

**MINUTES OF THE  
DANVILLE CITY COMMISSION**

The Board of Commissioners of the City of Danville, Kentucky convened in a Regular Commission Meeting in the Public Meeting room at City Hall/Police Station on Monday, May 14th, 2018 at 5:30 p.m.

**COMMISSIONERS PRESENT:**

Mayor Perros  
Commissioner Terry  
Commissioner Serres  
Commissioner Atkins  
Commissioner Caudill

**OTHERS PRESENT:**

Ron Scott, City Manager  
Donna Peek, City Clerk  
Stephen Dexter, City Attorney  
Tony Gray, Police Chief  
Ken Pflug, Fire Chief  
Earl Coffey, City Engineer  
Alex Carney, IT Tech  
Bridgette Lester, Codes Director  
Ashley Raider, Administrative Asst.  
Steve Hunter, P&Z Director  
Ben Kleppinger, Advocate Messenger  
Captain Chris Matano  
Captain Glenn Doan  
Captain Todd Davis  
Sgt. Faulkner  
Sgt. Wentz  
Sgt. Mullins  
Detective Lisa Dollins  
Police Officer Chase Broach  
Police Officer Robert Ladd  
Police Officer Adam Wilson  
Police Officer Aaron Sparks  
Police Officer Patrick McQueen  
Police Officer Brandon Klein  
Police Officer Stephen DeBord  
Police Officer Tanner Abbott  
Police Officer David Lewis  
Police Officer Paul Megilligan  
Police Officer Jacob Ruhe  
Police Officer Ben Ray  
Battalion Chief Gabe Heatherly  
Deputy Chief Tim Brumfield  
Battalion Chief Mike Mulholland  
Battalion Chief Mike McCurdy  
Lt. Patrick Denham  
Lt. Shane Yocum  
Ashley Yocum  
Lindsey Yocum  
Yocum Family  
Lt. Scotty Caldwell  
Lt. Chris Siler  
Lt. Tim Blakemore

Firefighter Will Ellis  
Firefighter David Spanyer  
Firefighter Larry Davidson  
Firefighter Matt Groves  
Firefighter Sammy Young  
Firefighter Justin McBride  
Firefighter Josh Agee  
Firefighter Jerry Domidion  
Retired Firefighter Melissa Sheene  
Retired Firefighter Gary Hunter  
Retired Firefighter Gina Hunter  
Wilma Brown  
Jennifer Kirchner  
Niki Kincaid  
Jacob Pankey  
Barbara Hulette  
George Coomer  
Laurie K. Moore  
Others

Mayor Perros announced that a quorum was present and called the meeting to order the time being 5:30 p.m.

Commissioner Atkins began the meeting with a prayer. Mayor Perros led the Commission in the pledge of allegiance.

**AGENDA APPROVAL:**

The Commission approved the agenda as presented.

**HEAR THE PUBLIC:**

No comments.

**1. APPROVAL OF THE MINUTES OF 04/23, 4/26 & 5/03/2018:**

Commissioner Serres made a motion to approve the minutes of 4/23, 4/26 & 5/3/2018 as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote.

**2. RETIREMENT RECOGNITION – FIRE LT. SHANE YOCUM:**

Fire Chief Ken Pflug, Battalion Chief Mike McCurdy, and the City Commission presented a plaque and gift to Lt. Shane Yocum and thanked him for his service to the City of Danville. Mr. Yocum retired from the Danville Fire Department on May 1, 2018. Mayor Perros and the City Commission wished Mr. Yocum the best in his future endeavors and again thanked him for his years of service.

Lt. Yocum thanked the City of Danville for the opportunity to serve the citizens of Danville and wished the fire department well in the future.

**3. PROCLAMATION – POLICE OFFICERS MEMORIAL WEEK:**

Commissioner Atkins made a motion to approve the proclamation recognizing the week of May 13-19<sup>th</sup> as National Police Officer Appreciation week as presented. The motion was seconded by Commissioner Terry and unanimously approved upon voice vote. The Commission presented a plaque to Police Chief Anthony Gray and thanked the Danville Police Department for their service to the citizens of Danville.

