
	Controller	89,931	114,662	139,393
	Deputy Fire Chief - Operations	89,931	114,662	139,393
	Deputy Fire Chief - Prevention	89,931	114,662	139,393
	Director of Human Resources	89,931	114,662	139,393
	Police Assistant Chief	89,931	114,662	139,393
14				
	Assistant City Engineer	82,874	105,665	128,455
	Assistant Director of Parks	82,874	105,665	128,455
	Assistant Director of Planning	82,874	105,665	128,455
	Assistant Director of Public Works	82,874	105,665	128,455
	Assistant Director of Recreation	82,874	105,665	128,455
	E 911 Communication Services Manager	82,874	105,665	128,455
	Fire Assistant Chief	82,874	105,665	128,455
	Police Captain	82,874	105,665	128,455
	Revenue Manager	82,874	105,665	128,455
13				
	Communications Manager	74,807	93,509	112,210
	Engineer Project Manager	74,807	93,509	112,210
	Engineer Technician III	74,807	93,509	112,210
	Fleet Superintendent	74,807	93,509	112,210
	Floodwall Superintendent	74,807	93,509	112,210
	Maintenance Superintendent	74,807	93,509	112,210
	Recreation Superintendent	74,807	93,509	112,210
	Risk/Safety Manager	74,807	93,509	112,210
	Software Manager	74,807	93,509	112,210
	Solid Waste Superintendent	74,807	93,509	112,210
	Streets Superintendent	74,807	93,509	112,210
12				
	Assistant E-911 Communication Services Manager	66,201	82,751	99,301
	Battalion Chief/Fire Training Officer	66,201	82,751	99,301
	Chief Building Inspector	66,201	82,751	99,301
	Chief Electrical Inspector	66,201	82,751	99,301
	Deputy Fire Marshal	66,201	82,751	99,301
	Engineering Technician II	66,201	82,751	99,301
	GIS and Application Support Manager	66,201	82,751	99,301
	Planner III	66,201	82,751	99,301
	Projects and Grants Coordinator	66,201	82,751	99,301
	Senior Accountant	66,201	82,751	99,301
11				
	Crime Analyst II	58,585	73,231	87,877
	Engineer Technician	58,585	73,231	87,877

GIS Specialist	58,585	73,231	87,877
Landscape Supervisor	58,585	73,231	87,877
Revenue Auditor	58,585	73,231	87,877
Planner II	58,585	73,231	87,877
Recreation Supervisor	58,585	73,231	87,877
<u>Security Specialist</u>	58,585	73,231	87,877
Software Specialist	58,585	73,231	87,877
Supervisor Fleet	58,585	73,231	87,877
Supervisor Maintenance	58,585	73,231	87,877
Supervisor Solid Waste	58,585	73,231	87,877
Supervisor Street	58,585	73,231	87,877
Systems Administrator	58,585	73,231	87,877

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Accountant	52,308	65,385	78,462
Assistant City Clerk	52,308	65,385	78,462
Assistant to the Mayor and Commissioners	52,308	65,385	78,462
Crime Analyst I	52,308	65,385	78,462
Deflection Specialist	52,308	65,385	78,462
Deputy Building Inspector	52,308	65,385	78,462
Deputy Electrical Inspector	52,308	65,385	78,462
Development Liaison	52,308	65,385	78,462
<u>Downtown Development Specialist</u>	52,308	65,385	78,462
E-911 Shift Supervisor	52,308	65,385	78,462
E-911 System Administrator	52,308	65,385	78,462
Grants Administrator	52,308	65,385	78,462
Human Relations Coordinator	52,308	65,385	78,462
Planner I	52,308	65,385	78,462
<u>Planning Technician</u>	52,308	65,385	78,462
<u>Project Coordinator</u>	52,308	65,385	78,462
Records Division Manager	52,308	65,385	78,462
Senior Help Desk Technician	52,308	65,385	78,462
Senior Human Resources Generalist	52,308	65,385	78,462
Senior Recreation Specialist	52,308	65,385	78,462
Supervisor Compost	52,308	65,385	78,462
Systems Technician	52,308	65,385	78,462

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Codes Enforcement Officer II	47,657	58,379	69,102
Fleet Mechanic II	47,657	58,379	69,102
Human Resources Generalist	47,657	58,379	69,102
Recreation Specialist	47,657	58,379	69,102
Revenue Technician II	47,657	58,379	69,102
Senior Administrative Assistant	47,657	58,379	69,102
Senior Customer Experience Representative	47,657	58,379	69,102
Senior Help Desk Technician	47,657	58,379	69,102

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Codes Enforcement Officer I	42,551	52,124	61,698
E-911 Telecommunicator	42,551	52,124	61,698
E-911 Terminal Agency Coordinator	42,551	52,124	61,698
Fleet Mechanic I	42,551	52,124	61,698
Help Desk Technician	42,551	52,124	61,698
Revenue Technician	42,551	52,124	61,698
Senior Evidence Technician	42,551	52,124	61,698
Senior Records Clerk	42,551	52,124	61,698

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Administrative Assistant	38,334	46,959	55,584
Customer Experience Representative	38,334	46,959	55,584
Evidence Technician	38,334	46,959	55,584
Permit Technician	38,334	46,959	55,584
Records Clerk	38,334	46,959	55,584

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Parking & Traffic Control Assistant	23,862	28,635	33,407
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Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize the Application and Acceptance of a U.S. Environmental Protection Agency Community-Wide Brownfield Assessment Grant in the Amount of \$500,000. - **H. REASONS**

Category: Municipal Order

Staff Work By: Hope
Reasons, Carol Gault
Presentation By: Hope
Reasons

Background Information: Brownfield Assessment Grants provide funding for developing inventories of brownfield sites, prioritizing sites, conducting community involvement activities, conducting planning, conducting site assessments,¹ developing site-specific cleanup plans, and developing reuse plans related to brownfield sites. Applicants may request funding up to \$500,000 to address sites contaminated by hazardous substances² (i.e., sites with potential contamination of hazardous substances, pollutants, or contaminants) and/or petroleum³ (i.e., sites with potential petroleum contamination).

In August 2022, the City of Paducah was awarded a Brownfield Assessment Grant in the amount of \$500,000 for a four-year period. Multiple Phase 1 and Phase 2 assessments were completed, including the Katterjohn Building, Columbia Theater, and multiple lots in the Southside neighborhoods. This initial grant project was completed a year early.

In order to build upon the success of the first award, the City would be applying for a new Brownfield Assessment Grant for \$500,000 to continue with assessments and redevelopment planning, with an emphasis on City-owned properties and acquisitions of new properties. There is no match required for this grant.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the application and acceptance of the Brownfield Assessment Grant and authorize the Mayor to sign all documents related to same.

Attachments:

1. MO - app & award - Brownfield Assessment Grant 2026. docx

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE APPLICATION AND ACCEPTANCE OF A U.S. ENVIRONMENTAL PROTECTION AGENCY COMMUNITY-WIDE BROWNFIELD ASSESSMENT GRANT IN THE AMOUNT OF \$500,000 TO CONTINUE WITH ASSESSMENTS AND REDEVELOPMENT PLANNING, WITH EMPHASIS ON CITY-OWNED PROPERTIES AND ACQUISITIONS OF NEW PROPERTIES

WHEREAS, in August 2022, the City of Paducah was awarded a Brownfield Assessment Grant in the amount of \$500,000, for a four-year period. Multiple Phase 1 and Phase 2 assessments were completed, included the Katterjohn Building, Columbia Theater and multiple lots in the Southside neighborhoods. This initial grant project was completed a year early; and

WHEREAS, in order to build upon the success of the first award, the City will be applying for a new Brownfield Assessment Grant to continue with assessments and redevelopment planning, with an emphasis on City-owned properties and acquisitions of new properties.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah hereby authorizes the application and acceptance of a Brownfields Assessment Grant through the United States Environmental Protection Agency in the amount of \$500,000 to continue with assessments and redevelopment planning, with an emphasis on City-owned properties and acquisitions of new properties. There is no local match required.

SECTION 2. This order will be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize the City Manager to release an RFP for the FY26 cybersecurity assessment - E.
STUBER

Category: Municipal Order

Staff Work By: Kaitlyn
Wells, Eric Stuber
Presentation By: Eric
Stuber

Background Information: In FY25 the City conducted its first cybersecurity assessment through the State and Local Cybersecurity Grant Program. For FY26, the Technology Department budgeted to conduct a cybersecurity assessment to focus on changes and progress made following the first assessment and recommend continuing actions to enhance the City's security posture.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the City Manager to release an RFP for the FY26 cybersecurity assessment

Attachments:

1. MO - RFP – FY2026 Cybersecurity Assessment

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING AND DIRECTING THE CITY MANAGER TO
RELEASE A REQUEST FOR PROPOSALS THE FY2026 CYBERSECURITY
ASSESSMENT

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City Manager is hereby authorized and directed to
release a Request For Proposals to conduct a cybersecurity assessment to focus on changes
and progress made following the first assessment and continue actions to enhance the City's
security posture.

SECTION 2. This Order will be in full force and effect from and after the
date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MORFP – FY2026 Cybersecurity Assessment

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorization to Transfer Surplus Police Vehicles to Paducah Independent Schools - **D.**

JORDAN

Category: Municipal Order

Staff Work

By: Daron Jordan

Presentation

By: Daron Jordan

Background Information: Description:

The City of Paducah proposes to declare five (5) Ford Explorer police vehicles as surplus and authorize their transfer to the Paducah Independent Schools. The vehicles were originally acquired to support Paducah Police Department operations and public safety functions, but are no longer essential to city operations.

The vehicles to be transferred are identified as follows:

Unit 910 – VIN 1FM5K8AR3GGC50390

Unit 958 – VIN 1FM5K8AR5HGA63055

Unit 971 – VIN 1FM5K8AR9GGC50393

Unit 980 – VIN 1FM5K8AR7HGB54800

Unit 989 – VIN 1FM5K8AR9HGB54796

Public Interest Determination:

The proposed transfer serves the public interest by maximizing the useful life of existing public assets, supporting the public safety needs of Paducah Independent Schools, and strengthening intergovernmental collaboration within the community. This method of disposition avoids costs associated with auctioning, storage, or disposal and represents an efficient use of public resources.

Method of Disposition:

Transfer of the vehicles to Paducah Independent Schools for compensation in the amount of \$37,000, pursuant to KRS 82.083(4)(a), which authorizes cities to transfer property, with or without compensation, to another governmental agency when it serves the public interest.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve the declaration of the vehicles as surplus and authorize the Mayor to execute all necessary documents to complete the transfer to Paducah Independent Schools.

Attachments:

1. MO Transfer Surplus Police Vehicles - Paducah Independent Schools

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER DECLARING CERTAIN POLICE VEHICLES TO BE SURPLUS PROPERTY AND APPROVING THE TRANSFER OF SURPLUS POLICE VEHICLES TO PADUCAH INDEPENDENT SCHOOLS IN CONSIDERATION OF \$37,000

WHEREAS, pursuant to KRS 82.083, a written determination has been made that the City does not have any use at this time or in the future for five (5) Police Vehicles, which constitutes a surplus; and

WHEREAS, the City of Paducah now desires to transfer the vehicles to Paducah Independent Schools in accordance with KRS 82.083(4)(a).

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah hereby authorizes the transfer of the following surplus police vehicles to Paducah Independent Schools for compensation in the total amount of \$37,000:

Unit 910 – VIN 1FM5K8AR3GGC50390
Unit 958 – VIN 1FM5K8AR5HGA63055
Unit 971 – VIN 1FM5K8AR9GGC50393
Unit 980 – VIN 1FM5K8AR7HGB54800
Unit 989 – VIN 1FM5K8AR9HGB54796

SECTION 2. This Order shall be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
\\mo\transfer surplus police vehicles – Paducah Independent Schools

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Adopt the FY2027-2031 Capital Improvement Plan - **A. KYLE**

Category: Municipal Order

Staff Work
By:
Presentation
By:

Background Information: The City's 5-Year Capital Improvement Plan (CIP) provides a comprehensive framework for identifying, prioritizing, and planning major capital projects and infrastructure needs. The CIP outlines anticipated projects, estimated costs, and potential funding sources for the next five fiscal years. Adoption of the CIP does not authorize spending or establish a budget; rather, it serves as a long-range planning tool to guide future decision-making, coordinate departmental needs, and support proactive asset management. Funding for individual projects will continue to be considered and approved through the annual budget process or by separate Commission action.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation:

Attachments:

1. MO - FY2027-2031 CIP
2. CIP Cost-Funding Summary
3. Proposal Summaries

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER ADOPTING THE FY2027-2031 CAPITAL IMPROVEMENT PLAN

WHEREAS, the City's five-year Capital Improvements Plan (CIP) provides a comprehensive framework for identifying, prioritizing, and planning major capital projects and infrastructure needs;

WHEREAS, The CIP outlines anticipated projects, estimated costs, and potential funding sources for the next five fiscal years.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the Board of Commissioners hereby authorizes the adoption of the FY2027-2031 Capital Improvement Plan (CIP).

SECTION 2. This Order will be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MOFY2027-2031 CIP

**CITY OF PADUCAH
CAPITAL IMPROVEMENT PLAN - FY2027-2031
COST BY YEAR**

Project Name	FY2027	FY2028	FY2029	FY2030	FY2031	Total
ENGINEERING						
West Park Village	500,000					500,000
Greenway Trail Ph VII- Southside	1,010,000	1,000,000				2,010,000
Water Street Brick Rehab			50,000	500,000		550,000
Marine Way Rehab Ph 1,2,3	439,000	477,000				916,000
Coleman Road Sidewalk	686,600					686,600
	2,635,600	1,477,000	50,000	500,000	-	4,662,600
ENGINEERING - STORMWATER						
Parallel Pipe Conveyance (Branch)		750,000	750,000	500,000		2,000,000
Washington St. Relief Sewer		1,480,000	14,800,000			16,280,000
Noble Park Ph 1,2,3		450,000	10,150,000	10,000,000		20,600,000
County Park Bridge		125,000	750,000			875,000
California Court Flood Mitigation		350,000	220,000	1,000,000	1,200,000	2,770,000
14 St. Relief Sewer			350,000	70,000		420,000
	\$ -	\$ 3,155,000	\$ 27,020,000	\$ 11,570,000	\$ 1,200,000	\$ 42,945,000
FIRE						
Station 4 Replacement	975,000	9,750,000				10,725,000
Training Field Development	500,000	250,000	250,000			1,000,000
	\$ 1,475,000	\$ 10,000,000	\$ 250,000	\$ -	\$ -	\$ 11,725,000
PARKS						
Noble Park Ballfields				558,000	5,574,800	6,132,800
Pickleball Parking Lot	75,000					75,000
Noble Park Playground			455,000			455,000
Noble Park/Oak Grove Signage	100,000					100,000
Dolly McNutt Plaza			3,000,000			3,000,000
Basketball Court Rehabilitation		500,000				500,000
Parks Maintenance Building	2,000,000					2,000,000
Health Park Outdoor Fitness		105,000				105,000
Noble Park Restroom Facilities		330,000				330,000
Rec Center Renovations		1,500,000				1,500,000
Entry Gates - Noble Park	100,000					100,000
Robert Coleman Spray Ground Reno	1,500,000					1,500,000
Kolb Park Playground		350,000				350,000
Noble Park Bank Stabilization		650,000				650,000
Albert Jones Park Playground			175,000			175,000
Tennis Court Reconstruction		1,250,000				1,250,000
Noble Park Pool House Renovations		500,000				500,000
	\$ 3,775,000	\$ 5,185,000	\$ 3,630,000	\$ 558,000	\$ 5,574,800	\$ 18,722,800
POLICE						
City-Wide Camera Acquisition	100,000					100,000
Police Headquarters	1,500,000	15,000,000				16,500,000
	\$ 1,600,000	\$ 15,000,000	\$ -	\$ -	\$ -	\$ 16,600,000
PUBLIC WORKS						
PW Building - Fleet Garage				500,000		500,000
Fire Station #1 - Admin/Living Reno			350,000			350,000
City Hall - Stabilization*	5,400,000	650,000	750,000	750,000		7,550,000
	\$ 5,400,000	\$ 650,000	\$ 1,100,000	\$ 1,250,000	\$ -	\$ 8,400,000
TECHNOLOGY						
Parks Camera Addition Plan	100,000	100,000				200,000
Fire Station Cameras/Security	120,000					120,000
	\$ 220,000	\$ 100,000	\$ -	\$ -	\$ -	\$ 320,000
PLANNING						
Gravel Parking Lot Enhancement	\$ 75,000	\$ 750,000	\$ -	\$ -	\$ -	\$ 825,000
TOTAL	\$ 15,180,600	\$ 36,317,000	\$ 32,050,000	\$ 13,878,000	\$ 6,774,800	\$ 104,200,400

*Does not include drainage cost - no estimate yet.

**CITY OF PADUCAH
CAPITAL IMPROVEMENT PLAN - FY2027-2031
PROJECT FUNDING ALLOCATION**

Project Name	GENERAL FUND	INVESTMENT FUND	FEDERAL/STATE GRANTS	PROJECT TRANSFER	OTHER CONTRIBUTIONS	G.F. FUND BALANCE	BOND ISSUE	OTHER REVENUE
ENGINEERING								
West Park Village	500,000							
Greenway Trail Ph VII- Southside			500,000		200,000	1,310,000		
Water Street Brick Rehab		550,000						
Marine Way Rehab Ph 1,2,3	916,000							
Coleman Road Sidewalk	686,600							
	2,102,600	550,000	500,000	-	200,000	1,310,000	-	-
ENGINEERING - STORMWATER								
Parallel Pipe Conveyance (Branch)								2,000,000
Washington St. Relief Sewer								16,280,000
Noble Park Ph 1,2,3								20,600,000
County Park Bridge			875,000					
California Court Flood Mitigation								2,770,000
14 St. Relief Sewer								420,000
	\$ -	\$ -	\$ 875,000	\$ -	\$ -	\$ -	\$ -	\$ 42,070,000
FIRE								
Station 4 Replacement				975,000			9,750,000	
Training Field Development		750,000			250,000			
	\$ -	\$ 750,000	\$ -	\$ 975,000	\$ 250,000	\$ -	\$ 9,750,000	\$ -
PARKS								
Noble Park Ballfields							6,132,800	
Pickleball Parking Lot	75,000							
Noble Park Playground		455,000						
Noble Park/Oak Grove Signage	100,000							
Dolly McNutt Plaza							3,000,000	
Basketball Court Rehabilitation		500,000						
Parks Maintenance Building							2,000,000	
Health Park Outdoor Fitness	105,000							
Noble Park Restroom Facilities	330,000							
Rec Center Renovations		1,500,000						
Entry Gates - Noble Park	100,000							
Robert Coleman Spray Ground Reno							1,500,000	
Kolb Park Playground	250,000		100,000					
Noble Park Bank Stabilization							650,000	
Albert Jones Park Playground	75,000		100,000					
Tennis Court Reconstruction							1,250,000	
Noble Park Pool House Renovations							500,000	
	\$ 1,035,000	\$ 2,455,000	\$ 200,000	\$ -	\$ -	\$ -	\$ 15,032,800	\$ -
POLICE								
City-Wide Camera Acquisition	100,000							
Police Headquarters				1,500,000			15,000,000	
	\$ 100,000	\$ -	\$ -	\$ 1,500,000	\$ -	\$ -	\$ 15,000,000	\$ -
PUBLIC WORKS								
PW Building - Fleet Garage				500,000				
Fire Station #1 - Admin/Living Reno				350,000				
City Hall - Stabilization							7,550,000	
	\$ -	\$ -	\$ -	\$ 850,000	\$ -	\$ -	\$ 7,550,000	\$ -
TECHNOLOGY								
Parks Camera Addition Plan	200,000							
Fire Station Cameras/Security	120,000							
	\$ 320,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
PLANNING								
Gravel Parking Lot Enhancement						\$ 825,000		
TOTAL	\$ 3,557,600	\$ 3,755,000	\$ 1,575,000	\$ 3,325,000	\$ 450,000	\$ 2,135,000	\$ 47,332,800	\$ 42,070,000

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Approve Paducah-McCracken County Riverport Authority Equipment Loan Payoff in an amount of \$145,314.24 - **MAYOR BRAY & COMMISSIONER WILSON**

Category: Municipal Order

Staff Work By: Lindsay Parish
Presentation By: Mayor Bray,
Commissioner Wilson

Background Information: The Paducah-McCracken County Riverport Authority requests consideration of participation in the payoff of existing equipment loans used to finance major capital equipment and improvements at the Riverport. The underlying debt relates to the acquisition of heavy material-handling equipment, including a Sennebogen Material Handler and a Komatsu Wheel Loader, which support Riverport operations and economic development activities. These loans were originally issued through Paducah Bank & Trust Company and Komatsu Financial as part of a broader capital financing effort.

The total payoff amount for the outstanding equipment loans is \$290,628.47, reflecting remaining principal, accrued interest, and applicable fees as of January 30, 2026. The Riverport Authority has requested that this amount be shared equally between the City of Paducah and McCracken County, resulting in a City contribution of \$145,314.24.

This action will authorize the City of Paducah Finance Department to make payment to the Paducah-McCracken County Riverport Authority in an amount of \$145,312.24.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority:

Communications Plan:

Funds Available: Account Name:

Account Number: ED0117-000-70000-70003

Staff Recommendation: Authorize the City of Paducah Finance Department to make payment to the Paducah-McCracken County Riverport Authority in an amount of \$145,312.24.

Attachments:

1. MO - Payment to Riverport Authority – Equipment Loan Payoff
2. Sennebogen Payoff
3. Sennebogen Note
4. 777-0166134-000 PADUCAH-MCCRACKEN COUNTY RIVER
5. BRNB4220084375B_009288

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE FINANCE DIRECTOR TO MAKE PAYMENT TO THE PADUCAH-McCRACKEN COUNTY RIVERPORT AUTHORITY IN THE AMOUNT OF \$145,312.24

WHEREAS, THE Paducah-McCracken County Riverport Authority is requesting that the City of Paducah participate in the payoff of existing equipment loans used to finance major capital equipment and improvements at the Riverfront; and

WHEREAS, the total payoff amount for the outstanding equipment loans is \$290,628.47, reflecting remaining principal, accrued interest and applicable fees as of January 30, 2026; and

WHEREAS, the Riverport Authority has requested that the City of Paducah and the McCracken County Fiscal Court, share in this cost, resulting in a City contribution in the amount of \$145,314.24.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah authorizes the Finance Director to make payment to the Paducah-McCracken County Riverport Authority in the amount of \$145,312.24.

SECTION 2. This expense shall be paid from Account Number ED0117-000-70000-7003.

SECTION 3. This Order shall be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MO Payment to Riverport Authority – Equipment Loan Payoff

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize a a Matching Grant for the Duke and Duchess Foundation of Paducah, Kentucky, in an amount of \$25,000 - **D. JORDAN**

Category: Municipal Order

Staff Work
By: Daron
Jordan
Presentation
By: Daron
Jordan

Background Information: The City Commission is asked to authorize matching funds in the amount of \$25,000 to the Duke & Duchess Foundation of Paducah, Kentucky. The Foundation has raised nearly \$25,000 in private contributions from its advisory board and is requesting a dollar-for-dollar match from the City.

The Duke & Duchess Foundation was created to provide grants to nonprofit organizations serving Paducah, McCracken County, and Western Kentucky, with a focus on education, cultural enrichment, and essential services. The requested funds would support the Foundation's initial grantmaking efforts as it seeks IRS 501(c)(3) status. This action would authorize the Finance Director to make payment to the Duke and Duchess Foundation in the amount of \$25,000.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:

Account Number: MR0110-000-70000-70003

Staff Recommendation: Approval.

Attachments:

1. MO - Duke and Duchess Foundation matching grant 2026
2. DD letter 2026.01.20

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING A MATCHING GRANT FOR THE DUKE AND DUCHESS FOUNDATION OF PADUCAH, KENTUCKY, IN AN AMOUNT OF \$25,000

WHEREAS, the Duke and Duchess Foundation of Paducah, Kentucky, was created to provide grants to non-profit organizations serving Paducah, McCracken County and Western Kentucky, with a focus on education, cultural enrichment, and essential services; and

WHEREAS, the Duke & Duchess Foundation of Paducah, Kentucky, has raised approximately \$25,000 in private contributions from its Advisory Board and is now requesting a dollar-for-dollar match from the City of Paducah; and

WHEREAS, these requested funds would support the Foundation's initial grantmaking efforts as it seeks IRS 501(c)(3) status.

NOW, THEREFORE, BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah authorizes a matching grant for the Duke and Duchess Foundation of Paducah, Kentucky, in the amount of \$25,000.

SECTION 2. This expense shall be paid from Account Number: MR0110-000-70000-70003,

SECTION 3. This Order shall be in full force and effect from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, January 27, 2026
Recorded by Lindsay Parish, City Clerk, January 27, 2026
MO\ Duke and Duchess Foundation matching grant 2026

Agenda Action Form Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Amend Code of Ordinances Chapter 70 Related to Brooks Stadium Commission - **L. PARISH**

Category: Ordinance

Staff Work By: Lindsay Parish,
Mayor George Bray
Presentation By: Lindsay Parish

Background Information: This ordinance amends the composition of the Brooks Stadium Commission to allow the Board of Commissioners to appoint one or more ex officio non-voting members to the Brooks Stadium Commission to serve in an advisory role. Said member(s) shall serve at the pleasure of the Mayor and Board of Commissioners and shall not receive compensation. This also appoints Eddie Jones to the board to replace Dr. Frank "Doc" Hideg and appoints Dr. Hideg as an ex-officio non-voting member in an advisory capacity.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: N/A

Communications Plan: N/A

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve.

