



**CITY COMMISSION MEETING
 AGENDA FOR JUNE 9, 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

ADDITIONS/DELETIONS

PRESENTATION 2026 Citizens' Academy Graduation - Cathy Bryant-Quimby

PUBLIC COMMENTS

MAYOR'S REMARKS

Items on the Consent Agenda are considered to be routine by the Board of Commissioners and will be enacted by one motion and one vote. There will be no separate discussion of these items unless a Board member so requests, in which event the item will be removed from the Consent Agenda and considered separately. The City Clerk will read the items recommended for approval.

	I.	<u>CONSENT AGENDA</u>
	A.	Approve Minutes for May 26, 2026, Board of Commissioners Meeting
	B.	Receive & File Documents
	C.	Appointment of Ajay Patel to the Convention & Visitors Bureau
	D.	Appointment of Tonya Shelton to the Creative and Cultural Council
	E.	Personnel Actions
	F.	Position and Pay Schedule Update for FY27 - S. WILCOX
	G.	Job Grade Schedule Update for FY27 - S. WILCOX
	H.	Approve Contract with CJ Mahan Construction Company, LLC for the Pump Station #11 Pump 3 Repair Project for \$245,025.00 - G. GUEBERT
	I.	Approve Contract Modification #3 with Jim Smith Contracting for Additional Scope of Work for the Paducah Infrastructure Improvements Project (BUILD project) for \$130,382.28 - G. GUEBERT

		J.	Approve a Contract Extension for Endpoint Detection and Response services through Kroll, Inc. in the amount of \$134.30 Per Endpoint - E. STUBER
		K.	Authorize the sale of property located at 5065 Concord Avenue - C. GAULT
		L.	Approve Amendments 11 and 12 with Federal Engineering for Radio System Implementation related to the 911 Radio Upgrade, not to exceed \$120,000 - B. LAIRD
		M.	Approve employment agreement to re-hire retired police officer Joseph Hayes - B. LAIRD
		N.	Authorize a Contract with Uppertown Heritage Foundation in the Amount of \$225,000 - H. REASONS
	II.	<u>MUNICIPAL ORDER(S)</u>	
		A.	Declaration and Sale of Surplus Property-718 Jones Street - C. GAULT
		B.	Declaration and Sale of Surplus Property 709 Jones Street - C. GAULT
		C.	Authorize a Contract with PFGW Architects for the City Hall Stabilization Project - C. YARBER & J. CANTER
	III.	<u>ORDINANCE(S) - ADOPTION</u>	
		A.	FY2027 Budget Ordinance (July 1, 2026 to June 30, 2027) - A. KYLE
	IV.	<u>ORDINANCE(S) - INTRODUCTION</u>	
		A.	Authorize a Memorandum of Understanding Between City and PVA for calculation of 911 Parcel Fee - E. STUBER
	V.	<u>COMMENTS</u>	
		A.	Comments from the City Manager
		B.	Comments from the Board of Commissioners
	VI.	<u>EXECUTIVE SESSION</u>	

May 26, 2026

At a Regular Meeting of the Paducah Board of Commissioners held on Tuesday, May 26, 2026, at 5:00 p.m. CDT, in the Commission Chambers of City Hall located at 300 South 5th Street, Mayor 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 Smith led the Invocation.

PLEDGE OF ALLEGIANCE

Mayor Bray led the pledge.

PROCLAMATION

Communications Manager Pam Spencer offered the following summary:

Mayor George Bray presented a proclamation to Paducah Main Street Executive Director Blaine McDonald and Assistant Director Carly Dick proclaiming May as Paducah Main Street Month to celebrate the accomplishments of the organization since transitioning to an independent agency in 2025. The proclamation also proclaims the first Friday in June as Fridays After Five Concert Series Day to kick off the concert series that will be held Friday evenings from June 5 through August 7.

PUBLIC COMMENTS:

- Bonnie Koblitz – spoke in opposition to an AI data center in McCracken County.
- Stephanie Sheppard – requested an inflatable “bubble” be placed over Noble Park pool to make it accessible all year long.
- Paul Shaw – complained about fireworks in his North 24th Street neighborhood and requested additional enforcement and patrol this year.

CONSENT AGENDA

Mayor Bray asked if the Board wanted any items on the Consent Agenda removed for separate consideration. Item I(N) was removed for separate discussion. Mayor Bray asked the City Clerk to read the remaining items on the Consent Agenda.

I(A)	Approve Minutes for the May 11 and May 12, 2026, Board of Commissioners Meetings
I(B)	Receive & File Documents: <i>Deed File:</i> 1, General Warranty Deed – City of Paducah to C.I.R.CO PROPERTIES, LLC 318 Broadway – MO #2907 <i>Contract File:</i> 1. S&K Equipment Company, Inc. – Flood Pump #3 – Island Creek Flood Station – no Commission Action – signed by City Manager Daron Jordan

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	<ol style="list-style-type: none">2. ALTA Owner's Policy of Title Insurance Issued by First American Title Insurance Company – 3047 Jackson Street – MO #31453. HVAC Cleaning and Ductwork Sealing – Hugh's Environmental - MO #31754. Household Hazardous Waste Management Grant Agreement – MO #32175. Mainstream Commercial Divers, Inc. – bathymetric soundings – river bottom topography – No Commission Action – signed by City Engineer Greg Guebert
I(C)	A MUNICIPAL ORDER APPOINTING MICHAEL YUNGMANN TO FILL THE VACANCY CREATED BY THE LATE JOHN D. WILLIAMS AS A MEMBER OF THE BOARD OF TRUSTEES FOR THE OPERATION OF A MUNICIPAL COLLEGE IN THE CITY OF PADUCAH, KENTUCKY, FOR A PERIOD OF FOUR YEARS (MO #3242; BK 14)
I(D)	Personnel Actions
I(E)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH DWA RECREATION IN THE AMOUNT OF \$87,202 FOR THE PURCHASE AND INSTALLATION OF NEW SHADE CANOPIES FOR THE PUBLIC POOL AND TENNIS COURT FACILITIES IN NOBLE PARK, AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3243; BK 14)
I(F)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH MIRACLE PLAYGROUNDS OF KY AND TN IN THE AMOUNT OF \$198,743.00 FOR THE PURCHASE AND INSTALLATION OF NEW PLAYGROUND EQUIPMENT AT KOLB PARK, AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3244; BK 14)
I(G)	A MUNICIPAL ORDER APPROVING THE FIRST AMENDMENT TO A CONTRACT FOR SERVICES WITH RIGHTWAY JANITORIAL TO PROVIDE CERTAIN JANITORIAL SERVICES AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3245; BK 14)
I(H)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE AN APPLICATION FOR A KENTUCKY OFFICE OF THE ATTORNEY GENERAL STAND BY THE BADGE PEER SUPPORT FOR LAW ENFORCEMENT GRANT IN THE AMOUNT OF \$5,000, TO DEVELOP OR ENHANCE PEER SUPPORT PROGRAMS THAT ADDRESS CHRONIC STRESS AND PROMOTE OFFICER MENTAL HEALTH AND WELLNESS, ACCEPTING ANY GRANT FUNDS AWARDED, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME (MO #3246; BK 14)
I(I)	A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PADUCAH POLICE DEPARTMENT AND THE PADUCAH INDEPENDENT SCHOOL DISTRICT TO ALLOW SCHOOL DISTRICT RESOURCE OFFICERS TO CONDUCT LAW ENFORCEMENT ACTIVITIES BEYOND SCHOOL PROPERTY TO FULFILL OFFICIAL DUTIES. (MO #3247; BK 14)
I(J)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH HANNAN SUPPLY FOR PURCHASE OF LIGHT FIXTURES FOR THE MARINE WAY IMPROVEMENT PROJECT IN THE AMOUNT OF \$86,757 AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3248; BK 14)
I(K)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH WORLD TOWER COMPANY, INC. TO COMPLETE E911 TOWER REMEDIATION IN THE AMOUNT OF \$42,665 AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3249; BK 14)

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I(L)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH ALLIED CONTRACTING IN AN AMOUNT NOT TO EXCEED \$249,491.00, FOR THE CITY HALL ADMINISTRATION RENOVATION AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME (MO #3250; BK 14)
I(M)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH WINDOW ENERGY IN AN AMOUNT NOT TO EXCEED \$175,360, FOR THE CITY HALL WINDOW FILM PROJECT, AND AUTHORIZING THE MAYOR TO SIGN ALL DOCUMENTS RELATED TO SAME (MO #3251; BK 14)
I(N)	A MUNICIPAL ORDER APPROVING A CONTRACT WITH RAY BLACK & SON, INC. IN THE AMOUNT OF \$499,028 FOR CAPITAL IMPROVEMENTS TO THE HOTEL METROPOLITAN AND PURPLE ROOM, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME Removed for separate discussion.

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 ORDER

CONTRACT WITH RAY BLACK AND SON IN THE AMOUNT OF \$499,028 FOR CAPITAL IMPROVEMENTS TO THE HOTEL METROPOLITAN

Commissioner Smith offered Motion, seconded by Commissioner Henderson, that the Board of Commissioners adopt a Municipal Order entitled, “A MUNICIPAL ORDER APPROVING A CONTRACT WITH RAY BLACK & SON, INC. IN THE AMOUNT OF \$499,028 FOR CAPITAL IMPROVEMENTS TO THE HOTEL METROPOLITAN AND PURPLE ROOM AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME.”

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson, and Mayor Bray (5). **(MO #3252; BK 14)**

ORDINANCE ADOPTIONS

TEXT AMENDMENT SECTION 126-104 MEDIUM DENSITY RESIDENTIAL ZONE, R-3

Commissioner Thomas offered Motion, seconded by Commissioner Wilson, that the Board of Commissioners adopt an Ordinance entitled, “AN ORDINANCE AMENDING CHAPTER 126, 'ZONING,' SECTION 104 'MEDIUM DENSITY RESIDENTIAL ZONE, R-3' OF THE CODE OF ORDINANCES OF THE CITY OF PADUCAH, KENTUCKY.” This Ordinance is summarized as follows: This Ordinance amends the R-3 Medium Density Residential Zone to create a more appropriate transition to the R-4 High Density Residential Zone by expanding

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permitted residential and neighborhood-serving uses. The amendments reduce minimum lot size and width requirements to better reflect the historic development patterns found in established neighborhoods such as the Southside and Northside Historic Districts, while also encouraging infill development and reducing nonconformities. The Ordinance further introduces neighborhood corner stores as a permitted use to provide walkable access to goods and services, encourage community interaction, and support neighborhood revitalization. The Paducah Planning Commission held a public hearing on April 6, 2026, and subsequently forwarded a favorable recommendation that the City Commission approve the proposed text amendment.

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson, and Mayor Bray (5). **(ORD 2026-05-8877; BK 37)**

BUDGET AMENDMENT

Commissioner Wilson offered Motion, seconded by Commissioner Thomas, that the Board of Commissioners adopt an Ordinance entitled, “AN ORDINANCE AMENDING ORDINANCE NO. 2025-06-8847, ENTITLED, ‘AN ORDINANCE ADOPTING THE CITY OF PADUCAH, KENTUCKY, ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR JULY 1, 2025, THROUGH JUNE 30, 2026, BY ESTIMATING REVENUES AND RESOURCES AND APPROPRIATING FUNDS FOR THE OPERATION OF CITY GOVERNMENT.’” This Ordinance is summarized as follows: That the annual budget for the fiscal year beginning July 1, 2025, and ending June 30, 2026, as adopted by Ordinance No. 2025-06-8847, be amended by the following re-appropriations:

- Increase revenue and expenditures for the General Fund by \$58,901
- Increase revenue and expenditures for the Capital Projects Fund by \$2,471,988
- Increase revenue and expenditures for the Grant Fund by \$638
- Increase expenditures for the Debt Service Fund by \$772,843
- Increase revenue and expenditures for the Bond Fund by \$572,757
- Increase revenue and expenditures for the Health Insurance Fund by \$247,475

Adopted on call of the roll yeas, Commissioners Henderson, Smith, Thomas, Wilson and Mayor Bray (5). **(ORD 2026-05-8878; BK 37)**

ORDINANCE INTRODUCTION

City Manager Daron Jordan read the annual budget letter. The budget letter can be found in the May 26, 2026, Minutes file.

FY2027 BUDGET ORDINANCE (JULY 1, 2026, TO JUNE 30, 2027)

Commissioner Henderson offered Motion, seconded by Commissioner Smith, that the Board of Commissioners introduce an Ordinance entitled: “AN ORDINANCE ADOPTING THE CITY OF PADUCAH, KENTUCKY, ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR JULY 1, 2026, THROUGH JUNE 30, 2027, BY ESTIMATING REVENUES AND

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RESOURCES AND APPROPRIATING FUNDS FOR THE OPERATION OF CITY GOVERNMENT. This Ordinance is summarized as follows: This ordinance adopts the City of Paducah annual budget for Fiscal Year July 1, 2026, through June 30, 2027, by estimating revenues and resources and appropriating funds for the operation of city government as follows:

	<u>Revenues</u>	<u>Appropriations</u>	<u>Reserves Utilized/Beg Cash</u>
General Fund	49,713,352	51,882,954	2,169,602
Rental Fund	142,513	142,513	-
911 Fund	3,491,103	3,491,103	-
CDBG Fund	574,275	574,275	-
Opioid Settlement Fund	277,957	113,397	-
Municipal Aid Program Fund	2,540,300	2,800,300	260,000
Investment Fund	8,025,000	7,917,352	-
Tax Increment Financing Fund	123,000	123,000	-
Grant Fund	-	-	-
Court Awards Fund	50,000	141,490	91,490
Room Tax Fund	1,855,000	1,855,000	-
Debt Service Fund	5,539,717	5,539,717	-
Capital Projects Fund	1,365,000	1,365,000	-
Bond Fund	5,435,000	21,012,654	15,577,654
Solid Waste Fund	7,243,500	8,543,207	1,299,707
Transient Boat Dock Fund	148,822	326,822	178,000
Fleet Maintenance Fund	1,004,000	1,033,022	29,022
Fleet Lease Trust Fund	1,664,311	2,492,345	828,034
General Insurance Fund	1,594,006	1,594,006	-
Health Insurance Fund	4,098,200	4,743,033	644,833
PFPF Pension Fund	651,850	651,850	-
Other Trust Funds	85,435	85,435	-
Total	95,622,341	116,428,475	21,078,342

DISCUSSION ITEM

Communications Manager Pam Spencer provided the following summary:

Discussion about the use of Artificial Intelligence (AI) in Local Government

Chief Technology Director Eric Stuber provided an overview of the use of artificial intelligence (AI) in local government and recommendations for moving forward with the creation of an internal AI policy. Stuber began with by defining AI as a broad range of technologies that enable computers to perform tasks that typically require human thinking and decision-making.

Rather than being a single technology, AI includes systems such as generative AI, machine learning, computer vision, natural language processing, optical character recognition (OCR), behavioral AI,

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intelligent automation, and agentic AI. In local government, these tools can support a variety of functions including cybersecurity, financial auditing, law enforcement, urban blight management, resident inquiries, FOIA redaction, plan review and code compliance, call handling, meeting minutes, and compensation studies.

Stuber emphasized that successful AI implementation requires a thoughtful and practical approach. Organizations should start with small, clearly defined use cases, establish governance policies, require human oversight through a “human in the loop” process, and disclose when AI is being used.

The City of Paducah already is applying AI in several areas including OCR of documents, email security, machine learning for endpoint detection and response, generative AI for policy review and meeting notes, and OCR in law enforcement.

Moving forward, the recommended next steps include adopting an AI policy, forming an AI working group, and evaluating additional opportunities where AI can improve efficiency and service delivery.

COMMISSION COMMENTS

Commissioners Thomas and Wilson commented on attending the first tournaments at the Paducah Sports Park. City Manager Jordan reported that it is estimated that the community benefitted approximately \$1 million from the weekend tournament.

ADJOURN

Commissioner Smith 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).

MEETING ADJOURNED: 6:18 p.m.

ADOPTED: June 9, 2026.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

June 9, 2026

RECEIVE AND FILE DOCUMENTS:

Minute File:

FY2027 Budget Letter – Daron Jordan

Contract File:

1. Memorandum of Agreement – Dr. John Kenney – 224 Berger Road MO #3237
2. Quote – DWA Recreation – Noble Park Pool and Bleacher Support Shades – MO #3243
3. Quote – Miracle Playgrounds of KY and TN – Kolb Park playground equipment – MO #3244
4. First Amendment to Contract For Services – Rightway Janitorial Services, LLC – MO #3245
5. Quote – World Towers Company, Inc. – MO #3249
6. Agreement between City of Paducah and Ray Black & Son – Hotel Metropolitan and Purple Room – MO #3252

Financials:

1. Paducah Water – Month Ended April 30, 2026

Bids and Proposals File:

1. Request For Proposals – Shade Canopies at Noble Park
DWA Recreation – Bid Awarded MO #3243
2. Request For Proposals – Kolb Park Playground Project
 - a. Play Pros
 - b. Playground Boss
 - c. DWA Gametime
 - d. Miracle Playgrounds of KY & TN – Bid awarded – MO #3244

CITY OF PADUCAH
June 9, 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.