**4. PROCLAMATION – HISTORIC PRESERVATION MONTH:**

Commissioner Terry made a motion to approve the Historic Preservation proclamation as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote. Mayor Perros presented a plaque to Jacob Pankey and members of Boyle Landmark Trust.

**5. SISTER CITIES COMMISSION APPOINTMENTS:**

Commissioner Serres made a motion to approve the appointments to the Sister Cities Commission as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote. Mary Jo Bowling and Brandon Long were the appointments made and their terms will expire June 1, 2022 and June 30, 2022.

**6. P&Z BOARD OF ADJUSTMENTS APPOINTMENT:**

Commissioner Serres made a motion to approve the appointment of Dan Campbell to the P&Z Board of adjustments committee as presented. The motion was seconded by Commissioner Terry and unanimously approved upon voice vote.

**7. 2<sup>nd</sup> READING – ORDINANCE #1912 – CENTRE COLLEGE ZONE CHANGE:**

Commissioner Caudill made a motion to approve the 2<sup>nd</sup> reading of Ordinance #1912 as presented. The motion was seconded by Commissioner Terry and unanimously approved upon roll call.

**8. CODE ENFORCEMENT REPORT:**

Bridgette Lester presented the monthly code enforcement report to the Commission – no action taken.

**9. CITY MANAGER REPORT:**

City Manager Ron Scott presented his report to the Commission. He announced that the City would hold a park rededication at Batewood Park on August 11<sup>th</sup> at 11 a.m. – renaming the park. He also informed the Commission that there would not be a special called budget meeting to discuss the budget adding that the proposed budget would be presented at the May 29<sup>th</sup> meeting. No action needed.

**HEAR THE PUBLIC:**

Niki Kincaid addressed the Commission and thanked the City for the renovation of Weisiger Park. She thanked staff for being responsive at a recent Community Arts Center event that was held at the park.

Battalion Chief Gabe Heatherly addressed the Commission and said he has been serving Danville since 2012, he said he was addressing the Commission on behalf of the Danville Fire Department in regards to the recent events that have spotlighted just how far Danville has fallen in paying its personnel. He said the first line recruit, Lt. and Battalion chief all fall below the 25th percentile according to the KLC wage and salary survey. He said Danville starts a new firefighter recruit at \$7.81 which is just 56 cents above minimum wage while the recruit is expected to reach mandatory training, be or become an EMT, Haz tech, car seat tech on top of firefighter status to just maintain their job. He added that even with all of the training and certifications, most of the personnel work second jobs just to meet needs. Mr. Heatherly said while the City does have an excellent benefits package, according to the survey most cities the same size pay higher wages and also pay 88% of the cost of family insurance. He said Danville is now in a situation where they are getting fewer applicants for firefighter and added that even Danville's part time staff are not applying in Danville, they are applying in other departments. He said, in 2012 Danville hired two full time positions. And when he went through the process, there were over 80 applicants. In comparison, in the recent hiring process there were only seven applicants and of the seven only four passed the physical agility which left a candidate pool of four to hire for two positions. He added that Danville is drawing candidates from further away saying the average firefighter commutes about 25 miles away. Drawing candidates

from further distances has an effect on the off duty response of the Fire department. With current travel times of thirty minutes to an hour and a half, the personnel are not be able to make a positive impact during the initial response. Previously the fire department could depend on off duty personnel to respond in a timely manner and continue to allow the department to run on a skeleton crew. He also stated that Danville is behind in staffing levels, as most departments have ten on an average shift and Danville has seven. He said Danville is responding to more runs than ever before although the staffing level has stayed the same – he said that the responses have increased, which doesn't include the non-emergency duties such as Christmas lights, hydrants, and CPR training. Mr. Heatherly noted that in 2013 Danville responded to 776 emergencies and in 2017 they responded to 1751. This is a 225% increase in activity. He said they can see the toll that this increased response has taken on personnel life both at work and home. In closing Battalion Chief Heatherly said the Danville Fire department is a group of people who love to serve and all are public servants at heart. He said everyone realizes that this is a tough decision, but that the department is simply asking that the Commission and City try to get the pay schedule up to a level that is competitive and look at moving to an average level of staffing so they can better serve the City of Danville.