Attachments:

1. 70 Brooks Stadium Commission Ex Officio Members
2. Brooks Stadium - Application of Eddie Jones
3. Brooks Stadium - Appointment of Eddie Jones

ORDINANCE _____ - _____

**AMENDING CHAPTER 70, ARTICLE III OF THE CODE OF ORDINANCES
RELATED TO THE BROOKS STADIUM COMMISSION**

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF PADUCAH,
KENTUCKY:**

SECTION A. Recitals and Authorizations. That the City of Paducah, Kentucky hereby amends Chapter 70, Article III, Brooks Stadium Commission by amending the following sections:

Sec. 70-52. Composition; appointment of members.

The Brooks Stadium Commission shall consist of ten (10) members who shall be appointed by the Mayor with the approval of a majority of the members of the Board of Commissioners. One (1) of the ten (10) members shall be appointed from the Board of Commissioners of the City and shall serve as a full voting member. ~~In addition, the Director of the Parks and Recreation Department shall serve as an ex officio member of the board, but shall not have any voting rights.~~ The President Chairperson of the Brooks Stadium Commission may participate in Commission proceedings, but shall not have a vote, except that the President Chairperson may cast the deciding vote in case of a tie.

In addition, the Mayor, with approval of the Board of Commissioners, may appoint one (1) or more ex officio members to the Brooks Stadium Commission. The Director of the Parks and Recreation Department shall also serve as an ex officio member of the board. Ex officio members shall have no voting rights, shall not be counted toward a quorum, and shall serve in an advisory capacity only. With the exception of the Director of the Parks and Recreation Department, ex officio members shall serve at the pleasure of the Mayor and Board of Commissioners.

Sec. 70-53. Terms of members; appointments; vacancies; and compensation.

The terms of the members of the Brooks Stadium Commission shall be four (4) years. Any member of the Board may be removed by a majority vote of the members of the Board of Commissioners. Vacancies shall be filled in the same manner as in the original appointments and for the unexpired term of the vacancy. All members of the Commission shall receive compensation. The Chairperson shall receive \$100.00 per meeting attended. All other members shall receive \$75.00 per meeting attended. For the purpose of this section, the Brooks Stadium Commission will be exempt from occupational taxes. Any member of the Commission may voluntarily decline all or part of such compensation or reimbursement, for any reason, by providing written notice to the appropriate official. Such waiver may be prospective or retroactive, may be for a specified period or indefinite, and may be revoked at any time by written notice. A waiver under this section shall not affect the member's status, rights, or duties on the Commission. City staff members serving on or assisting the Board in an official capacity,

non-voting ex officio members, and ex-officio City Commission members, shall not receive compensation or reimbursement for attendance at Board meetings.

SECTION B. Board Appointments. That the Mayor, with approval of the City Commission, hereby appoints Eddie Jones to replace Dr. Frank “Doc” Hideg, whose term has expired. Said appointment shall be for a term of January 27, 2026, to December 5, 2029. Further, the Mayor, with approval of the City Commission, hereby appoints Dr. Frank “Doc” Hideg as an ex officio non-voting member of the Brooks Stadium Commission to serve in an advisory role.

SECTION C. Severability. If any section, paragraph or provision of this Ordinance shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Ordinance.

SECTION D. Compliance with Open Meetings Laws. The City Commission hereby finds and determines that all formal actions relative to the adoption of this Ordinance were taken in an open meeting of this City Commission, and that all deliberations of this City Commission and its committees, if any, which resulted in formal action, were in meetings open to the public, in full compliance with applicable legal requirements.

SECTION E. Conflicts. All ordinances, resolutions, orders or parts thereof in conflict with the provisions of this Ordinance are, to the extent of such conflict, hereby repealed and the provisions of this Ordinance shall prevail and be given effect.

SECTION F. Effective Date. This Ordinance shall be read on two separate days and will become effective upon summary publication pursuant to KRS Chapter 424.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Introduced to the Board of Commissioners, January 13, 2026

Adopted by the Board of Commissioners, _____

Recorded by Lindsay Parish, City Clerk, _____

Published by *The Paducah Sun*, _____

ORD\70 Brooks Stadium Commission Ex Officio Members

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Authorize a Street Name Change From Downs Drive to Steve Doolittle Drive - **MAYOR BRAY**

Category: Ordinance

Staff Work
By: Melanie
Townsend
Presentation
By: Mayor George
Bray

Background Information: A RESOLUTION was received from the McCracken County Fiscal Court requesting that the street named Downs Drive be renamed to "Steve Doolittle Drive." This road connects Park Avenue to the new Paducah Sports Park.

The McCracken County Sports Tourism Commission has also voted to name the internal roadway at Paducah Sports Park Steve Doolittle Drive.

The only address affected will be 150 Downs Dr, which is owned by the McCracken County Fiscal Court and is associated with the Paducah Sports Park.

If approved, renaming this street will require an address change in all records associated with the affected parcel. Examples of records that will need to be revised include, but are not limited to, all mail and postal delivery records; all state, county, city, and mapping records; utilities; 911, Police, Fire, and GPS services.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Adopt an Ordinance authorizing the street name of Downs Drive to be changed to Steve Doolittle Drive.

Attachments:

1. ORD st name change-Downs Drive to Steve Doolittle Drive
2. McCracken Co Fiscal Court_Resolution_2025-10_re-Downs Dr
3. Downs Dr_area map

ORDINANCE NO. 2026-____ - _____

AN ORDINANCE RENAMING “DOWNS DRIVE” AS “STEVE DOOLITTLE DRIVE”

WHEREAS, the McCracken County Fiscal Court adopted Resolution No. 2025-10 formally requesting that the City of Paducah rename the street known as “Downs Drive” to “Steve Doolittle Drive,” said street being located within the corporate limits of the City of Paducah and connecting Park Avenue to the Paducah Sports Park; and

WHEREAS, Steven D. Doolittle served the City of Paducah and McCracken County for more than thirty-five (35) years in numerous leadership and public service roles, and was widely respected for his knowledge of government, work ethic, and dedication to the community; and

WHEREAS, the only address affected by this street name change is 150 Downs Drive, which is owned by the McCracken County Fiscal Court and associated with the Paducah Sports Park; and

WHEREAS, the City of Paducah Board of Commissioners has the authority to rename streets within the corporate limits of the City and finds that renaming Downs Drive to Steve Doolittle Drive is appropriate, reasonable, and in the public interest.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the public street currently known as “Downs Drive” is hereby renamed “Steve Doolittle Drive.”

SECTION 2. That all official records associated with the affected parcel, including but not limited to mail and postal delivery records, state, county, and city records, mapping and geographic information systems, utilities, and emergency services

including 911, Police, Fire, and GPS services, shall be updated to reflect the new street name.

SECTION 3. This ordinance shall be read on two separate days and will become effective upon summary publication pursuant to KRS Chapter 424.

George Bray, Mayor

ATTEST:

Lindsay Parish, Clerk

Introduced by the Board of Commissioners, January 27, 2026

Adopted by the Board of Commissioners, _____

Recorded by Lindsay Parish, City Clerk, _____

Published by The Paducah Sun, _____

ord\eng/st name change-Downs Drive to Steve Doolittle Drive

**COMMONWEALTH OF KENTUCKY
MCCRACKEN COUNTY FISCAL COURT
RESOLUTION NO. 2025 – 10**

**A RESOLUTION OF THE COUNTY OF MCCRACKEN,
KENTUCKY REQUESTING THE CITY OF PADUCAH,
KENTUCKY BOARD OF COMMISSIONERS TO RENAME
DOWNS DRIVE TO STEVE DOOLITTLE DRIVE.**

WHEREAS, Steven D. Doolittle was a dedicated public servant who worked in many leadership positions for the City of Paducah and the County of McCracken for a period of over 35 years prior to his passing; and

WHEREAS, Mr. Doolittle was well respected for his many great traits, including his knowledge of government matters, ability to resolve issues, and his work ethic, and was the true definition of a public servant; and

WHEREAS, Mr. Doolittle loved his community, and he served it by devotedly working on many major projects, including the original planning of the Greenway Trail, the land purchase for the Carson Center, the 911 system upgrade, the Lower Town redevelopment, Industrial Park West, Triple Rail projects, Jail improvements, and many more; and

WHEREAS, in Kentucky and across the United States of America, roads are named in honor of various individuals, including veterans, law enforcement officers, public servants, athletes, and local community members; and

WHEREAS, the McCracken County Fiscal Court believes that naming a road in honor of Mr. Doolittle is a fitting tribute, and desires the road within the corporate limits of the City of Paducah known as Downs Drive be changed to Steve Doolittle Drive; and

WHEREAS, the City of Paducah Board of Commissioners has the authority to make said change, and the Fiscal Court requests their action in accord with this Resolution; and

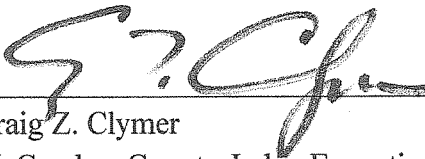
WHEREAS, the McCracken County Sports Tourism Commission voted to name the internal roadway of the Paducah Sports Park Steve Doolittle Drive and recommended to the City of Paducah to change the name of Downs Drive to Steve Doolittle Drive.

**NOW, THEREFORE, BE IT RESOLVED BY MCCRACKEN COUNTY, KENTUCKY,
AS FOLLOWS:**

The McCracken County Fiscal Court hereby requests that the City of Paducah Board of Commissioners take the necessary actions to rename that roadway within the corporate limits of the City of Paducah known as Downs Drive to Steve Doolittle Drive.

[SIGNATURE PAGE FOLLOWS]

APPROVED THIS 15th DAY OF DECEMBER 2025, BY THE MCCRACKEN
COUNTY FISCAL COURT.

BY: 

Craig Z. Clymer
McCracken County Judge Executive

ATTEST: 

Fiscal Court Clerk

Agenda Action Form

Paducah City Commission

Meeting Date: January 27, 2026

Short Title: Melody Lane Street Acceptance Plat Approval and Surety Agreement Approval - **G. GUEBERT**

Category: Ordinance

Staff Work
By: Melanie
Townsend
Presentation
By: Greg
Guebert

Background Information: In August 2025, a Waiver of Subdivision was approved for Chapman Property Development, LLC.

On September 15, 2025, the Paducah Engineering Department approved a Site Development Plan for the Vermont Street Apartments.

On January 6, 2026, the Paducah Engineering Department received the final Street Acceptance Plat for Melody Lane.

The Developer intends to build and dedicate a new street, to be named Melody Lane, to provide access to the new development. The City Engineer required \$150,000 in surety to be submitted for the completion of the public improvements. Chapman Property Development, LLC has submitted a \$150,000 surety in the form of a Subdivision Surety Bond issued by Merchants Bonding Company for completion of the public improvements pursuant to the City of Paducah Ordinances.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: To adopt an Ordinance authorizing the Mayor to execute the Street Acceptance Plat, Surety Agreement with Chapman Property Development LLC, and accept the dedication of the public improvements as shown on the Street Acceptance Plat for Melody Lane.

Attachments:

1. ORD Melody Lane – Chapman Property Development
2. 100-VERMONT-ST-Signed Site Development Plan
3. Melody Lane_Street Acceptance Plat
4. Melody Lane_Surety Agreement
5. MelodyLane_Surety Bond

ORDINANCE NO. 2026-____ - _____

AN ORDINANCE AUTHORIZING THE MAYOR TO EXECUTE A SURETY AGREEMENT WITH CHAPMAN PROPERTY DEVELOPMENT, LLC, ACCEPTING A SUBDIVISION SURETY BOND IN AN AMOUNT OF \$150,000, ACCEPTING THE STREET ACCEPTANCE PLAT FOR MELODY LANE, AND ACCEPTING THE DEDICATION OF PUBLIC RIGHT-OF-WAY AND PUBLIC IMPROVEMENTS

WHEREAS, in August 2025, a Waiver of Subdivision was approved for Chapman Property Development, LLC; and

WHEREAS, on September 15, 2025, the Paducah Engineering Department approved a Site Development Plan for the Vermont Street Apartments; and

WHEREAS, on January 6, 2026, the Paducah Engineering Department received the final Street Acceptance Plat for Melody Lane; and

WHEREAS, the Developer intends to build and dedicate a new street, to be named Melody Lane, to provide access to the new development; and

WHEREAS, Chapman Property Development, LLC has submitted a \$150,000 surety in the form of a Subdivision Surety Bond issued by Merchants Bonding Company for completion of the public improvements pursuant to the City of Paducah Ordinances.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. That the City hereby authorizes the Mayor to execute the Surety Agreement with Chapman Property Development, LLC, and all documents related to the same.

SECTION 2. The City hereby accepts the Subdivision Surety Bond in the amount of \$150,000 as security for the completion of all required public improvements associated with Melody Lane, including but not limited to grading, drainage, stormwater facilities, curbs, gutters, paving, right-of-way improvements, and related engineering and administrative requirements, all in accordance with the approved plans and the minimum standards of the City of Paducah Engineering Department and the City of Paducah Code of Ordinances.

SECTION 3. That the dedication of the public right-of-way and public utility easements shown on the Street Acceptance Plat are hereby found to be beneficial to the City of Paducah and shall be, and they are hereby, accepted for public use; however, maintenance responsibility for the public improvements within said right-of-way shall not commence until such improvements have been fully completed, inspected, and accepted by the City of Paducah in accordance with the City of Paducah Code of Ordinances and the terms of the Surety Agreement. The Mayor is hereby authorized to subscribe a certificate of approval on the plat. Further, all connections to the established street, including entrances, private roads, and driveways within the existing right of way are privately maintained features in accordance with Paducah Code of Ordinances Sec. 98-35 and 98-377.

SECTION 4. That if any section, paragraph or provision of this ordinance shall be found to be inoperative, ineffective or invalid for any cause, the deficiency or invalidity of such section, paragraph or provision hereof, it being the purpose and intent of this ordinance to make each and every section, paragraph or provision hereof, it being the purpose and intent of

this ordinance to make each and every section, paragraph and provision hereof separable from all other sections, paragraphs and provisions.

SECTION 5. This ordinance shall have two separate readings and will become effective upon summary publication pursuant to KRS Chapter 424.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Introduced by the Board of Commissioners, _____
Adopted by the Board of Commissioners, _____
Recorded by Lindsay Parish, City Clerk, _____
Published by *The Paducah Sun*, _____

\\ord\eng\Melody Lane – Chapman Property Development

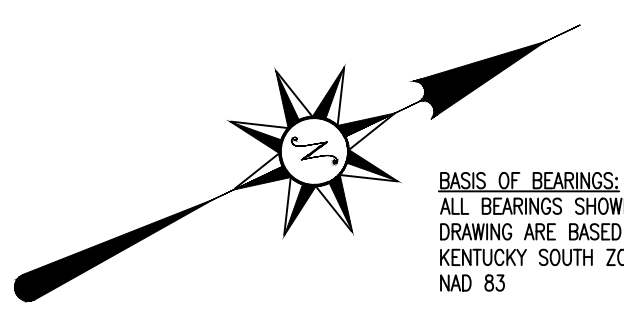


siteWORX
SURVEY & DESIGN, LLC
124 South 31st Street - Paducah, KY 42001 - Ph: (270) 443-8491
www.siteworxdesign.com

SITE GRADING PLAN
VERMONT STREET APARTMENTS
100 VERMONT STREET
PADUCAH, KENTUCKY 42003

PROJECT NO.: 24053
DATE: SEPTEMBER 15, 2025
DRAWN BY: MM
CHECKED BY: JLG
REV. DESCRIPTION

SHEET
C-2



BEARING: ALL BEARINGS SHOWN ON THIS DRAWING ARE BASED UPON KENTUCKY SOUTH ZONE-1602, NAD 83

DETAIL #
SHEET SHOWN

TRITON FILTER SUMMARY			
INLET NO.	FILTERED FLOW (CFS)	10 YR - BYPASS FLOW (CFS)	FILTER MODEL
S2	0.86	6.35	TR24CPS(16)

CATCH BASIN SHALL RECEIVE TRITON FILTER (REM FOG MEDIA). TSS REMOVAL FOR ALL IMPERVIOUS AREAS WILL BE GREATER THAN 80%.

DOWNSPOUT NOTE:
FRONT HALF OF BUILDING #1, LEFT HALF OF BUILDING #2, AND FRONT HALF OF BUILDING #8 SHALL DRAIN TO THE PROPOSED STORM SEWER SYSTEM IN ACCORDANCE WITH THE APPROVED STORMWATER MANAGEMENT PLAN AND STORMWATER QUALITY PLAN.

- EROSION CONTROL**
- CONSTRUCT STABILIZED CONSTRUCTION ENTRANCE WITHIN HATCHED AREA. AREA TO BE APPROXIMATELY 50' LONG BY 24' WIDE. PLACE KDOH NO. 2 STONE A MINIMUM OF 6" DEEP, OVER FILTER FABRIC.
 - INSTALL PROPOSED SILT FENCE
 - INSTALL PROPOSED INLET PROTECTION

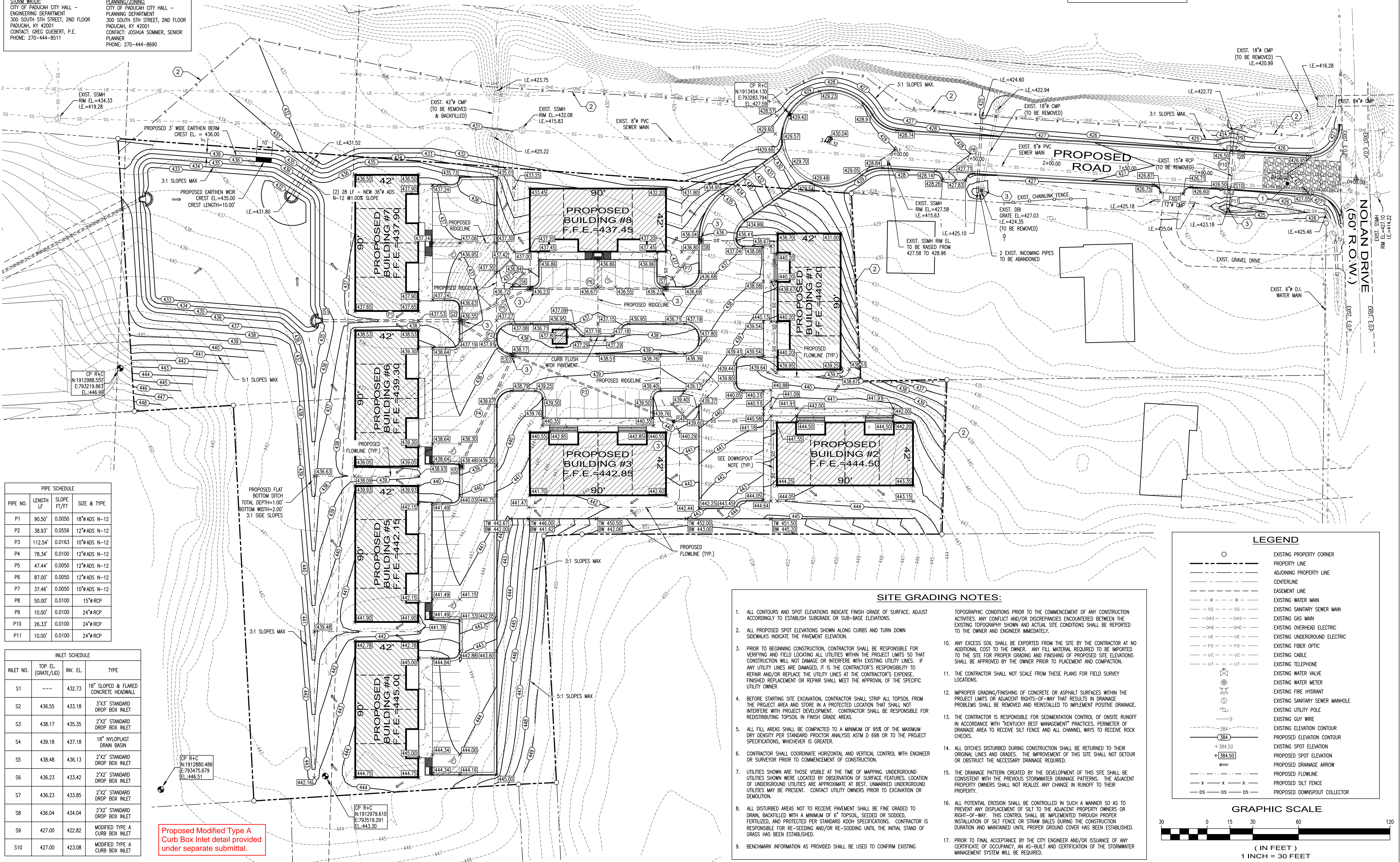
DISTURBED AREA
APPROXIMATE AREA = 3.70 ACRES

- EPSC PHASING:**
- INSTALL CONSTRUCTION ENTRANCE.
 - INSTALL SILT FENCE & TEMPORARY ROCK CHECK.
 - REMOVAL OF EXISTING TOPSOIL.
 - INSTALL NEW STORM WATER PIPING AND PROVIDE INLET PROTECTION.
 - GENERAL GRADING FOR SUB-GRADE OF THE BUILDINGS, DRIVEWAYS, AND PARKING AREAS.
 - RELOCATE EXISTING UTILITIES, IF NECESSARY.
 - PLACEMENT OF ROCK BASE ON TOP OF SUB-GRADE.
 - FINISHING WORK INCLUDING PLACEMENT OF ASPHALT AND CONCRETE SURFACES.
 - FINAL SEEDING AND LANDSCAPING.

BURIED UTILITIES NOTE
BURIED UTILITIES ARE SHOWN AT THEIR APPROXIMATE LOCATION BASED UPON INFORMATION OBTAINED FROM LOCAL UTILITY COMPANIES AND FIELD EVIDENCE. OTHER BURIED UTILITIES MIGHT EXIST ON THE SUBJECT SITE THAT ARE NOT SHOWN ON THIS DRAWING.

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PADUCAH, KY 42001
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PHONE: 270-210-4579
- TELEPHONE:**
AT&T
810 KENTUCKY AVENUE
PADUCAH, KY 42001
CONTACT: ALAN SHELLEY
PHONE: 270-444-5048
- CABLE:**
COMCAST
800 BROADWAY STREET
PADUCAH, KY 42001
CONTACT: STEVE FARINLEY
PHONE: 270-442-6382
- STORM WATER:**
CITY OF PADUCAH CITY HALL -
ENGINEERING DEPARTMENT
300 SOUTH 5TH STREET, 2ND FLOOR
PADUCAH, KY 42001
CONTACT: GREG GUEBERT, P.E.
PHONE: 270-444-8511
- WATER:**
PADUCAH WATER
1800 NORTH 8TH STREET
PADUCAH, KY 42001
CONTACT: SCOTT SMITH
PHONE: 270-210-4579
- GAS:**
AMCOX ENERGY
3510 COLEMAN ROAD
PADUCAH, KY 42001
CONTACT: EDDIE TUCKER
PHONE: 270-443-7235
- SANITARY SEWER:**
PADUCAH MACRACKEN COUNTY JSA
621 NORTHVIEW STREET
PADUCAH, KY 42001
CONTACT: JOSH WEBB, P.E.
PHONE: 270-575-0056
- PLANNING/ZONING:**
CITY OF PADUCAH CITY HALL -
PLANNING DEPARTMENT
300 SOUTH 5TH STREET, 2ND FLOOR
PADUCAH, KY 42001
CONTACT: JOSHUA SOMMER, SENIOR PLANNER
PHONE: 270-444-8690



PIPE SCHEDULE

PIPE NO.	LENGTH LF	SLOPE FT/FT	SIZE & TYPE
P1	90.50'	0.0050	18" ADS N-12
P2	38.93'	0.0056	12" ADS N-12
P3	112.54'	0.0163	10" ADS N-12
P4	78.34'	0.0100	12" ADS N-12
P5	47.44'	0.0050	12" ADS N-12
P6	87.00'	0.0050	12" ADS N-12
P7	37.46'	0.0050	10" ADS N-12
P8	50.00'	0.0100	15" RCP
P9	10.00'	0.0100	24" RCP
P10	26.33'	0.0100	24" RCP
P11	10.00'	0.0100	24" RCP

INLET SCHEDULE

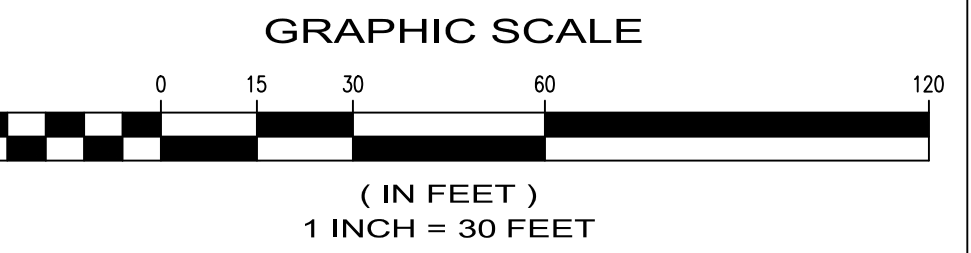
INLET NO.	TOP EL. (GRATE/LID)	INV. EL.	TYPE
S1	---	432.73	18" SLOPED & FLARED CONCRETE HEADWALL
S2	436.55	433.18	3'X3' STANDARD DROP BOX INLET
S3	438.17	435.35	2'X2' STANDARD DROP BOX INLET
S4	439.18	437.18	18" MILOPLAST DRAIN BASIN
S5	438.48	436.13	2'X2' STANDARD DROP BOX INLET
S6	436.23	433.42	2'X2' STANDARD DROP BOX INLET
S7	436.23	433.85	2'X2' STANDARD DROP BOX INLET
S8	436.04	434.04	2'X2' STANDARD DROP BOX INLET
S9	427.00	422.82	MODIFIED TYPE A CURB BOX INLET
S10	427.00	423.08	MODIFIED TYPE A CURB BOX INLET

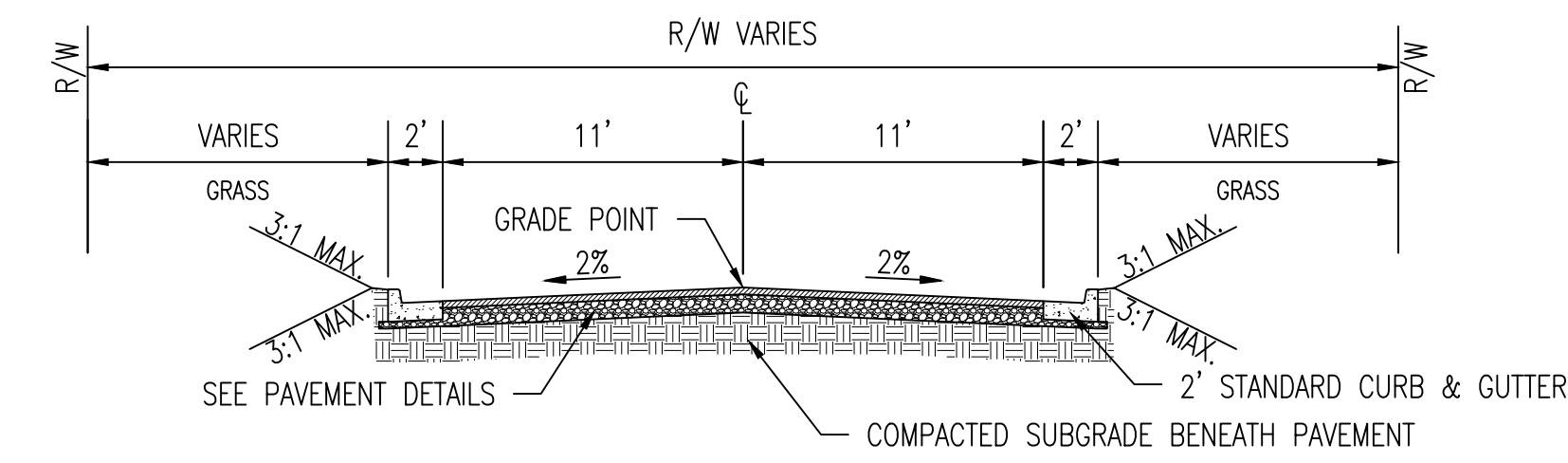
Proposed Modified Type A Curb Box Inlet detail provided under separate submittal.