Michelle Smolen

City Manager's Office Signature

6/5/2026

Date

**CITY OF PADUCAH
PERSONNEL ACTIONS
June 9, 2026**

NEW HIRES - FULL-TIME (F/T)

<u>PLANNING</u>	<u>POSITION</u>	<u>RATE</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Gibson, Ronda Dalton	Senior Administrative Assistant	\$24.65/hr	NCS	Non-Ex	June 25, 2026
<u>POLICE</u>					
Gaia, Lukas C.	Police Officer	\$31.32/hr	NCS	Non-Ex	August 6, 2026
Hayes, Joseph	Police Officer	\$40.06/hr	NCS	Non-Ex	July 9, 2026
<u>PUBLIC WORKS</u>					
Flemons, LaRoyce W.	ROW Maintenance	\$24.07/hr	NCS	Non-Ex	August 6, 2026
<u>TECHNOLOGY</u>					
Niemeir, Michael F.	Cybersecurity Specialist	\$28.17/hr	NCS	Ex	June 11, 2026

NEW HIRES - PART-TIME (P/T)

<u>E911</u>	<u>POSITION</u>	<u>RATE</u>	<u>NCS/CS</u>	<u>FLSA</u>	<u>EFFECTIVE DATE</u>
Jones, Emilee	Temp - Telecommunicator	\$30.00/hr	NCS	Non-Ex	June 5, 2026
<u>PARKS & RECREATION</u>					
Talbert, Braden R.	Recreation Leader - Athletics	\$14.00/hr	NCS	Non-Ex	May 28, 2026
Ware, Cheo L.	Rec Leader - Camp Counselor	\$12.50/hr	NCS	Non-Ex	May 26, 2026
<u>PUBLIC WORKS</u>					
Spivey-Nunn, Gaelon	Temp - ROW Maintenance	\$12.50/hr	NCS	Non-Ex	June 1, 2026

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

<u>POLICE</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>
Boulton, Jon K.	Parking & Traffic Control Asst \$17.55/hr	Parking & Traffic Control Asst \$18.02/hr	NCS	Non-Ex	June 25, 2026

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

<u>ENGINEERING</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>
Shelton, Joshua A.	Engineering Tech II \$42.14/hr	Engineering Tech II \$43.40/hr	NCS	Non-Ex	February 19, 2026
<u>FINANCE</u>					
Winfield, Gina	Revenue Auditor \$36.09/hr	Revenue Auditor \$37.17/hr	NCS	Ex	April 30, 2026
<u>FIRE - SUPPRESSION</u>					
Burton, Joseph L.	Assistant Chief \$40.39/hr	Assistant Chief \$41.60/hr	NCS	Ex	February 5, 2026
Bechtold, Travis M.	Firefighter/Relief Driver \$19.90/hr	Fire Lieutenant \$21.39/hr	NCS	Non-Ex	June 11, 2026
Casner, Jonathan W.	Firefighter/Relief Driver \$19.90/hr	Fire Lieutenant \$21.39/hr	NCS	Non-Ex	June 11, 2026
Gagnon, Grant D.	Fire Lieutenant \$21.39/hr	Fire Captain \$23.53/hr	NCS	Non-Ex	June 11, 2026
Garrett, Brandy L.	Firefighter/Relief Driver \$20.40/hr	Fire Lieutenant \$21.93/hr	NCS	Non-Ex	June 11, 2026
Hall, Rodney D.	Fire Lieutenant \$21.39/hr	Fire Captain \$24.12/hr	NCS	Non-Ex	June 11, 2026
King, Jeremy C.	Firefighter/Relief Driver \$19.42/hr	Fire Lieutenant \$21.39/hr	NCS	Non-Ex	June 11, 2026
Stenberg, James W.	Fire Lieutenant \$21.39/hr	Fire Captain \$23.53/hr	NCS	Non-Ex	June 11, 2026
<u>PARKS & RECREATION</u>					
Askew, LaMiira	Recreation Specialist \$25.56/hr	Recreation Specialist \$25.81/hr	NCS	Non-Ex	April 30, 2026

Kirks, Kennedy	Recreation Specialist \$23.72/hr	Recreation Specialist \$24.19/hr	NCS	Non-Ex	April 30, 2026
Stepter, Drake M.	Recreation Specialist \$23.14/hr	Recreation Specialist \$23.60/hr	NCS	Non-Ex	April 16, 2026
<u>POLICE</u>					
Jaimet, Nathan C.	Police Captain \$44.96/hr	Police Captain \$46.31/hr	NCS	Ex	May 28, 2026
<u>PUBLIC WORKS</u>					
Thomas, Timothy D.	Fleet Mechanic II \$23.48/hr	Fleet Mechanic II \$23.95/hr	NCS	Non-Ex	April 30, 2026

TERMINATIONS - PART-TIME (PT)

<u>PARKS & RECREATION</u>	<u>POSITION</u>	<u>REASON</u>	<u>EFFECTIVE DATE</u>
Arnett, Frankie	Lifeguard	Seasonal Termination	April 16, 2026
Atnip, Mason	Lifeguard	Seasonal Termination	April 16, 2026
Beard, Justice	Lifeguard	Seasonal Termination	April 16, 2026
Bowles, Kannon E.	Rec Leader - Intern	Seasonal Termination	April 16, 2026
Chandler, Drehannah	Pool Attendant	Seasonal Termination	April 16, 2026
Dowdy, Falon B.	Lifeguard	Seasonal Termination	April 16, 2026
Edwards, Olivia R.	Lifeguard	Seasonal Termination	April 16, 2026
Elliott, Nathaniel	Rec Leader - Camp Counselor	Seasonal Termination	April 16, 2026
Grogan, Jeremiah	Assistant Pool Manager	Seasonal Termination	April 16, 2026
Hack, Kylee	Pool Attendant	Seasonal Termination	April 16, 2026
Hooks, Allison	Summer Camp Coordinator	Seasonal Termination	April 16, 2026
King, Matthew	Rec Leader - Camp Counselor	Seasonal Termination	April 16, 2026
Kolb, Blane	Lifeguard	Seasonal Termination	April 16, 2026
McGregor, Logan T.	Park Ranger	Termination	May 25, 2026
O'Brien, McKenzie	Rec Leader - Camp Counselor	Seasonal Termination	April 16, 2026
Reed, Jayla	Pool Attendant	Seasonal Termination	April 16, 2026
Wade, Kate E.	Rec Leader - Camp Counselor	Seasonal Termination	April 16, 2026
Walker, Karleigh G.	Recreation Leader	Seasonal Termination	April 16, 2026
Wallace, Ashton	Lifeguard	Seasonal Termination	April 16, 2026
Wring, Emma	Pool Attendant	Seasonal Termination	April 16, 2026

TERMINATIONS - FULL-TIME (FT)

<u>E911</u>	<u>POSITION</u>	<u>REASON</u>	<u>EFFECTIVE DATE</u>
McDonald, Mackenzie L.	Telecommunicator	Resignation	June 3, 2026
Sallee, Michael Ryan	Telecommunicator	Resignation	June 10, 2026
<u>CUSTOMER EXPERIENCE</u>			
Jackson, Donna J.	Customer Experience Representative	Retirement	May 31, 2026
<u>PUBLIC WORKS</u>			
Littlemyer, Robert	Solid Waste Truck Driver	Resignation	June 4, 2026

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Position and Pay Schedule Update for FY27 - **S. WILCOX**

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information:

The Position and Pay Schedule is being updated to provide a Cost of Living Adjustment (COLA) for all non-union employees in accordance with KRS 83A.075(1) and as established by the Department for Local Government for Fiscal Year 2027.

The Position and Pay Schedule also updates the pay rates for positions covered under the Paducah Police Department Bargaining Unit and the American Federation of State, County, and Municipal Employees (AFSCME). These rates were established through contracts that take effect on July 1, 2026.

Additionally, the Position and Pay Schedule freezes hiring for the following positions:

- One Police Officer position in the Police Department;
- One Master Electrician position in Public Works;
- One Concrete Finisher position in Public Works;
- Two Right-of-Way Maintenance positions in Public Works;
- One Parks Maintenance Supervisor position;
- Two Parks Maintenance Laborer positions; and
- One Right-of-Way Maintenance position in Parks Maintenance.

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 the updated pay rates and position freezes.

Attachments:

1. MO - Position and Pay Schedule FY2027
2. Position and Pay Schedule -Jun 25 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER ADOPTING THE POSITION AND PAY 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. That the City of Paducah hereby adopts the FY2027 Position and
Pay Schedule for the employees of the City of Paducah as attached hereto.

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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
mo/Position and Pay Schedule FY2027

Section A.										
ADMINISTRATION										
POSITIONS	AUTHORIZED POSITIONS					FY 27	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED		FROZEN	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
		NON-CS	RCSS/CS							
City Manager	1	1				102.05	99.37	40	E	18
Assistant City Manager	1	1				73.10	71.18	40	E	17
Assistant to the City Manager								40	E	
Assistant to the Mayor and Commissioners	1	1				27.83	27.10	40	E	10
Projects and Grants Coordinator	1	1				39.01	37.98	40	E	12
Grants Administrator						0.00	0.00	40	E	10
Senior Administrative Assistant	1	1				32.66	31.80	40	NE	9
Communications Manager	1	1				53.56	52.15	40	E	13
Total Budgeted/Filled for Department	6	6	0	0	0					

Section B.										
CITY CLERK / CUSTOMER EXPERIENCE DEPT.										
POSITIONS	AUTHORIZED POSITIONS					FY 27	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED		FROZEN	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
		NON-CS	RCSS/CS							
City Clerk / Customer Experience Director	1	1				59.33	57.77	40	E	15
Assistant City Clerk	1	1				37.63	36.64	40	NE	10
Senior Customer Experience Representative	1	1				28.46	27.71	40	E	9
Development Liaison	1	1				29.53	28.75	40	E	10
Customer Experience Representatives	1	4			1	24.38	24.38	40	NE	7
Total Budgeted/Filled for Department	5	4	0	0	1					

Section C.										
FINANCE DEPARTMENT										
POSITIONS	AUTHORIZED POSITIONS					FY 27	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
	BUDGET TOTAL	FILLED		FROZEN	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
		NON-CS	RCSS/CS							
Administration										
Director of Finance	1	1				77.15	75.12	40	E	17
Senior Administrative Assistant	1	1				29.33	28.56	40	NE	9
Accounting/Payroll										
Controller	1	1			4	53.08	51.68	40	E	15
Senior Accountant	1	1				42.50	41.38	40	E	12
Accountant	2	1				33.80	32.91	40	E	10
		1				32.22	31.37	40	E	10
Revenue										
Revenue Manager	1	1				46.82	45.59	40	E	14
Account Clerk								40	NE	

						40	NE	
Revenue Tech II	<u>1</u>	<u>1</u>			<u>27.03</u>	26.32	40	NE 9
Revenue Tech.	3 <u>2</u>	1			<u>24.73</u>	24.08	40	NE 8
		1			<u>23.86</u>	23.23	40	NE 8
		4			23.23	22.66		
Revenue Auditor	2	1			<u>38.04</u>	37.04	40	E 11
		1			<u>37.06</u>	36.09		
Total Budgeted/Filled for Department	12	12	0	0	0			

Section D.

TECHNOLOGY DEPARTMENT		AUTHORIZED POSITIONS				FY 27	FY 26			
POSITIONS	BUDGET FILLED		FROZEN	VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE	
	TOTAL	NON-CS			RCSS/CS	ADJ.				ADJ.
Chief Technology Director	1	1			<u>64.58</u>	62.88	40	E	16	
Software Manager	1	1			<u>49.77</u>	48.46	40	E	13	
Software Specialist	1	1			<u>36.66</u>	35.70	40	E	11	
Systems Administrator	1	1			<u>37.66</u>	36.67	40	E	<u>12</u>	
Systems Technician	1	1			<u>34.93</u>	34.01	40	E	10	
Security Specialist	1			1	0.00	0.00	40	E	11	
Senior Help Desk Technician	1	1			<u>25.97</u>	25.29	40	NE	9	
GIS Specialist	1	1			<u>29.65</u>	28.87	40	E	11	
Total Budgeted/Filled for Department	8	7	0	0	1					

Section E.

PLANNING DEPARTMENT		AUTHORIZED POSITIONS				FY 27	FY 26			
POSITIONS	BUDGET FILLED		FROZEN	VACANT	HOURLY WAGE	HOURLY WAGE	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE	
	TOTAL	NON-CS			RCSS/CS	ADJ.				ADJ.
Director of Planning	1	1			<u>58.00</u>	56.48	40	E	16	
Assistant Director of Planning	1			1	0.00	0.00	40	E	14	
Planner III	1	1			<u>40.00</u>	38.95	40	E	12	
Senior Administrative Assistant	1			1	0.00	0.00	40	NE	9	
Administrative Assistant							40	NE	7	
Planner II	2	1			<u>38.37</u>	37.36	40	E	11	
		1			<u>32.21</u>	31.36				
Planner I	1	1			<u>25.83</u>	25.15	40	E	10	
Planning Technician	1	1			<u>30.15</u>	29.36	40	E	10	
Total Budgeted/Filled for Department	8	6	0	0	2					

Section F.

POLICE DEPARTMENT		AUTHORIZED POSITIONS				FY 27	FY 26
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POSITIONS	BUDGET TOTAL	FILLED		FROZEN	VACANT	HOURLY WAGE ADJ.	HOURLY WAGE ADJ.	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
		NON-CS	RCSS/CS			ADJ. RATE	ADJ. RATE			
Police Chief	1	1				<u>80.30</u>	78.19	40	E	17
Police Assistant Chief	2	1				<u>56.81</u>	55.32	40	E	15
		1				<u>56.81</u>	55.32			
Captains	6	1			1	<u>54.89</u>	53.45	40	E	14
		2				<u>50.38</u>	49.06			
		2				<u>46.17</u>	44.96			
Sergeants	9				2			40	NE	
5 years		1				<u>39.42</u>	35.54			
10 years		3				<u>41.40</u>	37.32			
15 years		3				<u>43.46</u>	39.19			
20 years						<u>45.64</u>	41.15			
25+ years						<u>47.92</u>	43.20			
Police Officer	63			1*	1			40	NE	
Police Officer - Recruit		12				<u>31.32</u>	28.24			
1 year		4				<u>31.32</u>	28.24			
3 years		14				<u>32.96</u>	29.72			
5 years		14				<u>34.60</u>	31.19			
10 years		10				<u>36.33</u>	32.76			
15 years		4				<u>38.15</u>	34.39			
20 years						<u>40.06</u>	36.12			
25 years						<u>42.06</u>	37.92			
Contract		1				<u>28.85</u>	28.85			
Contract		1				<u>32.76</u>	32.76			
Contract		1				<u>33.74</u>	33.74			
Senior Administrative Assistant	3	1				<u>25.59</u>	24.92	40	NE	9
		1				<u>27.84</u>	27.11			
		1				<u>30.21</u>	29.42			
Administrative Assistant								40	NE	7
Crime Analyst								40	E	10
Crime Analyst II	1	1				<u>31.46</u>	30.63	40	E	11
Deflection Specialist	1	1				<u>27.92</u>	27.19	40	E	10
Records Manager	1	1				<u>32.22</u>	31.37	40	E	10
Senior Records Clerk	<u>1</u>	<u>1</u>				<u>23.96</u>	23.33			
Records Clerk	2 <u>1</u>	1			<u>0</u>	<u>20.63</u>	20.09	40	NE	7
		4				<u>20.59</u>	<u>20.09</u>			
Senior Evidence Technician	1	1				<u>26.41</u>	25.72	40	NE	8
Evidence Technician	1	1				<u>23.27</u>	22.66	40	NE	7

Total Budgeted/Filled for Department	91	86	0	1	4
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*Position Frozen for FY27

POLICE DEPARTMENT CONT

AUTHORIZED POSITIONS

FY 27

FY 26

POSITIONS	BUDGET TOTAL	FILLED		FROZEN	VACANT	HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
		NON-CS	RCSS/CS							
911 Communications Services										
911 Communications Services Manager	1	1				<u>56.00</u>	54.53	40	E	14
Assistant 911 Communications Services Manager	1	4			1	<u>38.13</u>	38.13	40	E	12
Terminal Agency Coordinator	1	1				<u>29.43</u>	28.66	36/48	NE	8
911 System Administrator	1	1				<u>35.50</u>	34.57	40	E	10
Shift Supervisor	4				2	0.00	0.00	36/48	NE	10
		1				<u>37.04</u>	36.07	36/48	NE	10
		1				<u>31.25</u>	30.43			
Telecommunicator	14				6			36/48	NE	8
		1				<u>33.49</u>	32.61	36/48	NE	8
		1				<u>32.96</u>	32.09	36/48	NE	8
		1				<u>30.60</u>	29.80	36/48	NE	8
		1				<u>26.55</u>	25.85	36/48	NE	8
		1				<u>23.09</u>	22.48	36/48	NE	8
		1				<u>22.87</u>	22.27	36/48	NE	8
		1				<u>21.97</u>	21.39	36/48	NE	8
		1				<u>21.01</u>	20.46	36/48	NE	8
Senior Administrative Assistant	1	1				<u>36.12</u>	35.17	40	NE	9
Total Budgeted/Filled for Department		23	14	0	0	9				

Section G.

POSITIONS	BUDGET TOTAL	FILLED		FROZEN	VACANT	FY 27 HOURLY WAGE ADJ. RATE	FY 26 HOURLY WAGE ADJ. RATE	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
		NON-CS	RCSS/CS							
FIRE DEPARTMENT AUTHORIZED POSITIONS										
Administrative Division										
Fire Chief	1	1				<u>85.59</u>	83.34	40	E	17
Deputy Fire Chief - Fire Prevention	1	1				<u>68.26</u>	66.47	40	E	15
Deputy Fire Chief - Operations	1	1				<u>64.30</u>	62.61	40	E	15
Training Division										
Battalion Chief/ Training Officer	1	1				<u>45.15</u>	43.96	40	E	12
Fire Prevention Division										
Battalion Chief/ Fire Marshal	1	1				<u>47.42</u>	46.17		E	12
Deputy Fire Marshal	1	1				<u>37.67</u>	36.68		NE	12
Senior Administrative Assistant	1	1				<u>32.84</u>	31.98		NE	9
Code Enforcement Officer	4	1			1	<u>30.32</u>	29.52	40	NE	8
		2				<u>24.69</u>	24.04			
Permit Technician	1	1				<u>24.44</u>	23.80	40	NE	7
Permit Specialist								40	NE	

Chief Building Inspector	1	1		<u>47.82</u>	46.56	40	NE	12
Deputy Building Inspector	1	1		<u>31.39</u>	30.56	40	NE	10
Chief Electrical Inspector	1	1		<u>41.69</u>	40.59	40	NE	12
Deputy Electrical Inspector	1	1		<u>31.53</u>	30.70	40	NE	10

Suppression Division

Fire Assistant Chief	3					40	E	14
		1		<u>42.72</u>	41.60			
		1		<u>38.15</u>	37.15			
		1		<u>35.38</u>	34.45			
Captains	15					0	NE	
<10 years		3		23.53	23.53			
10 years		6		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					5	NE	
<10 years		7		21.39	21.39			
10 years		1		21.93	21.93			
15 years		2		22.47	22.47			
20 years				23.04	23.04			
25 years				23.62	23.62			
Firefighter	30					-4	NE	
Firefighter (Appointee)		2		16.26	16.26			
6 months		6		17.53	17.53			
1 year		6		17.97	17.97			
3 years		2		18.42	18.42			
5 years		2		18.88	18.88			
10 years		1		19.36	19.36			
15 years				19.84	19.84			
Firefighter (Relief Driver)							NE	
COLA + \$0.39 + \$0.10								
2 years		0		18.95	18.95			
3 years		8		19.42	19.42			
5 years		5		19.90	19.90			
10 years		2		20.40	20.40			
15 years				20.92	20.92			

Total Budgeted/Filled for Department	79	77	0	0	2
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* Position Frozen FY27

Section H.

