



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Final Labor and Economic Development Committee

Chair David Yates (D-25)
Vice Chair Anthony Piagentini (R-19)
Committee Member Keisha Dorsey (D-3)
Committee Member Donna Purvis (D-5)
Committee Member Paula McCraney (D-7)
Committee Member Markus Winkler (D-17)
Committee Member Robin Engel (R-22)

Tuesday, December 1, 2020

3:00 PM

Council Chambers

Call to Order

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

Roll Call

Chair Person Yates 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 and Council Member Coan, who attended in Chambers.

Present: 7 - Chair David Yates (D-25), Vice Chair Anthony Piagentini (R-19), Committee Member Keisha Dorsey (D-3), Committee Member Donna L. Purvis (D-5), Committee Member Paula McCraney (D-7), Committee Member Markus Winkler (D-17), and Committee Member Robin Engel (R-22)

Non-Committee Member(s)

Council Member Barbara Sexton Smith (D-4), Council Member Brandon Coan (D-8), Council Member Bill Hollander (D-9), Council Member Nicole George (D-21), and Council Member James Peden (R-23)

Support Staff

Hollie Hopkins, Jefferson County Attorney's Office
Jason Fowler, Jefferson County Attorney's Office
Paul Rutherford, Jefferson County Attorney's Office
Natalie Johnson, Jefferson County Attorney's Office

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Special Discussion

1. [ID 20-1536](#)

Special Discussion: Louisville Forward 3Q2020 Metro Council Quarterly Report & Small Business COVID-19 Relief Grant Program - Mary Ellen Wiederwohl and Rebecca Fleischaker, Louisville Forward

Attachments: [3Q2020 Council Report.pdf](#)

[Econ-Dev Pres V2.pdf](#)

[Econ_Dev_Grant_Streets_Parks_120120.pdf](#)

Chair Person Yates introduced Mary Ellen Weiderwohl and Rebecca Fleischaker, Louisville Forward, to give the 3Q2020 Economic Development update to the Committee.

The following spoke to the item:

- Chair Person Yates
- Vice Chair Piagentini
- Council Member Sexton Smith
- Committee Member Winkler

The following was discussed:

- The Louisville Metro macroeconomic landscape is currently considered a "K" shape, which mirrors the national model of an unequal economic recovery cycle.
- The "K" shape represents that most jobs at the lower end of the economic spectrum, as well as, entertainment and hospitality jobs are at the bottom. Jobs that have had minor impact due to COVID-19 are at the top of the spectrum.
- While unemployment is down for this quarter in Louisville Metro, there are many people out of the workforce.
- This is a time to encourage better degrees, vocations, education and skills.
- Small businesses have been most impacted this year due to COVID-19. Small business growth is down a third compared to the national model.
- The Louisville Forward Small Business Grant program has been very successful.
- There was a discussion regarding updates on the development of the Rhodia property. The city-owned property located in District 6 is a 16.7-acre site, zoned EZ-1, that formerly housed the Rhodia chemical plant. It is bound by South Seventh Street, South 11th Street, Hill Street and Norfolk Southern Railroad tracks in the Park Hill neighborhood. This site is highly visible from Seventh Street and easily accessible. Immediately west of the Rhodia site is the Louisville Metro Housing Authority's 35-acre Parkway Place Apartments public housing complex.
- There were several questions regarding the public policy perspective on Metro owned property and whether Louisville Metro solicits proposals rather than take bids on properties and not participate in the bidding process.
- There was a discussion that most Metro owned real estate is not customarily in excellent condition. These properties are public assets connected to neighborhoods, for this reason, Metro continues to work with developers with

public consideration for the final property designation. Several examples were given of past practices without community engagement that impacted neighborhoods.

- There was a discussion regarding updates on the development of the Urban Government Center property in District 4 as negotiations with developer Underhill Associates are underway.

- There was a discussion regarding the small business climate with respect to the public health/public policy response being critical going forward for Louisville Metro.

- The Louisville Metro COVID-19 Relief Grant program received an additional \$6.4 million dollars to aid small businesses. The program has concluded due to funds being exhausted.

- In total, 1,285 applications were received for the program with 824 applications being awarded. There were 160 applicants that received the entire \$50,000 relief grant award, while other applicants did not receive funds due to the review process.

- Within the first \$21 million in relief funds, 51.2 percent were disbursed to businesses located in identified Census tract and moderate income areas.

- Awarded funds were tracked according to types of businesses and demographic/diversity breakdown.

- There was a discussion regarding changes in Alcohol Beverage Control (ABC) fees in Louisville Metro. Codes and Regulations Director oversees fees and licenses. Louisville Metro has eliminated fees for establishments that apply for extended hours licenses and provided a 25 percent fee reduction to applicants for liquor by the drink licenses. The State has also waived similar fees.