Police Officer Chase Broach addressed the Commission on behalf of the Fraternal Order of Police and requested that the City consider raising the compensation package for the Police Department – he referenced the KLC wage and salary survey in his presentation and asked when the police department will get their pay raises bringing them into the 75<sup>th</sup> percentile. Mr. Broach said the Police department has seen the salary survey and know that the police officers are underpaid like the Commission. He said they have followed the vote closely on the raise and have paid close attention to the reasons for the raises. Further he said the goal tonight is to create a conversation in hopes that a timeline can be established for all employees to receive an adjustment to rate of pay and create a structured pay scale insuring employees will be rewarded for staying with the city. He referenced Mayor Perros' comments when making the motion to approve the ordinance – “This commission has chosen to face the facts and not kick the can down the road.” Mr. Broach said at the police department they also feel that the can cannot be kicked any further or longer. Salaries need to be adjusted so Danville can retain people currently in place in order to prepare for the future. City manager Ron Scott proposed the raises based on the fact that adjustment have not been made since 2006. He said the City needs to reward city employees who have stayed when there were no raises in 2008, 2009 and 2010. He said Mr. Scott used the salary survey as evidence in his recommendation saying that current salaries of elected officials was very low compared to relative wages paid by comparable cities. He added that in reviewing the survey the Danville police department is just three hundred dollars above the minimum salary for comparable cities. He said with almost 12 years of service at the police department he is \$2000 away from the 50<sup>th</sup> percentile and \$11,000 behind the 75<sup>th</sup> percentile. He said please don't let the city of firsts be last in pay. He thanked the Commission for their time and asked them to please remember the departments as they spend money on new positions, mountain bike trails, streetscapes, wayfinding signs, etc. – Lastly Mr. Broach said “We make public service a priority, please make serving the public servants a priority.

Police Officer Adam Wilson, hired in 2015 addressed the Commission and said the police department appreciates the opportunity to speak before them tonight. He said that he commutes an hour to work from Russell Springs and while he and his wife would love to live closer, they cannot afford property in Danville, so he will continue to commute. He said he chose Danville for a number of reasons and said since being here he has learned that Danville really has a great department and an excellent group of men and women who are great at what they do and truly care about the people they protect. He said it is frustrating to see people leave and go to other departments because of money. He added that there are agencies similar in size who offer the same benefits but offer substantial increases in pay. He said that increases in pay would result in better retention and a better quality of candidates who want to be police officers. He congratulated the city commission on their recent raises and said they would love to see the police officers get the same treatment. He thanked the Commission for their time.

Police Officer Patrick McQueen, serving for nineteen years, addressed the Commission regarding the pay of Police officers in Danville. He congratulated the Commission on their recent raises and commended Mr. Scott for being frank in his efforts to bring the pay for Commissioners into appropriate scale. He said he hopes the Commission will continue to remember the public safety workers who dedicate so much time to the community and hopes that they will find a prompt way to adjust salaries.

Captain Todd Davis, serving for nineteen years, addressed the Commission regarding the pay of Police officers in Danville and requested that the City provide raises to keep the people. Captain Davis said he has lived in Danville his whole life and feels he has a lot invested in the community. He said he is proud to serve the citizens of the community, but that it is with a heavy heart in 13 months he will be retiring from Danville. He said that when he started with Danville it was the agency where everyone wanted to come and work. However, the reputation Danville has now is that we train all other agency's police officers and he said quite honestly Danville is better than that. Captain Davis said he has faith that the Mayor, Commissioners and Mr. Scott will help the department rectify this so that once again – Danville is the agency that everyone wants to come and retire from. He said, "We are Danville and we are better than that and the officers that I work with here better than that – the firefighters that I have worked my entire career with they deserve more and are also better than that" he added that both fire and police are in this together.