ENGINEERING POSITIONS	AUTHORIZED POSITIONS					FY 27	FY 26	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
	BUDGET	FILLED	FROZEN	VACANT	HOURLY	HOURLY				
	TOTAL	NON-CS RCSS/CS			WAGE ADJ. RATE	WAGE ADJ. RATE				

FY 2027
POSITION AND PAY SCHEDULE

City Engineer	1	1			<u>72.50</u>	70.59	40	E	17
Assistant City Engineer	1			1			40	E	14
Engineer Project Manager	1	1			<u>45.76</u>	44.56	40	E	13
Engineering Technician	1	1			<u>35.32</u>	34.39	40	E	11
Engineering Tec II	1	1			<u>44.57</u>	43.40			
Engineering Tech III	1	1			<u>53.02</u>	51.63	40	E	13
Senior Administrative Assistant	1	1			<u>31.37</u>	30.55	40	NE	9

Floodwall Division

EPW Floodwall Superintendent	1	1			<u>47.22</u>	45.98	40	E	13
Floodwall Operator	4						40	NE	
80%					<u>22.88</u>	20.82		NE	
85%					<u>24.31</u>	22.13		NE	
90%					<u>25.74</u>	23.43		NE	
95%					<u>27.17</u>	24.73		NE	
100%		2	2		<u>28.60</u>	26.03		NE	

Total Budgeted/Filled for Department	12	9	2	0	1				
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Section I.

AUTHORIZED POSITIONS

PUBLIC WORKS DEPT. POSITIONS	BUDGET TOTAL	FILLED		FROZEN	VACANT	FY 27	FY 26	HOURS WORK	EXEMPT NONEXEMPT	PAY GRADE
		NON-CS	RCSS/CS			HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
Public Works Director	1	1				<u>69.87</u>	68.03	40	E	16
Assistant Public Works Director	1	1				<u>58.19</u>	56.66	40	E	14
Senior Administrative Assistant	1	1				<u>26.01</u>	25.33	40	NE	<u>9</u>

Street Division

Street Superintendent	1	<u>1</u>			4	<u>39.13</u>	38.10	40	E	13
Street Supervisor	1	1				<u>29.70</u>	28.92	40	E	11
Landscape Supervisor	1	1				<u>36.24</u>	35.29	40	E	11
Equipment Operator	3				<u>1</u>				NE	
80%						<u>23.11</u>	21.03			
85%						<u>24.56</u>	22.35			
90%						<u>26.00</u>	23.66			
95%						<u>27.45</u>	24.98			
100%		2				<u>28.89</u>	26.29			
Concrete Finisher	1			1*	0				NE	
80%						<u>22.10</u>	20.11			
85%						<u>23.49</u>	21.37			
90%						<u>24.87</u>	22.63			
95%						<u>26.25</u>	23.88			
100%						<u>27.63</u>	25.14			
Right-Of-Way Maintenance Person	18			2*	5				NE	
80%		2				<u>21.39</u>	19.46			
85%						<u>22.73</u>	20.68			
90%						<u>24.07</u>	21.90			
95%		1				<u>25.40</u>	23.11			

100%	7	1		<u>26.74</u>	24.33			
Laborer							NE	
80%				<u>19.91</u>	18.12			
85%				<u>21.16</u>	19.25			
90%				<u>22.40</u>	20.39			
95%				<u>23.65</u>	21.52			
100%				<u>24.89</u>	22.65			
Maintenance Division								
Maintenance Superintendent	1	1		46.26	45.04	40	E	13
Maintenance Supervisor	1	1		<u>32.47</u>	31.62	40	E	11
Project Coordinator	1		1	0.00	0.00	40	E	10
Janitor / Collector	4						NE	
80%				<u>19.45</u>	17.70			
85%				<u>20.66</u>	18.80			
90%				<u>21.88</u>	19.91			
95%				<u>23.09</u>	21.01			
100%		4		<u>24.31</u>	22.12			
Traffic Technician								
80%				<u>22.27</u>	20.26			
85%				<u>23.66</u>	21.53			
90%				<u>25.06</u>	22.80			
95%				<u>26.45</u>	24.06			
100%				<u>27.84</u>	25.33			
Master Electrician	1		1*	0.00	0.00		NE	10
Maintenance Technician	5					1	NE	
80%				<u>22.27</u>	20.26			
85%				<u>23.66</u>	21.53			
90%				<u>25.06</u>	22.80			
95%				<u>26.45</u>	24.06			
100%		4		<u>27.84</u>	25.33			
Fleet Maintenance Division								
Fleet Superintendent	1	1		<u>44.20</u>	43.04	40	E	13
Fleet Supervisor	1	1		<u>39.20</u>	38.17	40	E	11
Senior Administrative Assistant	1	1		<u>29.01</u>	28.25	40	NE	9
Fleet Mechanic I							NE	8
Fleet Mechanic II	5					1	NE	9
		1		<u>27.17</u>	26.46			
		1		<u>24.85</u>	24.20			
		1		<u>24.11</u>	23.48			
		1		<u>23.73</u>	23.11			
Solid Waste Division								
Solid Waste Superintendent	1	1		<u>42.36</u>	41.25	40	E	13
Solid Waste Supervisor	1	1		<u>31.80</u>	30.96	40	E	11
Compost Operations Supervisor	1	1		<u>31.28</u>	30.46	40	E	10
Senior Administrative Assistant	1	1		<u>28.49</u>	27.74	40	NE	9
Laborer	1					1	NE	
80%				<u>19.91</u>	18.12			

85%				<u>21.16</u>	19.25	
90%				<u>22.40</u>	20.39	
95%				<u>23.65</u>	21.52	
100%				<u>24.89</u>	22.65	
Truck Driver	17					4 NE
80%				<u>21.85</u>	19.89	
85%				<u>23.21</u>	21.13	
90%		4		<u>24.58</u>	22.37	
95%		1		<u>25.94</u>	23.62	
100%		8		<u>27.31</u>	24.86	
Right-Of-Way Maintenance Person	0					NE
80%				<u>21.39</u>	19.46	
85%				<u>22.73</u>	20.68	
90%				<u>24.07</u>	21.90	
95%				<u>25.40</u>	23.11	
100%				<u>26.74</u>	24.33	
Compost Equipment Operator	2					1 NE
80%				<u>23.11</u>	21.03	
85%				<u>24.56</u>	22.35	
90%				<u>26.00</u>	23.66	
95%				<u>27.45</u>	24.98	
100%		1		<u>28.89</u>	26.29	

Total Budgeted/Filled for Department	73	53	1	4	15
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* Position Frozen FY27

Section J.

PARKS & RECREATION DEPARTMENT

AUTHORIZED POSITIONS

POSITION	BUDGET TOTAL	FILLED		FROZEN	VACANT	FY 27	FY 26	HOURS WORK	EXEMPT NON-EXEMPT	PAY GRADE
		NON-CS	RCSS/CS			HOURLY WAGE ADJ. RATE	HOURLY WAGE ADJ. RATE			
Director of Parks & Recreation	1	1				<u>60.24</u>	58.66	40	E	16
Assistant Director of Parks	1	1				<u>45.14</u>	43.95	40	E	14
Assistant Director of Recreation	1	1				<u>46.78</u>	45.55			
Recreation Supervisor	2	1				<u>32.22</u>	31.37	40	E	11
			1			<u>31.24</u>	30.42	40	E	11
Senior Recreation Specialist						0.00	0.00	40	E	10
Recreation Specialist	4	1				<u>26.25</u>	25.56	40	NE	9
			1			<u>24.36</u>	23.72			
			1			<u>24.00</u>	23.37			
			1			<u>23.62</u>	23.00			
Senior Administrative Assistant	1	1				<u>32.99</u>	32.12		NE	9
Senior Administrative Assistant	1	1				<u>24.65</u>	24.00		NE	9
Maintenance Division										
Supervisor	3			1*					E	11

FY 2027
POSITION AND PAY SCHEDULE

		1			<u>30.48</u>	29.68	40	
		1			<u>29.78</u>	29.00		
Laborer	9		2*	-2				NE
80%		1			<u>19.91</u>	18.12		
85%					<u>21.16</u>	19.25		
90%		4			<u>22.40</u>	20.39		
95%					<u>23.65</u>	21.52		
100%		4			<u>24.89</u>	22.65		
Right-Of-Way Maintenance Person	4		1*	1				NE
80%					<u>21.39</u>	19.46		
85%					<u>22.73</u>	20.68		
90%					<u>24.07</u>	21.90		
95%		1			<u>25.40</u>	23.11		
100%		1			<u>26.74</u>	24.33		
Maintenance Technician	1							NE
80%					<u>22.27</u>	20.26		
85%					<u>23.66</u>	21.53		
90%					<u>25.06</u>	22.80		
95%					<u>26.45</u>	24.06		
100%		1			<u>27.84</u>	25.33		

Total Budgeted/Filled for Department	28	25	0	4	-1
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* Position Frozen for FY27

Section K.

HUMAN RESOURCES & RISK

AUTHORIZED POSITIONS

FY 27 **FY 26**

HOURLY WAGE ADJ. RATE

HOURLY WAGE ADJ. RATE

HOURS WORK

EXEMPT NON-EXEMPT

PAY GRADE

POSITIONS

BUDGET TOTAL

FILLED NON-CS RCSS/CS

FROZEN

VACANT

Director of Human Resources	1	1				<u>67.43</u>	65.66	40	E	15
Risk Manager	1	1				<u>45.11</u>	43.92	40	E	13
Human Relations Coordinator	1	1				<u>35.66</u>	34.72	40	E	10
Senior HR Generalist	1	1				<u>33.82</u>	32.93	40	E	10
Administrative Assistant	1	1				<u>22.56</u>	21.97	40	NE	7

Total Budgeted/Filled for Department	5	5	0	0	0
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Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Job Grade Schedule Update for FY27 - **S. WILCOX**

Category: Municipal Order

Staff Work By: Stefanie
Wilcox

Presentation By: Stefanie
Wilcox

Background Information: The Job Grade Schedule is being updated with new range amounts to coincide with the Cost of Living Adjustments (COLAS) for fiscal year 2027 to be effective June 25, 2026. There are no position changes in the Job Grade Schedule at this time.

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 updated Job Grade Schedule updates.

Attachments:

1. MO - job grade schedule FY2027
2. Job Grade Schedule 06 25 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER APPROVING THE JOB GRADE SCHEDULE FOR
THE EMPLOYEES OF THE CITY OF PADUCAH, KENTUCKY FOR FISCAL
YEAR 2027

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

SECTION 1. The City of Paducah hereby adopts and approves the Job Grade
Schedule for Fiscal Year 2027 as attached hereto.

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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
\\mo\job grade schedule FY2027

City of Paducah, KY
 Job Grade Schedule
 Effective June 26, 2025

Grade	Proposed Job Title	Minimum	Midpoint	Maximum
18	City Manager	130,217	169,282	208,346
17	Assistant City Manager	110,642	141,068	171,494
	City Engineer	110,642	141,068	171,494
	Director of Finance	110,642	141,068	171,494
	Fire Chief	110,642	141,068	171,494
	Police Chief	110,642	141,068	171,494
16	Chief Technology Director	94,163	120,058	145,953
	Director of Parks & Recreation	94,163	120,058	145,953
	Director of Planning	94,163	120,058	145,953
	Director of Public Works	94,163	120,058	145,953
15	City Clerk/Director of Customer Experience	87,312	111,323	135,333
	Controller	87,312	111,323	135,333
	Deputy Fire Chief - Operations	87,312	111,323	135,333
	Deputy Fire Chief - Prevention	87,312	111,323	135,333
	Director of Human Resources	87,312	111,323	135,333
	Police Assistant Chief	87,312	111,323	135,333
14	Assistant City Engineer	80,461	102,587	124,714
	Assistant Director of Parks	80,461	102,587	124,714
	Assistant Director of Public Works	80,461	102,587	124,714
	Assistant Director of Recreation	80,461	102,587	124,714
	E 911 Communication Services Manager	80,461	102,587	124,714
	Fire Assistant Chief	80,461	102,587	124,714
	Police Captain	80,461	102,587	124,714
	Revenue Manager	80,461	102,587	124,714
13	Communications Manager	72,628	90,785	108,942
	Engineer Project Manager	72,628	90,785	108,942
	Engineer Technician III	72,628	90,785	108,942
	Fleet Superintendent	72,628	90,785	108,942
	Floodwall Superintendent	72,628	90,785	108,942
	Maintenance Superintendent	72,628	90,785	108,942
	Recreation Superintendent	72,628	90,785	108,942
	Risk/Safety Manager	72,628	90,785	108,942
	Software Manager	72,628	90,785	108,942
	Solid Waste Superintendent	72,628	90,785	108,942
	Streets Superintendent	72,628	90,785	108,942
12	Assistant E-911 Communication Services Manager	64,273	80,341	96,409
	Battalion Chief/Fire Training Officer	64,273	80,341	96,409
	Chief Building Inspector	64,273	80,341	96,409
	Chief Electrical Inspector	64,273	80,341	96,409
	Deputy Fire Marshal	64,273	80,341	96,409
	Engineering Technician II	64,273	80,341	96,409
	GIS and Application Support Manager	64,273	80,341	96,409
	Planner III	64,273	80,341	96,409
	Projects and Grants Coordinator	64,273	80,341	96,409
	Senior Accountant	64,273	80,341	96,409
11	Business-Development Specialist	56,878	71,098	85,318

Crime Analyst II	56,878	71,098	85,318
Engineer Technician	56,878	71,098	85,318
GIS Specialist	56,878	71,098	85,318
Landscape Supervisor	56,878	71,098	85,318
Revenue Auditor	56,878	71,098	85,318
Planner II	56,878	71,098	85,318
Recreation Supervisor	56,878	71,098	85,318
Software Specialist	56,878	71,098	85,318
Supervisor Fleet	56,878	71,098	85,318
Supervisor Maintenance	56,878	71,098	85,318
Supervisor Solid Waste	56,878	71,098	85,318
Supervisor Street	56,878	71,098	85,318
Systems Administrator	56,878	71,098	85,318
10			
Accountant	50,784	63,480	76,177
Assistant City Clerk	50,784	63,480	76,177
<u>Assistant to the Mayor and Commissioners</u>	50,784	63,480	76,177
Crime Analyst I	50,784	63,480	76,177
Deflection Specialist	50,784	63,480	76,177
Deputy Building Inspector	50,784	63,480	76,177
Deputy Electrical Inspector	50,784	63,480	76,177
<u>Development Liaison</u>	50,784	63,480	76,177
Diversity Specialist	50,784	63,480	76,177
Downtown Development Specialist	50,784	63,480	76,177
E-911 Shift Supervisor	50,784	63,480	76,177
E-911 System Administrator	50,784	63,480	76,177
Grants Administrator	50,784	63,480	76,177
Planner I	50,784	63,480	76,177
Records Division Manager	50,784	63,480	76,177
Senior Help Desk Technician	50,784	63,480	76,177
Senior Human Resources Generalist	50,784	63,480	76,177
Senior Recreation Specialist	50,784	63,480	76,177
Supervisor Compost	50,784	63,480	76,177
Systems Technician	50,784	63,480	76,177
9			
Codes Enforcement Officer II	46,269	56,679	67,089
Fleet Mechanic II	46,269	56,679	67,089
Human Resources Generalist	46,269	56,679	67,089
Recreation Specialist	46,269	56,679	67,089
Revenue Technician II	46,269	56,679	67,089
Senior Administrative Assistant	46,269	56,679	67,089
Senior Customer Experience Representative	46,269	56,679	67,089
8			
Codes Enforcement Officer I	41,311	50,606	59,901
E-911 Telecommunicator	41,311	50,606	59,901
E-911 Terminal Agency Coordinator	41,311	50,606	59,901
Fleet Mechanic I	41,311	50,606	59,901
Help Desk Technician	41,311	50,606	59,901
Revenue Technician	41,311	50,606	59,901
Senior Evidence Technician	41,311	50,606	59,901
Senior Records Clerk	41,311	50,606	59,901
7			
Administrative Assistant	37,217	45,591	53,965
Customer Experience Representative	37,217	45,591	53,965
Evidence Technician	37,217	45,591	53,965
Permit Technician	37,217	45,591	53,965
Records Clerk	37,217	45,591	53,965
2			
Parking & Traffic Control Assistant	23,167	27,801	32,434

City of Paducah, KY
 Job Grade Schedule
 Effective June 25, 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
	Security Specialist	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
10	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
	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
Planning Technician	52,308	65,385	78,462
Project Coordinator	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
9			
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
8			
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
7			
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
2			
Parking & Traffic Control Assistant	23,862	28,635	33,407

City of Paducah, KY
 Job Grade Schedule
 Effective June 25, 2026

Grade	Proposed Job Title	Minimum	Midpoint	Maximum
18	City Manager	137,744	179,068	220,391
17	Assistant City Manager	117,038	149,223	181,408
	City Engineer	117,038	149,223	181,408
	Director of Finance	117,038	149,223	181,408
	Fire Chief	117,038	149,223	181,408
	Police Chief	117,038	149,223	181,408
16	Chief Technology Director	99,607	126,998	154,390
	Director of Parks & Recreation	99,607	126,998	154,390
	Director of Planning	99,607	126,998	154,390
	Director of Public Works	99,607	126,998	154,390
15	City Clerk/Director of Customer Experience	92,359	117,758	143,157
	Controller	92,359	117,758	143,157
	Deputy Fire Chief - Operations	92,359	117,758	143,157
	Deputy Fire Chief - Prevention	92,359	117,758	143,157
	Director of Human Resources	92,359	117,758	143,157
	Police Assistant Chief	92,359	117,758	143,157
14	Assistant City Engineer	85,112	108,518	131,924
	Assistant Director of Parks	85,112	108,518	131,924
	Assistant Director of Planning	85,112	108,518	131,924
	Assistant Director of Public Works	85,112	108,518	131,924
	Assistant Director of Recreation	85,112	108,518	131,924
	E 911 Communication Services Manager	85,112	108,518	131,924
	Fire Assistant Chief	85,112	108,518	131,924
	Police Captain	85,112	108,518	131,924
	Revenue Manager	85,112	108,518	131,924
13	Communications Manager	76,827	96,033	115,240
	Engineer Project Manager	76,827	96,033	115,240
	Engineer Technician III	76,827	96,033	115,240
	Fleet Superintendent	76,827	96,033	115,240
	Floodwall Superintendent	76,827	96,033	115,240
	Maintenance Superintendent	76,827	96,033	115,240
	Recreation Superintendent	76,827	96,033	115,240
	Risk/Safety Manager	76,827	96,033	115,240
	Software Manager	76,827	96,033	115,240
	Solid Waste Superintendent	76,827	96,033	115,240
	Streets Superintendent	76,827	96,033	115,240
12	Assistant E-911 Communication Services Manager	67,988	84,985	101,982
	Battalion Chief/Fire Training Officer	67,988	84,985	101,982
	Chief Building Inspector	67,988	84,985	101,982
	Chief Electrical Inspector	67,988	84,985	101,982
	Deputy Fire Marshal	67,988	84,985	101,982
	Engineering Technician II	67,988	84,985	101,982
	GIS and Application Support Manager	67,988	84,985	101,982
	Planner III	67,988	84,985	101,982
	Projects and Grants Coordinator	67,988	84,985	101,982
	Senior Accountant	67,988	84,985	101,982
11	Crime Analyst II	60,167	75,208	90,250
	Engineer Technician	60,167	75,208	90,250
	GIS Specialist	60,167	75,208	90,250
	Landscape Supervisor	60,167	75,208	90,250
	Revenue Auditor	60,167	75,208	90,250
	Planner II	60,167	75,208	90,250
	Recreation Supervisor	60,167	75,208	90,250
	Security Specialist	60,167	75,208	90,250
	Software Specialist	60,167	75,208	90,250
	Supervisor Fleet	60,167	75,208	90,250
	Supervisor Maintenance	60,167	75,208	90,250
	Supervisor Solid Waste	60,167	75,208	90,250
	Supervisor Street	60,167	75,208	90,250
	Systems Administrator	60,167	75,208	90,250
10	Accountant	53,720	67,150	80,580
	Assistant City Clerk	53,720	67,150	80,580
	Assistant to the Mayor and Commissioners	53,720	67,150	80,580
	Crime Analyst I	53,720	67,150	80,580
	Deflection Specialist	53,720	67,150	80,580
	Deputy Building Inspector	53,720	67,150	80,580
	Deputy Electrical Inspector	53,720	67,150	80,580
	Development Liaison	53,720	67,150	80,580
	E-911 Shift Supervisor	53,720	67,150	80,580

