



# Louisville Metro Government

601 W. Jefferson Street  
Louisville, KY 40202

## Action Summary - Final Labor and Economic Development Committee

*Chair Keisha Dorsey (D-3)*  
*Vice Chair Anthony Piagentini (R-19)*  
*Committee Member Donna Purvis (D-5)*  
*Committee Member Pat Mulvihill (D-10)*  
*Committee Member Markus Winkler (D-17)*  
*Committee Member Stuart Benson (R-22)*  
*Committee Member Amy Holton Stewart (D-25)*

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Tuesday, April 13, 2021

3:00 PM

Council Chambers/Virtual

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### Call to Order

Chair Person Dorsey called the meeting to order at 3:02 p.m.

### Roll Call

Chair Person Dorsey introduced the committee members and non-committee members present. A quorum was established.

**NOTE: All committee members and non-committee members attended the meeting virtually, except Vice Chair Piagentini, who attended in Chambers.**

- Present:** 6 - Chair Keisha Dorsey (D-3), Committee Member Donna L. Purvis (D-5), Committee Member Pat Mulvihill (D-10), Vice Chair Anthony Piagentini (R-19), Committee Member Markus Winkler (D-17), and Committee Member Amy Holton Stewart (D-25)
- Excused:** 1 - Committee Member Stuart Benson (R-20)

### Non-Committee Member(s)

Council President David James (D-6), Council Member Paula McCraney (D-7), and Council Member James Peden (R-23)

### Support Staff

Jason Fowler, Jefferson County Attorney's Office  
Paul Rutherford, Jefferson County Attorney's Office

### Clerk(s)

Lisa Franklin Gray, Assistant Clerk  
Sonya Harward, Clerk

## Pending Legislation

### 1. [R-023-21](#)

**A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET  
ORDINANCES APPROVING THE APPROPRIATION TO FUND THE FOLLOWING  
PROFESSIONAL SERVICE CONTRACT FOR THE ZOO CONCERNING AN  
ANIMATRONIC DINOSAUR DISPLAY - (DINO DON, INC. - \$225,000.00)**

**Sponsors:** Primary Pat Mulvihill (D-10)

**Attachments:** [R-023-21 V.1 032521 PSC -THE ZOO - ANIMATRONIC DINOSAUR  
DISPLAY - \(DINO DON, INC. - \\$225,000.00\).pdf](#)  
[Dino\\_Don\\_Non-Competitive\\_Contract\\_Request.pdf](#)  
[Dino Don Exhibit](#)

A motion was made by Vice Chair Piagentini, seconded by Committee Member Mulvihill, that this Resolution be recommended for approval.

The following spoke to this item:

- Chair Person Dorsey
- Vice Chair Piagentini
- Stephanie Moore, Louisville Zoo

The following spoke to this item:

- This legislation is for a contract for a season traveling exhibit at the Louisville Zoo.
- The exhibit has approximately 20 animatronic dinosaurs that will be on the ground from June through September at the Louisville Zoo.
- The exhibit offers several educational programs for the patrons, along with educational content that can be used during the summer camp programs.
- This exhibit is an added value for season ticket patrons, as well as, the public admission patrons.
- There is currently funding available in the Louisville Zoo budget, and this request will allow the Louisville Zoo to contract with the vendor, Dino Don.
- There were several questions regarding conducting a collective bargaining agreement prior to the final selection of the vendor.
- There was a discussion regarding the Louisville Zoo currently having capital funds to cover the contract.
- There was a discussion regarding the Louisville Zoo utilizing dynamic pricing in securing the vendor to ensure cost effectiveness.
- There were several questions regarding the Louisville Zoo lifting COVID-19 restrictions.
- There was a discussion regarding the Louisville Zoo strictly following the Center for Disease Controls (CDC) restrictions.
- There was a discussion regarding a proposed phasing schedule for reopening the Louisville Zoo over the summer.
- There was a discussion regarding the exhibit not being an interactive attraction.
- There was a discussion regarding the contract being all-inclusive and no additional fees should be associated with the exhibit.

The motion carried by a voice vote and the Resolution was sent to the Consent Calendar.

