

NOTICE OF SPECIAL CALLED MEETING OF THE
BOARD OF COMMISSIONERS
OF THE
CITY OF PADUCAH, KENTUCKY

TO: Commission/Media/Public

There will be a Special Called Meeting of the Board of Commissioners of the City of Paducah at 5:00 p.m., on Tuesday, October 21, 2025, held in the Commission Chambers of City Hall located at 300 South Fifth Street, Paducah, KY 42003. The Agenda for the meeting is attached to this notice.

George Bray, Mayor

CERTIFICATE OF SERVICE

Executed by electronic mail and facsimile of a copy to the
Commission on October 16, 2025.

Lindsay Parish, City Clerk



**SPECIAL CALLED CITY COMMISSION MEETING
AGENDA FOR OCTOBER 21, 2025
5:00 PM
CITY HALL COMMISSION CHAMBERS
300 SOUTH FIFTH STREET**

*Any member of the public who wishes to make comments to the Board of Commissioners is asked to fill out a Public Comment Sheet and place it in the box located at the end of the Commissioner's desk on the left side of the Commission Chambers. The Mayor will call on you to speak during the **Public Comments** section of the Agenda.*

ROLL CALL

INVOCATION

PLEDGE OF ALLEGIANCE

DELETIONS

PROCLAMATION National Animal Shelter Week - Traci Phelps, Director of the McCracken County Humane Society

PRESENTATION Insurance Update - DJ Story, Benefit Advisor, HUB

PUBLIC COMMENTS

MAYOR PRO TEM REMARKS

Items on the Consent Agenda are considered to be routine by the Board of Commissioners and will be enacted by one motion and one vote. There will be no separate discussion of these items unless a Board member so requests, in which event the item will be removed from the Consent Agenda and considered separately. The City Clerk will read the items recommended for approval.

	I.	<u>CONSENT AGENDA</u>
	A.	Approve Minutes for Special Called Meetings dated October 2, 2025, and October 3, 2025
	B.	Receive & File Documents
	C.	Personnel Actions
	D.	Approve acquisition of permanent right of way access easement for Pump Station #14 - G. GUEBERT
	E.	Authorize Renewal Application for Local Expanded Jurisdiction - G. CHERRY
	F.	Authorize a Request for Bids for City Hall HVAC Equipment and Duct Cleaning - C. YARBER
	G.	Use of Spending Credits for Eligible Employees Pursuant to the City's Group Health Plan for the 2026 Plan Year - S. WILCOX

		H.	Approve Strategic Health Risk Advisor & Strategic Benefit Placement Services with HUB – S. WILCOX
		I.	Administrative Services Only (ASO) Agreement with Anthem Blue Cross Blue Shield - S. WILCOX
		J.	Health, Vision, and Dental Benefit Plan Premiums for 2026 - S. WILCOX
		K.	Stop Loss Insurance with Voya Financial Advisors. Inc. - S. WILCOX
	II.	<u>ORDINANCE(S) - ADOPTION</u>	
		A.	Amend Section 20-23 of the Code of Ordinances related to Body Piercing - L. PARISH
		B.	Revisions to the City of Paducah Remote Worker Incentive Program - N. UPCHURCH
		C.	Budget Amendment for CDBG Grant for Entitlement Community Funds - A. KYLE
	III.	<u>COMMENTS</u>	
		A.	Comments from the City Manager
		B.	Comments from the Board of Commissioners
	IV.	<u>EXECUTIVE SESSION</u>	

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Approve acquisition of permanent right of way access easement for Pump Station #14 - **G. GUEBERT**

Category: Municipal Order

Staff Work
By: Melanie
Townsend
Presentation
By: Greg
Guebert

Background Information: During the past few months, negotiations have been conducted in good faith with the property owner located at 2510 North 8th Street regarding the acquisition of a portion of right-of-way and permanent access easement (Parcel C) as required for the operation and maintenance of Pump Station #14. Subsequently, Lisa Rudolph and David Giltner, the heirs of Opal Louise Giltner, have agreed to convey a portion of their property for right of way consisting of 0.28 acres (12,414 sq. ft.) to the City of Paducah for the purchase price of \$0.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve and authorize the Mayor to execute a Deed of Conveyance, and all documents necessary with the Heirs of Opal Louise Giltner, Lisa Rudolph and David Giltner, to acquire a permanent right-of-way access easement located at 2510 North 8th Street at no cost to the City.

Attachments:

1. MO - Permanent ROW easement – 2510 North Eighth Street – Access to Pump Station 14
2. 2025-037 - PS14 ROW ACQUISITION

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Authorize Renewal Application for Local Expanded Jurisdiction - **G. CHERRY**

Category: Municipal Order

Staff Work
By: Greg Cherry
Presentation
By: Greg Cherry

Background Information: The City of Paducah adopted Ordinance 2017-1-8465 on January 17, 2017 authorizing an agreement between the City of Paducah and the Commonwealth of Kentucky, Department of Housing, Buildings and Construction for additional plan review and inspection responsibilities within the City of Paducah. The agreement was for a term of three years. This Municipal Order also authorizes the Mayor to execute the agreement and all other documents necessary once received from the Department of Housing, Buildings and Construction.