E-911 System Administrator	53,720	67,150	80,580
Grants Administrator	53,720	67,150	80,580
Human Relations Coordinator	53,720	67,150	80,580
Planner I	53,720	67,150	80,580
Planning Technician	53,720	67,150	80,580
Project Coordinator	53,720	67,150	80,580
Records Division Manager	53,720	67,150	80,580
Senior Help Desk Technician	53,720	67,150	80,580
Senior Human Resources Generalist	53,720	67,150	80,580
Senior Recreation Specialist	53,720	67,150	80,580
Supervisor Compost	53,720	67,150	80,580
Systems Technician	53,720	67,150	80,580
9			
Codes Enforcement Officer II	48,943	59,956	70,968
Fleet Mechanic II	48,943	59,956	70,968
Human Resources Generalist	48,943	59,956	70,968
Recreation Specialist	48,943	59,956	70,968
Revenue Technician II	48,943	59,956	70,968
Senior Administrative Assistant	48,943	59,956	70,968
Senior Customer Experience Representative	48,943	59,956	70,968
Senior Help Desk Technician	48,943	59,956	70,968
8			
Codes Enforcement Officer I	43,699	53,532	63,364
E-911 Telecommunicator	43,699	53,532	63,364
E-911 Terminal Agency Coordinator	43,699	53,532	63,364
Fleet Mechanic I	43,699	53,532	63,364
Help Desk Technician	43,699	53,532	63,364
Revenue Technician	43,699	53,532	63,364
Senior Evidence Technician	43,699	53,532	63,364
Senior Records Clerk	43,699	53,532	63,364
7			
Administrative Assistant	39,369	48,227	57,085
Customer Experience Representative	39,369	48,227	57,085
Evidence Technician	39,369	48,227	57,085
Permit Technician	39,369	48,227	57,085
Records Clerk	39,369	48,227	57,085
2			
Parking & Traffic Control Assistant	24,507	29,408	34,309

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Approve Contract with CJ Mahan Construction Company, LLC for the Pump Station #11 Pump 3 Repair Project for \$245,025.00 - **G. GUEBERT**

Category: Municipal Order

Staff Work
By: Melanie Townsend
Presentation By: Greg
Guebert

Background Information: On Tuesday, June 2, 2026, the Engineering-Floodwall Department opened sealed bids for the Pump Station #11 Pump 3 Repair Project. One (1) responsive and responsible bid was received, with CJ Mahan submitting the only bid in the amount of \$245,025.00.

No bids were received from Murtco, Inc. and Haier Plumbing and Heating, who attended the pre-bid on Thursday, May 7, 2026.

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: Pump Station #11 Repairs

Account Number: FW0020

Staff Recommendation: Receive and file bids and approve the contract with CJ Mahan Construction Company, LLC for the Pump Station #11 Pump 3 Repair Project in the amount of \$245,025.00, and authorize the Mayor to sign a contract.

Attachments:

1. MO agree – Pump Station 11 – C.J. Mahan 2026
2. CJ Mahan_Bid proposal_2026.06.02
3. 00500 - Agreement C
4. MO 3213_PS 11-pump3-repair_ITB

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER ACCEPTING THE BID OF C.J. MAHAN CONSTRUCTION COMPANY, LLC FOR THE PUMP STATION #11 PUMP 3 REPAIR PROJECT, AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT FOR SAME, AND AUTHORIZING PAYMENT IN THE AMOUNT OF \$245,025.00

WHEREAS, the City of Paducah Engineering Department advertised for bids for the Pump Station #11 Pump 3 Repair Project; and

WHEREAS, sealed bids were opened on June 2, 2026; and

WHEREAS, one (1) responsive and responsible bid was received from C.J. Mahan Construction Company, LLC in the amount of Two Hundred Forty-Five Thousand Twenty-Five Dollars (\$245,025.00); and

WHEREAS, the City Commission has determined that the bid submitted by C.J. Mahan Construction Company, LLC is responsive to the specifications and in the best interest of the City of Paducah to accept.

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

SECTION 1. That the bid of C.J. Mahan Construction Company, LLC for the Pump Station #11 Pump 3 Repair Project in the amount of Two Hundred Forty-Five Thousand Twenty-Five Dollars (\$245,025.00) is hereby accepted. The project shall consist of furnishing all labor, materials, equipment, tools, and services necessary to complete the Pump Station #11 Pump 3 Repair Project in accordance with the bid documents, specifications, and contract requirements.

SECTION 2. That the Mayor is hereby authorized to execute a contract with C.J. Mahan Construction Company, LLC for the Pump Station #11 Pump 3 Repair Project in the amount of \$245,025.00, together with all contract documents relating thereto.

SECTION 3. Payment for this project shall be charged to the Pump Station #11 Repairs account, Account No. FW0020.

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

George P. Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, June ____, 2026

Recorded by Lindsay Parish, City Clerk, June ____, 2026

MO\agree – Pump Station 11 – C.J. Mahan 2026

**CITY OF PADUCAH, KENTUCKY
ENGINEERING DEPARTMENT**

AGREEMENT FOR PUMP STATION 11 PUMP REPAIR PROJECT

THIS AGREEMENT, made this _____ day of June 2026, by and between the **CITY OF PADUCAH**, hereinafter called the **OWNER**, and **C J MAHAN CONSTRUCTION COMPANY, LLC**, hereinafter called the **CONTRACTOR**, for the consideration hereinafter named, agree as follows:

ARTICLE 1. SCOPE OF WORK

The Contractor agrees to furnish all the necessary labor, materials, equipment, tools, and services necessary for the construction of the **PUMP STATION #11 PUMP REPAIR PROJECT**. All Work shall be in accordance with this Agreement, the Plans, Specifications, and any Addendum(s) issued.

Throughout the performance of this Contract, the Engineering Department of the City of Paducah shall, in all respects, be acting as both Engineer and agent for the Owner, City of Paducah. All work done by the Contractor shall be completed under the general supervision of the Engineer.

ARTICLE 2. TIME FOR COMPLETION AND LIQUIDATED DAMAGES

The Contractor hereby agrees to commence work under this contract on or before a date to be specified in the Notice to Proceed and to fully complete the project **within THIRTY (30)** consecutive calendar days thereafter.

Failure of the Contractor to complete the work in the time specified above plus any extensions allowed in accordance with the General Conditions shall result in the assessment of liquidated damages for the delay (not as a penalty). Liquidated damages shall be in the amount of **\$200.00** per consecutive calendar day for failure to meet the final completion date and shall be withheld from final payment.

ARTICLE 3. THE CONTRACT SUM

The Owner agrees to pay the Contractor for the performance of the Contract, subject to additions and deductions provided therein: **TWO HUNDRED FORTY-FIVE THOUSAND, TWENTY-FIVE DOLLARS (\$245,025.00) as quoted in the Bid Proposal by the Contractor dated June 2, 2026**, which shall constitute full compensation for the work and services authorized herein.

ARTICLE 4. PROGRESS PAYMENTS

The Contractor may submit each month, and no more than once a month, a Request for Payment for work completed in accordance with the Specifications. The Owner will make partial payments on or about thirty **(30)** days after submission of a properly completed invoice and approval of the completed work. At the Engineer's discretion, a ten percent **(10%)** retainage may be held until final completion and acceptance of the work.

ARTICLE 5. ACCEPTANCE AND FINAL PAYMENT

Final payment shall be due sixty, **(60)** days after substantial completion of the work, provided the work will then be fully completed and the Contract fully performed in accordance with the specifications.

ARTICLE 6. GOVERNING LAW

The Parties agree that this Agreement and any legal actions concerning its validity, interpretation and performance shall be governed by the laws of the Commonwealth of Kentucky. The parties further agree that the venue for any legal proceeding relating to this Agreement shall exclusively be in

McCracken County, Kentucky.

ARTICLE 7. THE CONTRACT DOCUMENTS

The Plans, Specifications and any addendum that may have been issued are fully a part of this Contract as if thereto attached or herein repeated.

IN WITNESS WHEREOF:

The parties hereto have executed this Agreement, the day and year first above written.

CONTRACTOR

BY _____
TITLE _____

ADDRESS:

CITY OF PADUCAH, KENTUCKY

BY _____
George Bray, Mayor

ADDRESS:
Post Office Box 2267
Paducah, Kentucky 42002-2267

Agenda Action Form Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Approve Contract Modification #3 with Jim Smith Contracting for Additional Scope of Work for the Paducah Infrastructure Improvements Project (BUILD project) for \$130,382.28 - **G. GUEBERT**

Category: Municipal Order

Staff Work By: Melanie
Townsend
Presentation By: Greg
Guebert

Background Information: After competitive negotiation and value engineering, the City of Paducah entered into a construction contract with Jim Smith Contracting for the Paducah Riverfront Infrastructure Improvements Project for \$20,413,644.86 as approved by Municipal Order #2985 on November 21, 2024.

Change order #1 was approved by Municipal Order #3172 on January 14, 2026, and increased the contract by \$273,093.03 to include additional electrical scope, bringing the contract price to \$20,686,737.90.

Change Order #2 was approved by Municipal Order #3227 on April 14, 2026, and increased the contract by \$41,974.00 to reflect a design change adding brackets to the landside railings on the excursion pier, bringing the contract price to \$20,728,711.89.

A scope change from seed and straw to sod and a scope increase for a permanent underground irrigation system in the lawn area, are proposed.

Proposed Changes	Cost
Sod	\$ 110,382.28
Irrigation system	\$ 20,000.00
TOTAL CO#3 AMOUNT	\$ 130,382.28

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: BUILD grant

Account Number: DT0050

Staff Recommendation: Authorize the Mayor to sign Change Order #3 to the Paducah Riverfront Infrastructure Improvement Project contract with Jim Smith Contracting for \$130,382.28. Approval of this change order will increase the contract amount from \$20,728,711.89 to \$20,859,094.17.

Attachments:

1. MO - Change Order #3- Jim Smith Contracting – BUILD Grant Project
2. CO 3 Proposal for SOD, ECB & Irrigation
3. MO 2985_BUILD_JSC_agreement
4. JSC_CO#1_MO#3172
5. JSC_CO#2_MO#3227

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER APPROVING CHANGE ORDER #3 WITH JIM SMITH CONTRACTING FOR ADDITIONAL SCOPE OF WORK FOR THE PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD) FOR \$130,382.28 AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

WHEREAS, the City entered into a construction contract for the Paducah Riverfront Infrastructure Improvements Project in the amount of \$20,413,644.86, as approved by Municipal Order No. 2985 on November 21, 2024; and

WHEREAS, Change Order #1 was approved by Municipal Order #3172 on January 14, 2026, and increased the contract by \$273,093.03 to include electrical scope, bringing the contract price to \$20,686,737.90; and

WHEREAS, Change Order #2 was approved by Municipal Order 3227 on April 14, 2026, and increased the contract by \$41,974 to reflect a design change adding brackets to the landside railings on the excursion pier, bringing the contract price to \$20,728,711.89;

WHEREAS, a scope change from seed and straw to sod and a scope increase for a permanent underground irrigation system in the lawn area are now proposed. The work totals are as follows:

PROPOSED CHANGES	COST
Sod	\$110,382.28
Irrigation System	<u>\$ 20,000.00</u>
TOTAL CHANGE ORDER #3	<u>\$130,382.28</u>

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

SECTION 1. The Board of Commissioners approves Change Order #3 to the Paducah Riverfront Infrastructure Improvement Project contract with Jim Smith Contracting Co., LLC in the amount of \$130,382.28, bringing the total contract price to \$20,859,094.17, and authorizes the Mayor to execute any documents related to same.

SECTION 2. The cost shall be paid from the BUILD Grant, Project Account Number DT0050.

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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
mo\Change Order #3 - Jim Smith Contracting – BUILD Grant Project



1108 Dover Road
Grand Rivers KY 42045
City of Paducah
Riverfront Infrastructure Improvement Project

CHANGE ORDER REQUEST

Change Order: 03

Date: 5/13/2026

SOD OPTION

<u>Area</u>	<u>Description</u>	<u>Quantity</u>	<u>Unit Price</u>	<u>Amount</u>
1	Sod Along Greenway / Convention Center	2,750 SY	\$6.50	
2	Sod West of chain monument	2,786 SY	\$6.50	
3	Sod East of chain monument	4,530 SY	\$6.50	
4	Sod West of rose against wall	3,121 SY	\$6.50	
5	Sod East of rose against wall	3,795 SY	\$6.50	
	Sod Total*	16,982 SY	\$6.50	\$110,382.28

EROSION CONTROL BLANKET OPTION

<u>Area</u>	<u>Description</u>	<u>Quantity</u>	<u>Unit Price</u>	<u>Amount</u>
1	Sod Along Greenway / Convention Center	2,750 SY	\$3.00	
2	Sod West of chain monument	2,786 SY	\$3.00	
3	Sod East of chain monument	4,530 SY	\$3.00	
4	Sod West of rose against wall	3,121 SY	\$3.00	
5	Sod East of rose against wall	3,795 SY	\$3.00	
	ECB Total*	16,982 SY	\$3.00	\$50,945.67

*Credit to omit seed/straw of \$15,500 for areas above

IRRIGATION

<u>Area</u>	<u>Description</u>	<u>Quantity</u>	<u>Unit Price</u>	<u>Amount</u>
	Permanent Irrigation hooked up to existing PWW meter currently billed to City of Paducah	1 LS	\$20,000.00	\$20,000.00
	*Labor for manual watering of areas credited in irrigation proposal			

Contractor Signature: *Brian McReynolds*

Title: VP Operations

Date: 3/30/2026

MUNICIPAL ORDER NO. 2985

A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT WITH JIM SMITH CONTRACTING CO., LLC, IN AN AMOUNT NOT TO EXCEED \$20,413,644.86 FOR THE PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD)

WHEREAS, On July 16, 2024, the Engineering Department advertised in the Paducah Sun an Invitation to Bid for the BUILD grant project; and

WHEREAS, on July 16, 2024, the Engineering Department opened sealed bids for the BUILD project. The City received one (1) bid packet from Jim Smith Contracting for \$26,150,000; and

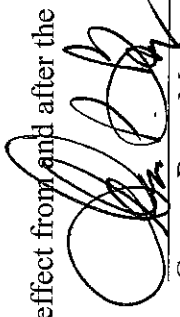
WHEREAS, on August 8, 2024, the City received approval from MARAD to conduct a non-competitive negotiation with Jim Smith Contracting to discuss cost-saving measures, and on October 30, 2024, the City finalized negotiations with Jim Smith Contracting for an agreed-upon amount not to exceed \$20,413,644.86 in construction contract costs.

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

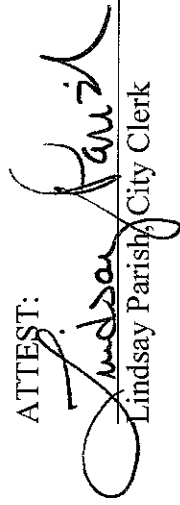
SECTION 1. The City of Paducah hereby authorizes the Mayor to execute a contract with Jim Smith Contracting Co., LLC for construction of the BUILD grant project, for a total amount not to exceed \$20,413,644.86.

SECTION 2. The cost shall be paid from the BUILD Grant, Project Account Number DT0050.

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, November 12, 2024
Recorded by Lindsay Parish, City Clerk, November 12, 2024
m:\contract Jim Smith Contracting – BUILD Grant Project

MUNICIPAL ORDER NO. 3172

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)

WHEREAS, the City entered into a construction contract for the Paducah Riverfront Infrastructure Improvements Project in the amount of \$20,413,644.86, as approved by Municipal Order No. 2985 on November 21, 2024; and


WHEREAS, the City desires to execute Change Order No. 1 to the construction contract for the Paducah Riverfront Infrastructure Improvements Project, adding electrical, concrete, and related work and returning stairstep seatwalls to the project scope, in the amount of \$273,093.03.

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

SECTION 1. The City of Paducah hereby authorizes the Mayor to execute Change Order #1 to the Paducah Riverfront Infrastructure Improvement Project contract with Jim Smith Contracting Co., LLC in the amount of \$273,093.03. Approval of this Change Order will increase the contract amount from \$20,413,644.86 to \$20,686,737.89.

SECTION 2. The cost shall be paid from the BUILD Grant, Project Account Number DT0050.

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 13, 2026
Recorded by Lindsay Parish, City Clerk, January 13, 2026
mo\Change Order #1 - Jim Smith Contracting - BUILD Grant Project

MUNICIPAL ORDER NO. 3227

A MUNICIPAL ORDER APPROVING CHANGE ORDER #2 WITH JIM SMITH CONTRACTING FOR ADDITIONAL SCOPE OF WORK FOR THE PADUCAH RIVERFRONT INFRASTRUCTURE IMPROVEMENT PROJECT (BUILD) FOR \$41,974, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

WHEREAS, the City entered into a construction contract for the Paducah Riverfront Infrastructure Improvements Project in the amount of \$20,413,644.86, as approved by Municipal Order No. 2985 on November 21, 2024; and

WHEREAS, Change Order #1 was approved by Municipal Order #3172 on January 14, 2026, and increased the contract by \$273,093.03 to include electrical scope, bringing the contract price to \$20,686,737.90; and

WHEREAS, during the design and construction of the railing for the excursion pier, a design change to add brackets to the landside railings was proposed. This change was determined to improve the functionality and reduce maintenance for the railing and the pier.

The work totals are as follows:

Proposed Scope	Cost
Revised guardrail brackets	\$39,975.24
JSC – 5% Overhead	<u>\$ 1,998.76</u>
Total Change Order #2 Amount	\$41,974.00

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

SECTION 1. The Board of Commissioners approves Change Order #2 to the Paducah Riverfront Infrastructure Improvement Project contract with Jim Smith Contracting Co., LLC in the amount of \$41,974, bringing the total contract price to \$20,728,711.90, and authorizes the Mayor to execute any documents related to same.


SECTION 2. The cost shall be paid from the BUILD Grant, Project Account Number DT0050.