Police Officer Ben Ray, serving since 2015, addressed the Commission regarding the pay of Police officers in Danville. Mr. Ray said he was born and raised in Danville and graduated from Alice Lloyd College and had the opportunity to become a police officer there, but instead wanted to come back to his hometown to give back to the community that has given so much to him. He said he is in the same situation as Officer Wilson saying that he couldn't afford to live in Danville. He added that Danville is losing officers and as an example he said he is a three year officer and there are thirteen under him in seniority. He said it is time for Danville to start keeping people and stop training and losing them to other agencies. He thanked the Commission for listening.

Police Officer Robert Ladd addressed the Commission regarding the pay of Police officers in Danville. Officer Ladd said he had read the KLC wage and salary survey and said he would like to commend the Danville city government for utilizing such an important survey to begin the process of bringing the City of Danville into a competitive wage market. He said he looks forward to the rest of the City employees being raised into the 75 percentile, like the government officials. Officer Ladd said it is his hope in doing so, that Danville can start to build longevity within the police department. He said recently he had the opportunity to see the complete roster of the department and was amazed when he started compiling data from the roster. He said 40% of the police department from chief to guy that we haven't hired yet has less than two and half years' experience. 63% of officer's staff only, excluding rank, the core group of men and women that are on the street daily - 63% of those officers have less than two and a half years. Out of the officer's staff, 27% hasn't even been trained yet, they are in the academy. Officer Ladd said he realizes that this is a process, but is encouraged because the Commission has placed validity in the KLC study as evidenced by the restructuring of the Commissioners pay. He thanked the Commission for the foresight in making these changes and for their ability to work hard to position the city for the future. He said he read in the paper that it was quoted, "that we cannot continue to kick the can down the road", he said he couldn't agree more. Lastly Mr. Ladd said, "Mr. Mayor, Commissioners - Danville is the city of firsts but let's all work hard to bring everyone within the 75<sup>th</sup> percentile. Police, fire, public works, all of the other entities within the City of Danville."

Police Officer Aaron Sparks a two year officer with Danville addressed the Commission regarding the pay of Police officers in Danville. Officer Sparks said the thing he has learned since being in Danville is that he works with some of the best officers in the State. He said they are all committed to the job and sacrifice time away from families and home, including himself. He said he wishes the Commission would consider raises that would be comparable to others throughout the state. He thanked the Commission for listening.

Detective Lisa Dollins, an 8 year officer with Danville, addressed the Commission regarding the pay of Police officers in Danville. Detective Dollins pointed out that her husband used to work for Danville, but left to go through another academy, start at the bottom of rank, to make more money. She added that he makes more money as a first year state trooper than she does as an eight year officer.

Police Officer Paul Megilligan addressed the Commission regarding the pay of Police officers in Danville. He said he wanted to brag about the City of Danville saying he appreciates the City and the opportunities he has been given just by living in the area. He said the people that he has grown to know from teachers, coaches, family or friends have impacted his life in a tremendous way. He said this is one of the reasons he

chose to become an officer in Danville. Officer Megilligan said, in his interview when he was hired, one question was posed. "Why Danville" – he said a part of the reason was that he respects the community so much, because of what it has done for him and becoming an officer would be a good way to give back to the community. He added to reiterate, he loves this community and he and his wife would have loved to purchase a home in Danville, but were forced to move to a surrounding county. He congratulated the commission on their raise and moving into the 75<sup>th</sup> percentile –and he asked the Commission to keep the officers in mind in hopes of getting their pay into the 75<sup>th</sup> percentile, adding that someday he might be able to live in the community that he loves so much.

Police Officer Brandon Klein, a 6 year officer with Danville, addressed the Commission regarding the pay of Police officers in Danville. Officer Klein said he graduated in 2008 from DHS and has been serving the community since he graduated college in 2012. He said this is a great community -- and while the officers are trained to handle all emergencies – currently drug use has increased the most and the risk of contracting a disease is real. He added that the police are frequently exposed to needles, bed bugs and the experience of being treated after exposure is often not pleasant. Officer Klein said that he and his family have recently purchased a home in Danville but said unfortunately to be able to afford this house, he works 800-1000 hours of overtime a year. He said he would appreciate a raise in the pay scale, so Danville could keep officers and maybe he would not have to work so much overtime and be able to spend more time with his family.