In order to renew the agreement, the City must comply with 815 KAR 7:110 by submitting a Renewal Application for Local Building Expanded Jurisdiction to the Department of Housing, Buildings and Construction. This Municipal Order authorizes the Mayor to sign the application.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: To approve the expanded jurisdiction to better serve the contractors and business owners in the City and to authorize the Mayor's signature on the renewal application and to authorize the Mayor's signature on the renewal application, agreement, and all other documents necessary.

Attachments:

1. MO - Renewal Application Local Expanded Jurisdiction 2025
2. Expanded Jurisdiction

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Authorize a Request for Bids for City Hall HVAC Equipment and Duct Cleaning - **C. YARBER**

Category: Municipal Order

Staff Work By: Chris Ferrell, Marcey
Simmons

Presentation By: Chris Yarber

Background Information: Duct cleaning needs to be completed periodically for HVAC efficiency and improved air quality. The Facility Maintenance division of Public Works would like to request permission to advertise for sealed bids HVAC equipment and duct cleaning.

Does this Agenda Action Item align with a Commission Priority? Yes

If yes, please list the Commission Priority: Facilities

Communications Plan:

Funds Available: Account Name: Facilities Maintenance

Account Number: PF0070

Staff Recommendation: Authorize Public Works to receive sealed bids for City Hall HVAC equipment and duct cleaning.

Attachments:

1. MO - Request For Bids - City Hall HVAC equipment and duct cleaning 2025

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Use of Spending Credits for Eligible Employees Pursuant to the City's Group Health Plan for the 2026 Plan Year - **S. WILCOX**

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: The City makes financial contributions to subsidize the cost of the premium charges in the approved health and wellness plan. Allocation of spending credits towards the purchase of certain benefits such as health, dental or vision pursuant to the City's group health insurance plan shall be \$10,470 per employee. This is an annual increase of \$1,746 per employee to assist with health insurance premium increases for 2026. For those employees who opt out of the City's group health insurance, who were hired prior to January 1, 2014, and can show proof of coverage under another sponsored group health insurance plan are recommended to receive an employer contribution of \$2,850. New participants to the waiver credit, with a hire date after January 1, 2014, are subject to a \$500 maximum employer contribution. In addition, any employee should be able to increase their allotment, at a minimum, by participating in the wellness program. This can be achieved through biometric readings (\$1,000), completing an annual physical (\$250), not using nicotine (\$250), getting a physical and turning in lab work (\$250) and participating in six events (\$750) such as walking a 5k.

There will be another increase in the deductible on the Investor Plan in 2026, to comply IRS regulations. The individual will go to \$3,400 per individual; the family deductible will remain at \$6,600. The out-of-pocket maximum will change accordingly on both plans (Investment and Elite) to follow this mandated IRS change. See attachment for details.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approve the use of spending credits for eligible employees pursuant to the City's group health insurance plan for the 2026 plan year.

Attachments:

1. MO - ins policy spending credits 2026
2. City of Paducah updated rates 2026 Benefit Guide

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Approve Strategic Health Risk Advisor & Strategic Benefit Placement Services with HUB – S. WILCOX

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: The City has utilized the Health Risk Advisor services with HUB (formerly Peel & Holland) since July 1999 pertaining to issues regarding the administration, renewal, claim resolution, cost containment and bidding process of the City's health insurance plan. Staff recommends entering into a contract with HUB to continue these services for calendar year 2026. This is a 1-year contract with HUB and does not have an increase from the previous year. This fee is payable in four equal installments of \$20,475 to be billed quarterly. Authorize the Mayor to execute a contract between the City of Paducah and HUB pertaining to the administration of the City's health insurance.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the Mayor to execute Employee Benefits Fee for Services Agreement with HUB.

Attachments:

1. MO - contract – HUB (formerly Peel & Holland) Health Risk Advisor & Benefit Placement Services 2026
2. City of Paducah_Advisory Agreement 2026

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Administrative Services Only (ASO) Agreement with Anthem Blue Cross Blue Shield - S.
WILCOX

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: DJ Story of HUB recommends that the city continue with Anthem Blue Cross Blue Shield for the 2026 plan year, effective January 1, 2026, as the City's Third-Party Administrator (TPA) to provide claims administrative services related to the City's health insurance plan. Remaining with Anthem offers the best overall option for quality of plans, administrative services and competitive discount rates and factors. A summary of Anthem's administrative fees, rates and factors is attached.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the Mayor to execute ASO agreement and all other documents with Anthem Blue Cross Blue Shield for administrative services only.