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

ATTEST:



Lindsay Parish, City Clerk


George Bray, Mayor

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Approve a Contract Extension for Endpoint Detection and Response services through Kroll, Inc. in the amount of \$134.30 Per Endpoint - **E. STUBER**

Category: Municipal Order

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

Background Information: In 2020, the City of Paducah approved Ordinance 2020-04-8635 to enter into an agreement with Kroll for professional services related to endpoint detection and response services. This service monitors all computer endpoints on the City of Paducah's network for malicious activity and, if found, responds by removing the software or isolating the endpoint from the network to prevent infection of other endpoints. This service is vital in our defense against malware and ransomware.

The City renewed the contract under Municipal Order 2769 in 2023.

The City now wishes to extend the contract for an additional 3-year term (initial term) with the contract set to automatically renew for successive one-year periods unless either party provides written notice of termination as outlined in the contract. The cost is \$134.30 per endpoint. The City currently utilizes 340 endpoints for a total cost of \$45,662 annually. However, the number may fluctuate from time to time, so this Municipal Order will authorize up to 370 endpoints at the set unit price of \$134.30 per endpoint, plus endpoint overages as outlined in the contract.

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: Technology Computer Software Maintenance

Account Number: 10000501-522020

Staff Recommendation: Authorize the Mayor to renew a contract with Kroll for Managed Detection and Response for a 3 year term

Attachments:

1. MO contract- Kroll Contract Extension 2026
2. CITY OF PADUCAH KENTUCKY - Kroll SOF - 05052026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING A CONTRACT EXTENSION FOR ENDPOINT DETECTION AND RESPONSE SERVICES WITH KROLL, INC. IN THE AMOUNT OF \$134.30 PER ENDPOINT FOR UP TO 370 ENDPOINTS, PLUS ENDPOINT OVERAGES AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

WHEREAS, the City of Paducah approved Ordinance 2020-04-8635 to enter into an agreement with Kroll for professional services related to endpoint detection and response services; and

WHEREAS, the City of Paducah approved Municipal Order 2769 in 2023 to renew the Contract; and

WHEREAS, the City now wishes to enter into a contract extension with Kroll, Inc.; and

WHEREAS, this purchase constitutes a professional service as outlined by KRS 45A.380 and as such shall be acquired through noncompetitive negotiation.

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

SECTION 1. The Mayor is hereby authorized to execute a Contract Extension with Kroll, Inc. in the unit price of \$134.30 per endpoint for up to 370 endpoints, plus endpoint overages as outlined in the Contract Extension. Said contract will be for a term of three years and shall automatically renew for successive one-year periods unless either party provides written notice of termination as outlined in the Contract Extension/Statement of Work.

SECTION 2. This expenditure shall be charged to the Computer Software Maintenance Account No. 1000-0501-522020.

SECTION 3. This Municipal Order shall be effective from and after the date of its adoption.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk



**Kroll Responder MDR™
Sales Order Form (US)**

Order Information			
Order Number:	05052026		
Quote Date: ¹	05/05/2026		
Client Name:	City of Paducah, Kentucky		
Client Address:	300 South 5 th Street, PO Box 2267, Paducah, KY 42002		
Client Agreement	Letter of Engagement made effective as February 1, 2020		
Initial Term:	Start Date:	1-Aug-26	End Date: 31-Jul-29
Invoicing Interval:	Annual		
Special Notes:	Click or tap here to enter text.		

Service, Software & Fees	Term in Months	Monthly Fee ¹	Subtotal
Kroll Responder MDR™ <ul style="list-style-type: none">• 24x7 Managed Detection and Response	36	US\$3,357.50	\$120,870.00
Implementation Professional Services			N/A
Subtotal – Year 1 (exc. taxes)			\$40,290.00
Subtotal – Year 2 (exc. taxes)			\$40,290.00
Subtotal – Year 3 (exc. taxes)			\$40,290.00
Total Fees (excluding applicable taxes)			US\$120,870.00

Third Party Software List	Third Party Software provided by:	Quantity
CrowdStrike Falcon Complete	Kroll	300

1. Client Agreement.

This SOF is effective as of the Start Date set forth above in the Order Information, and is entered into pursuant to and incorporates herein by reference the client agreement identified in the Order Information (the “**Master Terms**”), by and between the client identified in the Order Information (“**Client**”) and Kroll Associates, Inc. on behalf of itself and its affiliates (“**Kroll**”). **Client’s signature below hereby accepts and agrees that the agreement between Kroll and the Client (the “Agreement”) is comprised of the following:**

1. the Master Terms, including any Terms of Business attached to the Master Terms; and
2. this SOF, which includes:

¹ Prices quoted are valid for thirty (30) days from Quote Date unless otherwise noted.

- a. the Managed Services Addendum, which is available at <https://www.redscan.com/media/Kroll-Managed-Services-Addendum-US.pdf>
- b. the applicable **Third Party Software Terms**, which are available at Third Party Software Terms
- c. the applicable Service Description(s) associated with the service(s) identified above in this SOF (the “**Services**”), each Service Description being available at [Kroll Responder MDR](#)

Capitalized terms herein shall have the meaning ascribed in the Master Terms or this SOF, as applicable. If Client issues a separate purchase order or other similar ordering documents, Client and Kroll agree that those documents and any additional terms therein, do not form a part of this SOF or of the Agreement between Client and Kroll. This SOF shall be deemed to be a statement of work (“SOW”) under the Master Terms. If the Master Terms was entered into between Kroll, Client and a law firm representing Client (the “**Law Firm**”), the Law Firm will not be a party to this SOF and for purposes of this SOF will be deemed not to be a Party to the Agreement. The Agreement between Client and Kroll is comprised solely of this SOF and the Master Terms as incorporated into this SOF by reference.

2. Term and Invoicing.

The initial term of this SOF shall be for the Start Date and End Dates as indicated in the Order Information (“**Initial Term**”). This SOF shall automatically renew for successive one-year periods (each a “**Renewal Term**”), unless either Party provides written notice of termination to the other Party no later than forty-five (45) days before the end of the Active Term (as defined herein). From the Start Date, the Initial Term and any Renewal Term(s) together until termination hereunder shall be the “**Term**” and the then-current Initial Term or Renewal Term is referred to as the “**Active Term**”. Upon receipt of written notice, the effective date of the termination shall be the end of the Active Term. Pricing for any Renewal Term will not increase by more than 7% over the Active Term, unless Kroll advises Client at least sixty (60) days prior to the start of the applicable Renewal Term. **The Active Term is not cancellable for convenience. All payments are non-refundable.**

Kroll shall invoice the Client in full for the Initial Term (or, if the Initial Term is multi-year, for the first year of the Initial Term) prior to the Start Date, and thereafter invoicing will be approximately forty-five (45) days prior to the start of each year of the Active Term, or the start of any Renewal Term. Notwithstanding the foregoing, if the invoicing interval specified in the Order Information is not annual, Kroll will invoice Client in accordance with the specified invoicing interval.

Kroll will add applicable taxes to each invoice. If Client is exempt from taxes, evidence of Client’s tax exemption must be submitted to Kroll prior to invoicing. Payment is due within 30 days of the invoice date. Kroll reserves the right to suspend work until all amounts due to Kroll from Client are paid.

During any calendar month of the Term, if the number of Endpoints or Data Ingestion Volume (as defined in the Kroll Service Description) monitored exceeds the number of Endpoints or Data Ingestion Volume in the Order Information (an “**Overage**”), Client will be invoiced for the Overage during the calendar quarter immediately following the onset of the Overage, and each quarter thereafter in which the number of Endpoints monitored exceeds the subscribed number during a calendar month. The amount invoiced will be pro-rated based on the then-current price or fee per Endpoint or per Data Ingestion Volume count under this SOF.

3. Third Party Software.

In order for the Services to be performed, certain third party software (the “**Third Party Software**”) must be licensed and installed. The Order Information shall indicate whether Kroll or the Client is providing the Third Party Software.

If the Order Information states that Client is providing the Third Party Software:	Client represents that it has separately entered into a license agreement with the relevant Third Party Software provider(s) and will provide a copy of such agreement to Kroll upon request. Client is responsible for licensing the Third Party Software and providing appropriate access to Kroll for the performance of the Service.
If the Order Information states that Kroll is providing the Third Party Software:	The Service includes Third Party Software as indicated in this SOF, and Client accepts and agrees to the applicable Third Party Software Terms, which are available at Third Party Software Terms. Client agrees to indemnify Kroll for any claims and/or losses suffered by Kroll arising out of Client’s failure to comply with the applicable Third Party Software Terms.

Client's signature below hereby accepts and agrees to the Agreement, including the descriptions and terms of the Kroll Service and associated Service Descriptions, the Managed Services Addendum and the applicable Third Party Software Terms.

ACCEPTED AND AGREED:

CITY OF PADUCAH, KENTUCKY

KROLL ASSOCIATES, INC.

Name:

Title:

Date:

Name:

Title:

Date:



Billing / Contact Information Form

Please complete the following information and return for Kroll's engagement. Insurance information only needed for events being submitted under a claim.

Client Contact

		Business Hours (Mon-Fri)	Evenings and Weekends
Primary Contact Details	Name		
	Contact Number		
	Email Address		
Secondary Contact Details	Name		
	Contact Number		
	Email Address		
Tertiary Contact Details	Name		
	Contact Number		
	Email Address		

Client Billing Contact

Primary Contact: Name/Title	
Telephone	
Email Address	
Additional Contact: Name/Title	
Telephone	
Email Address	

Billing Information

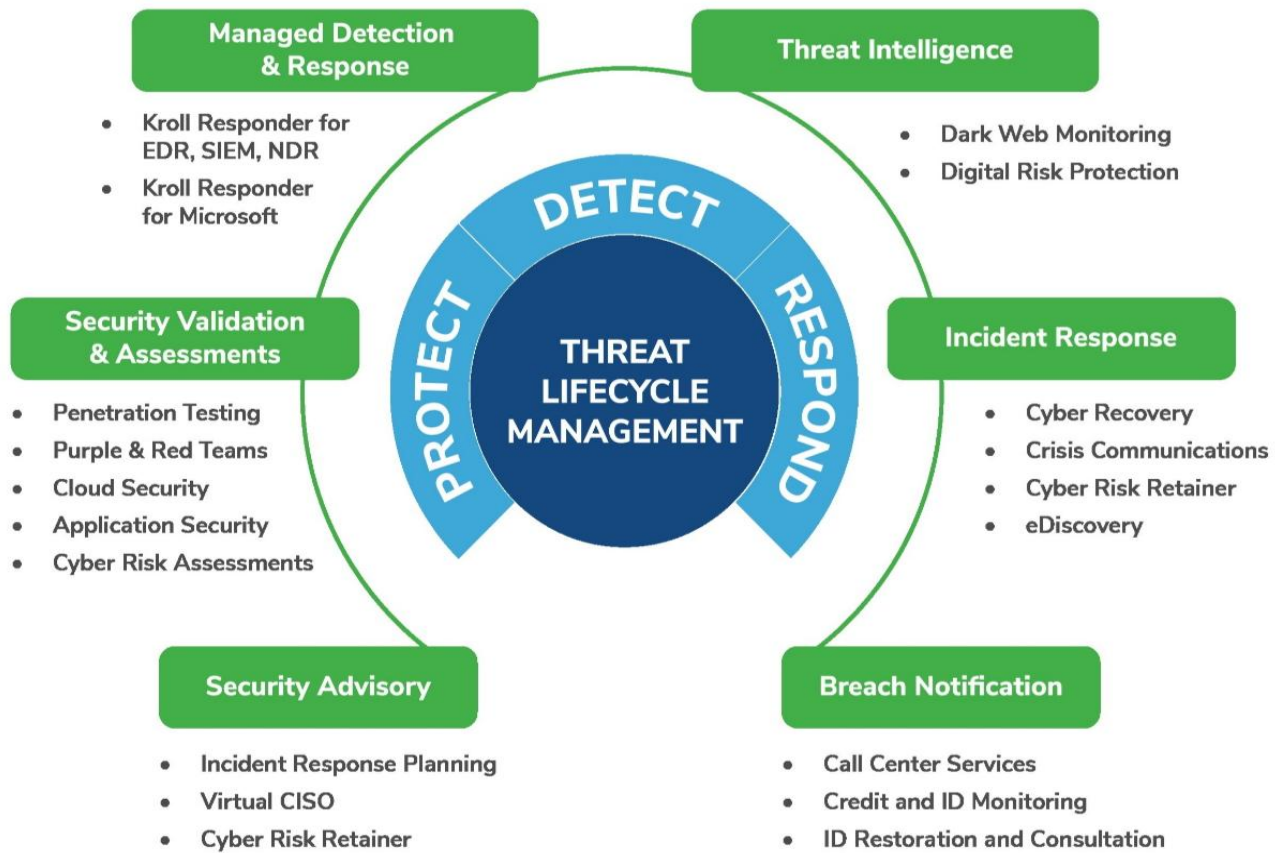
Address bill to	
Billing Physical Address	
Billing Email Address	
Purchase Order #	

Insurance Information (if applicable)

Carrier (Insurer)	
Claim #	
Claims Handler Name/Title	
Telephone	
Email Address	
Insurance Broker Name/Title	
Telephone	
Email Address	

Solutions to Protect, Detect, and Respond Against Cyberattacks

Enriched by frontline threat intel from 3000+ incidents cases every year, Kroll's protection, detection, and response solutions immediately mature your cyber posture.



Kroll is the Global Leader in Incident Response



Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Authorize the sale of property located at 5065 Concord Avenue - **C. GAULT**

Category: Municipal Order

Staff Work By:
Presentation
By: Carol Gault

Background Information: The property located at 5065 Concord Avenue was acquired by the City of Paducah for the purpose of roadway improvements associated with the New Holt Road project. The property consists of approximately 0.87 acres and is situated at the intersection of New Holt Road and Concord Avenue. The property was created via Plat M-1948 and is part of the Charles L. Kindred Subdivision, recorded on Plat G-93, specifically comprising original Lots 22 and 23.

The New Holt Road project has now been completed, and the City no longer requires the property for a public purpose. Given its location within the regional trade center and its redevelopment potential, it is in the public interest to dispose of the property. The property is also subject to recorded subdivision restrictions that affect permissible land use. Due to these factors, disposition by public auction is appropriate, as it allows the open market to determine value while assigning due diligence and risk evaluation to prospective purchasers. Accordingly, the City will dispose of the property by public auction.

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 prop sale - 5065 Concord Avenue – Auction

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER DECLARING CERTAIN REAL PROPERTY LOCATED AT 5065 CONCORD AVENUE SURPLUS TO THE NEEDS OF THE CITY OF PADUCAH, AUTHORIZING ITS DISPOSITION BY PUBLIC AUCTION, AND AUTHORIZING THE MAYOR TO EXECUTE ALL DOCUMENTS RELATED TO SAME

WHEREAS, the City of Paducah acquired the property located at 5065 Concord Avenue for the purpose of roadway improvements associated with the New Holt Road project; and

WHEREAS, the property consists of approximately 0.87 acres situated at the intersection of New Holt Road and Concord Avenue and was created by Plat M-1948 as part of the Charles L. Kindred Subdivision recorded in Plat G-93, consisting of original Lots 22 and 23; and

WHEREAS, the New Holt Road project has been completed and the City no longer requires the property for any current or anticipated public purpose; and

WHEREAS, the City Commission finds that the property is surplus to the needs of the City and that its disposition is in the best interests of the citizens of Paducah; and

WHEREAS, the City Commission further finds that disposition of the property by public auction is appropriate due to the property's redevelopment potential, its location within the regional trade center, and the existence of recorded subdivision restrictions affecting permissible land uses, thereby allowing the market to determine value while placing responsibility for due diligence upon prospective purchasers; and

WHEREAS, KRS 82.083 authorizes cities to dispose of surplus real property by public auction.

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

SECTION 1. The City Commission hereby declares the real property located at 5065 Concord Avenue, Paducah, Kentucky, consisting of approximately 0.87 acres and being part of the Charles L. Kindred Subdivision, recorded in Plat G-93 as original Lots 22 and 23 and created by Plat M-1948, to be surplus to the needs of the City of Paducah.

SECTION 2. The City Commission hereby authorizes the sale of the property by public auction in accordance with KRS 82.083 and upon such terms and conditions as may be determined appropriate by the City Manager.

SECTION 3. The Mayor is hereby authorized to execute the deed and any and all documents necessary to effectuate the transfer of the property following the sale. The City Manager is further authorized to take all actions necessary to carry out the intent of this

Municipal Order, including contracting with a licensed auctioneer, approving auction terms and conditions, and completing all actions required to consummate the sale and transfer of title.

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

George P. Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, June 9, 2026

Recorded by Lindsay Parish, City Clerk, June 9, 2026

MO\prop sale - 5065 Concord Avenue – Auction

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Approve Amendments 11 and 12 with Federal Engineering for Radio System Implementation related to the 911 Radio Upgrade, not to exceed \$120,000 - **B. LAIRD**

Category: Municipal Order

Staff Work By: William Hodges,
Brian Laird

Presentation By: Brian Laird

Background Information: This action authorizes the City to approve and enter into Amendments No. 11 and 12 with Federal Engineering for professional consulting work related to implementation support for the Paducah/McCracken County 911 Radio System Upgrade.

In 2016, the City of Paducah retained Federal Engineering to perform consulting work related to upgrading the 911 System. In 2018, the City of Paducah authorized multiple amendments to the consulting agreement. In 2021, the City of Paducah authorized an amendment to the agreement to refresh the 911 Radio Project report.

In 2022, the City of Paducah authorized Amendment No. 9 to the agreement for the preparation of an RFP, proposal evaluation, and contract negotiation support from Federal Engineering.

In 2023, Amendment 10 took the project from the initiation, planning, and design review phases through installation, testing, and final cutover. Amendment 10 had a project cap of \$265,782, which included project labor, travel, and other direct costs through the end of calendar year 2025.

Amendment 11 authorizes a continuance of work through the end of calendar year 2026 at an agreed-upon rate.

Amendment 12 authorizes a contract continuance through FY2027. The contract includes projected labor, travel, and other direct costs through FY 2027.

The contract amount will not exceed \$120,000 and is currently budgeted for in the FY27 911 Budget.