Police Officer Jacob Ruhe addressed the Commission regarding the pay of Police officers in Danville. He said he would like to congratulate the Mayor and Commission on their recent pay increase. He said he feels that the Commissioners are deserving of the increase as they work to insure that Danville is a great place to work and live, but ask them to notice that the room is filled with people who work diligently to not only insure that Danville is a great place to work and live – these people insure that Danville is a safe place to work and live. He said these people often times place themselves in harm's way to do so. He asked that the commission remember these people who make the sacrifices for Danville and continue the conversation of moving the police officers into the 75<sup>th</sup> percentile.

Retired Firefighter Gary Hunter addressed the Commission regarding the pay of both police and fire in Danville. He retired making roughly 34,000 after 18 years of service with the fire department. Mr. Hunter said that after listening to everyone who spoke he hears them talking about choosing to come and serve in Danville, but struggling to pay their bills. He said in the fire department most every firefighter has a second job because they work a 24 hour shift – to make ends meet, but realizes that the police department does not have the same opportunity due to their schedules. He said he understands why a lot of fire and police leave Danville, if they look around and see others making more in other similar communities. I can understand why a lot leave – if you come in somewhere and see others in like communities making more money. He said he realizes that the city cannot give everyone everything they would like to have but feels there is some give and take. He said after 18 years of service you would think he would have made more and while he was always thankful for the benefit package, he said perhaps it could be changed a little bit. He said when you take a position as a Commissioner - you choose to do it and you generally run for a cause whether it be a problem in the community or something you want to accomplish to make your community better. He said that he feels individuals shouldn't do it for the money. Mr. Hunter said he understands everyone should be paid for what they do, but if he were a Commissioner he would look not only at where the Commission and Mayors salaries fall, but would instead look at everyone because without all of the employees and people, the City has nothing. He said he chose Danville, because he liked it – he liked the people here but had opportunities to go other places. He said he does realize that the City cannot just write a check but thinks things need to be addressed. Lastly Mr. Hunter said he is not saying that the Mayor and Commission do not deserve a raise, but added what is good for the goose is good for the gander and said he feels if the City wants to keep good employees they need to invest in them.

Commissioners Atkins thanked Mr. Hunter for his comments.

Jennifer Kirchner addressed the Commission and said they are still looking for volunteers for the brass band festival and to please contact her if anyone is interested.

## **COMMISSIONER COMMENTS:**

Commissioner Serres said he worked with the Jennie Carol 5K race over the weekend and thanked the police force for what they did in taking care of the citizens in Danville.

Commissioner Atkins addressed the audience saying he has been on the Commission for eight years in December. He added that running for office has never been about the money but to serve and make the community a better place. Mr. Atkins said that two weeks ago the Commission made a decision that was tough and he was the third person to vote yes, as it was a 3-2 split. He said every face that puts on the uniform and serves the City in any capacity has the highest respect of the Commission. Commissioner Atkins said the Commission will look at what they can do related to salaries and benefits. He said he could not say that he has lost sleep over the vote to increase the Commission salaries because once he makes a decision that he believes is best for the Commission and community – he is man enough to stick by that decision. He also said the Commission will be man or woman enough to stick by any decision they make related to all employees. Mr. Atkins asked the employees to take that as a compliment because he does respect their service and has the highest respect for both the fire and police departments.

Mayor Perros said he campaigned four years ago on four things. One was to improve the staffing levels within the police department, because he knew that the City did not have enough bodies because too many people were having to work too much overtime. He said the Commission has focused on that issue and have largely fulfilled that need in terms of personnel numbers and added that Rome wasn't built in a day. Mayor Perros said this Commission has been walking a financial tightrope for the last four years and have had to undertake some unpleasant tax increases just to get the City where they are now. He added that the Commission realizes that the City is still not where they need to be not only as evidenced by what the Commission knows, but as evidenced by what the employees have expressed and said the Commission hears them loud and clear. Mayor Perros said, "As somebody who has taken particular interest in law enforcement, graduated two Danville police academies and done numerous ride alongs, I am vitally interested in what you do and the conditions under which you do it. I hear you, we hear you, we understand, and for several years we have undertaken numerous conversations of how we can restructure compensation as to smooth the needs of officers from the young walking in to the twenty year veteran who has a family." Mayor Perros said he feels the two are distinctly different situations from the officers point of view be it man or woman and insured that the Commission is going to be addressing some flexibility in the near future. Mayor Perros added that while he wasn't prepared to make the remarks he shared tonight, he appreciated the employees sharing their remarks with the Commission. Mayor Perros said that unfortunately, there was nothing anyone said at the meeting that the Commission didn't already know but fortunately the Commission can have the dialogue and share their comments with each other. Lastly mayor Perros said, "Believe it or not we are all on the same team. Give us time and we will get close to where we need to be."