- SITE GRADING NOTES:**
- ALL CONTOURS AND SPOT ELEVATIONS INDICATE FINISH GRADE OF SURFACE. ADJUST ACCORDINGLY TO ESTABLISH SUBGRADE OR SUB-BASE ELEVATIONS.
 - ALL PROPOSED SPOT ELEVATIONS SHOWN ALONG CURBS AND TURN DOWN SIDEWALKS INDICATE THE PAVEMENT ELEVATION.
 - PRIOR TO BEGINNING CONSTRUCTION, CONTRACTOR SHALL BE RESPONSIBLE FOR VERIFYING AND FIELD LOCATING ALL UTILITIES WITHIN THE PROJECT LIMITS SO THAT CONSTRUCTION WILL NOT DAMAGE OR INTERFERE WITH EXISTING UTILITY LINES. IF ANY UTILITY LINES ARE DAMAGED, IT IS THE CONTRACTOR'S RESPONSIBILITY TO REPAIR AND/OR REPLACE THE UTILITY LINES AT THE CONTRACTOR'S EXPENSE. FINISHED REPLACEMENT OR REPAIR SHALL MEET THE APPROVAL OF THE SPECIFIC UTILITY OWNER.
 - BEFORE STARTING SITE EXCAVATION, CONTRACTOR SHALL STRIP ALL TOPSOIL FROM THE PROJECT AREA AND STORE IN A PROTECTED LOCATION THAT SHALL NOT INTERFERE WITH PROJECT DEVELOPMENT. CONTRACTOR SHALL BE RESPONSIBLE FOR REDISTRIBUTING TOPSOIL IN FINISH GRADE AREAS.
 - ALL FILL AREAS SHALL BE COMPACTED TO A MINIMUM OF 95% OF THE MAXIMUM DRY DENSITY PER STANDARD PROCTOR ANALYSIS ASTM D 698 OR TO THE PROJECT SPECIFICATIONS, WHICHEVER IS GREATER.
 - CONTRACTOR SHALL COORDINATE HORIZONTAL AND VERTICAL CONTROL WITH ENGINEER OR SURVEYOR PRIOR TO COMMENCEMENT OF CONSTRUCTION.
 - UTILITIES SHOWN ARE THOSE VISIBLE AT THE TIME OF MAPPING. UNDERGROUND UTILITIES SHOWN WERE LOCATED BY OBSERVATION OF SURFACE FEATURES. LOCATION OF UNDERGROUND UTILITIES ARE APPROXIMATE AT BEST. UNMARKED UNDERGROUND UTILITIES MAY BE PRESENT. CONTACT UTILITY OWNERS PRIOR TO EXCAVATION OR DEMOLITION.
 - ALL DISTURBED AREAS NOT TO RECEIVE PAVEMENT SHALL BE FINE GRADED TO DRAIN BACKFILLED WITH A MINIMUM OF 6" TOPSOIL, SEEDED OR SOODED, FERTILIZED, AND PROTECTED PER STANDARD KDOH SPECIFICATIONS. CONTRACTOR IS RESPONSIBLE FOR RE-SEEDING AND/OR RE-SODDING UNTIL THE INITIAL STRIP OF GRASS HAS BEEN ESTABLISHED.
 - BENCHMARK INFORMATION AS PROVIDED SHALL BE USED TO CONFIRM EXISTING TOPOGRAPHIC CONDITIONS PRIOR TO THE COMMENCEMENT OF ANY CONSTRUCTION ACTIVITIES. ANY CONFLICT AND/OR DISCREPANCIES ENCOUNTERED BETWEEN THE EXISTING TOPOGRAPHY SHOWN AND ACTUAL SITE CONDITIONS SHALL BE REPORTED TO THE OWNER AND ENGINEER IMMEDIATELY.
 - ANY EXCESS SOIL SHALL BE EXPORTED FROM THE SITE BY THE CONTRACTOR AT NO ADDITIONAL COST TO THE OWNER. ANY FILL MATERIAL REQUIRED TO BE IMPORTED TO THE SITE FOR PROPER GRADING AND FINISHING OF PROPOSED SITE ELEVATIONS SHALL BE APPROVED BY THE OWNER PRIOR TO PLACEMENT AND COMPACTION.
 - THE CONTRACTOR SHALL NOT SCALE FROM THESE PLANS FOR FIELD SURVEY LOCATIONS.
 - IMPROPER GRADING/FINISHING OF CONCRETE OR ASPHALT SURFACES WITHIN THE PROJECT LIMITS OR ADJACENT RIGHTS-OF-WAY THAT RESULTS IN DRAINAGE PROBLEMS SHALL BE REMOVED AND REINSTALLED TO IMPLEMENT POSITIVE DRAINAGE.
 - THE CONTRACTOR IS RESPONSIBLE FOR SEDIMENTATION CONTROL OF ONSITE RUNOFF IN ACCORDANCE WITH "KENTUCKY BEST MANAGEMENT" PRACTICES. PERIMETER OF DRAINAGE AREA TO RECEIVE SILT FENCE AND ALL CHANNEL WAITS TO RECEIVE ROCK CHECKS.
 - ALL DITCHES DISTURBED DURING CONSTRUCTION SHALL BE RETURNED TO THEIR ORIGINAL LINES AND GRADES. THE IMPROVEMENT OF THIS SITE SHALL NOT DETOUR OR OBSTRUCT THE NECESSARY DRAINAGE REQUIRED.
 - THE DRAINAGE PATTERN CREATED BY THE DEVELOPMENT OF THIS SITE SHALL BE CONSISTENT WITH THE PREVIOUS STORMWATER DRAINAGE PATTERNS. THE ADJACENT PROPERTY OWNERS SHALL NOT REALIZE ANY CHANGE IN RUNOFF TO THEIR PROPERTY.
 - ALL POTENTIAL EROSION SHALL BE CONTROLLED IN SUCH A MANNER SO AS TO PREVENT ANY DISLOCATION OF SILT TO THE ADJACENT PROPERTY OWNERS OR RIGHT-OF-WAY. THIS CONTROL SHALL BE IMPLEMENTED THROUGH PROPER INSTALLATION OF SILT FENCE OR STRAW BALES DURING THE CONSTRUCTION DURATION AND MAINTAINED UNTIL PROPER GROUND COVER HAS BEEN ESTABLISHED.
 - PRIOR TO FINAL ACCEPTANCE BY THE CITY ENGINEER AND/OR ISSUANCE OF ANY CERTIFICATE OF OCCUPANCY, AN AS-BUILT AND CERTIFICATION OF THE STORMWATER MANAGEMENT SYSTEM WILL BE REQUIRED.

LEGEND

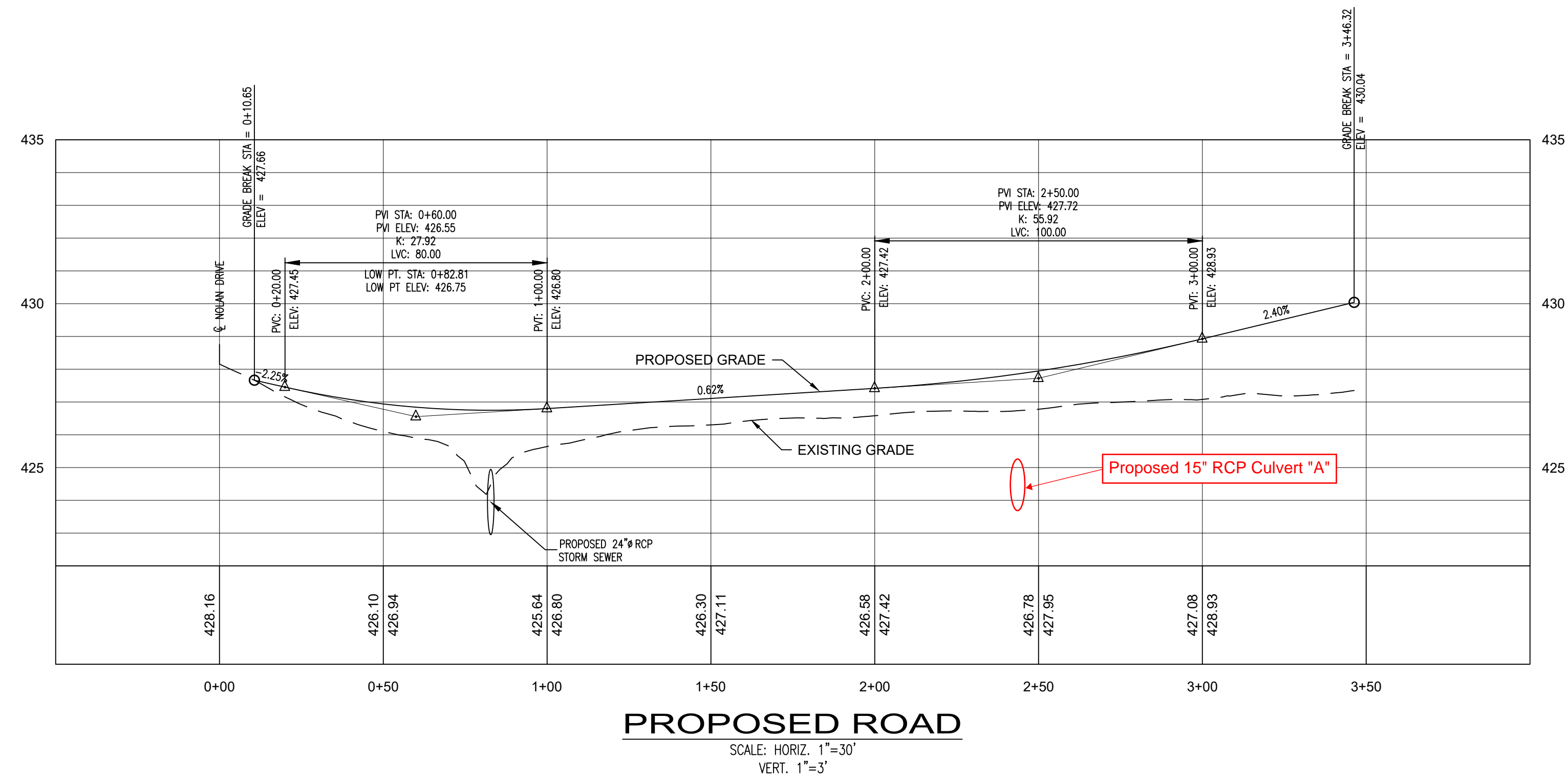
○	EXISTING PROPERTY CORNER
---	PROPERTY LINE
---	ADJOINING PROPERTY LINE
---	CENTERLINE
---	EASEMENT LINE
---	EXISTING WATER MAIN
---	EXISTING SANITARY SEWER MAIN
---	EXISTING GAS MAIN
---	EXISTING OVERHEAD ELECTRIC
---	EXISTING UNDERGROUND ELECTRIC
---	EXISTING FIBER OPTIC
---	EXISTING CABLE
---	EXISTING TELEPHONE
---	EXISTING WATER VALVE
---	EXISTING WATER METER
---	EXISTING FIRE HYDRANT
---	EXISTING SANITARY SEWER MANHOLE
---	EXISTING UTILITY POLE
---	EXISTING GUY WIRE
---	EXISTING ELEVATION CONTOUR
---	PROPOSED ELEVATION CONTOUR
---	EXISTING SPOT ELEVATION
---	PROPOSED SPOT ELEVATION
---	PROPOSED DRAINAGE ARROW
---	PROPOSED FLOWLINE
---	PROPOSED SILT FENCE
---	PROPOSED DOWNSPOUT COLLECTOR





TYPICAL R.O.W. STREET SECTION

NOT TO SCALE



PROPOSED ROAD
SCALE: HORIZ. 1"=30'
VERT. 1"=3'



9-15-25



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ROADWAY PROFILE
VERMONT STREET APARTMENTS
100 VERMONT STREET
PADUCAH, KENTUCKY 42003

PROJECT NO. :	24053
DATE:	SEPTEMBER 15, 2025
DRAWN BY:	MM
CHECKED BY:	JLG
REV.	DESCRIPTION

SHEET

C-4

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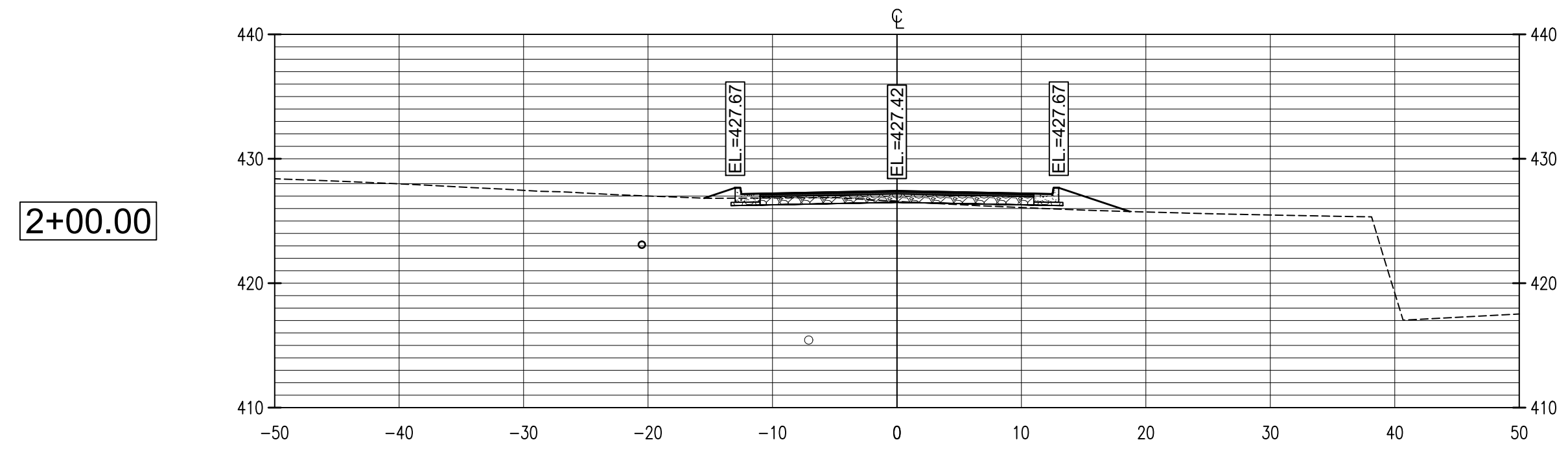
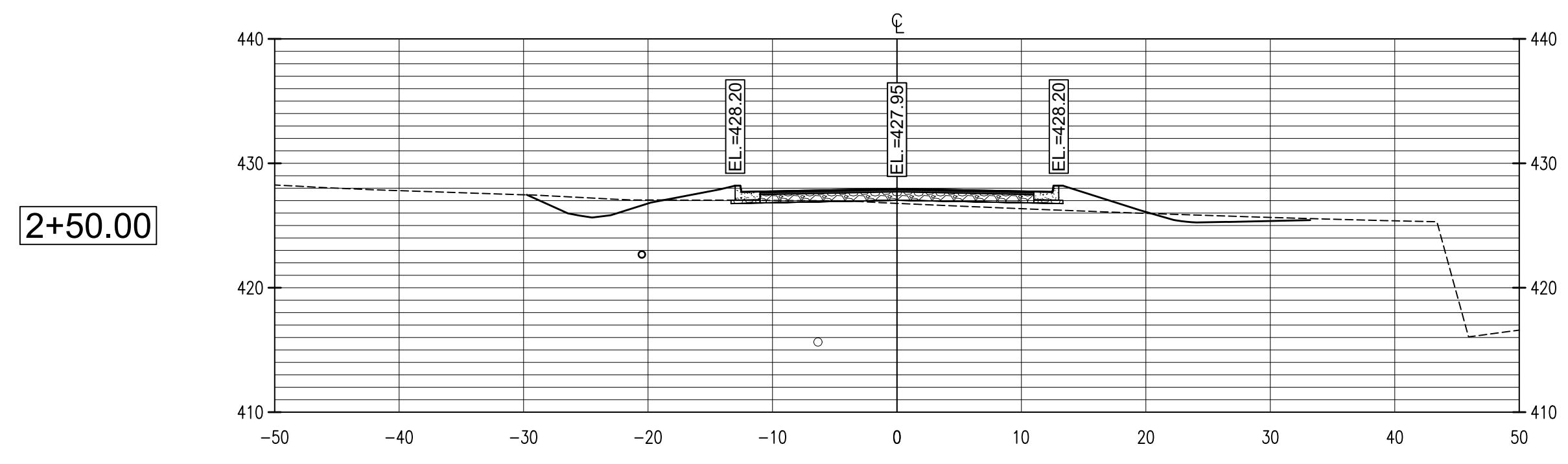
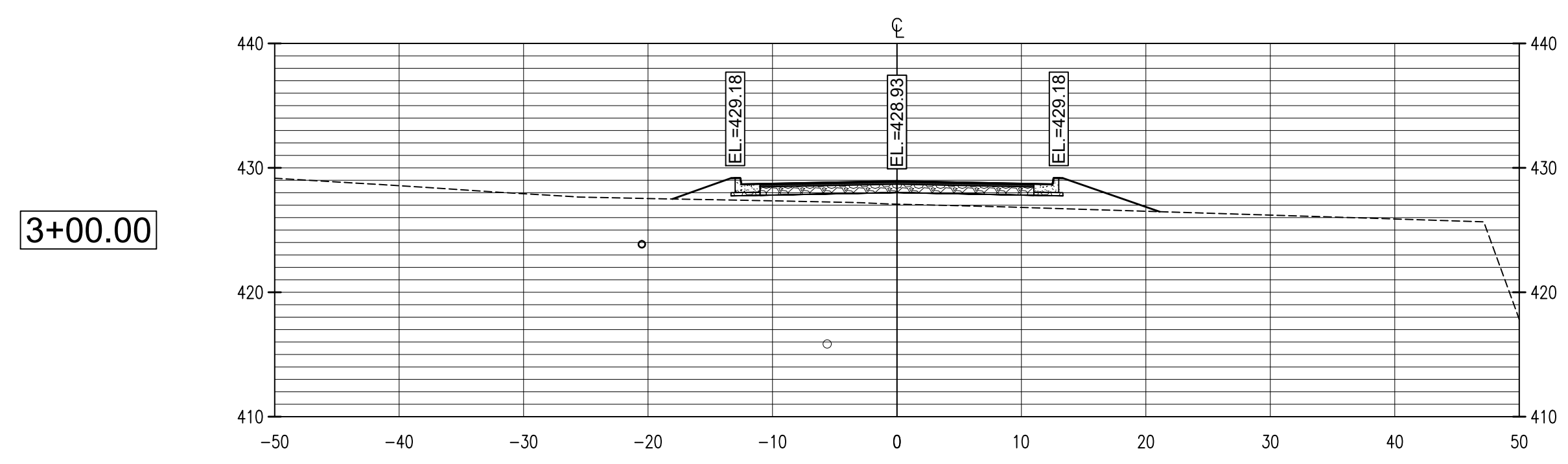
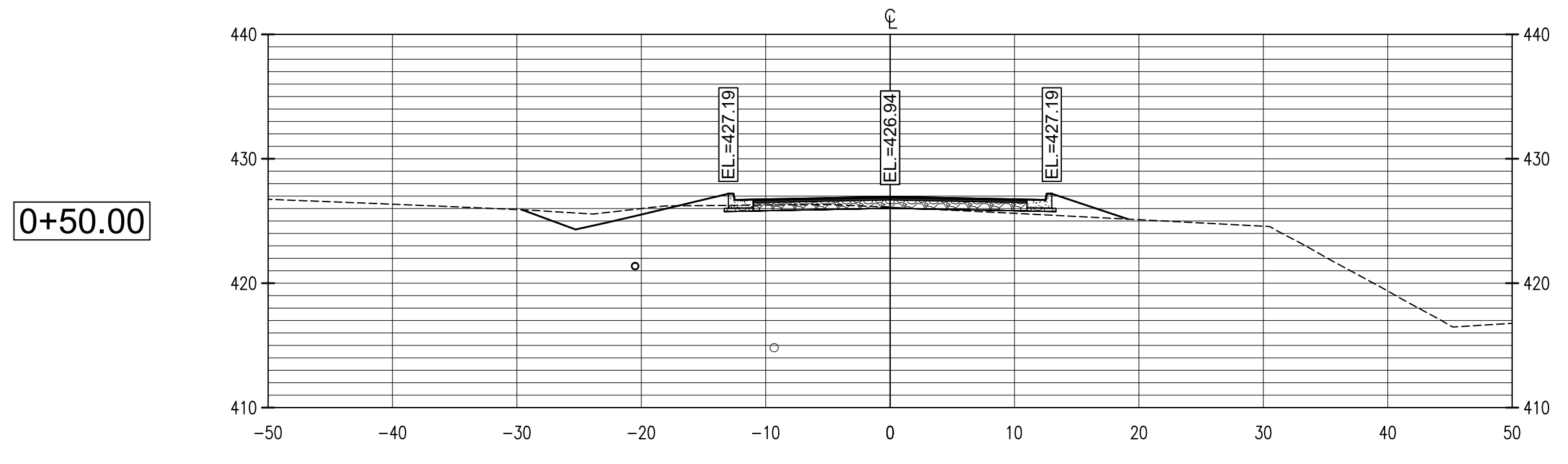
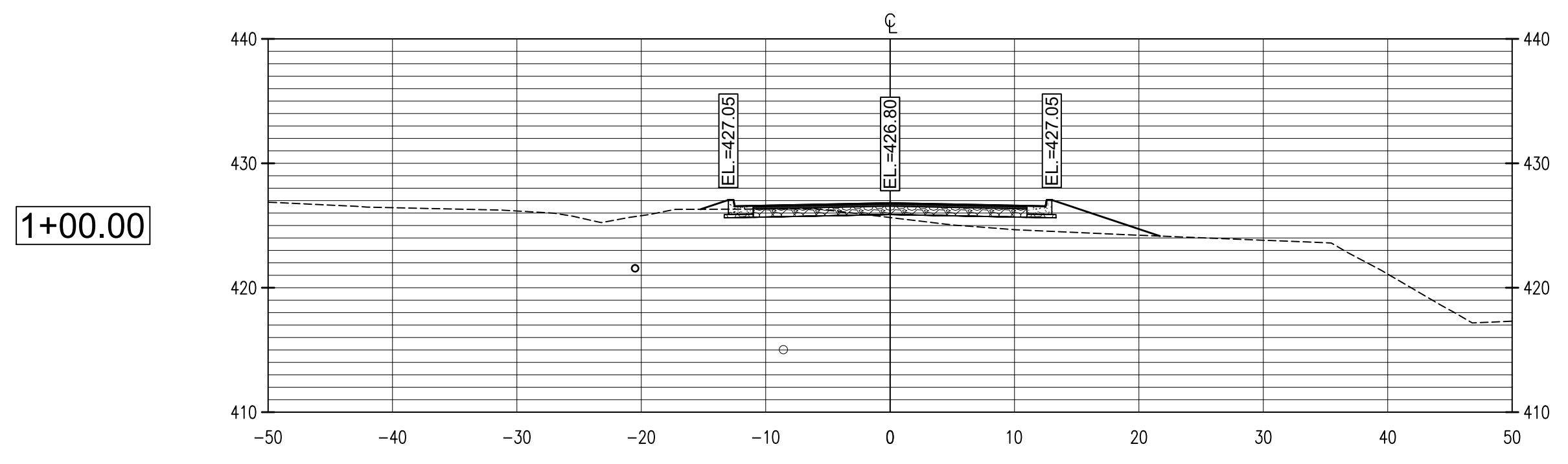
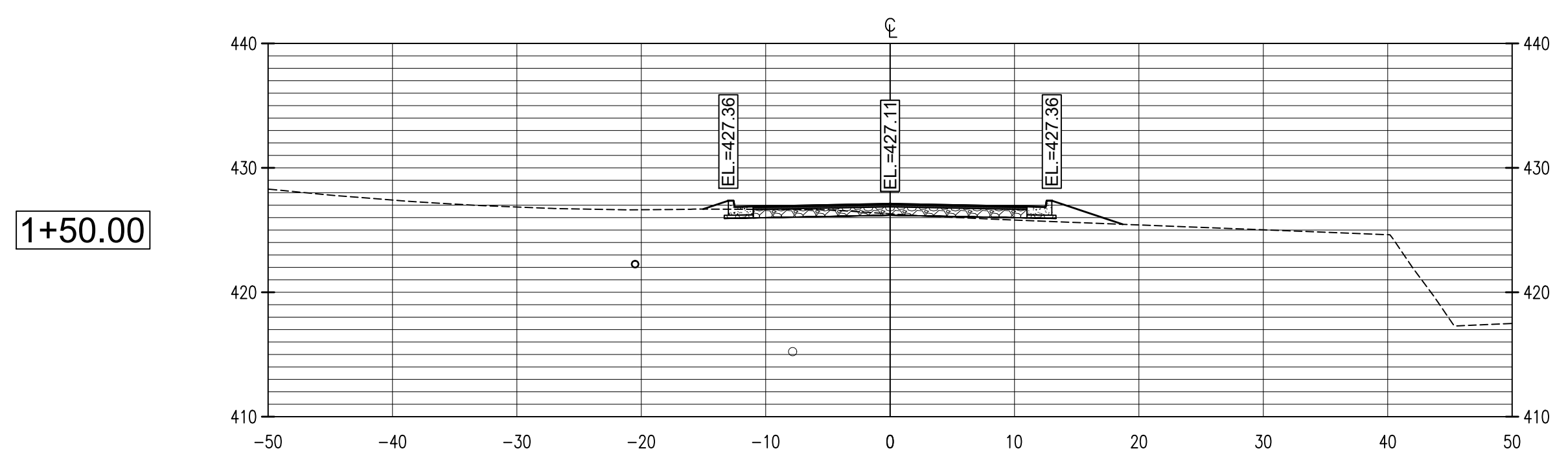
ROADWAY CROSS-SECTIONS
VERMONT STREET APARTMENTS
100 VERMONT STREET
PADUCAH, KENTUCKY 42003

