



City Commission Meeting Highlights

Tuesday, April 9, 2010

Contract with Executive Search Firm to Hire Permanent City Manager

Commissioners approved an ordinance to execute a contract between the City of Paducah and Mercer Group, Inc. in an amount not to exceed \$23,500 to perform the city manager executive search. Jim Mercer of the Mercer Group, Inc. attended the March 23 Commission meeting and will return to Paducah tomorrow to tour Paducah, interview the Commissioners, and interview the city directors before conducting the executive search. Mercer is an independent management-consulting firm based in Atlanta, Georgia. Jim Mercer founded the company 29 years ago. Mercer says there are three basic steps for recruiting: 1) get to know the client and the issues they are facing to ensure a good fit; 2) go directly after prospects since the pool of potential candidates is shrinking due to the retirement of baby-boomers; and 3) learn everything you can about a candidate. Mercer will personally conduct the search for Paducah, which should take 90 to 120 days. The Commission reviewed five proposals from executive search firms before selecting Mercer.

Zumwalt Severance

Commissioners approved an ordinance for the payout settlement for former City Manager Jim Zumwalt. Zumwalt's contract requires certain payments upon employment termination. The payout, including six months salary, totals \$81,070. Zumwalt resigned as Paducah City Manager on March 2.

Presentation by Agencies and Organizations for FY2011 Funding Consideration

Each year, the Finance Department sends out letters and Contract Service Forms to a list of agencies. If the agency would like to be considered to receive city funds in the upcoming fiscal year, the agency returns the Contract Service Form in addition to the agency's budget and audit information. In anticipation of possible funding for Fiscal Year 2011, in January the City started receiving requests from agencies to attend a Commission meeting and present their case regarding a funding request. Instead of spreading the presentations among several Commission meetings, at the January 19 Commission meeting, former City Manager Jim Zumwalt suggested setting aside one meeting to hear presentations from any agency that wants to explain its mission and funding request. Since we received more than two dozen presentation requests, it will require two Commission meetings to hear the presentations. More than half of the presentations were given at this meeting, and the remaining ones will be at the April 20 workshop. Each presentation is limited to five minutes. The funding requests will be considered at the Budget Advance in May. Mayor Bill Paxton says that allowing the organizations to make short presentations at the televised City Commission meeting allows for the community to learn about the various agencies in the city and how the public can help them.

At this meeting 16 presentations were given by the following agencies:

- Paducah Concert Band
- McCracken County DES Rescue Squad
- UpperTown Heritage Foundation, Inc. (the Hotel Metropolitan)
- McCracken County Community Career Endowment, Inc.
- Paducah Cooperative Ministry
- The National Quilt Museum of the United States



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- Child Watch Children's Advocacy Center, Inc.
- River Discovery Center
- Oscar Cross Boys & Girls Club
- Midtown Alliance of Neighbors
- West Kentucky Community & Technical Collect Project Excel
- Greater Paducah Sustainability Project, Inc.
- Brooks Stadium Commission
- EntrePaducah
- United Way of Paducah-McCracken County
- Noble Park Youth Baseball/Softball Association

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