Commissioner Caudill said the City of Danville cannot pay police and fire what they are worth, but asked them to give the Commission the opportunity to make it better. To retain officers at the rate we need to retain them, keep the experience here and get you guys living in town is the goal. Commissioner Caudill said, "I know you all do not know me from Adam, but I would ask that you trust me. I would echo the Mayor's statement – give us time to work on it and we will do it sooner rather than later."

### **10. PAYMENT OF THE BILLS:**

Commissioner Atkins made a motion to approve the bills as presented in the amount of \$900,615.80. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote. A breakdown of departments is as follows: General fund - \$103,223.83; Utility Fund – \$272,128.09; Non-departmental - \$11,220.15; Capital - \$86,523.13; Cemetery fund - \$6,033.14; Storm water fund - \$7,779.47; Parking fund - \$889.99; Debt and disbursements - \$412,382.06 and water refunds - \$435.94.

### **11. RESOLUTION #2018-05-14-01 – CEMETERY LOT BUYBACK - VEST:**

Commissioner Caudill made a motion to approve Resolution #2018-05-14-01 as presented. The motion was seconded by Commissioner Terry and unanimously approved upon voice vote.

**12. BUNNY DAVIS POOL OPENING UPDATE:**

Earl Coffey stated that the Bunny Davis pool would be opening on schedule. He said the pool had been filled and will open Memorial Day. No action needed.

**13. RESOLUTION #2018-05-14-02 – PAVING LIST:**

Commissioner Serres made a motion to approve Resolution #2018-05-14-02 as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote.

**14. RESOLUTION #2018-05-14-03 – CORPORATE DRIE WATERLINE BID AWARD:**

Commissioner Atkins made a motion to approve Resolution #2018-05-14-03 as presented. The motion was seconded by Commissioner Terry and unanimously approved upon voice vote.

**15. RESOLUTION #2018-05-14-04 – FIRE TRUCK EQUIPMENT BID AWARD:**

Commissioner Caudill made a motion to approve Resolution #2018-05-14-04 as presented. The motion was seconded by Commissioner Serres and unanimously approved upon voice vote.

**16. MUNICIPAL ORDER #05-14-01-2018 – REVISION OF LIABILITY INSURANCE REQUIREMENTS:**

Commissioner Serres made a motion to approve municipal order #05-14-01-2018 as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote.

**17. RESOLUTION #2018-05-14-05 – QUITCLAIM DEED TO DANVILLE BOARD OF EDUCATION:**

Commissioner Terry made a motion to approve Resolution #2018-05-14-05 as presented. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote. Prior to the vote Commissioner Atkins disclosed that he is a part time employee of the Danville Schools.

**EXECUTIVE SESSION:**

Commissioner Terry made a motion to move into executive session pursuant to KRS 61.810 1(f) and (b) for the purpose of possible property acquisition and personnel. The motion was seconded by Commissioner Serres and unanimously approved upon voice vote. The time was 7:01 p.m.

**BACK IN REGULAR SESSION:**

Commissioner Caudill made a motion to move back into regular session at 8:01 p.m. The motion was seconded by Commissioner Terry and unanimously approved.

**ACTION:**

Commissioner Terry made a motion to approve staff's recommendation and hire Nicholas Truong to the position of Wastewater operator - class 1, with the usual probationary measures. The motion was seconded by Commissioner Caudill and unanimously approved upon voice vote.

**ADJOURN:**