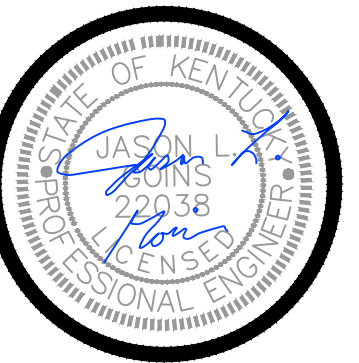
PROJECT NO. : 24053
DATE: SEPTEMBER 15, 2025
DRAWN BY: MM
CHECKED BY: JLG

REV.	DESCRIPTION

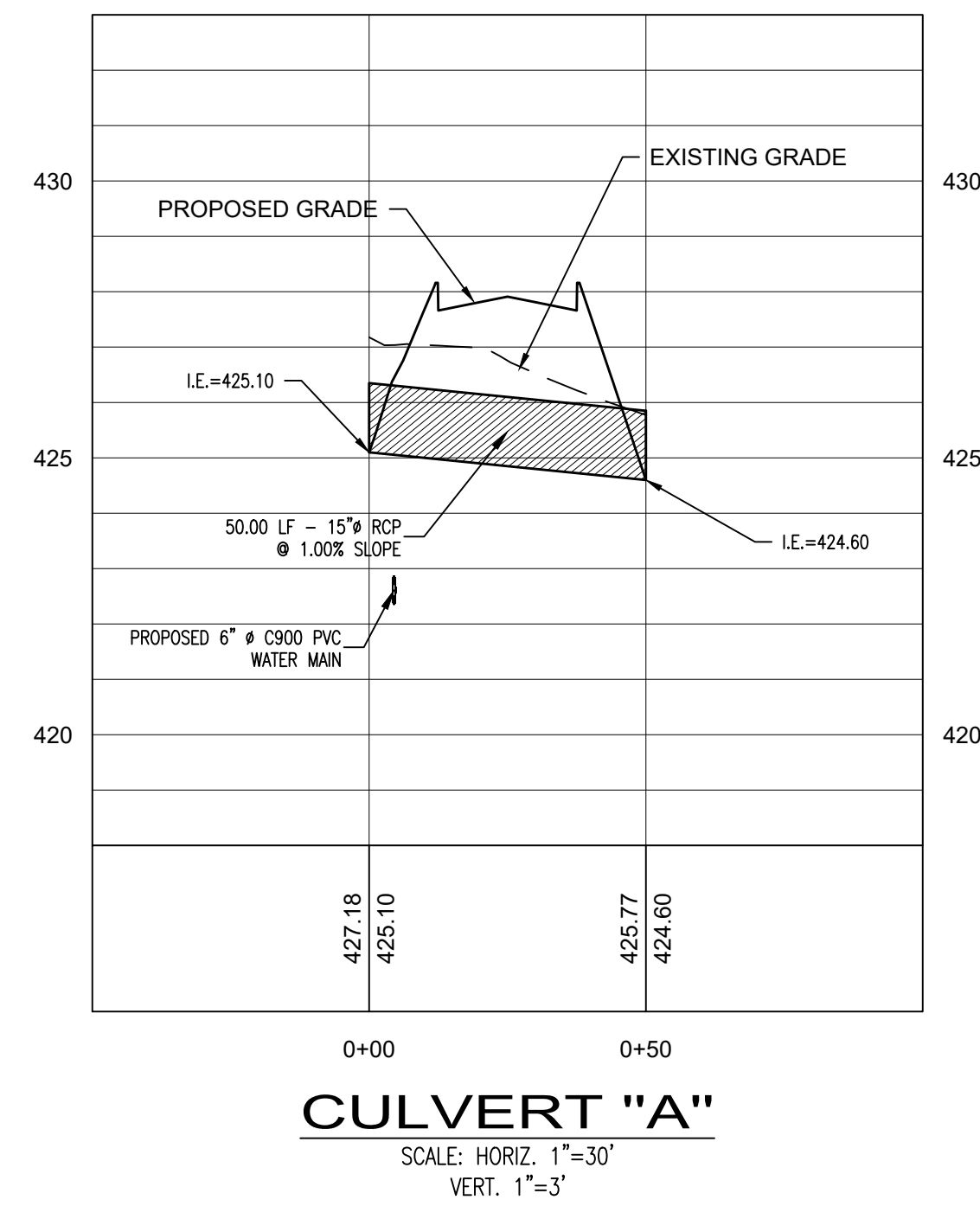
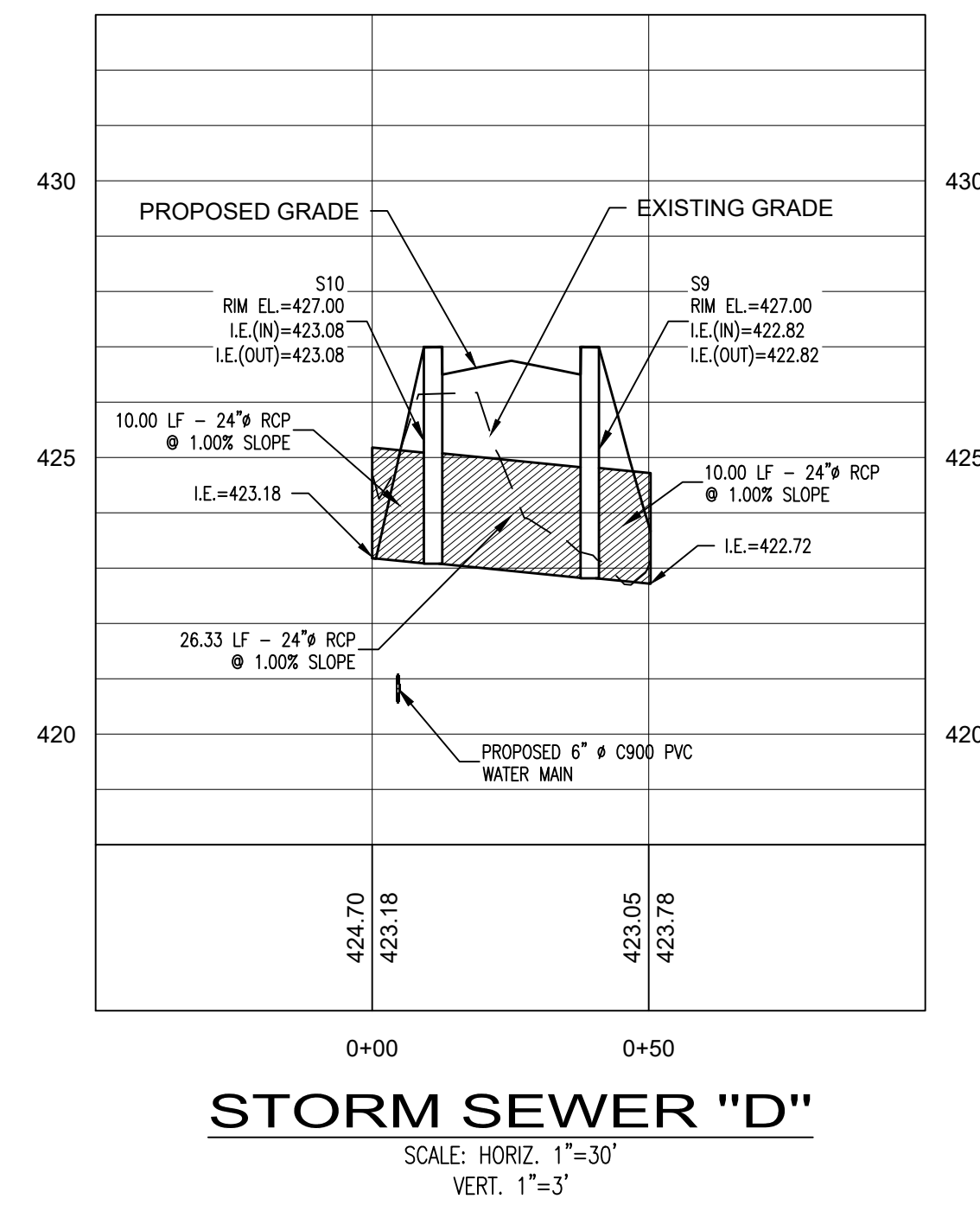
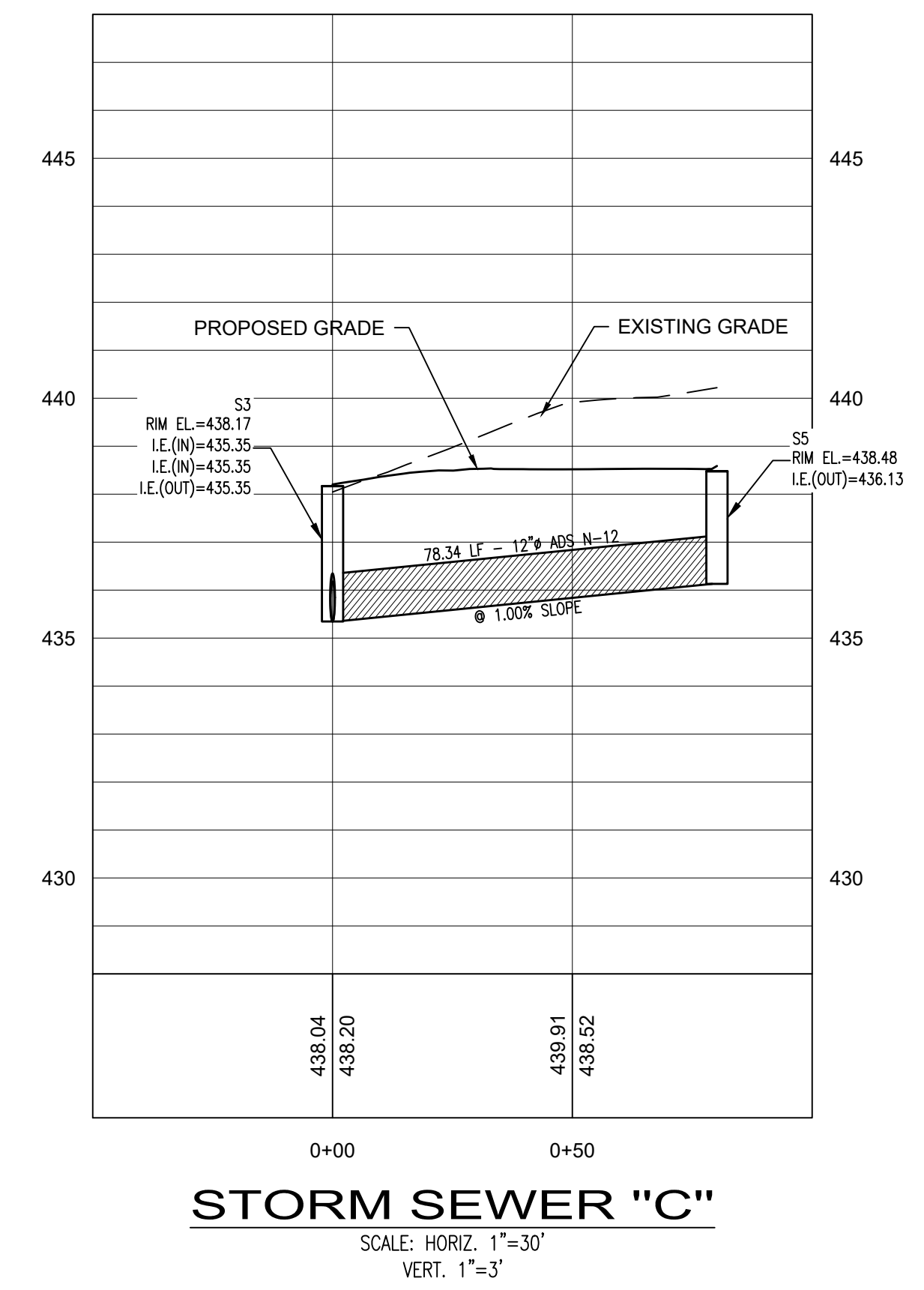
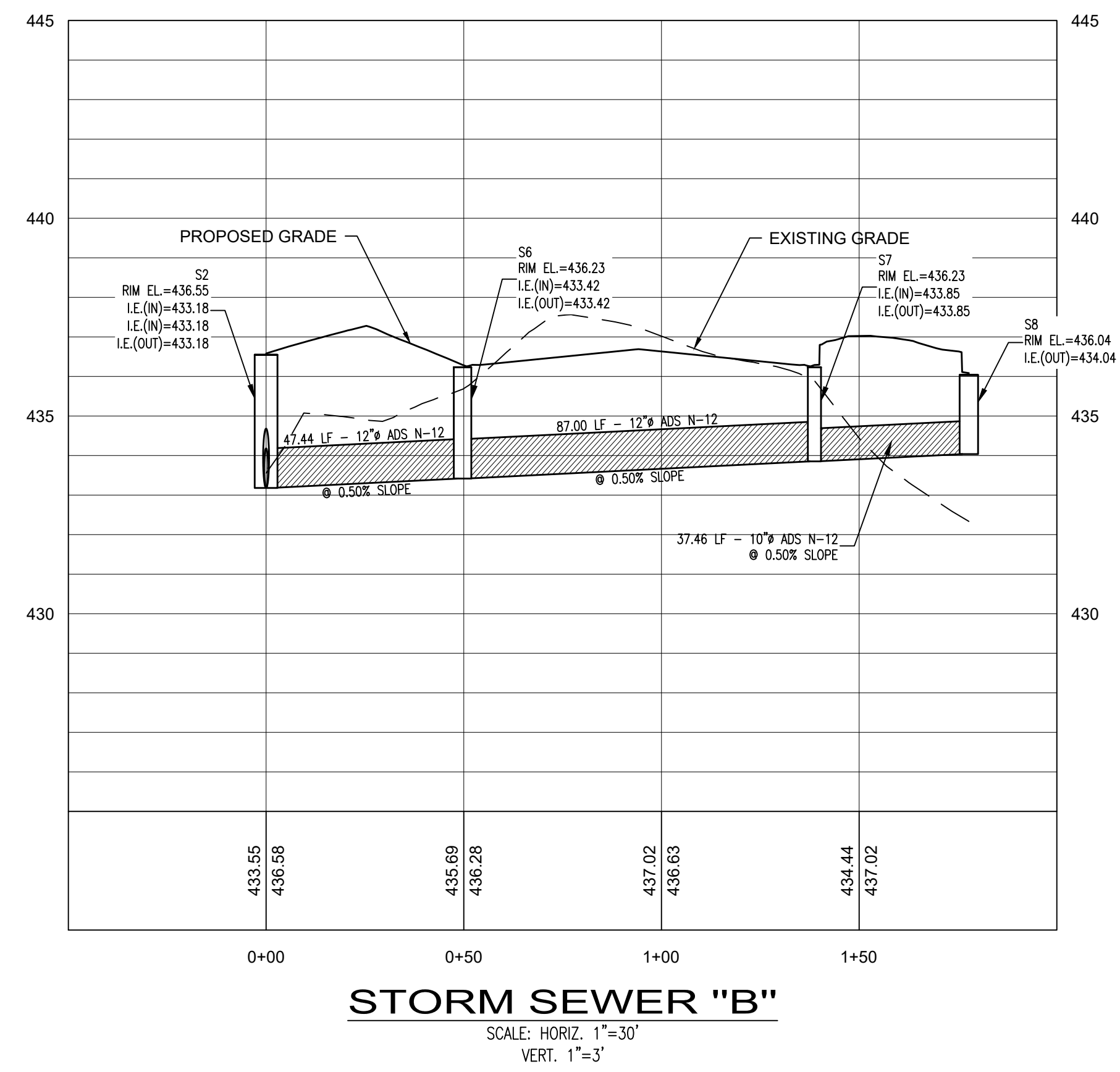
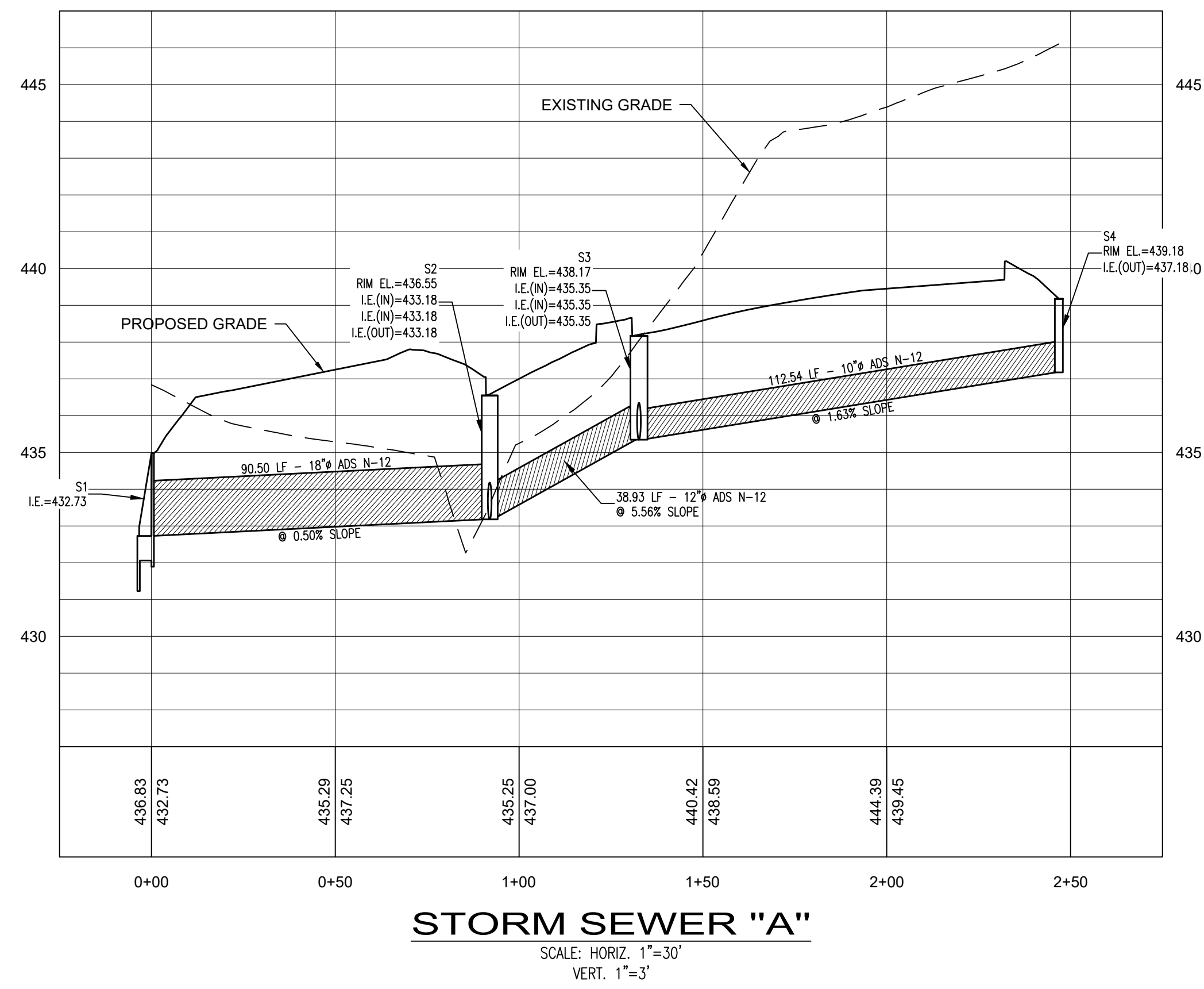
SHEET
C-5

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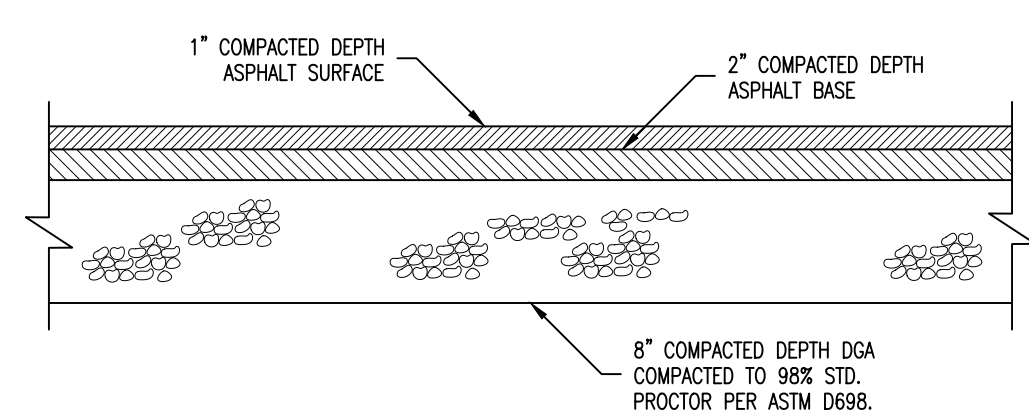


STORM PROFILES
VERMONT STREET APARTMENTS
100 VERMONT STREET
PADUCAH, KENTUCKY 42003

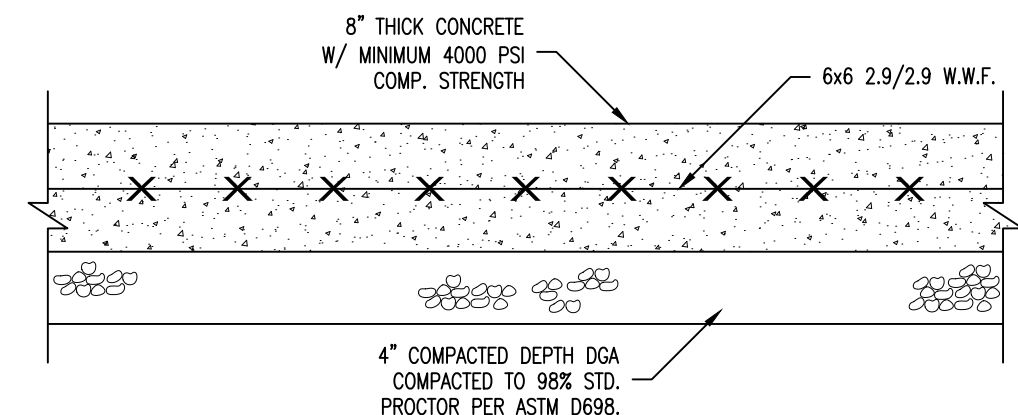
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DATE:	SEPTEMBER 15, 2025
DRAWN BY:	MM
CHECKED BY:	JLG
REV.	DESCRIPTION