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

If yes, please list the Commission Priority: [Commission Priorities List](#) 911Radio/Tower Upgrades and Operational Funding

Communications Plan: NA

Funds Available: Account Name: Other Contractual Service

Account Number: 200-40-4001-PS-523070

Staff Recommendation: Approve the contract with Federal Engineering

Attachments:

1. MO 911 Federal Engineering Amendment 11 AND 12 – Implementation Services
2. City of Paducah AMD11 20250710.signed by Both
3. City of Paducah AMD12

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING AND APPROVING AMENDMENT NO. 11 AND 12 TO THE PROFESSIONAL CONSULTING AGREEMENT WITH FEDERAL ENGINEERING, INC., FOR PROFESSIONAL SERVICES RELATED TO IMPLEMENTATION SUPPORT FOR THE PADUCAH-MCCRACKEN COUNTY 911 RADIO UPGRADE PROJECT IN AN AMOUNT NOT TO EXCEED \$120,000 AND AUTHORIZING THE MAYOR TO EXECUTE THE AMENDMENT

WHEREAS, by Ordinance No. 2016-8-8401, the City of Paducah retained Federal Engineering, Inc., to perform consulting work for the City of Paducah related to the upgrade of the Paducah 911 System; and

WHEREAS, by Ordinance No. 2018-4-8528, the City of Paducah authorized amendments to the Professional Consulting Agreement; and

WHEREAS, by Municipal Order No. 2457, the City authorized a refresh to the report for the upgrade of the Paducah 911 System; and

WHEREAS, by Municipal Order No. 2491, the City of Paducah approved a Memorandum of Agreement with McCracken County Fiscal Court for the formation of the Joint 911 Communication Services Oversight Committee to make recommendations and reports to the City of Paducah and McCracken Fiscal Court for the funding, upgrades and governance of 911 in Paducah/McCracken County; and

WHEREAS, the City approved Municipal Order No. 2572 on May 10, 2022, for professional services related to the request for proposal preparation, proposal evaluations, and contract negotiations; and

WHEREAS, the City approved Municipal Order No. 2837 on December 10, 2023, for Amendment 10, which took the project from initiating, planning and design review phases through installation, testing, and final cutover; and

WHEREAS, Amendment No. 11 authorized a contract continuance through the end of calendar year 2026; and

WHEREAS, Amendment 12 authorizes a contract continuance through FY2027. This contract includes projected labor, travel and other direct costs through FY2027.

NOW, THEREFORE, BE IT ORDERED BY THE BOARD OF COMMISSIONERS OF THE CITY OF PADUCAH, KENTUCKY, AS FOLLOWS:

SECTION 1. Authorizations & Recitals. That the City hereby authorizes and approves Amendment No. 11 to the Professional Consulting Agreement with Federal Engineering, Inc., extending the contract through December, 2026, and Amendment No. 12, which authorizes a contract continuance through FY2027 in an amount not to exceed \$120,000 for professional services related to implementation related to the 911 radio upgrade, the Paducah-McCracken County 911 Radio Project in substantially the form attached hereto and made part hereof (Exhibits A and B, respectively) and authorizes the Mayor to execute said Amendments.

SECTION 2. Expenditures. This agreement shall be funded through Account number 200-40-4001-PS-523070.

SECTION 3. Effective Date. 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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026

MO\911 Federal Engineering Amendments 11 and 12

Exhibit A



Federal Engineering, Inc.

10560 Arrowhead Drive

Fairfax, VA 22030

703-359-8200

Issued: March 26, 2025

**ATTACHMENT TO
PROFESSIONAL CONSULTING AGREEMENT**

Dated: February 21, 2017

Dated: August 18, 2016

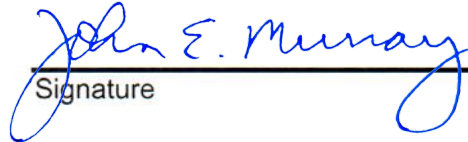
**AMENDMENT 11
CITY OF PADUCAH/McCRACKEN COUNTY
RADIO SYSTEM IMPLEMENTATION SUPPORT- 2023/2027**

1. In accordance with the Statement of Work titled "*Radio System Implementation Support*" Section 5, *Cost*, ratified on December 13, 2023, this Amendment extends Federal Engineering's support of the expected project implementation through December 31, 2026.
2. In accordance with the referenced Statement of Work, Section 6, *Basis for our Scope of Work*, Number 6, Federal Engineering will notify the City should additional funding be required to complete the approved tasks. The authorized funding will be increased by a written modification to this task duly executed by both the City and Federal Engineering.
3. Amendment 11 updates the Long-Term Consulting Rates in Schedule A with those contained within Exhibit A of this Amendment for services provided beginning April 1, 2025.
4. All other terms and conditions remain the same and in full force.

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FEDERAL ENGINEERING, INC.

CITY OF PADUCAH, KENTUCKY


Signature


Signature

John E. Murray
Executive Vice President
Chief Operating Officer

(Printed Name and Title)



(Printed Name and Title)

July 10, 2025

Date

7/10/25

Date

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AMENDMENT EXHIBIT A
LONG-TERM CONSULTING RATES

Effective January 1, 2025 through December 31, 2026

Principal	\$ 420.00 per hour
Vice President	\$ 380.00 per hour
Director/Chief Consultant	\$ 295.00 per hour
Senior Consultant	\$ 245.00 per hour
Consultant	\$ 210.00 per hour
Senior Analyst	\$ 175.00 per hour
Analyst	\$ 130.00 per hour
Administrative Services	\$ 100.00 per hour

TERMS AND CONDITIONS

1. Long-term rates do not include state or local taxes.
2. Travel and meals on a per diem basis will be invoiced at actual cost plus 20 percent to account for general and administrative costs.
3. Hours expended for travel in support of any time and materials task orders are billable hours.
4. Invoices will be rendered monthly. All invoices are due and payable 30 days from issuance. Late balances are subject to a finance charge of 1.5 percent per month (or fraction thereof).

This document is proprietary to Federal Engineering, Inc. and shall not be disclosed to third parties without prior written permission from Federal Engineering, Inc.

01-01-25



"Unleashing the Power of Technology"

**Federal
Engineering®**

Federal Engineering, Inc.

1800 Alexander Bell Drive
Suite P-120
Reston, VA 20191

STATEMENT OF WORK (SOW)
Issued: February 13, 2026
Revised: May 29, 2026

ATTACHMENT TO:
PROFESSIONAL CONSULTING AGREEMENT
DATED: August 18, 2016

AMENDMENT 12

CITY OF PADUCAH/McCRACKEN COUNTY

RADIO SYSTEM OPERATIONS & MAINTENANCE SUPPORT:

2026/2027

1.0 INTRODUCTION AND ISSUES

1.1 Project Overview

The City of Paducah and McCracken County, Kentucky (Paducah-McCracken) is nearing the completion of the implementation of a new standards-based public safety radio system. Paducah-McCracken would like to continue their longstanding relationship with Federal Engineering, Inc. (**FE**) by leveraging their programmatic and technical oversight support during the decommissioning, operations, and maintenance periods of the system.

This Statement of Work (SOW) describes the work to be completed by **FE** in support of Paducah-McCracken's public safety radio system during the decommissioning, operations, and maintenance periods.

2.0 TASKS TO BE PERFORMED

FE will provide the following radio system implementation support tasks in support of the Paducah-McCracken project.

2.1 Decommissioning Support

FE will assist Paducah-McCracken by providing programmatic and technical coordination support throughout the legacy system decommissioning process. We will coordinate with the selected contractors to catalogue and schedule the decommissioning of legacy equipment not being reused in the new system including base station repeaters, voters, microwave radios, control stations, subscriber radios, cables, antenna systems, tower and compound equipment.

Inclusive of the process, **FE** will oversee contractor compliance with the following:

1. Removal of electronic equipment (“e-waste”) compliance with Federal Resource Conservation and Recovery Act (RCRA) and/or Kentucky (Health and Safety Code) hazardous waste laws.
2. Equipment purchased by contractor as trade-in shall be removed and handled according to the terms of any applicable trade-in agreement.
3. Proper administration of Federal Communications Commission (FCC) license modifications and filings.

2.2 Operations & Maintenance Management Support

Paducah-McCracken has entered a contract with the public safety radio system contractor to provide the initial five (5) years of system maintenance and software support upgrades. In addition to the contractor-provided infrastructure and subscriber equipment, this operations and maintenance support service encompasses the following third-party system, subscriber, and software components including:

- Aviat Microwave Backhaul
- Bard Shelter HVAC
- Cisco Networking Equipment
- CommScope Dehydrators
- DBSpectra Combiners, Antennas, Tower-Top Amplifiers, Multicouplers
- Dell Desktop PC and Laptops
- Eltek Rectifiers
- Enersys DC Plant Batteries
- Eupen Transmission Lines
- Eupen Connectors
- VFP Shelters
- Kohler Generators
- Core Servers/Control
- Dispatch Console Systems
- Equipment Terminals
- Power Distribution
- Viewsonic Displays
- Commscope Microwave Antennas

Paducah-McCracken will benefit from **FE**'s 43 years of experience overseeing contractor fulfillment of preventative and repair maintenance services. During this engagement, we will coordinate with the selected contractor to develop a routine preventive maintenance schedule for the infrastructure, subscriber, dispatch console system, software, and third-party provided equipment to minimize disruptions to public safety operations.

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Furthermore, we will provide quality assurance and control oversight of the selected contractor's following tasks:

- 24/7/365 remote system monitoring, management, and service dispatch by factory-trained technical professionals.
- Alert tracking and analysis.
- Alarm clearing.
- Trouble report management and escalation to technical support.
- Notification of environmental issues.
- Summary reporting of alerts, trouble reports, and response times.

We will review and report to Paducah-McCracken via a health dashboard monthly of the selected contractor's compliance with the contract and established plans pertaining to remote equipment monitoring including servers, workstations, repeaters, controllers, IP equipment, and other systems furnished by the selected contractor.

Preventative and Corrective Maintenance Compliance

FE will review the selected contractor's monthly preventative, corrective, on-call, and onsite maintenance and response logs and provide programmatic and technical oversight to confirm that Paducah-McCracken receives the contracted services and products during the operations and maintenance periods, including:

- On-Call Emergency Response.
- Onsite Infrastructure Response.
- Software Troubleshooting and Maintenance Response.
- Subscriber Troubleshooting, Maintenance, and Reinstallation Response.
- Remote Monitoring Service and Response.
- Spare Parts Service and Response.

On-Call Technical Support

As an option and as requested by Paducah-McCracken, **FE** can also provide additional assistance with wireline and wireless 911 and public safety communications technologies on either a firm fixed price or time and material basis in accordance with the rates shown in the attached Schedule A.

3.0 SCHEDULE

This support agreement will begin on June 10, 2026 and remain active through June 30, 2027.

4.0 STAFFING/ORGANIZATION

Mr. Travis LePage who has supported this project since 2018, will serve as the Director of Operations along with Project Manager Edward Cittadino. They will be supported by other **FE** staff as necessary.

5.0 COST

Assignments will be performed on a time and materials basis in accordance with the rates in Schedule A. This SOW initially authorizes a maximum of \$109,414 which includes estimated labor, travel, and other direct costs through June 30, 2027. Any remaining funding from the current contract will be credited towards Amendment 12. The estimated level of effort equates to four hours per week during the decommissioning and operations and maintenance support periods.

Invoices will be submitted monthly. The invoices will detail each task assignment, the personnel assigned, the number of hours charged, and details regarding travel and other direct costs. A minimum of one hour of project management time per week will apply for the duration of the agreement for project administration and to maintain project continuity. Invoices will be submitted as directed by the purchase order for processing.

During the assignment, if situations arise that cause a change in the estimated cost, **FE** will notify Paducah-McCracken's Project Manager or their designee of the revised estimate and the reason for the change.

6.0 BASIS FOR OUR SCOPE OF WORK

1. **FE** professionals will be directed by the Paducah-McCracken Project Manager or their designee according to the assignments to be performed. The scheduling of **FE** resources will be mutually agreed upon based on the needs of Paducah-McCracken and the availability of the specific **FE** consultants.
2. This proposal assumes that **FE** will perform tasks called out in Section 2.0 (excluding any optional tasks or services). The deletion of a task or significant change in the scope of one or more tasks may affect the overall price. Optional tasks can be priced at Paducah-McCracken's request and added to this SOW via a mutually agreeable contract modification.
3. **FE** will provide draft and final deliverables electronically to Paducah-McCracken.
4. This SOW assumes that Paducah-McCracken's Project Manager will schedule meetings, provide meeting facilities, notify attendees, and arrange for onsite visits.
5. Any optional or additional tasking will be authorized by mutual agreement of Paducah-McCracken and **FE**. Such tasking will be performed on a time and materials basis in accordance with the rates in Schedule A or on a fixed price

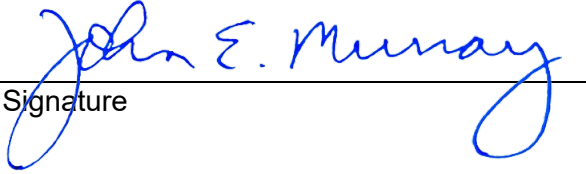
basis as mutually agreed to in an additional task order by Paducah-McCracken and **FE**.

6. **FE** will notify Paducah-McCracken should additional funding be required to complete the approved tasks. The authorized funding will be increased by a written modification to this task duly executed by both Paducah-McCracken and **FE**.
7. This proposal is based upon a start date of June 10, 2026 and assumes a 13-month overall schedule during the contracted maintenance and support period. Delays to the project schedule due to actions or lack of actions on the part of Paducah-McCracken, Paducah-McCracken participants, third parties, and others including, but not limited to vendor protests, protracted contract negotiations, vendor delays that impact the program schedule and/or costs to Paducah-McCracken will be brought to the attention of Paducah-McCracken's Project Manager in a timely manner and will be reduced to writing via a mutually agreed upon contract amendment.
8. **FE's** ability to fulfill this task depends, in part, on the willingness and ability of Paducah-McCracken, Paducah-McCracken participants, equipment vendors, service providers, third parties, and others to provide information in a timely manner, and upon the accuracy of the information as supplied. The accuracy of input data, whether provided in electronic or hard copy form, and the recommendations, actions, system designs, and license filings resulting therefrom cannot, therefore, be warranted by **FE** nor can the performance, suitability, or reliability of said systems be warranted by **FE**. **FE** accepts no responsibility or liability to any third party in respect to any information or related content delivered by **FE**. This information is subjective in certain respects, and, thus, susceptible to multiple interpretations and may need periodic revisions based on actual experience and subsequent developments.

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Submitted by **FE**

Authorization to begin work by the City of Paducah, Kentucky


Signature

Signature

John E. Murray
Executive Vice President
Chief Operating Officer

Printed name and title

Date

May 29, 2026

Date

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SCHEDULE A
LONG-TERM CONSULTING RATES

Effective January 1, 2025 through June 30, 2027

Principal	\$ 420.00 per hour
Vice President	\$ 380.00 per hour
Director/Chief Consultant	\$ 295.00 per hour
Senior Consultant	\$ 245.00 per hour
Consultant	\$ 210.00 per hour
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TERMS AND CONDITIONS

1. Long-term rates do not include state or local taxes.
2. Travel and meals on a per diem basis will be invoiced at actual cost plus 20 percent for general and administrative costs.
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01-01-25

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Approve employment agreement to re-hire retired police officer Joseph Hayes - **B. LAIRD**

Category: Municipal Order

Staff Work
By: Brian Laird
Presentation
By: Brian Laird

Background Information: Joseph Hayes worked as a police officer for the Paducah Police Department from 2004-2025. He retired July 31, 2025, in good standing and is eligible for rehire. Kentucky Revised Statutes allow for the re-hire of retired police officers and the Kentucky Retirement System requires an annual contract for retired police officers to return to work. Upon re-hire under a contract, the City is not required to pay into the pension system for the employee and does not pay for health insurance.

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 employment agreement

Attachments:

1. agree-employment – Joseph Hayes – PD
2. Joseph Hayes Employment Agreement 2026

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER APPROVING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF PADUCAH AND POLICE OFFICER JOSEPH HAYES, AND AUTHORIZING THE MAYOR TO EXECUTE SAME

BE IT ORDERED BY THE CITY OF PADUCAH, KENTUCKY:

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 to execute an Employment Agreement with Police Officer Joseph Hayes to be employed in the Paducah Police Department.

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.

George Bray, Mayor

ATTEST:

Lindsay Parish, Clerk

Adopted by the Board of Commissioners, June 9, 2026
Recorded by Lindsay Parish, Clerk, June 9, 2026
\mo\agree-employment – Joseph Hayes – PD

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Authorize a Contract with Uppertown Heritage Foundation in the Amount of \$225,000 - H.

REASONS

Category: Municipal Order

Staff Work
By: Hope
Reasons
Presentation
By: Hope
Reasons

Background Information: In March 2025, the City entered into a Co-Stewardship Agreement (MO# 3021) with the Uppertown Heritage Foundation outlining each organization's roles with capital improvements and capacity building for the Hotel Metropolitan and Purple Room. As part of the Agreement, the City approved funding UHF \$250,000 per year for three years, conditional upon approval through the budgeting process. This payment is the first of these three payments. The amount for this payment is \$225,000 as \$25,000 was advanced to UHF in March 2026 for consultant services (MO# 3210).

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: MR0102

Staff Recommendation: Authorize the contract with the Uppertown Heritage Foundation and the Mayor to sign all documentation related to same.

Attachments:

1. MO agree – Contract for Services – Uppertown Heritage Foundation FY26
2. Contract for Services 6.10.26

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT FOR SERVICES BETWEEN THE CITY OF PADUCAH AND THE UPPERTOWN HERITAGE FOUNDATION FOR OPERATIONAL SUPPORT, CAPACITY BUILDING, AND RELATED SERVICES FOR THE HOTEL METROPOLITAN AND PURPLE ROOM

WHEREAS, pursuant to Municipal Order No. 2949, the City of Paducah accepted Mellon Foundation Humanities in Place Grant funds and pledged funding in the amount of \$250,000 per year for three years, contingent upon approval through the annual budgeting process and approval of a Co-Stewardship Agreement between the City of Paducah and the Uppertown Heritage Foundation; and

WHEREAS, on March 4, 2025, the City and the Uppertown Heritage Foundation entered into a Hotel Metropolitan Co-Stewardship Agreement providing, among other things, for annual City funding in the amount of \$250,000 to support the preservation, operation, programming, and long-term stewardship of the Hotel Metropolitan and Purple Room; and

WHEREAS, by Municipal Order No. 3210, the City authorized a one-time advance payment of \$25,000 to the Uppertown Heritage Foundation, which was to be credited against the first annual \$250,000 allocation under the Co-Stewardship Agreement; and

WHEREAS, the City and the Uppertown Heritage Foundation now desire to enter into a Contract for Services providing for payment of the remaining \$225,000 of the first annual allocation for operational support, capacity building, programming, staffing, and related services for the Hotel Metropolitan and Purple Room through June 30, 2026.

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

SECTION 1. That the Mayor is hereby authorized to execute a Contract for Services between the City of Paducah and the Uppertown Heritage Foundation, in substantially the form attached hereto and made part hereof as **Exhibit A**, providing for a lump-sum payment in the amount of \$225,000 for operational support, capacity building, programming, staffing, and related services associated with the Hotel Metropolitan and Purple Room.

SECTION 2. The payment authorized herein shall constitute the balance of the City's first annual \$250,000 allocation under the Hotel Metropolitan Co-Stewardship Agreement dated March 4, 2025, after crediting the previously authorized advance payment of \$25,000. Funding shall be provided from Account Number MR0102.