Attachments:

1. MO - administrative services - Anthem 2026
2. Agenda ASO City of Paducah 2026 3 YR Pricing Summary
3. Agenda Anthem City of Paducah Revised Proposal w_updated plan infor 10.14.2025LT_Medical_ASO
4. Agenda Anthem second City of Paducah Revised Proposal w_updated plan infor 10.14.2025LT_Medical_ASO
5. Medicare_Sec Payer_ER_Status_Form (Rev 1 07)

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Stop Loss Insurance with Voya Financial Advisors. Inc. - **S. WILCOX**

Category: Municipal Order

Staff Work
By: Stefanie
Wilcox
Presentation
By: Stefanie
Wilcox

Background Information: Since January 1, 2023, the City of Paducah has purchased stop loss insurance with Voya to protect the City's health insurance plan in the event of a catastrophic claim(s). It is recommended, for the 2026 plan year beginning on January 1, 2026, the Commission renew the agreement with Voya Financial Advisors, Inc. to purchase stop loss insurance which is set at a \$175,000 maximum city liability per person (individual stop loss), Voya assumes liability for all claims in excess of this amount, and \$3,802,433 maximum city liability of total claims combined (aggregate stop loss limit), Voya assumes liability for all claims in excess of the aggregate total up to \$1,000,000. Premium rates are \$140.37 per member per month for individual stop loss insurance; and \$6.18 per member per month for aggregate stop loss insurance. This is a total of 27.53% increase from last year. The Gene Therapy Stop-loss (GTS) coverage \$4.05 per member per month to assist with high prescription drug costs related to gene therapy. The producer/agent of record where monthly premium payments will be made is Strategic Benefit Resources.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Authorize the Mayor to execute a Stop Loss Agreement and any other documents related to such with Voya Financial Services, Inc. for stop loss, GTS, and aggregate insurance coverage.

Attachments:

1. MO - health ins-stop loss coverage – Voya- 2026
2. Proposal_City of Paducah-01-01-2026-Renewal
3. SBR Sales Sheet + Proposal 09052025

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Amend Section 20-23 of the Code of Ordinances related to Body Piercing - **L. PARISH**

Category: Ordinance

Staff Work By: Claudia Meeks, Daron Jordan

Presentation By: Claudia Meeks

Background Information: The Commonwealth of Kentucky regulates body piercing, allowing any person who has completed bloodborne pathogen training and is registered with the local health department to perform any and all body piercings.

The current Ordinance relating to body piercing below the waist prohibits this piercing unless it is performed by a physician licensed to practice medicine in Kentucky.

Because the current City's Ordinance is in conflict with Kentucky Statute, this Ordinance necessary to amend that portion of Chapter 20, Section 66-93(b) to delete the language relating to body piercing below the waist.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority:

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Adopt an Ordinance amending Chapter 20, Section 20-23(b) deleting language "body piercing below the waist shall be prohibited unless performed by a physician licensed to practice medicine in the State."

Attachments:

1. ORD 20 – Amend to delete language - body piercing below the waist

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Revisions to the City of Paducah Remote Worker Incentive Program - **N. UPCHURCH**

Category: Ordinance

Staff Work
By: Nancy
Upchurch
Presentation
By: Nancy
Upchurch

Background Information: Ordinance # 2021-08-8700 created the City of Paducah Remote Worker Program. Since the beginning of the program, 26 people have relocated to Paducah. Currently, the program has no provision for a self-employed person. They make up 18% of the applications. This revision includes provisions to make the program available to self-employed persons who can provide documentation of their self-employment status. Additionally, the current incentives are confusing to the applicants. The changes proposed would not substantially change the amount of incentives the applicant receives. The incentive would change from a reimbursement of moving expenses and waiver of the first year of payroll taxes to a cash incentive of \$5000 payable in two installments of \$2500 each. The first payment will be made upon establishing residency in Paducah, the second paid at the one-year anniversary of their relocation.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority: [Commission Priorities List](#)

Communications Plan:

Funds Available: Account Name: Remote Worker Incentive Program

Account Number: ED-0118

Staff Recommendation: Approval of the revisions

Attachments:

1. Ord - amend Remote Worker Incentive Program 2025 (2)

Agenda Action Form

Paducah City Commission

Meeting Date: October 21, 2025

Short Title: Budget Amendment for CDBG Grant for Entitlement Community Funds - **A. KYLE**

Category: Ordinance

Staff Work By: Hope Reasons,
Audra Herndon
Presentation By: Audra
Herndon

Background Information: On September 16, 2024, the City of Paducah was notified by the U.S. Department of Housing and Urban Development (HUD) that it had been designated as an “entitlement community.” This means Paducah qualifies for Community Development Block Grant (CDBG) funding directly from HUD (rather than competing with other cities or going through the state). As a result, the city was allocated \$583,406 for the federal fiscal year 2025–2026.

To actually use the funds, entitlement communities must prepare a 5-year Consolidated Plan. This plan identifies local needs (housing, infrastructure, community services, etc.) and lays out how the city intends to spend the grant money in line with federal rules. On August 12, 2025, the City Commission approved Municipal Order 3105, which authorized submitting Paducah’s 5-year Consolidated Plan to HUD.

As part of the Grant Agreement the City must provide evidence of a budget ordinance/amendment indicating inclusion of CDBG funds into the City's budget.

This ordinance will satisfy the Grant Agreement requirement for the budget amendment.

Does this Agenda Action Item align with a Commission Priority? No

If yes, please list the Commission Priority:

Communications Plan:

Funds Available: Account Name:
Account Number:

Staff Recommendation: Approval.

Attachments:

1. ORD budget amend FY26 CDBG Entitlement Community