SHEET
C-6

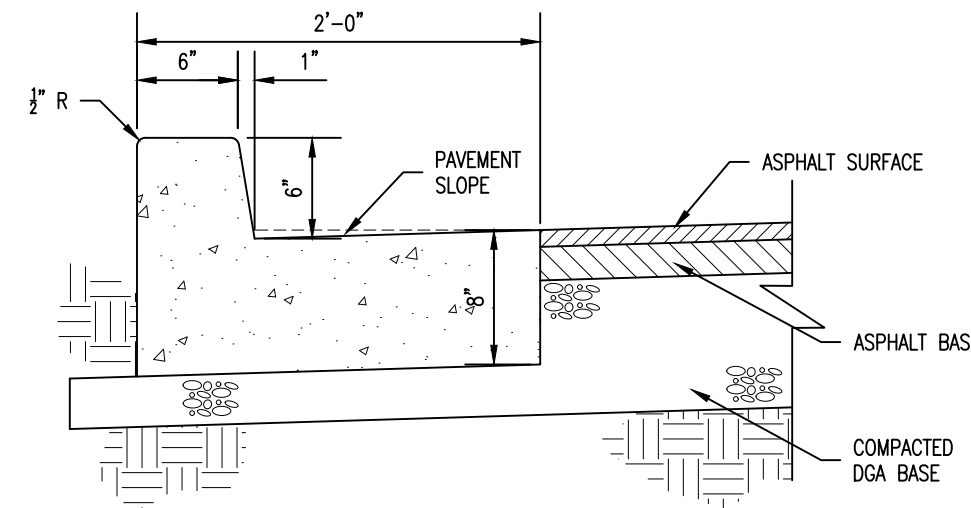
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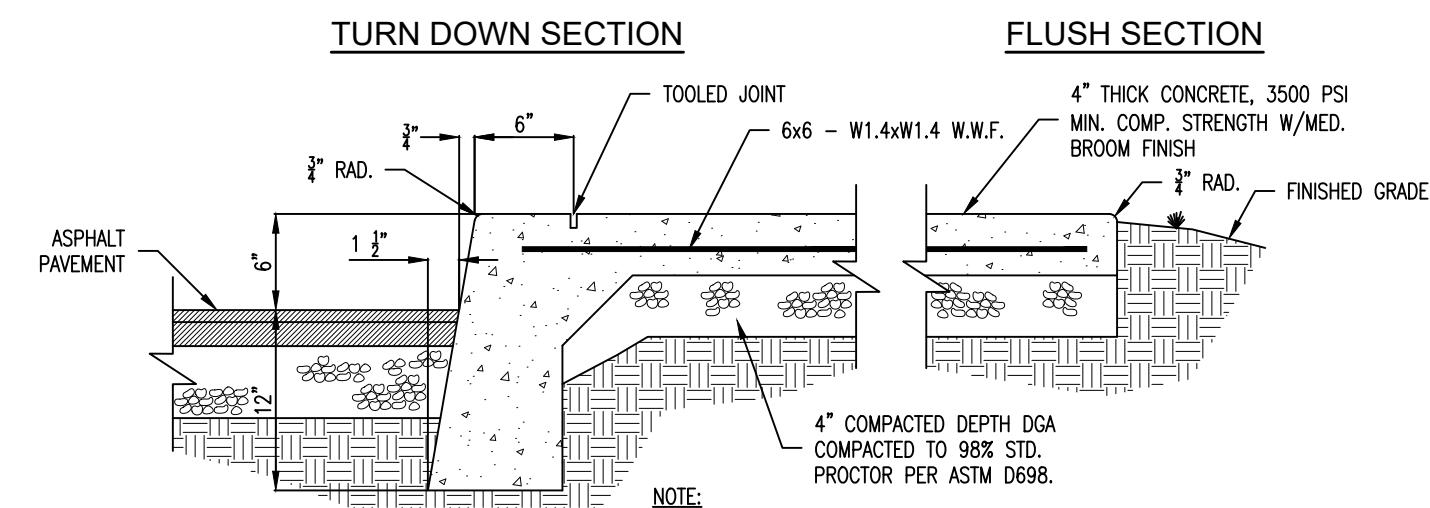
A
C-7 **STANDARD ASPHALT PAVEMENT**
SCALE: N.T.S.



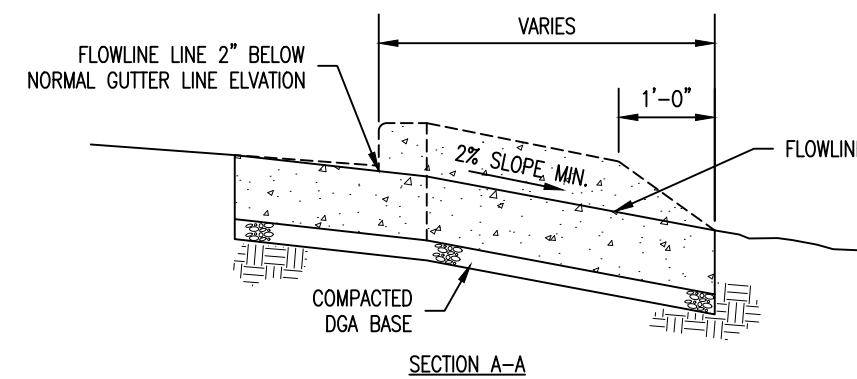
B
C-7 **HEAVY DUTY CONCRETE PAVEMENT**
SCALE: N.T.S.



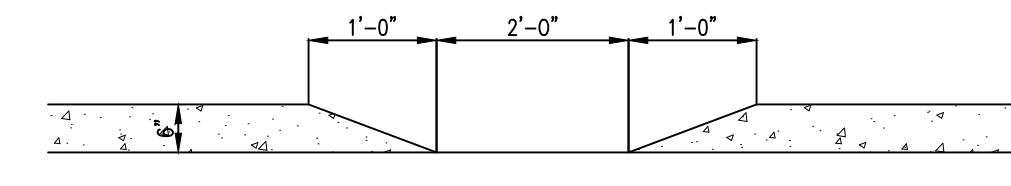
C
C-7 **STANDARD CURB & GUTTER**
SCALE: N.T.S.



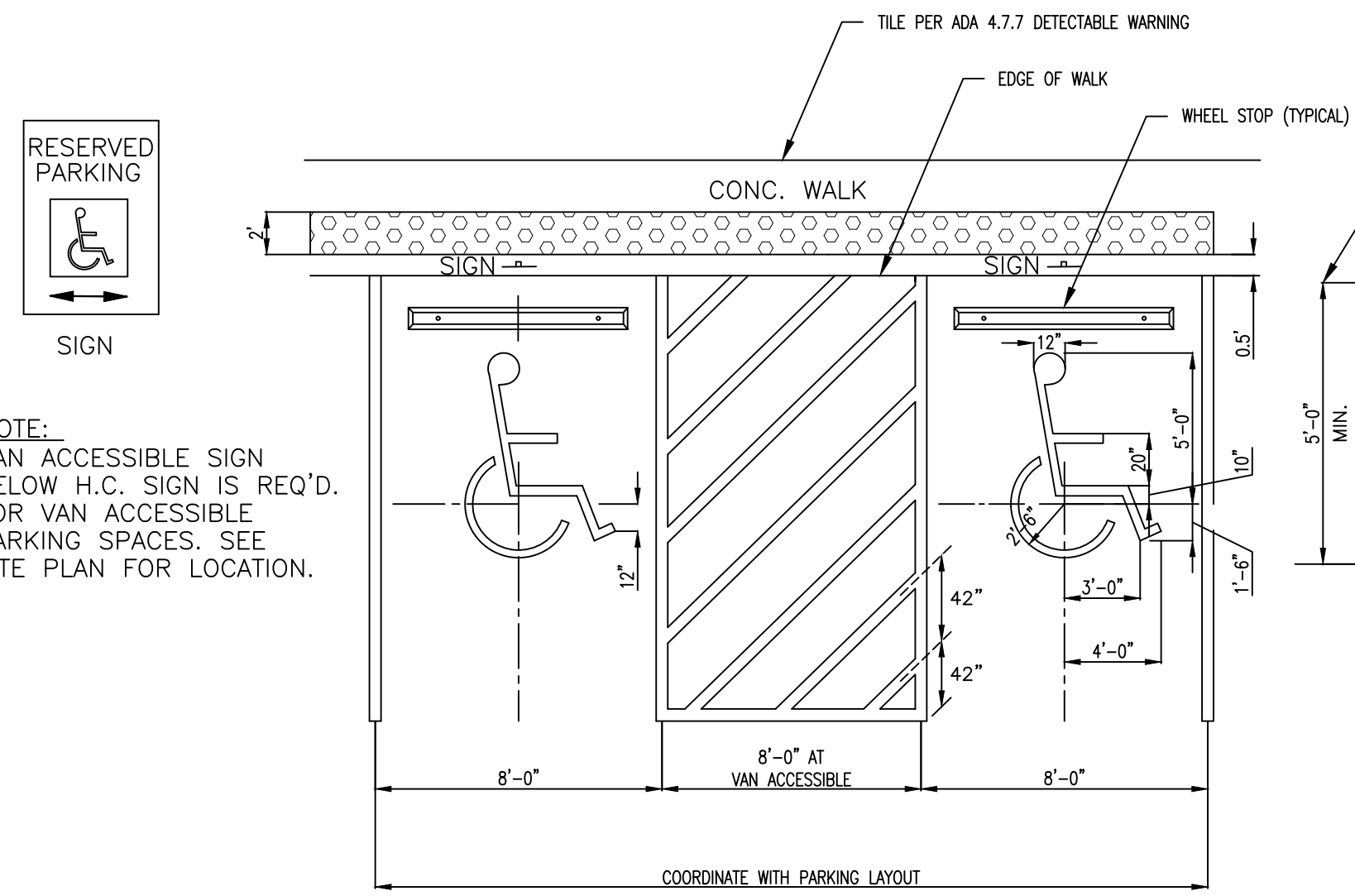
D
C-7 **CONCRETE SIDEWALK**
SCALE: N.T.S.



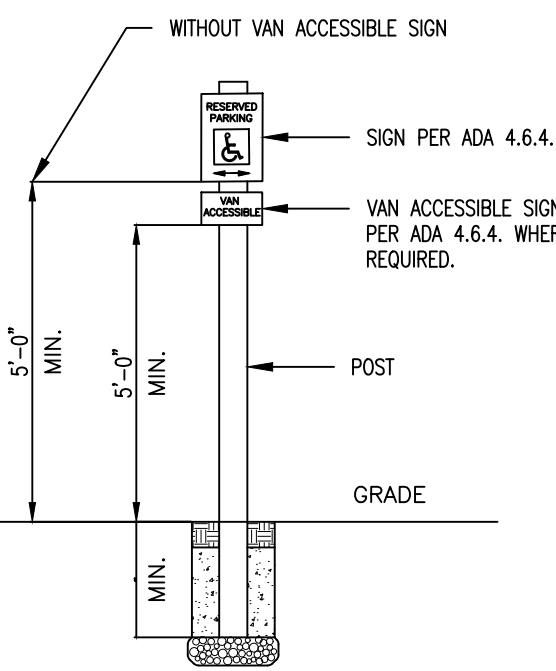
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C-7 **FLUME DETAIL**
SCALE: N.T.S.



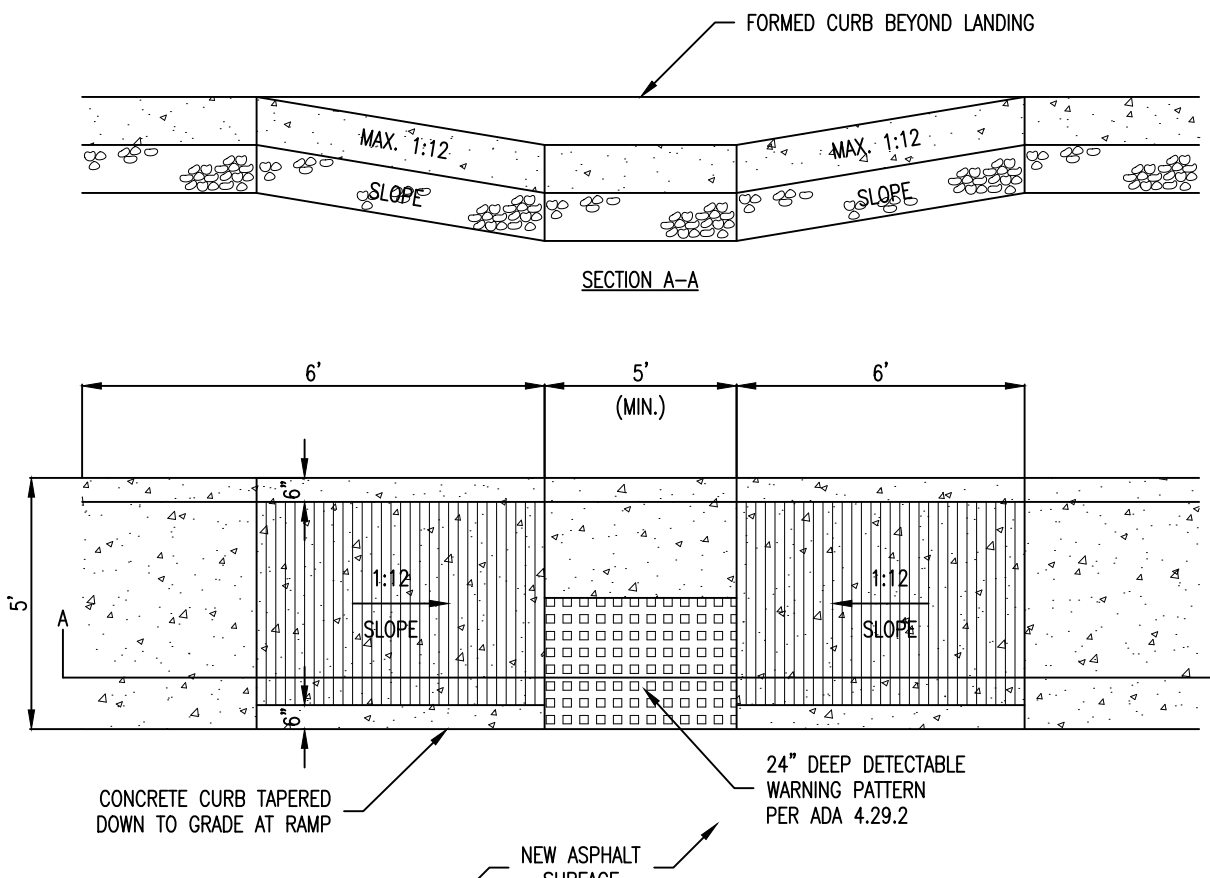
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C-7 **CURB CUT**
SCALE: N.T.S.



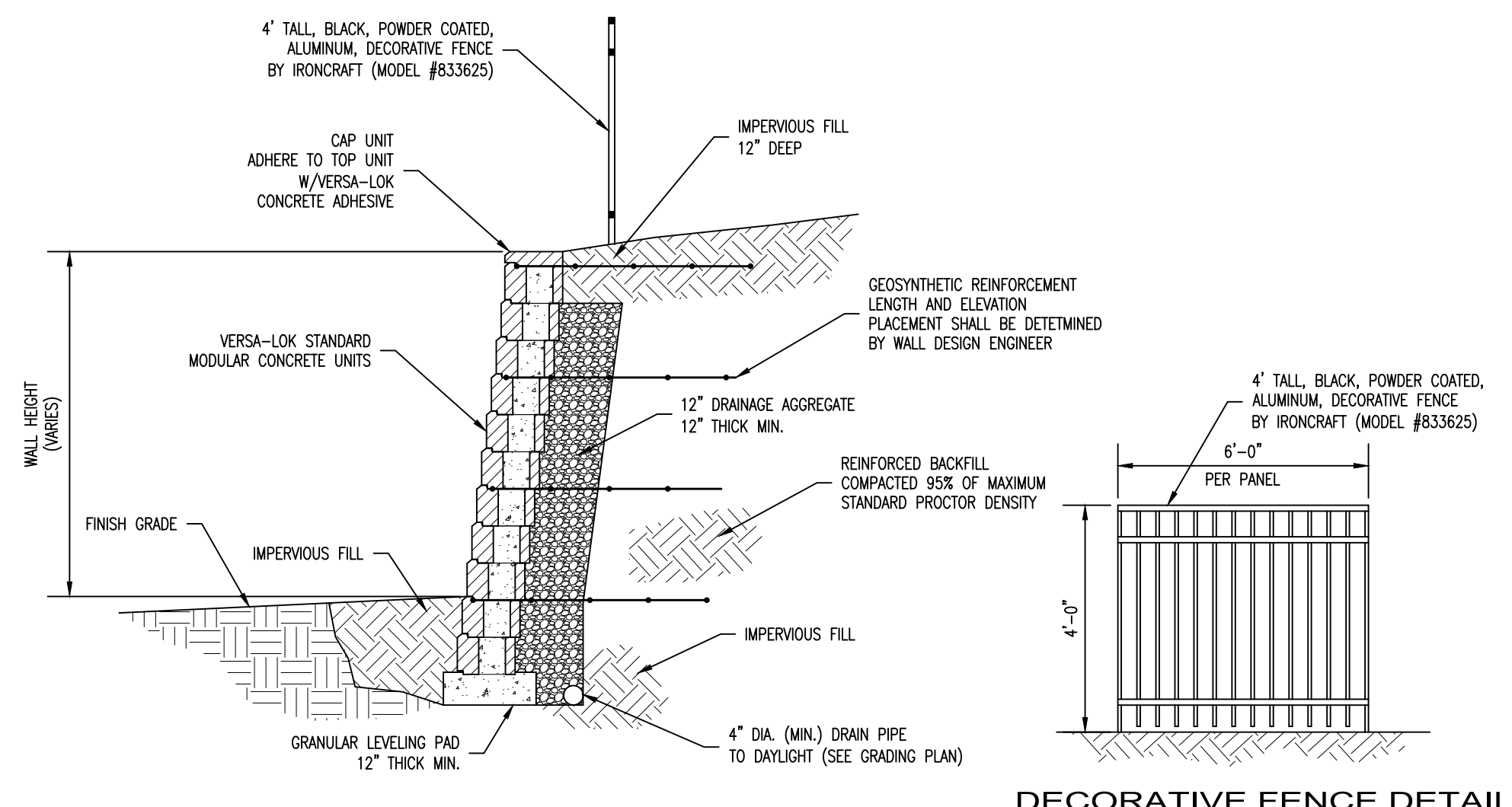
G
C-7 **HANDICAP PARKING**
SCALE: N.T.S.



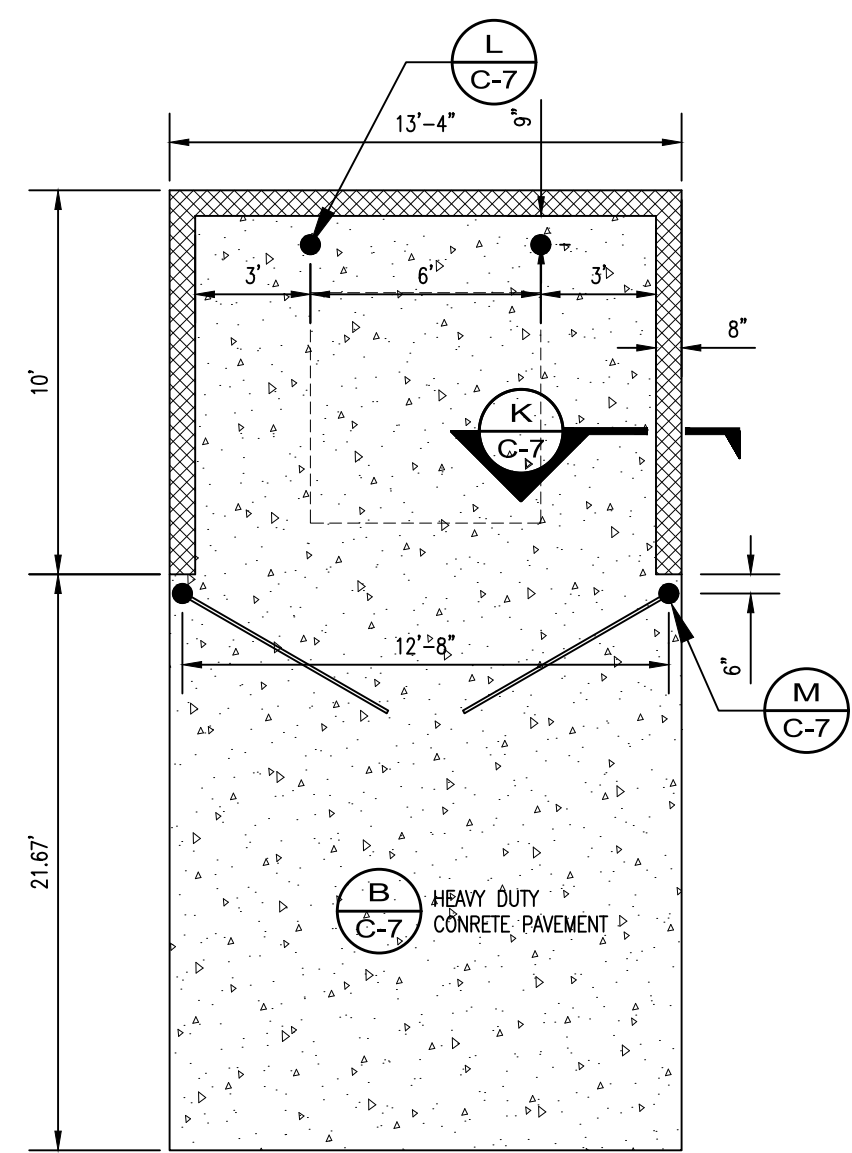
H
C-7 **HANDICAP RAMP DETAIL**
SCALE: N.T.S.



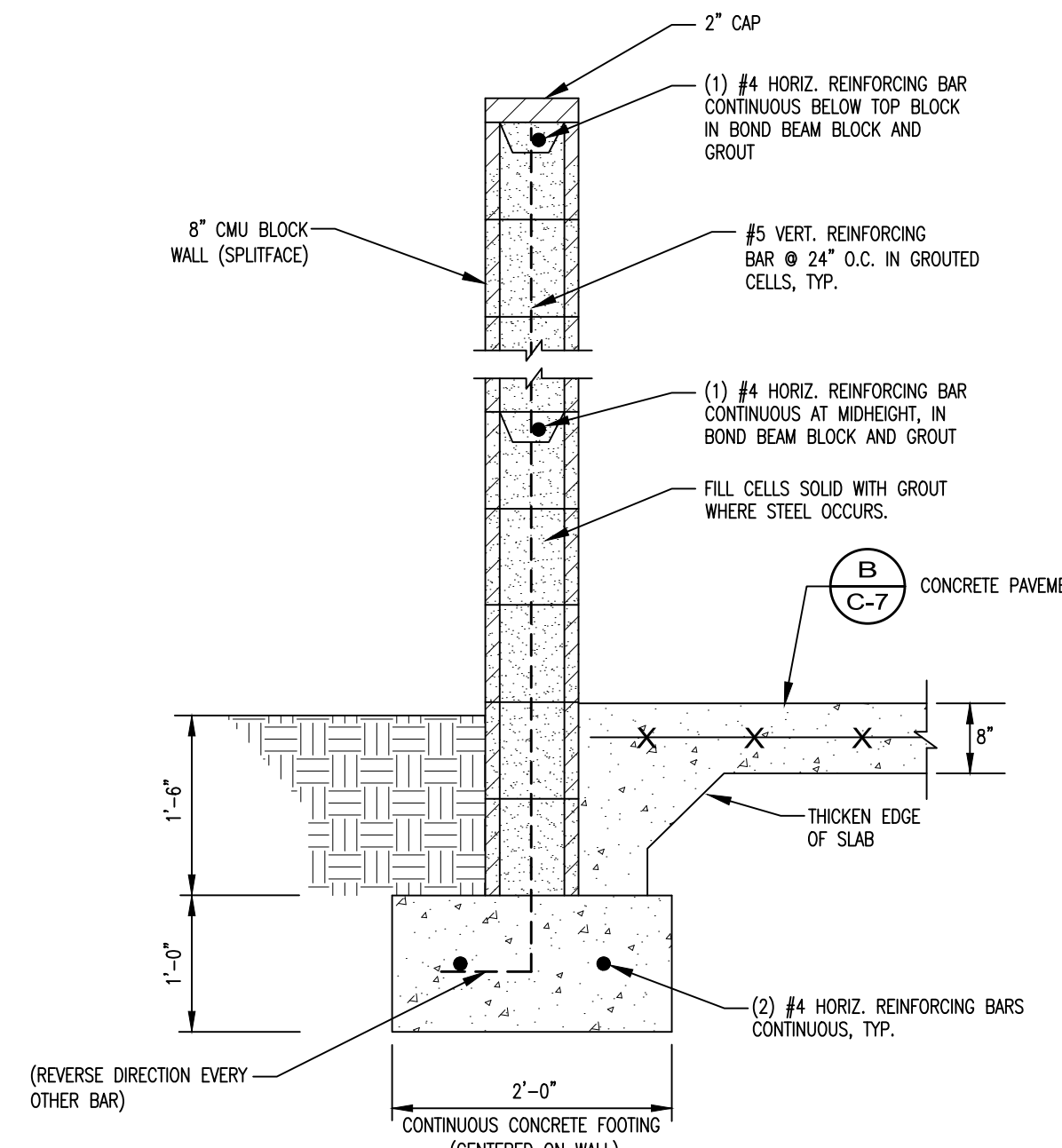
I
C-7 **SEGMENTAL RETAINING WALL TYPICAL SECTION**
SCALE: N.T.S.