SECTION 3. The term of the Contract for Services shall commence upon execution by the parties and continue through June 30, 2026.

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

George P. Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Adopted by the Board of Commissioners, _____, 2026

Recorded by Lindsay Parish, City Clerk, _____, 2026

\mo\agree – Contract for Services – Uppertown Heritage Foundation FY26

CONTRACT FOR SERVICES

This Contract for Services, effective this ^{June} 10th day of , 2026, by and between the **CITY OF PADUCAH** ("City") and the **UPPERTOWN HERITAGE FOUNDATION**.

WITNESSETH:

WHEREAS, the City of Paducah and Uppertown Heritage Foundation have entered into a Co-Stewardship Agreement for capital improvements and capacity building for the Hotel Metropolitan and Purple Room; and

WHEREAS, the City of Paducah has authorized \$225,000 for the 2025-2026 fiscal year for capacity building and capital improvements, along with operational support for the Hotel Metropolitan and Purple Room;

NOW THEREFORE, in consideration of the foregoing premises and the mutual covenants as herein set forth, the parties do covenant and agree as follows:

SECTION 1: TERM The term of this contract for services shall be from the effective date of the contract until June 30, 2024

SECTION 2: TERMINATION Either party may terminate this Contract for Services upon failure of any reason by providing no less than thirty (30) calendar days' written notice to the other party.

SECTION 3: OPERATIONS PAYMENT - The City agreed in the Co-Stewardship Agreement to pay The Upper Town Heritage Foundation \$250,000 within thirty (30) days after an Executive Director was hired. However, the City previously advanced payment in the amount of \$25,000 to the Uppertown Heritage Foundation, which the parties agreed would be deducted from the first \$250,000 payment. Consequently, the City shall pay the Uppertown Heritage Foundation \$225,000 within 30 days after the Uppertown Heritage Foundation hires an Executive Director.

SECTION 4: OBJECTIVES AND SERVICES - The Uppertown Heritage Foundation, d/b/a The Hotel Metropolitan, plans to use these funds for the following purposes:

- Salary and benefits for a full-time Curator of Interpretation and Engagement
- Acquisition strategy for land parcels adjacent to the Hotel
- Capital improvements to the Hotel Metropolitan and Purple Room not covered by the Mellon Foundation Grant
- General operating and programming expenses
- Additional benefits or salary costs for the Executive Director not covered by the Mellon Foundation Grant
- Any other objectives as defined by the Co-Stewardship Agreement that are not covered by the Mellon Foundation Grant.

SECTION 5: ACCOUNTING

- (A) The Uppertown Heritage Foundation shall be responsible for all accounting, payroll, and financial management in cooperation with their designated accounting firm.
- (B) The Uppertown Heritage Foundation shall furnish an annual financial audit to the City within two (2) weeks of its completion.
- (C) The Uppertown Heritage Foundation shall furnish its most recent profit and loss statements, balance sheets, and programmatic reports to the City on a monthly basis beginning in June, 2026.
- (D) Notwithstanding the foregoing provisions of this Section, City shall have the right to inspect the operations of Uppertown Heritage Foundation at any time, including reviewing its books, records, ledgers, transaction analyses, or other documents, without prior notice of said inspection.

SECTION 6: WITHDRAWAL OF FUNDS Notwithstanding any other provision in this Contract for Services, in the event it is determined that any funds provided to the Uppertown Heritage Foundation are used for any purpose other than in furtherance of the services described herein and/or in the Co-Stewardship Agreement, the City shall have the right to immediately withdraw any and all further funding and shall immediately have the right to terminate this Contract for Services without advance notice and shall have the right to all remedies provided in the law to seek reimbursement for all monies not properly accounted.

SECTION 7: CO-STEWARDSHIP AGREEMENT Unless expressly stated herein, all other provisions of the Co-Stewardship Agreement shall remain in full force and effect and are hereby incorporated by reference as if fully set forth herein.

SIGNATURES ON NEXT PAGE

Witness the signature of the parties as of the year and date first written above.

CITY OF PADUCAH

GEORGE P. BRAY
MAYOR

UPPERTOWN HERITAGE FOUNDATION

Signature Betty Dobson
Printed Name Betty Dobson
Title Execution Dir. UTHF

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Declaration and Sale of Surplus Property-718 Jones Street - C. GAULT

Category: Municipal Order

Staff Work
By: Nancy
Upchurch
Presentation
By: Carol Gault

Background Information: The City of Paducah acquired this property in August 2025. The structure on the lot was demolished in 1992. The intended use for the property was to market to a developer that would construct a home on the lot. An ad was run in the Paducah Sun and on the City Website requesting on May 13, 2026. Only one bid was received.

Ms. Kirkendoll submitted a request to purchase the property for \$100 to construct an energy-efficient, 3-bedroom 2-bath home on the vacant lot located at 718 Jones Street. Landscaping will be provided upon completion of the home. The value of the proposed investment is approximately \$185,000. Additionally, she applied for the Southside Home Funds on behalf of a potential buyer to be allocated to this project. Once complete, she will market the home and the potential buyer may be eligible to benefit from the Southside Home Grant funds, provided they meet the qualifications. If this project turns out as expected, Ms. Kirkendoll wants to build additional homes in the project area.

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

If yes, please list the Commission Priority: Southside Revitalization
Addressing the Housing Shortage

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: It is recommended that the Commission declare the property surplus, approve the request from Shellia Kirkendoll, and authorize the transfer of the vacant lot for \$100, subject to the standard reversionary clause included in deeds for proposed development projects.

Because the property is located within the Southside Development Project Area, staff further recommends that the reversionary clause provide that ownership of the property will revert to the Urban Renewal and Community Development Agency if the owner fails to substantially complete the project in accordance with the submitted proposal within one year.

Attachments:

1. MO prop sale– 718 Jones Street
2. Staff Report 718 Jones Street

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER DECLARING THE REAL PROPERTY LOCATED AT 718 JONES STREET, PADUCAH, KENTUCKY TO BE SURPLUS PROPERTY, ACCEPTING THE BID OF SHELLIA KIRKENDOLL OF TEDDY BEAR DEVELOPMENT IN THE AMOUNT OF ONE HUNDRED DOLLARS (\$100) AND AUTHORIZING THE MAYOR TO EXECUTE THE 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 properties located at 718 Jones Street, Paducah, Kentucky, which constitutes surplus real estate; and

WHEREAS, the City advertised for bids to be received by May 13, 2026, and one bid was received; and

WHEREAS, Shellia Kirkendoll of Teddy Bear Development submitted a bid to purchase the property for One Hundred Dollars (\$100) to construct an energy-efficient 3-bedroom, 2-bath home on the vacant lot with a total proposed investment of \$185,000. Additionally, she applied for the Southside Home Funds on behalf of a potential buyer to be allocated to this project. Once completed, she will market the home and the potential buyer may be eligible to benefit from the Southside Home Grant funds, provided they meet the qualifications ; and

WHEREAS, the City desires to accept the proposal for sale to Shellia Kirkendoll of Teddy Bear Development, in the amount of One Hundred Dollars (\$100). It is understood that the property is located within the Southside Development Project Area; therefore, the property shall revert back to the Urban Renewal and Community Development Agency if the owner fails to comply with the submitted proposal to substantially complete the project within one year.

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

SECTION 1. The Board of Commissioners hereby declares the property located at 718 Jones Street, Paducah, Kentucky to be surplus property as it relates to the operations of the City. Further, the Board of Commissioners hereby accepts the bid of Shellia Kirkendoll of Teddy Bear Development in the amount of One Hundred Dollars (\$100) for the purchase of real property located at 718 Jones Street, Paducah, Kentucky, subject to the fact that the property shall revert back to the Urban Renewal and Community Development Agency if the owner fails to comply with the submitted proposal to substantially complete the project within one year.

SECTION 2. The Mayor is hereby authorized to execute a deed and any necessary documents relating to 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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
\mo\prop sale- 718 Jones Street

APPLICATION INFORMATION

ADDRESS	718 Jones Street
CASE NO.	SOA2026-0022
OWNER	City of Paducah
APPLICANT	Teddy Bear Estates/Shellia Kirkendoll
AGENT	---
REQUEST	Sale of Asset
MEETIGN DATE	June 9, 2026

GENERAL SITE INFORMATION

CURRENT ZONING	R-4
CURRENT LAND USE	Vacant
COMPREHENSIVE PLAN	Neighborhood Conservation
CURRENT IMPROVEMENTS	None
FLOODPLAIN	No
PUBLIC UTILITIES	Power, gas, water
PUBLIC SERVICES	Paducah Fire, Paducah Police

SURROUNDING AREA INFORMATION

	SURROUNDING ZONING	SURROUNDING LAND USE
NORTH	R-3	Vacant Lot
SOUTH	R-3	Vacant Lot
EAST	R-3	Vacant Lot
WEST	M-1	Vacant Lot

GENERAL INFORMATION

The disposition of surplus or excess property is governed by City Code Section 2-668; which references KRS 82.083.

STAFF REPORT

ACQUISITION OF THE PROPERTY

The City of Paducah acquired this property in August 2025. The structure on the lot was demolished in 1992. The intended use for the property was to market to a developer that would construct a home on the lot.

This property was advertised on May 13, 2026. Only one bid was received.

DESCRIPTION OF THE PROPERTY:

718 Jones Street

PVA PIN 112-27-16-004

Lot Dimensions: 38' X 165'



DISPOSITION OF THE PROPERTY

Typically, it is in the best interest of the City to transfer ownership of underutilized parcels to a responsible citizen, thereby placing the property back on the tax rolls and eliminating the maintenance and liability costs. Property disposal method: Accept the sole offer and transfer as recommended by Planning Staff.

STAFF REPORT

BID INFORMATION

BID # 1	Teddy Bear Estates/Shellia Kirkendoll	Bid Amount: \$100
	Ms. Kirkendoll submitted a request to purchase the property for \$100 to construct an energy-efficient, 3-bedroom 2-bath home on the vacant lot located at 718 Jones Street. Landscaping will be provided upon completion of the home. The value of the proposed investment is approximately \$185,000. Additionally, she applied for the Southside Home Funds on behalf of a potential buyer to be allocated to this project. Once complete, she will market the home and the potential buyer may be eligible to benefit from the Southside Home Grant funds, provided they meet the qualifications. If this project turns out as expected, Ms. Kirkendoll wants to build additional homes in the project area.	

STAFF RECOMMENDATION

It is recommended that the Commission declare the property surplus, approve the request from Shellia Kirkendoll, and authorize the transfer of the vacant lot for \$100, subject to the standard reversionary clause included in deeds for proposed development projects.

Because the property is located within the Southside Development Project Area, staff further recommends that the reversionary clause provide that ownership of the property will revert to the Urban Renewal and Community Development Agency if the owner fails to substantially complete the project in accordance with the submitted proposal within one year.

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Declaration and Sale of Surplus Property 709 Jones Street - C. GAULT

Category: Municipal Order

Staff Work
By: Nancy
Upchurch
Presentation
By: Carol Gault

Background Information: The City of Paducah acquired this property in October 2025. The structure on the lot was demolished in 1992. The intended use for the property was to market to a developer that would construct a home on the lot.

This property was advertised on May 13, 2026. Only one bid was received.

Mr. Vontesmar submitted a request to purchase the property for \$1 to construct an energy-efficient, 3-bedroom 2-bath home on the vacant lot located at 709 Jones Street. Landscaping will be provided upon completion of the home. The value of the proposed investment is approximately \$185,000. Additionally, he applied for the Southside Home Funds on behalf of a potential buyer to be allocated to this project. Once complete, he will market the home and the potential buyer may be eligible to benefit from the Southside Home Grant funds, provided they meet the qualifications.

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

If yes, please list the Commission Priority: Southside Revitalization
Addressing the Housing Shortage

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: It is recommended that the Commission declare the property surplus, approve the request from Mr. Vontesmar and authorize the transfer of the vacant lot for \$1, subject to the standard reversionary clause included in deeds for proposed development projects.

Because the property is located within the Southside Development Project Area, staff further recommends that the reversionary clause provide that ownership of the property will revert to the Urban Renewal and Community Development Agency if the owner fails to substantially complete the project in accordance with the submitted proposal within one year.

Attachments:

1. MO prop sale– 709 Jones Street
2. Staff Report 709 Jones Street

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER DECLARING THE REAL PROPERTY LOCATED AT 709 JONES STREET, PADUCAH, KENTUCKY TO BE SURPLUS PROPERTY, ACCEPTING THE BID OF JOHN B. VONTESMAR OF FLY BY NIGHT, INC. IN THE AMOUNT OF ONE DOLLAR (\$1.00) AND AUTHORIZING THE MAYOR TO EXECUTE THE 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 properties located at 709 Jones Street, Paducah, Kentucky, which constitutes surplus real estate; and

WHEREAS, the City advertised for bids on May 13, 2026, and one bid was received; and

WHEREAS, John B. Vontesmar of Fly By Night, Inc. submitted a bid to purchase the property for One Dollar (\$1.00) to construct an energy-efficient 3-bedroom, 2-bath home on the vacant lot with a total proposed investment of \$185,000; and

WHEREAS, the City desires to accept the proposal for sale to John B. Vontesmar of Fly By Night, Inc., in the amount of One Dollar (\$1.00).

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

SECTION 1. The Board of Commissioners hereby declares the property located at 709 Jones Street, Paducah, Kentucky to be surplus property as it relates to the operations of the City. Further, the Board of Commissioners hereby accepts the bid of John B. Vontesmar of Fly By Night, Inc. in the amount of One Dollar (\$1.00) for the purchase of real property located at 709 Jones Street, Paducah, Kentucky. The deed shall contain a reversionary clause providing that title shall revert to the Urban Renewal and Community Development Agency if the project is not substantially completed in accordance with the submitted proposal within one (1) year of conveyance.

SECTION 2. The Mayor is hereby authorized to execute a deed and any necessary documents relating to 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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
\mo\prop sale- 709 Jones Street

SOA **STAFF REPORT**
PADUCAH CITY COMMISSION

APPLICATION INFORMATION

ADDRESS	709 Jones Street
CASE NO.	SOA2026-0022
OWNER	City of Paducah
APPLICANT	John B. Vontesmar/Fly By Night, Inc.
AGENT	---
REQUEST	Sale of Asset
MEETIGN DATE	June 9, 2026

GENERAL SITE INFORMATION

CURRENT ZONING	R-4
CURRENT LAND USE	Vacant
COMPREHENSIVE PLAN	Neighborhood Conservation
CURRENT IMPROVEMENTS	None
FLOODPLAIN	No
PUBLIC UTILITIES	Power, gas, water
PUBLIC SERVICES	Paducah Fire, Paducah Police

SURROUNDING AREA INFORMATION

	SURROUNDING ZONING	SURROUNDING LAND USE
NORTH	R-3	Vacant Lot
SOUTH	R-3	Vacant Lot
EAST	R-3	Vacant Lot
WEST	M-1	Vacant Lot

GENERAL INFORMATION

The disposition of surplus or excess property is governed by City Code Section 2-668; which references KRS 82.083.

STAFF REPORT

ACQUISITION OF THE PROPERTY

The City of Paducah acquired this property in October 2025. The structure on the lot was demolished in 1992. The intended use for the property was to market to a developer that would construct a home on the lot.

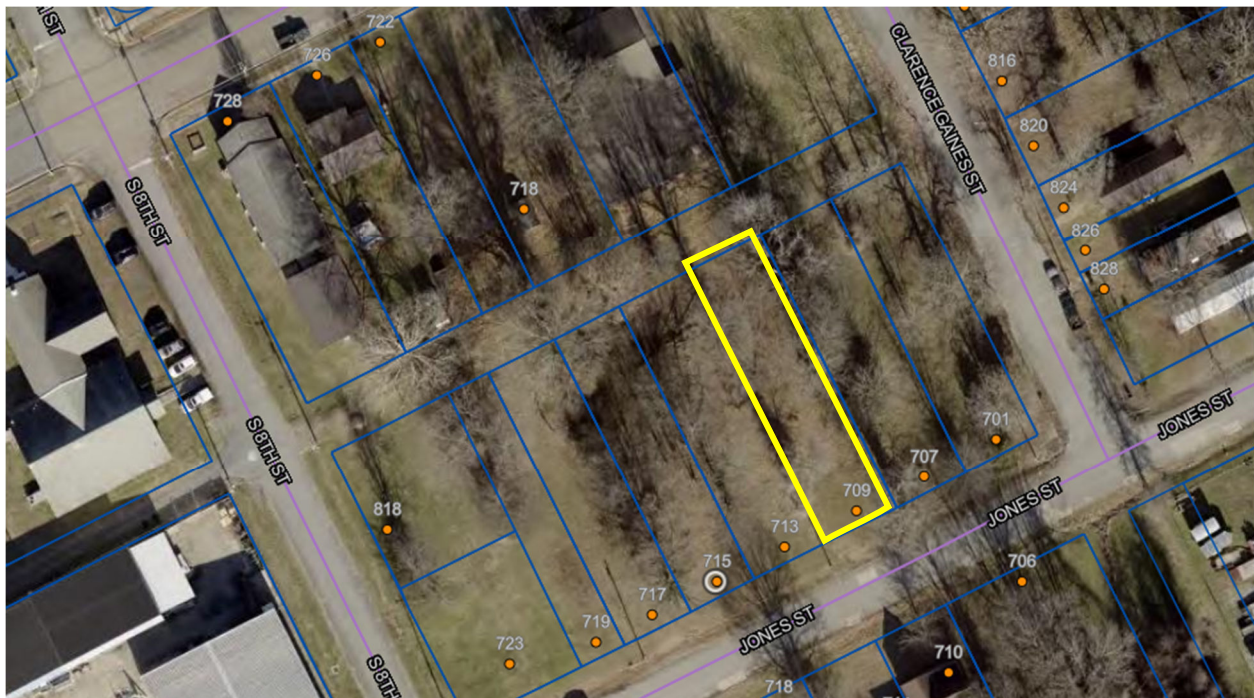
This property was advertised on May 13, 2026 and no bids were received for this lot. Only one bid was received.

DESCRIPTION OF THE PROPERTY:

709 Jones Street

PVA PIN 112-23-16-008

Lot Dimensions: 43' X 165'



DISPOSITION OF THE PROPERTY

Typically, it is in the best interest of the City to transfer ownership of underutilized parcels to a responsible citizen, thereby placing the property back on the tax rolls and eliminating the maintenance and liability costs. Property disposal method: Accept the sole offer and transfer as recommended by Planning Staff.

STAFF REPORT

BID INFORMATION

BID #1	John B. Vontesmar/Fly By Night, Inc.	Bid Amount: \$1
	Mr. Vontesmar submitted a request to purchase the property for \$1 to construct an energy-efficient, 3-bedroom 2-bath home on the vacant lot located at 709 Jones Street. Landscaping will be provided upon completion of the home. The value of the proposed investment is approximately \$185,000. Additionally, he applied for the Southside Home Funds on behalf of a potential buyer to be allocated to this project. Once complete, he will market the home and the potential buyer may be eligible to benefit from the Southside Home Grant funds, provided they meet the qualifications.	

