



# 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, February 2, 2021

3:00 PM

Council Chambers

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### Call to Order

Chair Dorsey called the meeting to order at 3:00 p.m.

### Roll Call

Chair 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 and Council Member George, who attended in Chambers.**

**Present:** 7 - 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), Committee Member Stuart Benson (R-20), and Committee Member Amy Holton Stewart (D-25)

### Non-Committee Member(s)

Council Member Jessica Green (D-1) and Council Member Paula McCraney (D-7)

### Support Staff

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

### Clerk(s)

Connie Dearing, Assistant Clerk  
Sonya Harward, Clerk

## Pending Legislation

### 1. [O-593-20](#)

#### **AN ORDINANCE CREATING A NEW SECTION OF CHAPTER 35 OF THE LOUISVILLE METRO CODE OF ORDINANCES REQUIRING THE IMPLEMENTATION OF PAID PARENTAL LEAVE.**

**Sponsors:** Primary Keisha Dorsey (D-3), Primary Nicole George (D-21), Additional Jessica Green (D-1) and Additional Cassie Chambers Armstrong (D-8)

**Attachments:** [O-593-20 V.1 010421 Paid Parental Leave Ordinance.pdf](#)

[Fiscal Impact of Proposed Parental Leave Ordinance.pdf](#)

[From Previous File ID# O-512-20 V.2 120120 PARENTAL LEAVE.pdf](#)

[From Previous File ID# O-512-20 V.1 110520 PARENTAL LEAVE.pdf](#)

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

The following spoke to the item:

- Chair Dorsey
- Daniel Frockt, Office of Management and Budget
- Vice Chair Piagentini
- Council Member George
- Council Member Green
- Committee Member Mulvihill
- Committee Member Holton Stewart
- Ernestine Booth, Human Resources
- Mayria Porter, Office of Performance Improvement
- Council Member Chambers Armstrong

The following was discussed:

- The analysis of the fiscal impact of proposed parental leave.
- Benefit costs are in the mid-point range of \$4.4 million, a likely range from \$2.8 million to \$6 million in costs.
- How average wages were derived with the grouping of departments such as hazardous or non-hazardous duties, more office based, tasks being 24/7, and assumptions associated with overtime.
- Enlisted questions from the Office of Women and pier agencies who could be adopting such benefits.
- Whether this would be a direct or indirect costs to Metro and what might be the limit on dollars amounts.
- The analysis being aggregated for an average wage.
- Specific individuals have not been linked to the aggregated average and this is just an average of the last few years of family medical leave.
- Benefits encompassed for Louisville Metro Police Department are due to collective bargaining.
- The data provided in the analysis has been broken down to adoption and/or pregnancy with medical leave.
- Whether departments are considering their budgets to related costs for family medical leave.

- Strategic planning being discussed throughout Metro departments regarding costs for unrealized labor costs relating to family leave.
- Paid leave being associated with increased work force participation and the reliance on public assistance.
- Small price compared to what has been paid in the past for frivolous medical leaves.
- The fiscal impact statements from the state and other communities were not modeled in this legislation due to work force differences; terms set up for medical leave, the accruals of sick time, and its usage differences.
- Statistics regarding the costs turnover in respect to women of a certain age, parents of a certain age and the aspects of turnover in regards to child care.
- Information being available regarding turnover of employees.
- Statistics regarding increased retention regarding family leave applicable to other cities.

A motion was made by Vice Chair Piagentini, seconded by Committer Member Mulvihill, that this Ordinance be tabled.

The motion to table carried by a voice vote.

2. [R-163-20](#)

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

Sponsors: Primary Anthony Piagentini (R-19)

Attachments: [R-163-20 V.1 121020 Premier Packaging LLC \(KBI\).pdf](#)  
[Premier Packaging, LLC- Louisville support letter.pdf](#)  
[Premier Packaging, LLC- Prelim Approval Sept 28, 2017.pdf](#)

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

Alex Mercer, Develop Louisville spoke to the item.

The following was discussed:

- This legislation is for an outside contractor of corrugated and packaging supplies for an expansion which will consolidate current and future business to be conducted under one roof.
- The project has created 40 new full-time positions with benefits.
- Capital expenditures associated with this project are a little under \$12 million.
- Premier Packaging has been contributing to the local economy since 1994.

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

Enactment No: Resolution 005-2021

3. [R-002-21](#)

**A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES APPROVING THE APPROPRIATION TO FUND THE FOLLOWING NONCOMPETITIVELY NEGOTIATED NEW SOLE SOURCE CONTRACT FOR SURVEILLANCE CAMERAS- (RECONYX, INC. - \$50,000.00).**

**Sponsors:** Primary Bill Hollander (D-9)

**Attachments:** [R-002-21 V.1 012821 RECONYX, INC. – \\$50,000.00.pdf](#)  
[R-002-21 Non-Competitive Contract Request Form.pdf](#)

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

Pete Flood, Public Works, stated that this a contract is to purchase additional surveillance cameras to supplement the cameras already available.

Due to technical difficulties Committee Member Purvis was not able to ask a question.