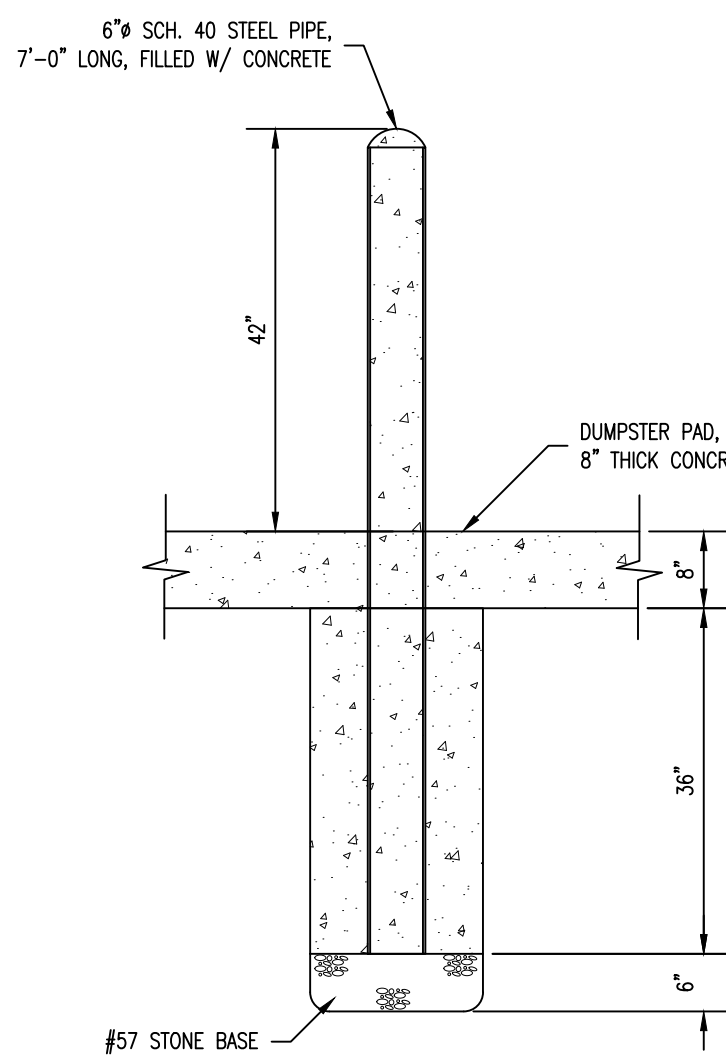
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C-7 **BOLLARD DETAIL**
SCALE: N.T.S.



K
C-7 **DUMPSTER PAD ENCLOSURE**
SCALE: N.T.S.

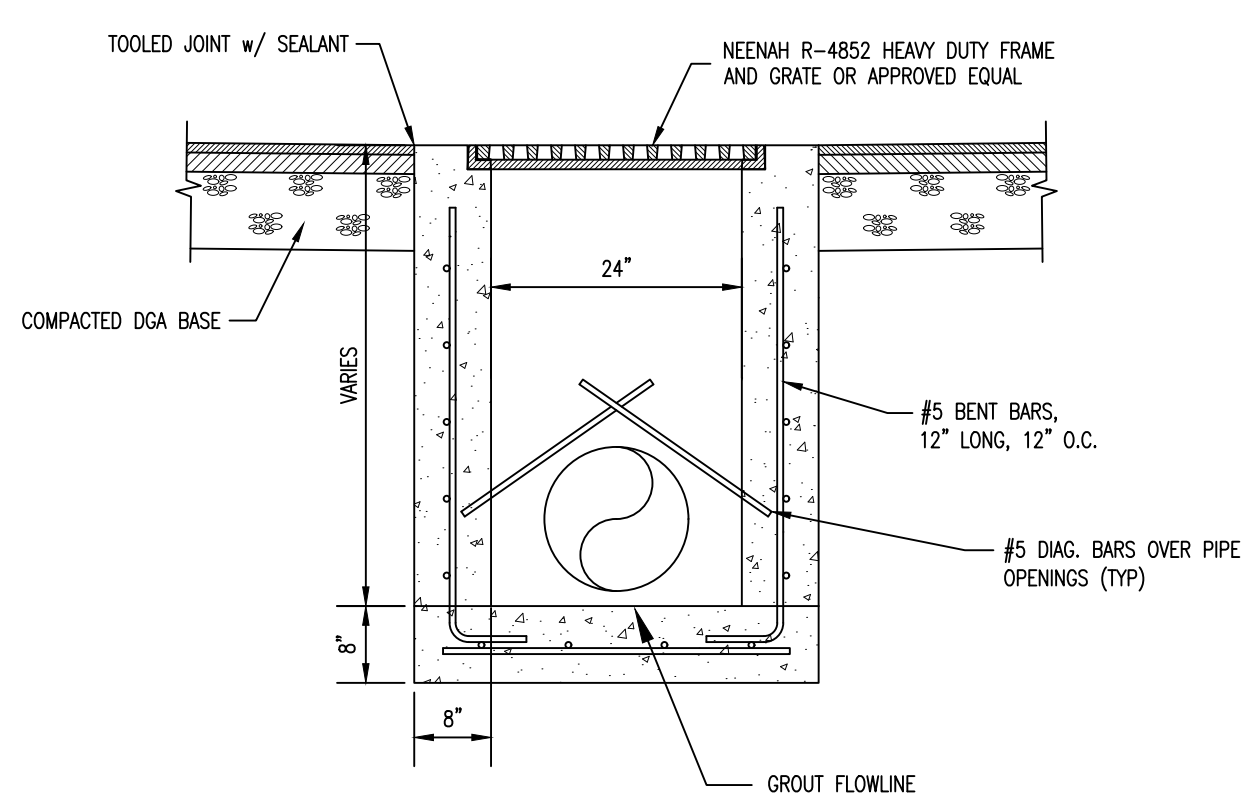


L
C-7 **SECTION 2**
SCALE: N.T.S.

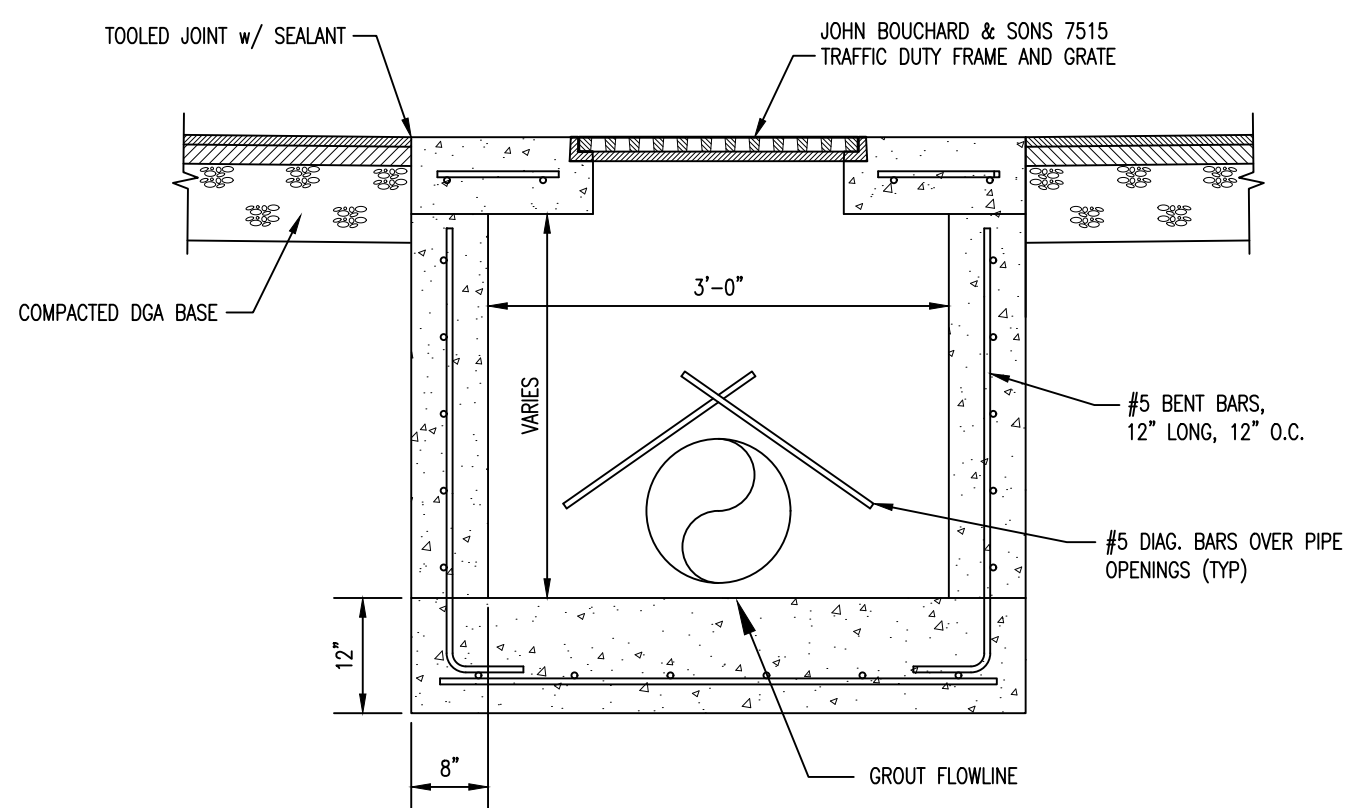


M
C-7 **GATE POST**
SCALE: N.T.S.

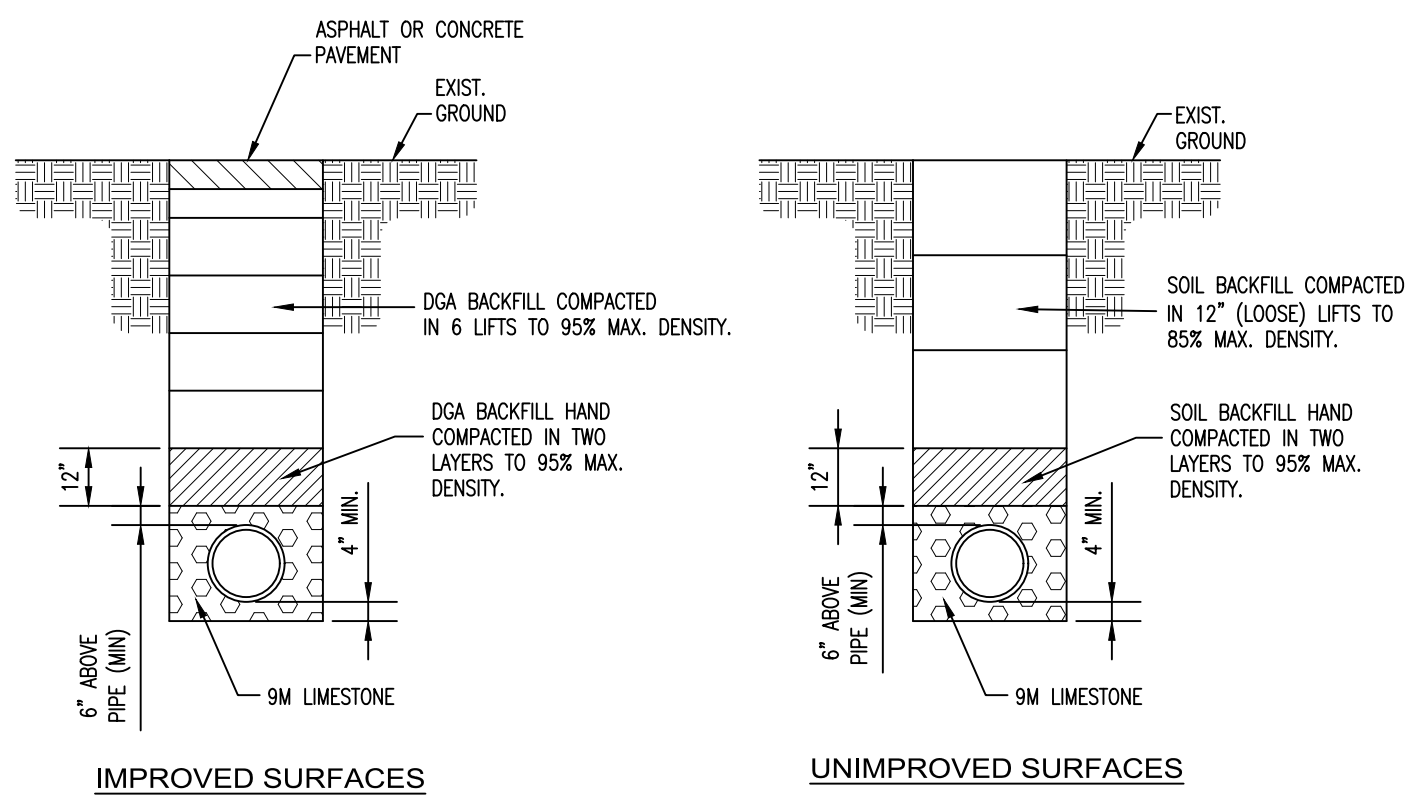
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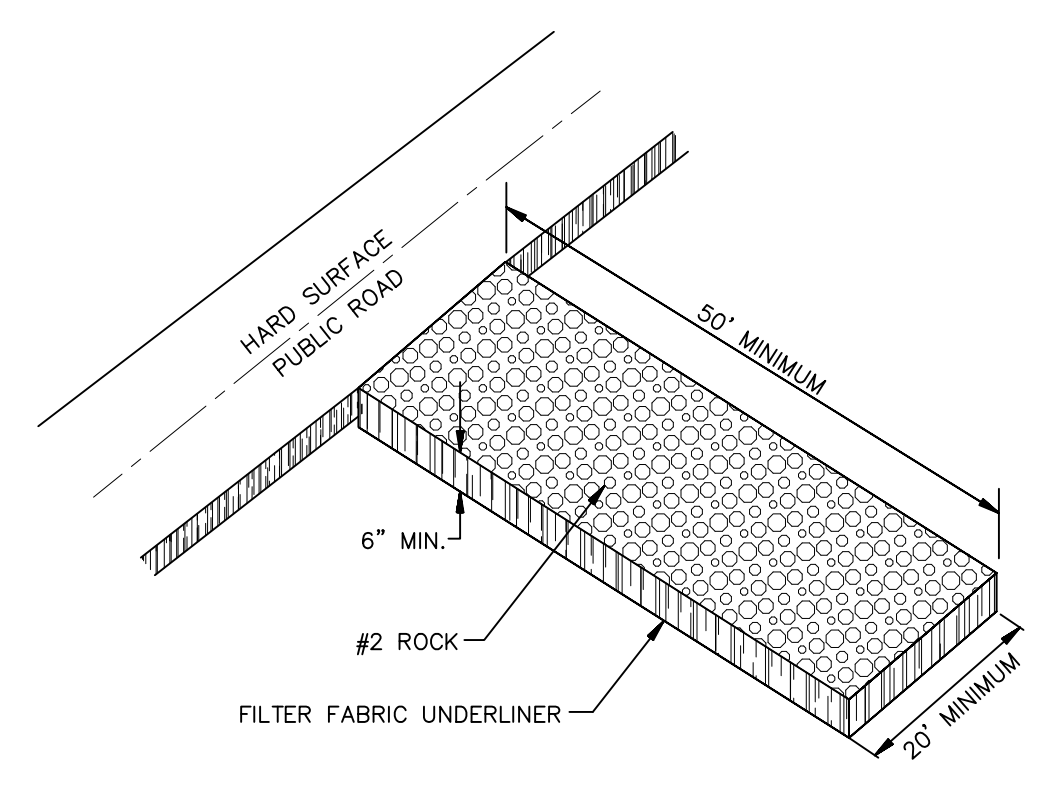
(N) DROP BOX INLET
SCALE: N.T.S.



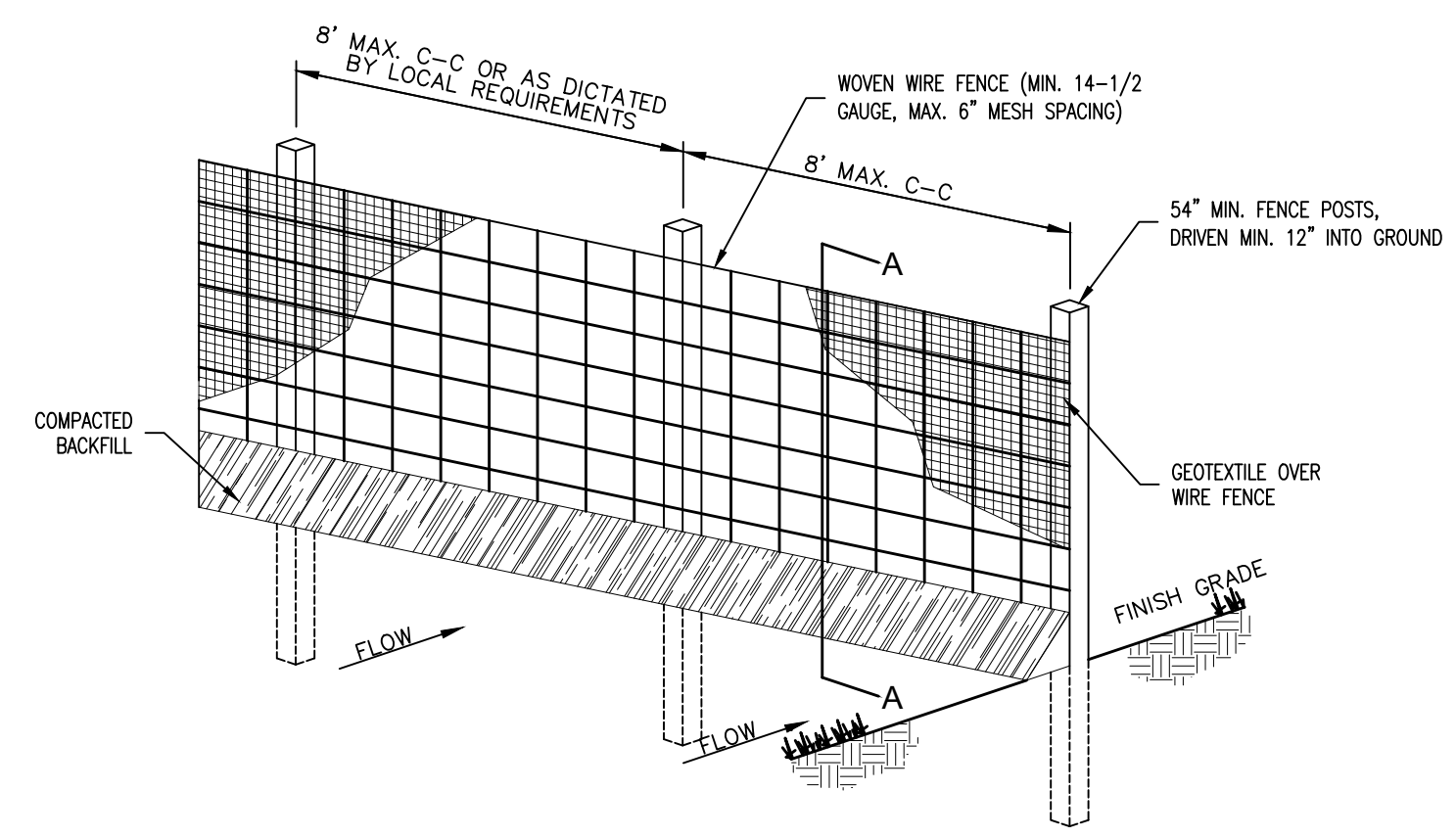
(O) DROP BOX INLET
SCALE: N.T.S.



(P) STORM PIPE TRENCH BACKFILL
SCALE: N.T.S.



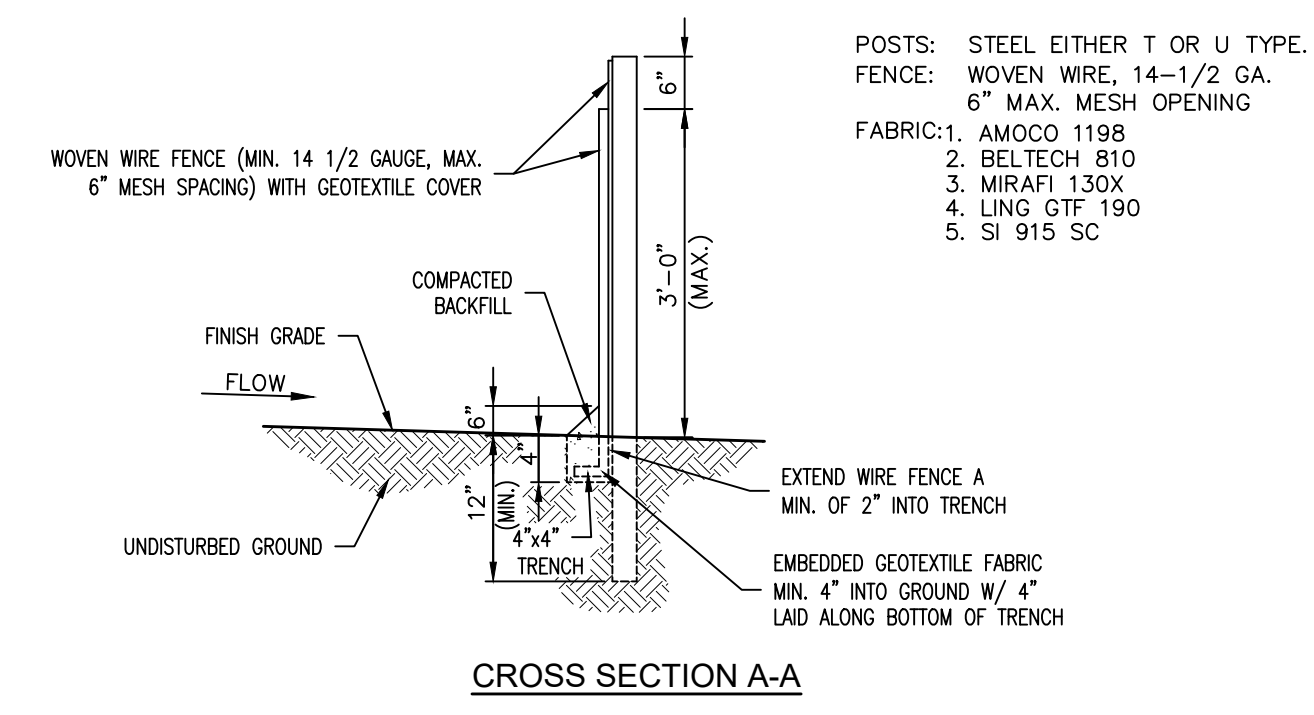
(Q) CONSTRUCTION EXIT
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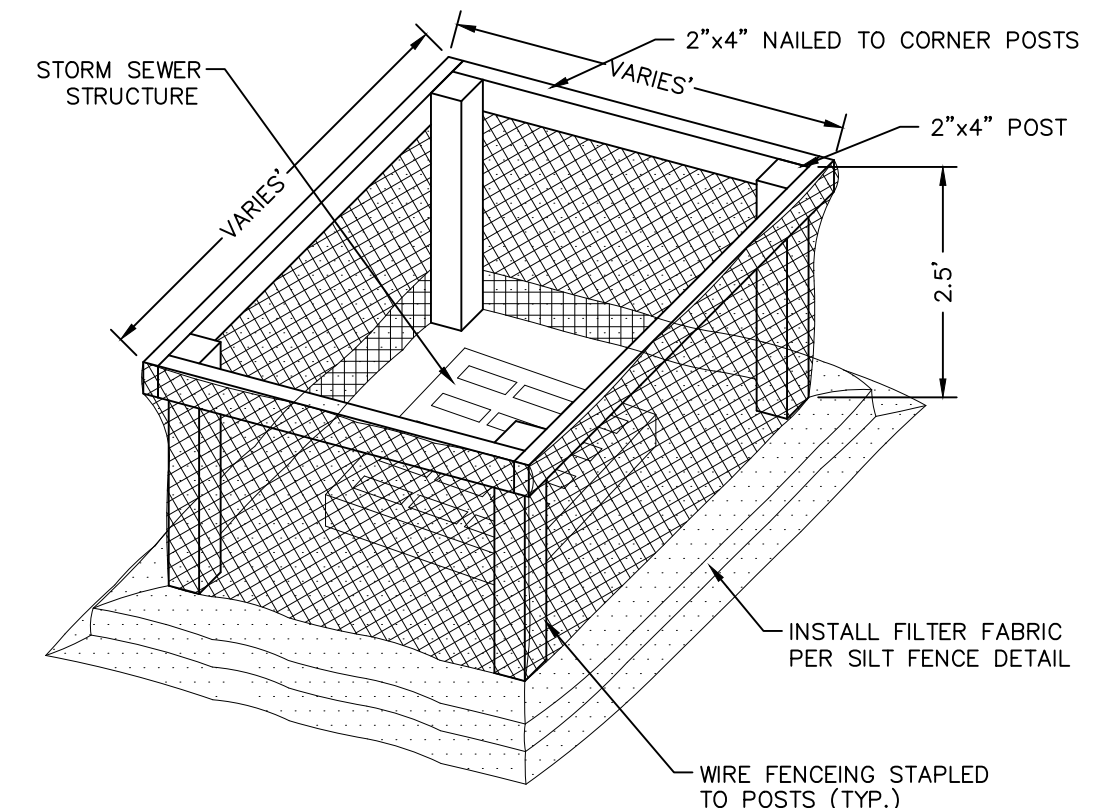
ISOMETRIC PLAN VIEW

- NOTE:
1. WOVEN WIRE FENCE TO BE FASTENED SECURELY TO FENCE TIES.
 2. GEOTEXTILE TO BE FASTENED SECURELY TO WOVEN WIRE FENCE WITH TIES SPACED EVERY 24" AT TOP AND MID SECTION.
 3. WHEN TWO SECTIONS OF GEOTEXTILE ADJOIN EACH OTHER THEY SHALL BE OVERLAPPED BY SIX INCHES AND FOLDED.
 4. MAINTENANCE SHALL BE PERFORMED AS NOTED IN THE EROSION CONTROL PLAN.
 5. COLLECTED MATERIAL SHALL BE REMOVED WHEN "BULGES" DEVELOP IN THE SILT FENCE.
 6. ALL SILT FENCE SHALL INCLUDE WIRE SUPPORT UNLESS INDICATED OTHERWISE.