- The Mayor's Office will work with Metro Council Members to follow the State example and waive all similar fees.

Pending Legislation

2. [R-152-20](#)

A RESOLUTION APPROVING THE APPROPRIATION TO FUND AN ANNUAL CONTRACT WITH HR ALLIANCE FOR WORKPLACE INVESTIGATION SERVICES NOT TO EXCEED \$20,000.00

Sponsors: Primary David James (D-6), Primary Jessica Green (D-1) and Primary David Yates (D-25)

Attachments: [R-152-20 V.1 111920 Workplace Investigation Services Contract \(HR Alliance\).pdf](#)
[Workplace Investigation Agreement 2020.pdf](#)

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

The following spoke to the item:

- Chair Person Yates

The following was discussed:

- This legislation is for an outside contractor to conduct investigations into workplace violence or sexual harassment not to exceed \$20,000.

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

3. [R-150-20](#)

A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES, APPROVING THE APPROPRIATION TO FUND THE FOLLOWING NONCOMPETITIVELY NEGOTIATED PROFESSIONAL SERVICE CONTRACT FOR THE OFFICE OF SAFE AND HEALTHY NEIGHBORHOODS CONCERNING ITS EMPLOYMENT OF A DIRECTOR - (UNIVERSITY OF LOUISVILLE - \$109,797.00).

Sponsors: Primary David Yates (D-25)

Attachments: [R-150-20 V.1 111920 OFFICE OF SAFE AND HEALTHY NEIGHBORHOODS - DIRECTOR - \(UNIVERSITY OF LOUISVILLE - \\$109,797.00\).pdf](#)
[Univ of Louisville Monique Williams PSC.](#)

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

The following spoke to the item:

- Chair Person Yates
- Vice Chair Piagentini
- Committee Member Dorsey
- Committee Member Purvis
- Vincent James, Mayor's Office

The following was discussed:

- This legislation is for a Professional Service Contract in partnership with the University of Louisville for the director of the Office of Safe and Healthy Neighborhoods with an area of expertise in violence prevention.
- The director oversees projects, operations, research, procures resources such as grants, and implements departmental goals, budgets and policies, while also extending the level of services in the community.
- This role will report to the Chief of Community Building.
- The terms of the contract span from September 8, 2020 through August 31, 2021.
- There was a discussion regarding the \$41,000 salary savings in the split between Louisville Metro and the University of Louisville.
- There was a discussion regarding evaluation of the measurable successes and outcomes for this role going forward.
- There were several questions regarding this role's importance to the Group Violence Initiative (GVI) program.
- This role will be central to establishing/strengthening partnerships and relationships as it relates to GVI in the community.
- There were several questions regarding the University of Louisville and Louisville Metro partnership split.
- The salary/partnership split will be 75 percent Louisville Metro and 25 percent University of Louisville.
- The role will have a similar split with regard to work hours.
- This role will be a full-time 40-hour a week role.

- There was a question regarding whether the current role would differ from the previous role that was a 100 percent dedicated Louisville Metro role rather than a partnership split.
- This role will be an employee of the University of Louisville while providing services to Louisville Metro.

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

4. [O-530-20](#)

AN ORDINANCE AMENDING CHAPTER 115 OF THE LOUISVILLE METRO CODE OF ORDINANCES BY ADDING NEW SECTIONS ON WATER SAFETY PERSONNEL AND SWIMMING FACILITY REQUIREMENTS.

Sponsors: Primary David Yates (D-25), Primary Anthony Piagentini (R-19) and Additional Paula McCraney (D-7)

Attachments: [O-530-20 PROPOSED FAM 121020 Swimming Facilities.pdf](#)
[O-530-20 V.1 111920 ORDINANCE AMENDING CHAPTER 115 LMCO \(SWIMMING FACILITY\).pdf](#)
[Metro Council Pools.pdf](#)
[20201016141605592.pdf](#)

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

The following spoke to the item:

- Chair Person Yates
- Vice Chair Piagentini
- Council Member Sexton Smith
- Committee Member Dorsey
- Dr. Sarah Moyer, Louisville Metro Public Health and Wellness
- JD Carey, Louisville Apartment Association
- Tommy Floyd, Louisville Apartment Association/Denton Floyd Real Estate
- Travis Yates, Beacon Property Management/SOCAYR

The following was discussed:

- This legislation originated several years ago, but encountered some public health challenges.
- This legislation removes public health requirements for lifeguards for small or shallow swimming pools.
- This legislation is an effort to offer swimming amenities to moderate/low income communities to be able to utilize pools.
- There was a discussion whether removal of this requirement would encourage developers to build pools in future developments.
- There was a discussion regarding the public health 2/5 Rule that has previously impacted developers decision on building pools.
- There was a discussion regarding this issue impacting whether developers install or remove pools due to the 2/5 Rule.
- This legislation will save existing pools and aid developers to install pools in workforce and affordable housing developments.