2. [R-025-21](#)

**A RESOLUTION APPROVING THE GRANTING OF LOCAL INCENTIVES TO FIVES INTRALOGISTICS CORP. AND ANY SUBSEQUENT ASSIGNEES OR APPROVED AFFILIATES THEREOF PURSUANT TO KRS CHAPTER 154, SUBCHAPTER 32.**

**Sponsors:** Primary Anthony Piagentini (R-19)

**Attachments:** [R-025-21 V.1 032521 LOCAL INCENTIVES - FIVES INTRALOGISTICS CORP.pdf](#)  
[FIVES Intralogistics Corp - Louisville Metro support letter.pdf](#)  
[FIVES Intralogistics Corp - Preliminary Board Report Jan 31, 2019.pdf](#)

A motion was made by Vice Chair Piagentini, seconded by Committee Member Purvis, that this Resolution be recommended for approval.

The following spoke to this item:

- Chair Person Dorsey
- Vice Chair Piagentini
- Alex Mercer, Louisville Forward

The following was discussed:

- The company handles logistical equipment, sorting systems, etc.
- The company has selected Louisville Metro as the base for its headquarters.
- The company previously employed 130 individuals and with the expansion will bring an additional 370 jobs with an hourly wage of \$48 per hour including benefits.
- The total of this new facility investment at 4400 Commerce Crossings Drive will be approximately \$15 million.
- The facility is located in District 13.
- The company is on track to be one of Louisville Metro's top employers.
- The company is currently achieving revenue growth goals years in advance.
- There were several questions regarding whether the employees are Louisville Metro citizens.
- There were several questions regarding the base hourly salary without benefits.
- There were several questions regarding the particular jobs/roles the establishment is recruiting.
- There was a discussion regarding a procedural change for sponsorships going forward on local incentives.
- There were several questions regarding the diversity of the company.
- There was a discussion regarding Louisville Forward following up with the Committee on the company's diversity.

The motion carried by a voice vote and the Resolution was sent to the Consent Calendar.

3. [R-026-21](#)

**A RESOLUTION RATIFYING AND APPROVING A COLLECTIVE BARGAINING AGREEMENT (MARCH 5, 2021 - JUNE 30, 2023) RELATING TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN THE LOUISVILLE/ JEFFERSON COUNTY METRO GOVERNMENT AND LOUISVILLE PROFESSIONAL FIREFIGHTERS ASSOCIATION, LOCAL UNION 345, IAFF, AFL-CIO-CLC.**

**Sponsors:** Primary Keisha Dorsey (D-3)

**Attachments:** [R-026-21 V.1 032521 CBA - LOU. PROFESSIONAL FIREFIGHTERS ASSN., LOCAL UNION 345, IAFF, AFL-CIO-CLC.pdf](#)  
[Fire Majors' CBA Questions for 04.27.21.pdf](#)  
[Firefighters - Fire Majors - 3.5.21 thru 6.30.23 CBA.pdf](#)

A motion was made by Vice Chair Piagentini, seconded by Committee Member Holton Stewart, that this Resolution be recommended for approval.

The following spoke to this item:

- Chair Person Dorsey
- Vice Chair Piagentini
- Aaron Jackson, Office of Management and Budget
- Daniel Frockt, Office of Management and Budget
- Penny Bland, Human Resources
- Charles Adkisson, Louisville Metro Fire

The following was discussed:

- This collective bargaining agreement covers approximately 22 members.
- This collective bargaining agreement is a three year contract covering FY21 to FY23.
- This contract will include cost of living and longevity raises.
- This contract stipulates no wage increases in FY21, but adds increases of three percent for FY22 and FY23.
- This agreement includes annual specialty pay of \$1,164 per year for members certified in such disciplines as dive team, hazardous materials unit, heavy urban rescue team, fire investigators or building code inspectors.
- This agreement will include a one-time lump sum payment of \$1,200 for each member.
- The total cost of the contract is roughly \$5.9 million without fringe benefits and \$8.8 million with fringe benefits.
- All members voted to ratify the current contract.
- There were several questions regarding the percentage of non-specialty firefighters currently on staff with Louisville Metro.
- There was a discussion regarding all members in this unit having at least one specialty identified.
- There were several questions regarding the level of talent currently with the Louisville Metro Fire Department.
- There were several questions regarding whether the Louisville Metro Fire Department has had recruitment challenges.
- There was a discussion regarding a diminished pool of applicants for the

**Louisville Metro Fire Department.**

- There were several questions regarding this unit's specialties and roles.
- There was a discussion regarding this unit being comprised of the district fire chiefs, the chief of fire prevention and the chief arson investigators.
- There were several questions regarding paid leave and insurance coverage considering both the member and their family members.
- There was a discussion regarding overtime and paid leave calculations.
- There were several questions regarding whether the benefits plan is renewed annually or if it will be constant through the term of the contract.
- There were several questions regarding any clauses within the agreement that would not allow suburban fire departments to aid as closer responders.
- There was a discussion regarding whether the closest responder clause is included in this particular contract.
- There were several questions regarding when the current contract expired.
- There were several questions regarding how contracts are prioritized.
- There were several questions regarding leave accruals and disciplinary procedures stated in the contract.
- There were several questions regarding the noted lump sum payment.