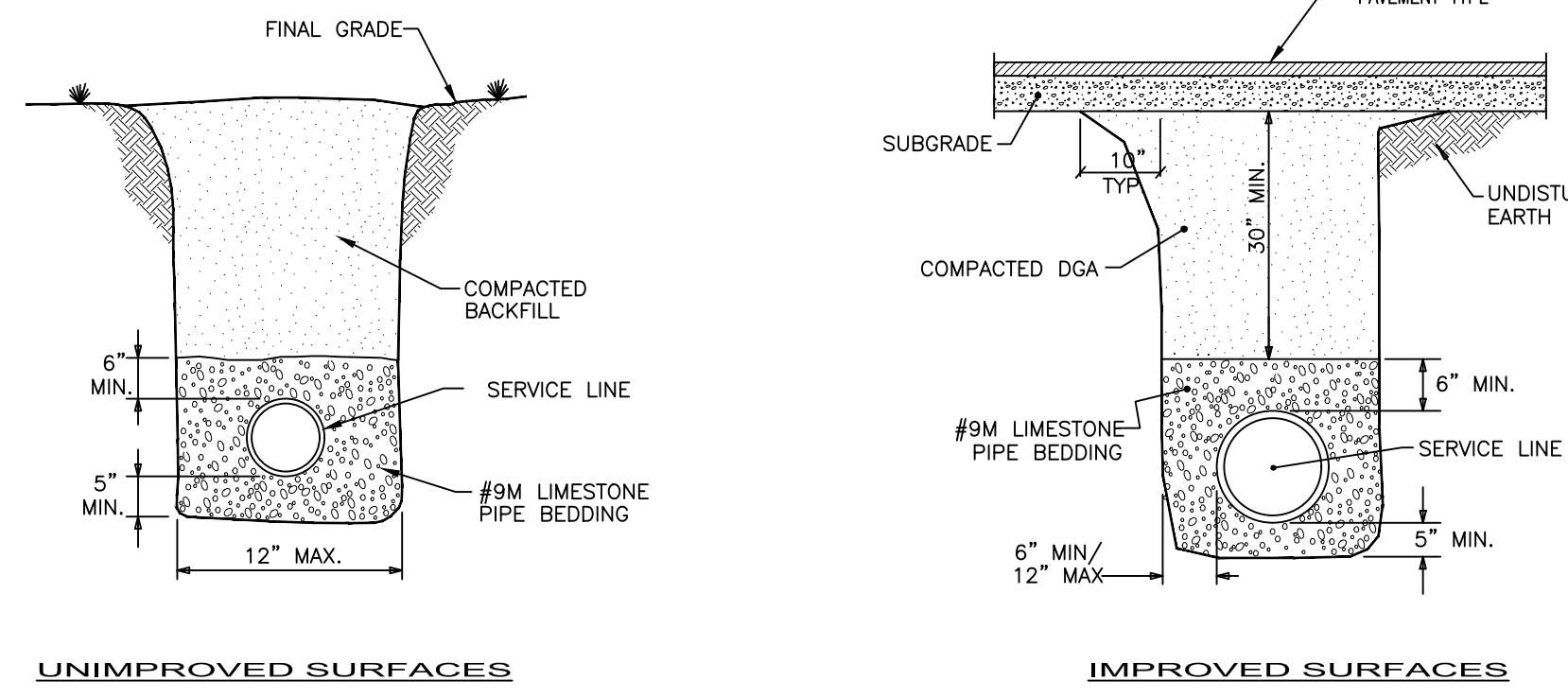
(R) SILT FENCE
SCALE: N.T.S.



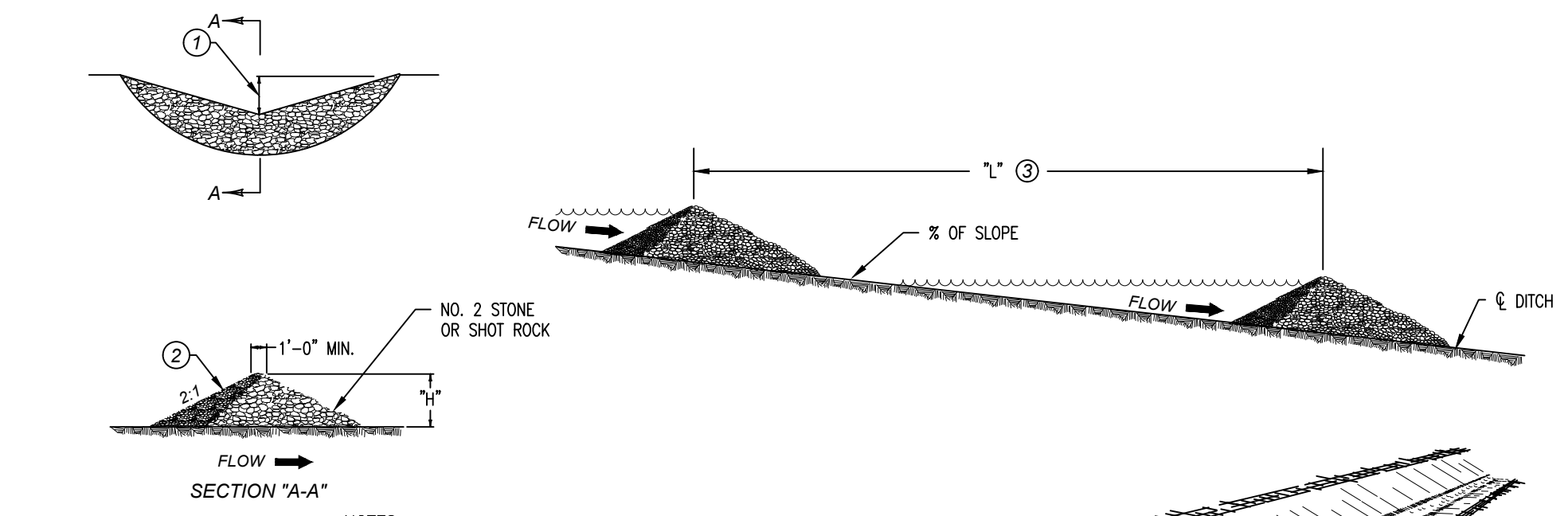
CROSS SECTION A-A



(S) INLET PROTECTION DETAIL
SCALE: N.T.S.

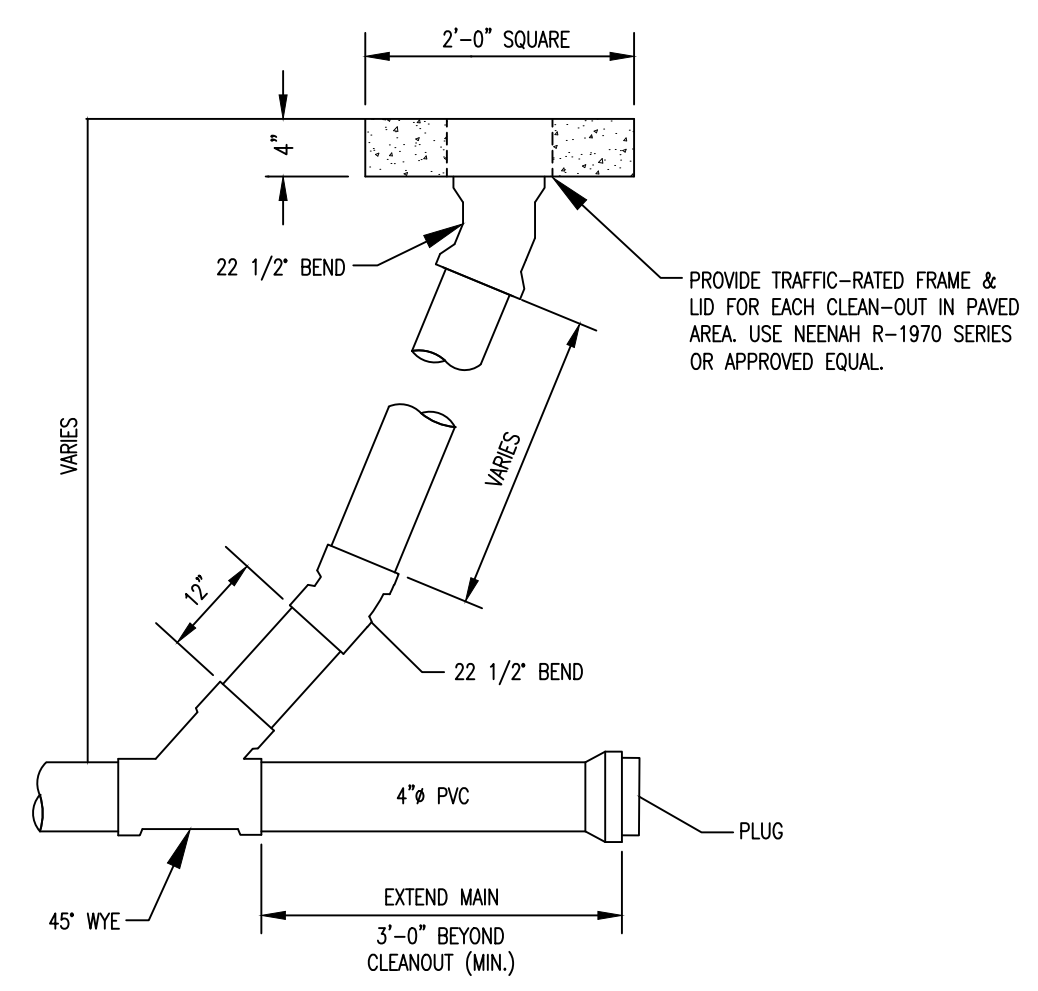


(U) UTILITY TRENCH SECTION
SCALE: N.T.S.

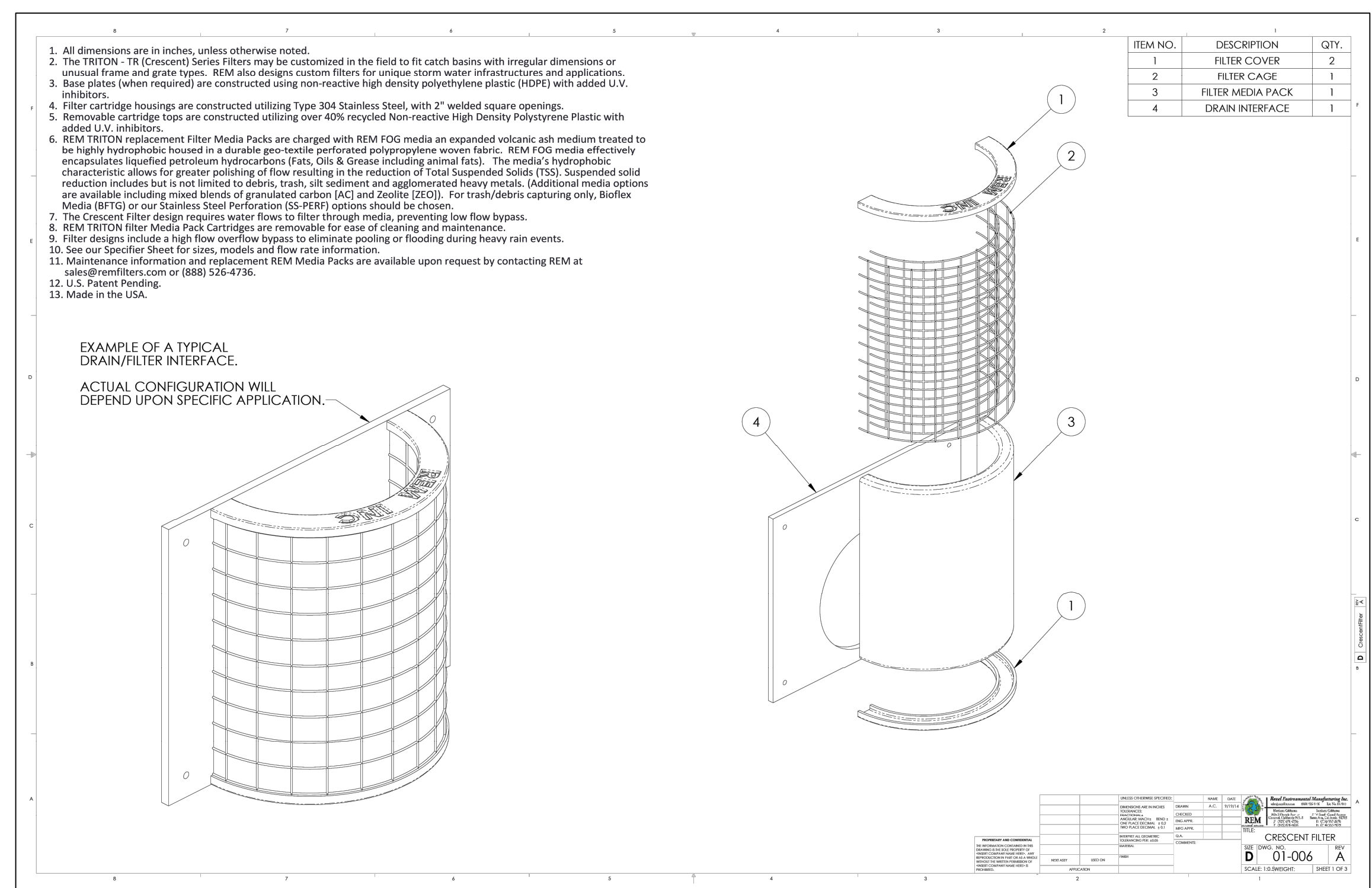


- NOTES
1. MIDDLE OF SILT TRAP SHALL BE A MINIMUM OF 1'-0" LOWER THAN SIDES SO FLOW WILL NOT BYPASS TRAP OR ERODE BANKS.
 2. UPSTREAM FACE OF SILT TRAP SHALL BE A 4" MIN. LAYER OF CRUSHED AGGREGATE HAVING 100% PASSING A 3" SIEVE AND NO MORE THAN 5% PASSING A NO. 8 SIEVE (SEE SECTION "A-A").
 3. L = H/SLOPE OF DITCH
 4. SPACE SILT TRAPS AT LOCATIONS AS SHOWN ON THE PLANS OR AS DIRECTED BY THE ENGINEER.
 5. SILT TRAP TYPE B SHALL BE USED ON ALL SLOPES GREATER THAN 2%.
 6. SILT TRAP TYPE B MAY BE USED ON ALL SLOPES LESS THAN 2%.

(V) KY D.O.H. SILT TRAP TYPE B
SCALE: N.T.S.



(T) CLEAN-OUT
SCALE: N.T.S.



ALL RIGHTS RESERVED - SITEWORX SURVEY & DESIGN, LLC. RESERVES ALL RIGHTS TO THE INFORMATION SHOWN HEREON. THESE DRAWINGS MAY NOT BE REPRODUCED OR COPIED WITHOUT THE EXPRESS WRITTEN CONSENT OF SITEWORX SURVEY & DESIGN, LLC.

CERTIFICATE OF OWNERSHIP

I (WE) HEREBY CERTIFY THAT I AM (WE ARE) THE OWNER(S) OF RECORD OF THE PROPERTY SHOWN HEREON AND THAT I (WE) APPROVE THIS PLAN OF SUBDIVISION WITH MY (OUR) FREE CONSENT.

SIGNATURE - CITY OF PADUCAH _____ DATE _____
 PRINT NAME _____ TITLE _____

CERTIFICATE OF ACKNOWLEDGMENT

STATE OF _____ COUNTY OF _____
 I, _____, A NOTARY PUBLIC IN AND FOR THE STATE AND COUNTY AFORESAID, DO HEREBY CERTIFY THAT THIS PLAN AND THE FOREGOING PLAN OF SURVEY WAS THIS DAY PRESENTED TO ME BY _____ KNOWN TO ME, TOGETHER WITH THE CERTIFICATE OF OWNERSHIP AND DEDICATION SHOWN HEREON, WHICH WAS, EXECUTED IN MY PRESENCE AND ACKNOWLEDGED TO BE THEIR FREE ACT AND DEED.
 WITNESS MY HAND AND SEAL THIS _____ DAY OF _____, 2025.
 NOTARY PUBLIC SIGNATURE: _____
 MY COMMISSION EXPIRES ON THE _____ DAY OF _____.

MAYOR'S CERTIFICATE OF DEDICATION APPROVAL

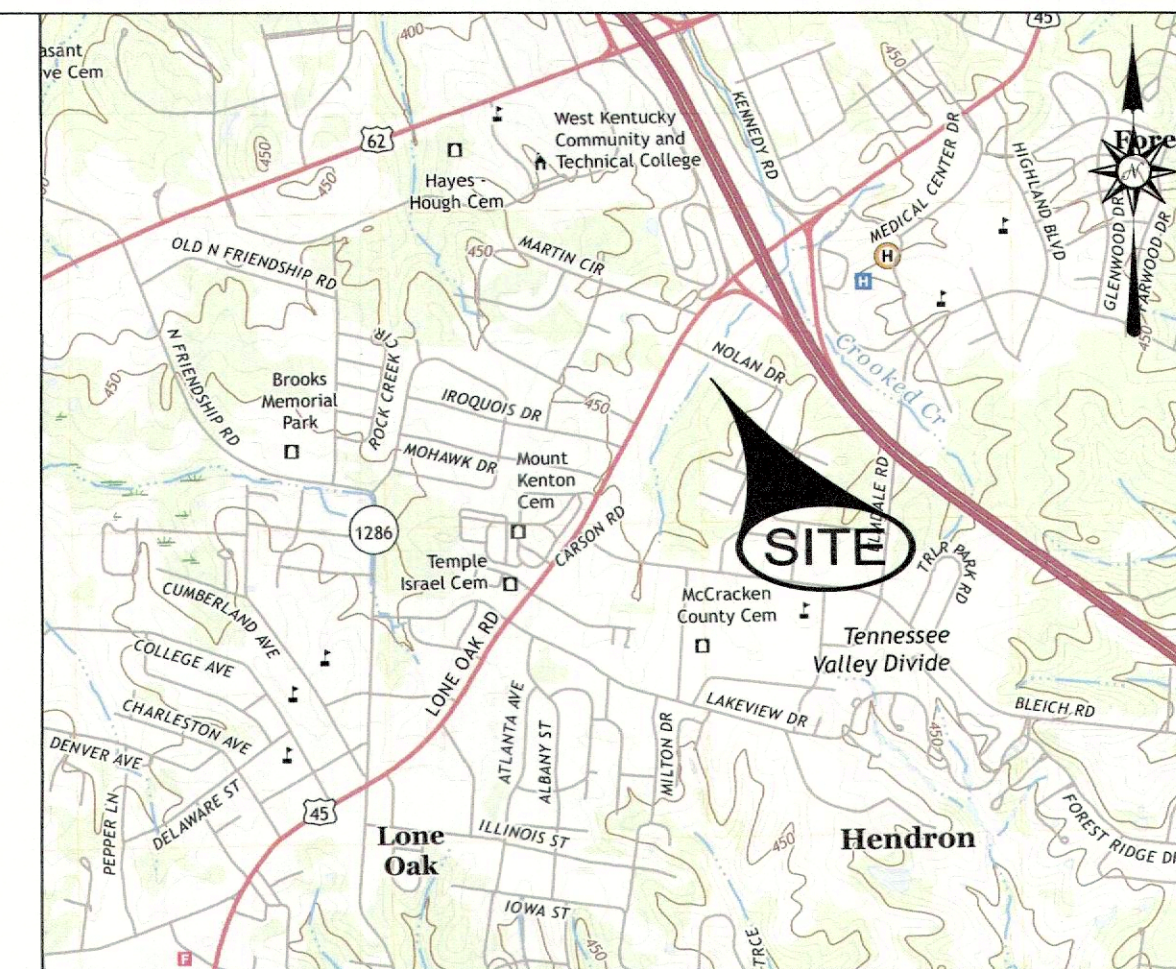
UNDER AUTHORITY PROVIDED BY CHAPTER 100 OF THE KENTUCKY REVISED STATUTES, I, GEORGE BRAY, MAYOR, ON BEHALF OF THE CITY OF PADUCAH, HEREBY CERTIFY THAT THE PROPOSED DEDICATION OF THE RIGHT-OF-WAY AND PUBLIC EASEMENTS AS SHOWN HEREON HAS BEEN FOUND TO BE BENEFICIAL TO THE PUBLIC INTEREST AND IS ACCEPTED BY THE CITY OF PADUCAH, KENTUCKY IN ACCORDANCE WITH ORDINANCE _____ ADOPTED AT A MEETING HELD ON _____
 MAYOR, CITY OF PADUCAH _____

CERTIFICATE OF APPROVAL OF STREETS

A FORM OF SECURITY IN THE AMOUNT OF \$ _____ HAS BEEN SUBMITTED IN ACCORDANCE WITH THE CITY OF PADUCAH CODE OF ORDINANCES TO ASSURE COMPLIANCE OF ALL REQUIRED SUBDIVISION IMPROVEMENTS IN ACCORDANCE WITH THE APPROVED PLANS & SPECIFICATIONS.
 CITY ENGINEER _____ DATE _____

CERTIFICATE OF RECORDING STATE OF KENTUCKY, COUNTY OF MCCRACKEN

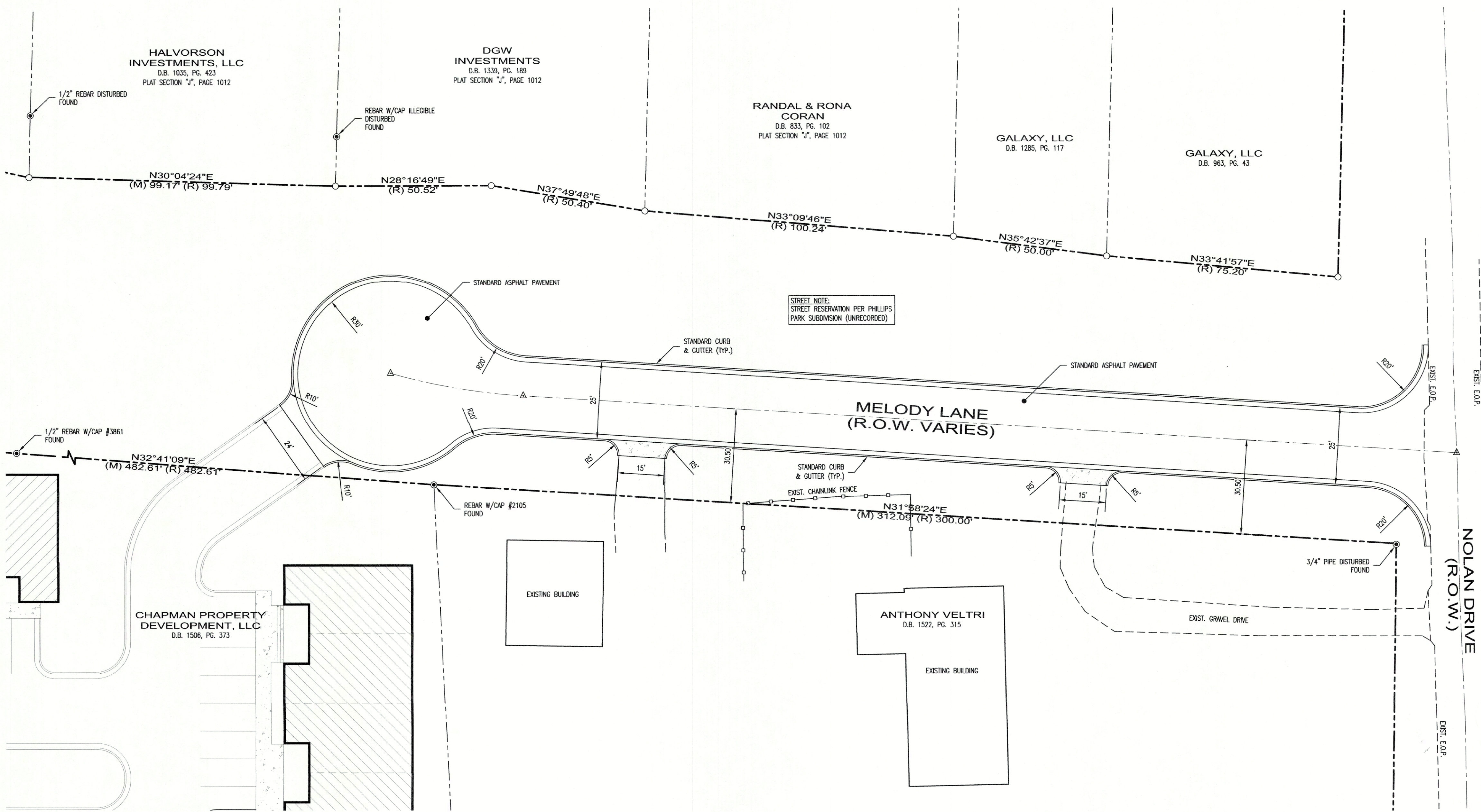
_____, CLERK FOR THE COUNTY AND STATE AFORESAID DO HEREBY CERTIFY THAT THIS PLAN WAS THIS DAY LOANED IN MY OFFICE FOR RECORD AND THAT I HAVE RECORDED SAME WITH THIS AND THE FOREGOING CERTIFICATES IN MY OFFICE.
 GIVEN UNDER MY SEAL THIS _____ DAY OF _____, 20_____
 BY _____ D.C. _____ CLERK
 AND RECORDED IN PLAT SECTION _____ PAGE _____
 MCCRACKEN COUNTY COURT CLERK _____ DEPUTY COURT CLERK _____



VICINITY MAP
 SCALE: 1" = 2000'



BASIS OF BEARINGS:
 ALL BEARINGS SHOWN ON THIS DRAWING ARE BASED UPON KENTUCKY SOUTH ZONE-1602, NAD 83



LEGEND

○	PROPERTY CORNER - NO MONUMENT SET
●	PROPERTY CORNER - FOUND AS NOTED
---	PROPERTY LINE
- - - -	ADJOINING PROPERTY LINE
---	CENTERLINE
- - - -	EASEMENT LINE

- GENERAL NOTES**
- OWNER: CITY OF PADUCAH
 P.O. BOX 2267
 PADUCAH, KENTUCKY 42002-2267
 - CLIENT: CHAPMAN PROPERTY DEVELOPMENT, LLC
 2201 BROADWAY
 PADUCAH, KY 42001
 - SOURCE: PLAT SECTION "J", PAGE 1012
 PLAT SECTION "N", PAGE 27
 PLAT SECTION "N", PAGE 107
 - THE SUBJECT PROPERTY IS LOCATED IN FLOOD ZONE "X" (AREA DETERMINED TO BE OUTSIDE THE 0.2% ANNUAL CHANCE FLOODPLAIN) AS SHOWN ON THE FLOOD INSURANCE RATE MAPS FOR MCCRACKEN COUNTY - MAP NO. 21145010142F DATED 11/02/2011.
 - THE SUBJECT PROPERTY IS SERVED WITH SANITARY SEWER BY MCCRACKEN COUNTY JOINT SEWER AGENCY.
 - THE SUBJECT PROPERTY IS SERVED WITH POTABLE WATER BY PADUCAH WATER.
 - THERE WERE NO COMETERS OR GRAVE SITES FOUND DURING INSPECTION OF THIS PROPERTY DURING THIS SURVEY.