STAFF RECOMMENDATION

It is recommended that the Commission declare the property surplus, approve the request from Mr. Vontesmar and authorize the transfer of the vacant lot for \$1, subject to the standard reversionary clause included in deeds for proposed development projects.

Because the property is located within the Southside Development Project Area, staff further recommends that the reversionary clause provide that ownership of the property will revert to the Urban Renewal and Community Development Agency if the owner fails to substantially complete the project in accordance with the submitted proposal within one year.

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Authorize a Contract with PFGW Architects for the City Hall Stabilization Project - C.
YARBER & J. CANTER

Category: Municipal Order

Staff Work By: Chris Ferrell, Marcey
Simmons

Presentation By: Chris Yarber

Background Information: On Friday, March 13, 2026, sealed bids were opened for the City Hall Stabilization Project. One bid was received from PFGW Architects, with a responsive evaluated bid in accordance with the specifications, in the amount of \$842,500.00.

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 a Municipal Order allowing the Mayor to execute a contract with PFGW Architects for the City Hall Stabilization Project in accordance with the specifications, in the amount of \$842,500.00.

Attachments:

1. MO contract PFGW – City Hall Stabilization Project

MUNICIPAL ORDER NO. _____

A MUNICIPAL ORDER APPROVING A CONTRACT WITH PFGW ARCHITECTS FOR DESIGN, ENGINEERING AND CONSTRUCTION ADMINISTRATION FOR THE CITY HALL STABILIZATION PROJECT IN THE AMOUNT OF \$842,500, AND AUTHORIZING THE MAYOR TO EXECUTE THE CONTRACT AND ALL OTHER DOCUMENTS RELATED TO SAME

WHEREAS, on February 10, 2026, the Board of Commissioners approved Municipal Order #3194 authorizing the City Manager to release a Request for Proposal for the City Hall Stabilization Project; and

WHEREAS, on March 13, 2026, the Public Works Department opened submittals. One proposal was received from PFGW Architects in partnership with BFW/Marcum Engineering.

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

SECTION 1. The City Commission hereby approves a contract with PFGW Architects for Design, Engineering and Construction Administration in the amount of \$842,500, and authorizes the Mayor to sign all paperwork relating to same.

SECTION 2. The costs of this project shall be paid from Facilities Maintenance Account No. PF0070.

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, June 9, 2026
Recorded by Lindsay Parish, City Clerk, June 9, 2026
mo\contract PFGW – City Hall Stabilization Project

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: FY2027 Budget Ordinance (July 1, 2026 to June 30, 2027) - **A. KYLE**

Category: Ordinance

Staff Work By: Audra Kyle, Lauren Delaney, Kamra Davenport,
Kristi Gray, Karen Queen
Presentation By: Audra Kyle

Background Information:

The proposed FY2027 budget:

1. Provides funding for all annual debt service obligations and maintains manageable debt levels across all funding sources;
2. Incorporates negotiated wage and cost-of-living adjustments for represented employee groups, as well as proposed cost-of-living adjustments for non-represented full-time employees;
3. Maintains and strengthens reserve levels, including increasing the minimum reserve requirement for the General Fund and Solid Waste Fund from 10% to 25% of appropriations, while maintaining the Investment Fund reserve policy of the greater of 10% of appropriations or 50% of annual debt service requirements;
4. Advances numerous Board of Commissioners priorities through strategic investment in economic development, infrastructure, neighborhood revitalization, public safety planning, and quality-of-life initiatives;
5. Includes State-mandated pension contributions and continued funding for essential operational and contractual obligations;
6. Provides funding support for numerous external agencies and community partners;
7. Recognizes increasing operational and capital cost pressures while maintaining a disciplined and balanced financial approach;
8. Utilizes available fund balances where appropriate while recognizing the importance of continued long-term financial planning and sustainability.

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

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

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: We recommend the Board of Commissioners approve the FY2027 budget.

Attachments:

1. Budget FY2027 Ordinance
2. Annual Operating Budget by Fund FY2027

ORDINANCE NO. 2026-06-_____

AN ORDINANCE ADOPTING THE CITY OF PADUCAH, KENTUCKY, ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR JULY 1, 2026, THROUGH JUNE 30, 2027, BY ESTIMATING REVENUES AND RESOURCES AND APPROPRIATING FUNDS FOR THE OPERATION OF CITY GOVERNMENT

WHEREAS, an Annual Operating Budget proposal has been prepared and delivered to the Board of Commissioners of the City of Paducah, KY; and,

WHEREAS, the Board of Commissioners has reviewed and discussed the proposed Annual Operating Budget and desires to adopt it for Fiscal Year 2027.

NOW, THEREFORE, BE IT ORDAINED by the City of Paducah, Kentucky as follows:

Section 1. The Annual Operating Budget for the Fiscal Year beginning July 1, 2026 and ending June 30, 2027, including all sources of estimated revenues and appropriations for all City funds as set forth in Exhibit 1 attached hereto is hereby adopted.

Section 2. The balance of all capital construction, renovation, improvement projects, and grants currently approved and/or nearing completion are hereby approved for re-appropriation and carryover for the Fiscal Year beginning July 1, 2026 and ending June 30, 2027.

Section 3. The City does hereby adopt the following financial management policies:

A. The General Fund's minimum undesignated cash balance shall be 25% of the General Fund's budgeted appropriations. The Investment Fund's minimum undesignated cash balance shall be the higher of 10% of the Investment Fund's budgeted appropriations or 50% of the debt service appropriations within the fund. The Solid Waste Fund's minimum unreserved cash balance shall be 25% of the Solid Waste's budgeted operating expenses.

B. The City Manager or designee is authorized to transfer appropriated amounts within funds.

C. Funds appropriated as Administrative contingency shall be obligated at the discretion of the City Manager, however, the Board of Commissioners shall be notified five calendar days prior to obligation of the proposed expenditure. If any individual member of the Board of Commissioners requests Commission review of a proposed expenditure, the City Manager shall bring expenditure before the Commission for approval by municipal order, or not proceed.

D. The City Manager has the authority to enact a budget allocation program or to transfer funds to or from any departmental line item appropriation. Department Directors shall be responsible for keeping all appropriated accounts within their respective department positive.

E. As vehicles are acquired, the City will fully fund the Fleet Lease Trust Fund in order to replace rolling stock owned by the Fleet Lease Trust Fund as it achieves obsolescence. The Fleet Lease Trust Fund shall be funded with monthly lease charges assigned to rolling stock as determined by the Finance Director or his/her designee. All non-enterprise funded rolling stock is owned by the City's Fleet Lease Trust Fund, and leased to respective departments for use.

F. The City will maintain a self-insurance fund called Health Insurance Trust Fund through the use of user fees as set by administrative policy.

G. Funding is included within the General Fund to address the PFPF unfunded liability.

H. The City will provide to all eligible employees up to a \$872.50 per month credit (for the months of July - December 2026) to be applied to the Comprehensive Health Insurance Benefit Plan (Cafeteria Plan) as directed by the employee. In January 2027, this monthly credit may be adjusted by the Board of Commissioners as recommended by the City Manager or his designee.

I. The City will maintain a special fund called Investment Fund, and is considered an extension of the General Fund. The Investment Fund is funded with a 1/2 cent portion of the City's occupational license fee (employee payroll withholding tax). This fund is dedicated to the following expenditures: economic development, neighborhood re-development, infrastructure capital investment, and property tax relief.

J. The Oak Grove Cemetery (PF0048) project will be funded in the following manner: 30% of all cemetery lot sales, and 30% of all cemetery crypt sales will be credited to the project. Proceeds are to be used solely for the general care, maintenance, and embellishments of the cemetery.

Section 4. The provisions of this Ordinance are hereby declared to be severable, and if any section, phrase or provision shall for any reason be declared invalid, such declaration of invalidity shall not affect the validity of the remainder of this Ordinance.

Section 5. All prior Municipal Orders or Ordinances or parts of any Municipal Order or Ordinance in conflict herewith are hereby repealed.

Section 6. This ordinance shall be read on two separate days and will become effective upon publication in full pursuant to KRS Chapter 424.

George Bray, Mayor

ATTEST:

Lindsay Parish, City Clerk

Introduced by the Board of Commissioners, May 26, 2026
Adopted by the Board of Commissioners,
Recorded by Lindsay Parish, City Clerk,
Published by The Paducah Sun,
ORD\FINANCE\Budget FY2027

City of Paducah, Kentucky
Annual Operating Budget by Fund
Estimated Appropriations & Expenditures
Fiscal Year 2027 (July 1, 2026 to June 30, 2027)
Exhibit 1

	Revenues	Appropriations	Reserves Utilized/Beg Cash
General Fund	49,713,352	51,882,954	2,169,602
Rental Fund	142,513	142,513	-
911 Fund	3,491,103	3,491,103	-
CDBG Fund	574,275	574,275	-
Opioid Settlement Fund	277,957	113,397	-
Municipal Aid Program Fund	2,540,300	2,800,300	260,000
Investment Fund	8,025,000	7,917,352	-
Tax Increment Financing Fund	123,000	123,000	-
Grant Fund	-	-	-
Court Awards Fund	50,000	141,490	91,490
Room Tax Fund	1,855,000	1,855,000	-
Debt Service Fund	5,539,717	5,539,717	-
Capital Projects Fund	1,365,000	1,365,000	-
Bond Fund	5,435,000	21,012,654	15,577,654
Solid Waste Fund	7,243,500	8,543,207	1,299,707
Transient Boat Dock Fund	148,822	326,822	178,000
Fleet Maintenance Fund	1,004,000	1,033,022	29,022
Fleet Lease Trust Fund	1,664,311	2,492,345	828,034
General Insurance Fund	1,594,006	1,594,006	-
Health Insurance Fund	4,098,200	4,743,033	644,833
PFPF Pension Fund	651,850	651,850	-
Other Trust Funds	85,435	85,435	-
Total	95,622,341	116,428,475	21,078,342

Agenda Action Form

Paducah City Commission

Meeting Date: June 9, 2026

Short Title: Authorize a Memorandum of Understanding Between City and PVA for calculation of 911 Parcel Fee - **E. STUBER**

Category: Ordinance

Staff Work By: Eric Stuber,
Michelle Smolen
Presentation By: Eric Stuber

Background Information: On June 25, 2024 the commission adopted ordinance 2024-06-8816 which establishes and imposes a fee on all occupied real estate parcels located within the territorial limits of the city of Paducah to facilitate funding for the provision of joint 911 services.

On March 24, 2026 the commission adopted ordinance 2026-03-8872 which amends the previous ordinance which updates language for eligible units (occupiable) as well as classifies medical facilities as commercial facilities.

Section 1 of ordinance 2026-03-8872 outlines that the McCracken County Property Valuation Administration's (PVA) records are used for the classification of parcels.

For the past two years, the Technology Department has used the PVA's records and manually calculated the E911 parcel fee for the roughly 13,000 parcels in the territorial limits of the city of Paducah.

The PVA approached the City and County and suggested since they maintain the property records and provide the import file to us for property taxes, that he could also calculate the parcel fee and add it to the import file which would reduce the amount of time it takes for the City to receive, calculate, verify, and import that tax file into our system.

The PVA suggested a \$0.04 per parcel fee for performing this work. The estimated annual cost would be \$520.

Because the PVA cannot collect revenue without an Interlocal Agreement or Memorandum of Understanding, City counsel has prepared an MOU that documents the terms of an agreement between the City and PVA for services to be provided by PVA to the City which will assist in the facilitation of the 911 service fee assessment and collection process.

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: Technology Computer Software Maintenance

Account Number: 10000501-522020

Staff Recommendation: Authorize a Memorandum of Understanding Between City and PVA for calculation of 911 Parcel Fee

Attachments:

1. ORD & MOU – 911 Parcel Fee PVA

ORDINANCE NO. 2026-____ - _____

AN ORDINANCE AUTHORIZING THE MAYOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PADUCAH AND THE McCracken County Property Valuation Administrator for Services Related to the City's 911 Parcel Fee Program

WHEREAS, the City of Paducah adopted Ordinance No. 2024-06-8816 establishing a parcel fee to facilitate funding for the provision of 911 emergency communications services; and

WHEREAS, the City of Paducah adopted Ordinance No. 2026-03-8872 amending the 911 Parcel Fee Ordinance and providing that parcel classifications shall be determined from the records of the McCracken County Property Valuation Administrator ("PVA"); and

WHEREAS, the McCracken County Property Valuation Administrator maintains property records and possesses the information necessary to identify and classify parcels subject to the City's 911 Parcel Fee; and

WHEREAS, the PVA has proposed providing services to assist the City with the assessment, classification, calculation, and administration of the City's 911 Parcel Fee program; and

WHEREAS, the City and the PVA desire to enter into a Memorandum of Understanding establishing the duties and responsibilities of each party and providing for reimbursement to the PVA in the amount of four cents (\$0.04) per parcel located within the City of Paducah; and

WHEREAS, the City Commission finds that entering into the Memorandum of Understanding will promote efficiency in the administration of the City's 911 Parcel Fee program and serve the public interest.

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

SECTION 1. The Mayor is hereby authorized to execute a Memorandum of Understanding between the City of Paducah and the McCracken County Property Valuation Administrator for services related to the administration of the City's 911 Parcel Fee program, substantially in the form attached hereto (Exhibit A) and incorporated herein by reference.

SECTION 2. The City shall compensate the McCracken County Property Valuation Administrator in accordance with the terms of the Memorandum of Understanding from appropriated funds available within the City's budget.

SECTION 3. The Mayor, City Clerk, Finance Director, and all other appropriate City officials are hereby authorized to take such actions as may be necessary to carry out the intent and purpose of this Ordinance and the Memorandum of Understanding authorized herein. Payment shall be made from Technology Computer Software Maintenance Account No. 10000501-522020.

SECTION 4. This Ordinance shall be read on two separate days and become effective upon summary publication pursuant to KRS Chapter 424.

GEORGE P. BRAY, MAYOR

ATTEST:

LINDSAY PARISH, CITY CLERK

Introduced by the Board of Commissioners, June 9, 2026
Adopted by the Board of Commissioners, _____, 2026
Recorded by Lindsay Parish, City Clerk, _____, 2026
Published by The Paducah Sun, _____, 2026
ORD\MOU – 911 Parcel Fee PVA

EXHIBIT A

MEMORANDUM OF UNDERSTANDING (MOU)

This Memorandum of Understanding (MOU), entered into on this ___ day of June, 2026 by the City of Paducah, Kentucky (hereinafter referred to as "City") and the McCracken County Property Valuation Administrator (hereinafter referred to as "PVA") is intended to memorialize the understanding and agreement between the parties relating to the creation of data, the management of processes listed in this MOU, and the dissemination of public information concerning 911 service fee assessments within the jurisdiction of the City of Paducah, Kentucky.

WHEREAS, the City previously determined that assessment of 911 service fees on landlines was inadequate to continue to provide reliable, quality emergency communications services due to the replacement of telephone lines by wireless telephones and other technologies; and

WHEREAS, the City determined that a real estate parcel fee would assist in the funding of emergency 911 communication services and also ensure the distribution of funding to a broader range of citizens rather than just those who have landline phones; and

WHEREAS, the PVA is uniquely positioned to collect, verify and provide data pertaining to residential and commercial dwellings and to serve as a public interface for such information; and

WHEREAS, the City and the PVA desire to enter into a MOU whereby the PVA shall provide services to facilitate the City's implementation and maintenance of a 911 service fee as outlined herein.

NOW, THEREFORE, FOR GOOD AND VALUABLE CONSIDERATION, BOTH PARTIES ACKNOWLEDGE THE FOLLOWING:

Section 1- Purpose

The purpose of this MOU is to document the terms of an agreement between the City and PVA for services to be provided by PVA to the City, which will assist in the facilitation of the 911 service fee assessment and collection process that was approved by the City on June 25, 2024, via ordinance 2024-06-8816. Specifically, this MOU is intended to summarize the general terms and parameters of the services to be provided by PVA and the commitments made by the City for said services.

Section 2- Good Faith Commitment

Each party to this MOU commits to work in good faith, to the fullest extent possible to achieve the goal of successfully implementing and maintaining a 911 service fee to be imposed on residential and commercial units in lieu of a 911 service fee on telephone landlines.

Section 3- Service to be provided by PVA

PVA agrees to perform the following tasks:

1. Assess available data pertaining to residential units, commercial units, public use units, parking lots, and all other dwellings that meet the definition of eligible units identified by the City of Paducah 911 Parcel Fee ordinance 2026-03-8872;
2. Validate available data via multiple communication methods and personal inspection as appropriate;
3. Prepare a database of each occupiable unit in the City of Paducah eligible for assessment of a 911 Parcel Fee;
4. By July 15th of each year, transmit said database to the City in a form that will assist the City in including the fee on its annual property tax bills;
5. Work with City departments as needed to facilitate the assessment and implementation of City of Paducah 911 Parcel Fees;
6. Serve as a resource for public questions and inquiries regarding the City of Paducah 911 Parcel Fee;
7. Enter 911 fees into the PVA software by June 1st of each year;
8. Assess 911 fees based on the PVA's January 1st property record.

Section 4- Resources to be provided by the City

The City agrees to perform the following tasks:

1. Make available all data in its possession relevant to the assessment of the City of Paducah 911 Parcel Fee;
2. Provide reasonable resources requested by PVA to facilitate the assessment of the City of Paducah 911 Parcel Fee;
3. Notify PVA if any changes are made to the 911 ordinance;

4. Include PVA in any formal discussions when changes to the 911 ordinance are being considered so PVA can provide input as to how any proposed changes may affect the technical aspect of the process;
5. Invite PVA to all 911 hearings to provide evidence, if necessary, in support of the challenged assessment;
6. Provide financial reimbursement for PVA's services provided in Section 3 at the rate of \$.04 for each parcel located within the City of Paducah, regardless of whether the parcel is assessed a 911 Parcel fee. The City shall remit said funds to the PVA by no later than thirty (30) days after receipt of invoice.

Section 5 - Review of MOU

In August 2026, City and PVA agree to conduct a review of this MOU following the completion of services by PVA in Year 1. By September 1st, each Party will notify the other Party of any requested amendments to this MOU. Thereafter, each party shall conduct an annual review of this MOU and, on or before September 1st of each year, notify the other Party of any requested amendments. The Parties agree to work in good faith to evaluate the parameters of the services provided by PVA and support provided by City.

Section 6 - Termination of Agreement

This MOU may be terminated by either Party for any reason or no reason with one hundred and eighty (180) days' advance written notice. Any data collected and any database created shall be provided to the City immediately upon termination of this MOU but in no event later than July 15th.

This Memorandum of Understanding (MOU) has been entered into on this ____ day of June, 2026.

City of Paducah, Mayor

McCracken County Property Valuation Administrator