A motion was made by Vice Chair Piagentini, seconded by Chair Person Dorsey, that this Resolution be tabled.

The motion to table carried by a voice vote.

## Special Discussion

4. [ID 21-0390](#)

**SPECIAL DISCUSSION:**

**\*\* Metro Human Resources Compensation Analysis - Review of Current Compensation Structure and Gaps - Ernestine Booth, Metro Human Resources**

Ernestine Booth Henry, Louisville Metro Human Resources, gave an overview of the Human Resource's recent compensation analysis.

The following spoke to this item:

- Chair Person Dorsey
- Ernestine Booth Henry

The following was discussed:

- This analysis has three methods of review such as compensation in that supervisors were compared to their subordinates.
- This analysis also reviewed both union and non-union employees in order to determine whether pay disparities or compression existed.
- This analysis also reviewed pay averages organized by job code and pay grade within each department were examined to see if pay disparities existed between Louisville Metro Government employees based on ethnicities and gender.
- The analysis also reviewed a simple regression analysis was conducted to see amount of variation in pay caused by tenure with Louisville Metro Government.
- The analysis found when analyzing compression there were 85 instances found where a subordinate was paid more than the supervisor, which is

roughly two percent of the employee population.

- The analysis found that in these instances the majority of roles were union employees with a higher rate of pay than the non-union supervisor.
- The analysis found that challenges existed when comparing averages across pay grades since job descriptions within the same pay grade have different minimum qualifications i.e. education versus experience accepted.
- The analysis found potential inequities across departments which calls for further review to determine whether true inequities exist.
- The analysis found that tenure may also be a factor for disparities based on cost of living and annual salary adjustments.
- The analysis found that additional factors may also impact pay disparities.
- This analysis also compared Merit Salary Adjustment (MSA) standards between the national model and Louisville Metro Government.
- The analysis shows that the current/standard male employee population is 48.4 percent, while Louisville Metro Government's is 62.2 percent.
- The analysis also shows that the current/standard female employee population is 51.6 percent, while Louisville Metro Government's is 37.7 percent.
- The analysis shows that the current/standard caucasian employee population is 69.9 percent, while Louisville Metro Government's is 70.92 percent.
- The analysis also that the current/standard African American employee population is 23.5 percent, while Louisville Metro Government's is 25.68 percent.
- The analysis also shows that the current/standard Hispanic employee population is 5.4 percent, while Louisville Metro Government's is 1.75 percent.
- The analysis also shows that the current/standard female employee population is 51.6 percent, while Louisville Metro Government's is 37.7 percent.
- The analysis shows that while Louisville Metro is not far from the standard average, there is room for growth.

5. [ID 21-0391](#)

**SPECIAL DISCUSSION:**

**\*\* Metro Human Resources Third Party Analysis - Review of Grades, Classification, Roles and Salary Grid for Non-Union Employees - Ernestine Booth - Metro Human Resources**

Ernestine Booth Henry, Louisville Metro Human Resources, gave an overview of the Human Resources proposed pay structure changes.

The following spoke to this item:

- Chair Person Dorsey
- Ernestine Booth Henry

The following was discussed:

- Due to budget constraints a study previously conducted with the Mercer Company prior to merger was not implemented.
- Based on that study, Louisville Metro aspires to implement a step structure within the current pay grades.
- If this measure is possible, it would assist with the non-union employees staying on track and/or comparable with union employees.

- This measure would allow employees to have built in steps for wage progressions.
- The overall goal is to make non-union employee salaries comparable in the pay structure with union employees.
- Implementing this process would take some time to put in place, previously it took three years to implement the Mercer Company's initial recommendations.
- There were several questions regarding the number of years to implement a new pay grid structure.
- There was a discussion regarding possible topics/questions for future presentations.

## Adjournment

Without objection, Chair Person Dorsey adjourned the meeting at 4 p.m.

**\*NOTE:** Items sent to the Consent Calendar or Old Business will be heard before the full Council at the Metro Council Meeting on April 22, 2021.