A motion was made by Chair Dorsey, and seconded by Committee Member Purvis, that this Resolution be tabled.

The motion to table carried by a voice vote.

A motion was made by Vice Chair Piagentini, seconded by Committee Member Benson, that this Resolution be untabled.

Chair Dorsey presented the question for Committee Member Purvis in regards to whether the cameras would be used in alleys pertaining to illegal dumping. Pete Flood responded stating that these cameras will be used specifically in alleys to catch persons engaging in illegal dumping.

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

Enactment No: Resolution 006-2021

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4. [R-003-21](#)

**A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES APPROVING THE APPROPRIATION TO FUND THE FOLLOWING AMENDMENT TO A NONCOMPETITIVELY NEGOTIATED PROFESSIONAL SERVICE CONTRACT FOR OMB CONCERNING A BUSINESS ANALYST FOR THE METRO ERP PROJECT- (AMBER HALLORAN - \$45,000.00 FOR A NEW NOT TO EXCEED AMOUNT OF \$75,000.00).**

**Sponsors:** Primary Bill Hollander (D-9)

**Attachments:** [R-003-21 V.1 012821 AMBER HALLORAN - \\$45,000.00 FOR A NEW NOT TO EXCEED AMOUNT OF \\$75,000.00.pdf](#)  
[R-003-21 Non-Competitive Contract Request Form.pdf](#)

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

The following spoke to this item:

- Monica Harmon, Office of Management and Budget
- Vice Chair Piagentini
- Daniel Frockt, Office of Management and Budget
- Chair Dorsey

The following was discussed:

- This contract is for a professional with a skill set to assist the Office of Management and Budget for Enterprise Resource Planning in converting from Leap to Workday.
- Previous contracts with this professional and the dollar amount of those contracts.
- The original purchase order for this project and whether bidding took place.
- This professional is familiar with the Oracle platform and has worked with other Metro departments and the financial systems.
- This contract was obtained for a lower dollar amount and helped with not having to seek other professionals at a greater cost.
- Future contracts for similar projects will be looked at throughout the city which has numerous Innovation and Technology consulting firms for a broader category for Enterprise Resource Planning.
- Market rates for contracts by bidding for future planning for such contracts.
- Bidding for other professionals on this project was done.
- The entire project is expected to be over 15 million dollars in value.
- This contract was added to also help with the implementation of the CARES Act in the spring.
- Fiscal transparency with contracts in the future.

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

Enactment No: Resolution 007-2021

5. [R-006-21](#)

**A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES, APPROVING THE APPROPRIATION TO FUND THE FOLLOWING NONCOMPETITELY NEGOTIATED SOLE SOURCE CONTRACT FOR ANIMAL SERVICES CONCERNING A BLOODWORK ANALYSIS DEVICE (IDEXX DISTRIBUTION, INC. - \$60,000.00).**

**Sponsors:** Primary Bill Hollander (D-9)

**Attachments:** [R-006-21 V.1 012821 IDEXX, INC. - \\$60,000.pdf](#)  
[R-006-21 Non-Competitive Contract Request Form.pdf](#)

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

The following spoke to this item:

- Ashley Book, Louisville Metro Animal Services
- Chair Dorsey

The following was discussed:

- This is a renewal contract for equipment that will be used to perform blood analysis.
- This equipment saves time and money with being able to perform tests on premises.
- If different equipment were to be purchased there would be the need for education and training on the device.
- IDEXX is the standard company for this equipment.

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

Enactment No: Resolution 008-2021

6. [R-012-21](#)

**A RESOLUTION AMENDING RESOLUTION NO. 103, SERIES 2020 DETERMINING EIGHT LOTS ON SHAGBARK ROAD IN LOUISVILLE, KENTUCKY SHOWN ON EXHIBIT "A" ATTACHED HERETO OWNED BY THE LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT ("METRO GOVERNMENT") SUCCESSOR TO THE CITY OF LOUISVILLE, KENTUCKY, AS SURPLUS AND NO LONGER NEEDED FOR A GOVERNMENT PURPOSE AND AUTHORIZING 3411, 3413, 3415, 3417, 3418, 3419, 3420 AND 3423 SHAGBARK ROAD ALL IN METRO LOUISVILLE, KENTUCKY (THE "LOTS") TO BE CONVEYED TO HABITAT FOR HUMANITY TO BE DEVELOPED AS LOW INCOME HOUSING.**

**Sponsors:** Primary Jessica Green (D-1)

**Attachments:** [R-012-21 V.1 012821 Amending Res. 103 2020 RE Surplus Property on Shagbark Road.pdf](#)

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

The following spoke to the item:

- Jason Fowler, Jefferson County Attorney's Office
- Council Member Green

The following was discussed:

- This legislation is to correct a \$500 discrepancy in an amount listed on Exhibit A.
- The incorrect amount carried over with the Property Valuation Administrator

and needs to be corrected as well.

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

Enactment No: Resolution 009-2021

## Adjournment

Without objection, Chair Dorsey adjourned the meeting at 4:00 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 February 11, 2021.**