SURVEYOR'S CERTIFICATE

TO: CITY OF PADUCAH
 P.O. BOX 2267
 PADUCAH, KENTUCKY 42002-2267

THIS PLAT REPRESENTS A SURVEY MADE UNDER MY SUPERVISION IN ACCORDANCE WITH ACCEPTABLE PROFESSIONAL STANDARDS BY THE METHOD OF RANDOM TRAVERSE WITH SIDESHOTS HAVING AN UNADJUSTED CLOSURE RATIO OF 1:52402 BEFORE ADJUSTMENT OF THE ADJUSTED ANGULAR AND LINEAR DIMENSIONS HEREON INDICATED. FOR AN URBAN SURVEY AS DEFINED BY THE MINIMUM STANDARDS OF PRACTICE FOR LAND SURVEYING IN KENTUCKY, THE INFORMATION SHOWN BY THIS PLAT BEING TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Aug. 12, 2025
 DATE OF SURVEY COMPLETION

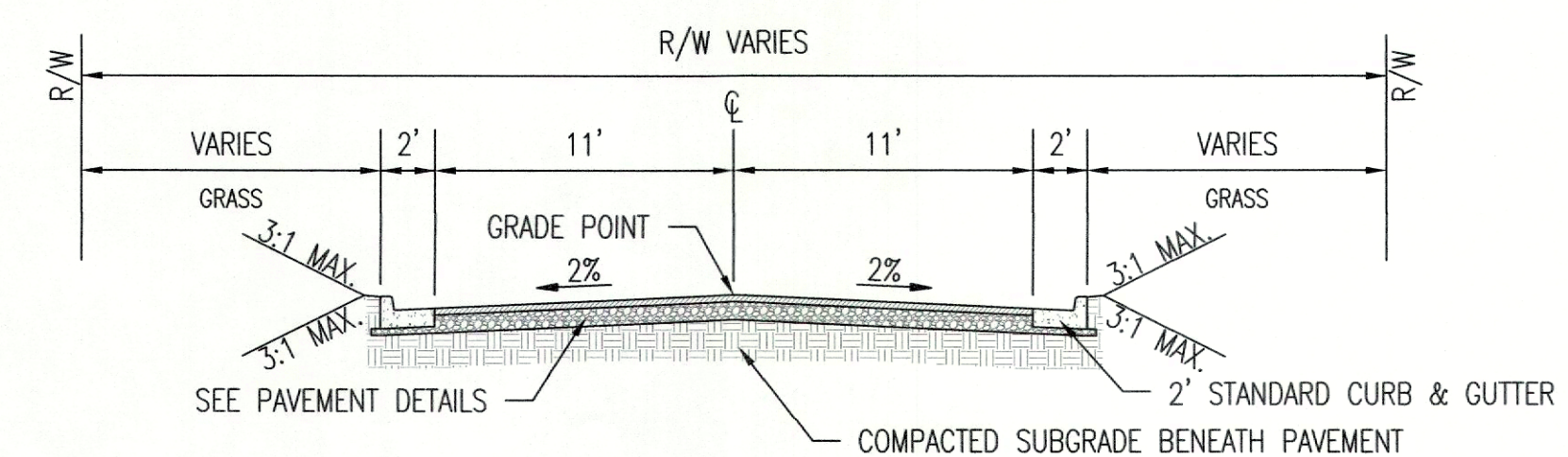
DEC. 5, 2025
 DATE OF SIGNATURE

Alan E. Kruse
 KENTUCKY PROFESSIONAL LAND SURVEYOR #2403

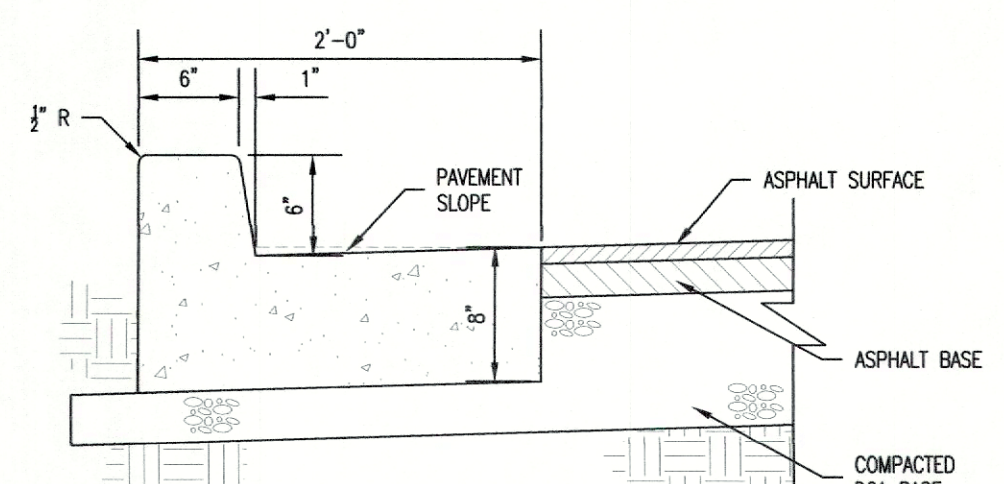
TITLE OPINION:
 THIS PLAT HAS BEEN PRODUCED WITHOUT THE BENEFIT OF A TITLE OPINION. A DILIGENT EFFORT WAS MADE AT THE TIME OF THIS SURVEY TO OBTAIN AND SHOW RIGHTS-OF-WAY, EASEMENTS, AND RESTRICTIONS PERTAINING TO THIS PROPERTY. HOWEVER, THIS PLAT IS SUBJECT TO THE FINDINGS THAT WOULD BE REVEALED IN AN ACCURATE TITLE OPINION.

INTENT:
 THE INTENT OF THIS PLAT IS TO ESTABLISH MELODY LANE AND DEDICATE THE IMPROVEMENTS WITHIN THE EXISTING CITY RIGHT OF WAY FOR PUBLIC USE AND MAINTENANCE BY THE CITY OF PADUCAH. THIS PLAT IS SUBMITTED IN ACCORDANCE WITH KRS CHAPTER 100 RELATIVE TO THE CITY OF PADUCAH ZONING ORDINANCE.

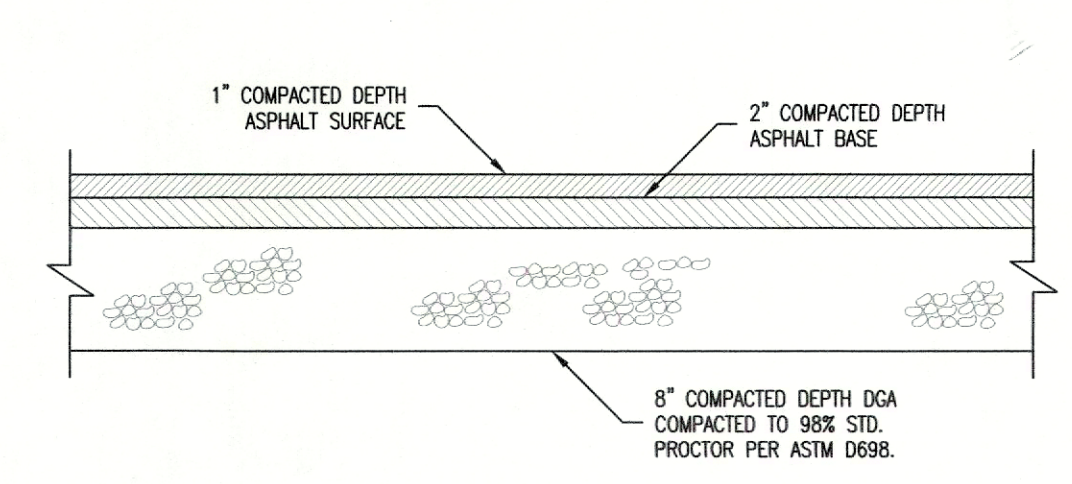
NOTE:
 ALL CONNECTIONS TO THE ESTABLISHED STREET, INCLUDING ENTRANCES, PRIVATE ROADS, AND DRIVEWAYS WITHIN THE EXISTING RIGHT OF WAY ARE PRIVATELY MAINTAINED FEATURES IN ACCORDANCE WITH PADUCAH CODE OF ORDINANCES SEC. 98-35.



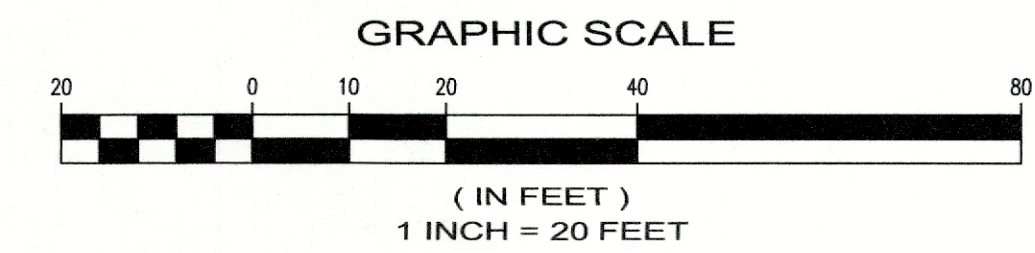
MELODY LANE
 TYPICAL STREET SECTION
 NOT TO SCALE



STANDARD CURB & GUTTER
 SCALE: N.T.S.



STANDARD ASPHALT PAVEMENT
 SCALE: N.T.S.



siteworx
 SURVEY & DESIGN, LLC
 124 South 31st Street - Paducah, KY 42001 - Ph: (270) 443-8401
 www.siteworxdesign.com

STREET ACCEPTANCE PLAT
 THE PLAT OF SURVEY SHOWN HEREON REPRESENTS A BOUNDARY SURVEY AND COMPLIES WITH 201KAR 18:150

NEW STREET: MELODY LANE
NOLAN DRIVE
PADUCAH, KENTUCKY 42003

PROJECT NO.: 24053
 DATE: DECEMBER 2, 2025
 DRAWN BY: MM
 CHECKED BY: LKX
 REV. DESCRIPTION

SHEET
1
 OF 1

ALL RIGHTS RESERVED - STREETS, CURBS & GUTTERS, U.S. DISTRICTS ARE SUBJECT TO THE INFORMATION SHOWN HEREON. THESE PLANS MAY NOT BE REPRODUCED OR COPIED WITHOUT THE EXPRESS WRITTEN CONSENT OF SITEWORX SURVEY & DESIGN, LLC.

ROADWAY PERFORMANCE AND WARRANTY SURETY BOND AGREEMENT

THIS AGREEMENT is made this 14th day of January 2026, by and between the City of Paducah ("City"), with a principal mailing address of 300 South 5th Street, Paducah, Kentucky 42003; Chapman Property Development 2201 Broadway St Paducah, KY 42001; and Merchant National Bonding, Inc. PO BOX 14498 Des Moines, IA 50306.

RECITALS

A Developer desires final acceptance of a Street Acceptance Plan, pursuant to a plan dated December 2, 2025.

Developer is desirous of installing the public improvements pursuant to the Final Plan, consisting of the grading, drainage, curbing, and paving for the street known as Melody Lane, and administration and engineering fees, for that purpose. Developer has obtained an estimate prepared by a professional engineer, which estimate is in the amount of \$72,950.00 (and which estimate is equal to the cost of completion, under prevailing wage laws). The developer will provide to the City a Performance and Warranty Surety Bond in the amount of One hundred-fifty thousand dollars (\$150,000.00), which amount is estimated in accordance with current City contracts to prosecute the work.

Developer must complete the improvements for the Roadway within fifty (50) weeks from the date hereof. The City's subdivision regulations require that financial security be posted for public improvements prior to final plan approval.

It is the purpose of this Agreement to provide the financial security needed by the Developer to guarantee the installation of the aforementioned public improvements.

NOW, THEREFORE, for and in exchange of mutual consideration and benefits, the previous receipt thereof being hereby acknowledged and intending to be legally bound by the provisions hereof, the parties agree as follows:

Developer agrees to provide a Performance and Warranty Surety Bond for the benefit of and made payable to the City for the purpose of guaranteeing payment for completion of public improvements by Developer, consisting of the grading, curbing and paving for the street known as Melody Lane, as required by the City of Paducah Planning and Zoning Ordinance Subdivision Requirements and as set forth on specifications and plans submitted by Developer to the City.

The Performance and Warranty Surety Bond shall be in the amount of \$150,000.00 and shall initially be in force and issued for a period of one (1) year, (fifty-two (52) weeks) from date hereof. Developer agrees that all public improvements shall be completed within fifty (50) weeks from the date hereof.

Developer will complete the improvements to Melody Lane in accordance with plans and specifications filed with the City.

If all the improvements referred to in Paragraph 1 of this Agreement are not completed within fifty (50) weeks from the date hereof, the Developer may seek extension of that period upon the concurrence of the City; provided, however, that as a condition to the grant of such extension, Developer must provide a Performance and Warranty Surety Bond for the benefit of and made to the City, in a form acceptable to the City, and in an amount and for a time to be determined by the City. In the event of such extension, Developer agrees to complete all public improvements prior to the expiration of the newly revised or reissued Performance and Warranty Surety Bond.

Upon notification from the City to the bond issuing entity of default in construction of the public improvements pursuant to specifications and plans within fifty (50) weeks, the bond issuing entity's responsibility under its Performance and Warranty Surety Bond shall be triggered. The bond issuing entity shall pay the City the original amount of the Performance and Warranty Surety Bond less, any lawful deductions thereto, as determined by and approved by the City; said amount to be used by the City toward the completion of said improvements. The required improvements are to be completed by the City at the City's option, with payment by the bond issuing entity to the City upon the City's filing with the bond issuing entity an affidavit stating Developer's default.

Upon default by Developer in construction of the public improvements pursuant to specifications and plans, the City shall be authorized to withhold (a) permits for the further construction of improvements and (b) building permits.

The City agrees that this Agreement and the Performance and Warranty Surety Bond are the financial security required for the public improvements for the Final Plan of the Melody Lane Development Plan.

IN WITNESS HEREOF AND BY AFFIXING THE SIGNATURES OF THEIR AUTHORIZED AGENTS BELOW, THE PARTIES HEREBY ACKNOWLEDGE AND CERTIFY THAT THE TERMS AND CONDITIONS SET FORTH HEREIN WERE AGREED UPON BY THE PARTIES IN THE COURSE OF GOOD FAITH NEGOTIATIONS CONDUCTED AT ARMS LENGTH. SAID SIGNATURES FURTHER ACKNOWLEDGE AND CERTIFY THAT THE PARTIES HAVE BEEN GIVEN ADEQUATE TIME TO READ, REVIEW, AND SEEK CLARIFICATION FROM LEGAL COUNSEL PERTAINING TO ALL RIGHTS AND DUTIES SET FORTH HEREIN AND NOW FULLY UNDERSTAND ALL SUCH RIGHTS AND DUTIES AND INTEND TO BE BOUND BY THE SAME.

CITY OF PADUCAH

George Bray
City of Paducah Mayor

NOTARY SEAL

STATE OF KENTUCKY

CITY OF

I certify the following was duly sworn before me on the _____ day of January,

2026

Notary Public

My commission expires _____

DEVELOPER

By: _____

Jim Chapman

Title: Chapman Property Development, LLC - Jim Chapman

NOTARY SEAL

STATE OF KENTUCKY

CITY OF Warren

I certify the following was duly sworn before me on the 14th day of January, 2026.

Karen Johnson
Notary Public

My commission expires August 26, 2027

KAREN JOHNSON
NOTARY PUBLIC
STATE AT LARGE
KENTUCKY
COMMISSION # 76072
MY COMMISSION EXPIRES AUGUST 26, 2027

BOND ISSUING ENTITY

By:

Kaykela Carter

Title: Merchants National Bonding, Inc.

LaKala Carter, Attorney-in-Fact

NOTARY SEAL

STATE OF KENTUCKY

CITY OF WARREN

KAREN JOHNSON
NOTARY PUBLIC
STATE AT LARGE
KENTUCKY
COMMISSION # 76072
MY COMMISSION EXPIRES AUGUST 26, 2027

I certify the following was duly sworn before me on the 14TH day of January, 2026

Karen Johnson
Notary Public

My commission expires August 26, 2027

MERCHANTS
BONDING COMPANY™

MERCHANTS NATIONAL BONDING, INC. P.O. BOX 14498, DES MOINES, IA 50306-3498
PHONE: (800) 678-8171 FAX: (515) 243-3854

SUBDIVISION BOND

Bond No. 101748764

KNOW ALL PERSONS BY THESE PRESENTS:

THAT we, Chapman Property Development LLC

as Principal, and Merchants National Bonding, Inc. (hereinafter called the Surety) are held and firmly bound unto the City of Paducah, KY

as Obligee, in the penal sum of one hundred fifty thousand

dollars (\$150,000.00), lawful money of the United States to the payment of which sum well and truly to be made, the Principal herein firmly binds himself (themselves), their heirs, executors, and administrators, and the said Surety binds itself, its successors, assigns, executors and administrators, jointly and severally, firmly by these presents.

NOW THE CONDITION OF THIS OBLIGATION IS SUCH, THAT, whereas the above bounden Principal is platting certain lots entitled Melody Lane

being an official plat lying within the City of Paducah
County of McCracken, State of Kentucky.

WHEREAS, the above bounden Principal has agreed with the Obligee to install the following improvements:

Developer is desirous of installing the public improvements pursuant to the Final Plan, consisting of the grading, drainage, curbing, and paving for the street known as Melody Lane, and administration and engineering fees, for that purpose.

ALL such improvements to be completed in accordance with an agreement between the Principal and the Obligee.

NOW, if the Principal shall in all respects fulfill this said obligation according to the terms thereof, and shall satisfy all claims and demands incurred for same, and shall fully indemnify and save harmless the Obligee from all costs and damages which it may suffer by reason of failure to do so and shall fully reimburse and repay the Obligee all outlays and expenses which it may incur in making good any such default, then this obligation is to be void and of no effect; otherwise to remain in full force and effect.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this 14th
day of January, 20 26.

Chapman Property Development LLC
Principal

By Jim Chapman

Merchants National Bonding, Inc.

By Lakala Carter
Lakala Carter Attorney-in-Fact



MERCHANTS BONDING COMPANY™ POWER OF ATTORNEY

Know All Persons By These Presents, that MERCHANTS BONDING COMPANY (MUTUAL) and MERCHANTS NATIONAL BONDING, INC., both being corporations of the State of Iowa, and MERCHANTS NATIONAL INDEMNITY COMPANY, an assumed name of Merchants National Bonding, Inc., (herein collectively called the "Companies") do hereby make, constitute and appoint, individually,

Lakala Carter

their true and lawful Attorney(s)-in-Fact, to sign its name as surety(ies) and to execute, seal and acknowledge any and all bonds, undertakings, contracts and other written instruments in the nature thereof, on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

This Power-of-Attorney is granted and is signed and sealed by facsimile under and by authority of the By-Laws adopted by the Board of Directors of the Companies.

"The President, Secretary, Treasurer, or any Assistant Treasurer or any Assistant Secretary or any Vice President shall have power and authority to appoint Attorneys-in-Fact, and to authorize them to execute on behalf of the Company, and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof."

"The signature of any authorized officer and the seal of the Company may be affixed by facsimile or electronic transmission to any Power of Attorney or Certification thereof authorizing the execution and delivery of any bond, undertaking, recognizance, or other suretyship obligations of the Company, and such signature and seal when so used shall have the same force and effect as though manually fixed."

In connection with obligations in favor of the Florida Department of Transportation only, it is agreed that the power and authority hereby given to the Attorney-in-Fact includes any and all consents for the release of retained percentages and/or final estimates on engineering and construction contracts required by the State of Florida Department of Transportation. It is fully understood that consenting to the State of Florida Department of Transportation making payment of the final estimate to the Contractor and/or its assignee, shall not relieve this surety company of any of its obligations under its bond.

In connection with obligations in favor of the Kentucky Department of Highways only, it is agreed that the power and authority hereby given to the Attorney-in-Fact cannot be modified or revoked unless prior written personal notice of such intent has been given to the Commissioner - Department of Highways of the Commonwealth of Kentucky at least thirty (30) days prior to the modification or revocation.

In Witness Whereof, the Companies have caused this instrument to be signed and sealed this 14th day of January, 2026

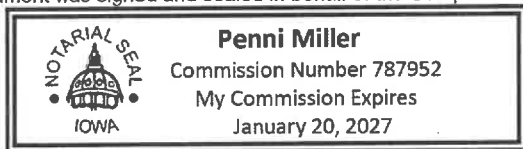



MERCHANTS BONDING COMPANY (MUTUAL)
MERCHANTS NATIONAL BONDING, INC.
MERCHANTS NATIONAL INDEMNITY COMPANY

By 
President

STATE OF IOWA
COUNTY OF DALLAS ss.

On this 14th day of January, 2026, before me appeared Larry Taylor, to me personally known, who being by me duly sworn did say that he is President of MERCHANTS BONDING COMPANY (MUTUAL), MERCHANTS NATIONAL BONDING, INC., and MERCHANTS NATIONAL INDEMNITY COMPANY; and that the seals affixed to the foregoing instrument are the Corporate Seals of the Companies; and that the said instrument was signed and sealed in behalf of the Companies by authority of their respective Boards of Directors.




Notary Public

(Expiration of notary's commission does not invalidate this instrument)

I, Elisabeth Sandersfeld, Secretary of MERCHANTS BONDING COMPANY (MUTUAL), MERCHANTS NATIONAL BONDING, INC., and MERCHANTS NATIONAL INDEMNITY COMPANY do hereby certify that the above and foregoing is a true and correct copy of the POWER-OF-ATTORNEY executed by said Companies, which is still in full force and effect and has not been amended or revoked.

In Witness Whereof, I have hereunto set my hand and affixed the seal of the Companies on this 14th day of January, 2026




Secretary