- There was a discussion regarding operating costs for installing and maintaining pools with the current 2/5 Rule versus removal of the rule going forward.
- There was a discussion regarding Louisville Metro partnering with the Greater Louisville YMCA to utilize its Starfish Program - a school-based swimming training program.
- There was a discussion regarding the Greater Louisville YMCA being an operating partner for Louisville Metro pools going forward.
- Children must be accompanied by an adult to swim.
- There was a discussion regarding subsidizing public funding for pools when private amenities are not available.
- There was a discussion regarding how the 2/5 Rule originated and its responsibility to public health.
- There was a discussion regarding economic liability and Louisville Metro's obligation to add safety options for the community.

The motion carried by the following vote and the Ordinance was sent to the Consent Calendar:

Yes: 7 - Yates, Piagentini, Dorsey, Purvis, McCraney, Winkler, and Engel

5. [O-512-20](#)

**AN ORDINANCE REQUIRING THE IMPLEMENTATION OF PAID PARENTAL LEAVE.
(AS AMENDED)**

Sponsors: Primary Brandon Coan (D-8), Additional David Yates (D-25), Additional Keisha Dorsey (D-3) and Additional Donna L. Purvis (D-5)

Attachments: [O-512-20 V.2 120120 PARENTAL LEAVE.pdf](#)
[O-512-20 PROPOSED CAM 120120 Parental Leave.pdf](#)
[O-512-20 V.1 110520 PARENTAL LEAVE.pdf](#)

A motion was made by Committee Member Dorsey, seconded by Committee Member Purvis, that this Ordinance be recommended for approval.

The following spoke to the item:

- Chair Person Yates
- Vice Chair Piagentini
- Council Member Coan
- Committee Member Winkler
- Committee Member Dorsey
- Council Member Hollander
- Council Member George
- Committee Member Engel
- Dr. Sarah Moyer, Louisville Metro Public Health and Wellness
- Daniel Frockt, Office of Management and Budget
- Ernestine Booth, Human Resources
- Natalie Johnson, Jefferson County Attorney's Office

The following was discussed:

- There was a discussion that many peer cities, as well as, State and Federal employees receive 12 weeks for paid parental leave.

- There was a discussion that parental leave is important for health and well-being, community, and workforce.
- There was a discussion that parental leave increases employer retention and economic benefits and reduces unemployment and female retention.
- There was a discussion that parental leave provides bonding time to families and is beneficial for both parents.
- This legislation is significant in making Louisville Metro an attractive employer for recruiting.
- There were several questions regarding how this legislation would impact Collective Bargaining Agreements.
- There was a discussion that possibly at some point side letters may or may not be necessary to update Collective Bargaining Agreements to add parental leave.
- There were several questions surrounding whether a Financial Impact Study has been conducted to analyze the possible economic impacts of implementing parental leave.
- There was a discussion regarding adding a work obligation similar to the Federal standard that would require employees to enter into a written service agreement prior to using parental leave. Additionally, the employee must agree to work up to 12 weeks after the parental leave concludes with the applicable agency, if the obligation is not fulfilled the employee will return a percentage of health care costs incurred by the agency.
- There was a discussion regarding why the work obligation component is not required in the State.
- There was a discussion regarding certain agencies that receive an 80-hour parental leave rather than the 12-week paid leave proposed in this legislation.
- There was a discussion regarding amending the section on adoption leave.
- There was a discussion regarding the importance of this legislation as it pertains to lower income families and single mothers.
- There was a discussion regarding the time frame for completing a financial impact study for this legislation.

A motion was made by Vice Chair Piagentini, seconded by Committee Member Winkler, that this Ordinance be amended as shown in the attached document titled "O-512-20 120120 PROPOSED CAM Parental Leave.pdf."

The motion to amend carried by a voice vote.

A motion was made by Committee Member Engel, seconded by Vice Chair Piagentini, to request a Financial Impact Study for this Ordinance.

The motion carried by a voice vote.

A motion was made by Committee Member Winkler, seconded by Committee Member Engel, that this Ordinance be tabled.

The motion to table carried by a voice vote.

Adjournment

Without objection, Chair Person Yates adjourned the meeting at 4:43 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 December 10, 2020.