



General Government & Social Services Committee

October 27, 2022

Summary and Motions

Committee chair, Council Member Susan Lamb, called the meeting to order at 1:00 p.m. Committee members Vice Mayor Steve Kay and Council Members Richard Moloney, James Brown, Whitney Baxter, Hannah LeGris, Liz Sheehan, Jennifer Reynolds, Amanda Bledsoe, and Josh McCurn attended the meeting.

I. Approval of September 6, 2022 Committee Summary

A motion by Liz Sheehan to approve September 6, 2022 Committee Summary, seconded by Kathy Plomin, the motion passed without dissent.

II. ADA Improvement Plan

This item was reported out at the November 1st, 2022 Council Work Session.

III. Housing Rehabilitation Program Update

Lamb introduced the item. Theresa Reynolds, the Director of Grants and Special Programs presented on behalf of the item. Grants and Special Programs administers the Housing Rehabilitation Program which provides loans and deferred loans of up to \$35,000 to assist eligible homeowners to rehabilitate their homes. The funds must first be used to eliminate any Code Enforcement violations. The program is funded by the U.S. Department of Housing and Urban Development's Community Block Grant Program and HOME Program.

The program has experienced some challenges which include poor workmanship and poor performance by a single contractor, a shortage of qualified contractors willing to participate, and short staffed two Grant Compliance Officers and a Grants Manager. Some improvements made include improved communication, greater staff presence at worksites, management of expectations, improving the number and quality of contracts, as well as reinstating a Grants Compliance Sr. Officer position.

The Division's Administrative Specialist Sr. now makes weekly calls to homeowners with active projects to check in. Additionally, the policy now requires Grant Compliance Officers to visit active job sites at least 3 days per week. The contract now allows the Grants Compliance Officer to issue a Stop Work Order should incorrect or poor quality work be identified at any point in the project. The provisions which allowed a homeowner to sign a letter of non-conformity has been removed from the contract. Checklists have been created for contractors and homeowners. Some homeowners need more assistance than the Housing Rehab Program staff can provide. Therefore, the program has partnered with the Division of Community and Resident Services to have a social worker available to work with these households.

All current contractors participated in an annual, mandatory training to cover program rules and expectations in July 2022. Additional training will be offered as needed. There are currently 5 active Housing Rehab contractors in the program. Program staff are now required to obtain a copy of the building permit and include it in the program file prior to authorizing work on a home. There were a couple other policy changes which included crawlspace evaluation on a case-by-case basis, an increased Emergency

Repair budget (from \$6,500 to \$8,500), and increase the budget a Housing Rehabilitation project (from \$35,000 to \$45,000).

For FY 2023, there are 5 completed rehabs, 3 rehabs in construction and 7 rehabs in the pipeline. There were also 6 Emergency Repairs made in FY 2023 with 4 in the pipeline. Currently, there are 29 applications on the Emergency Repair waitlist and 76 on the Housing Rehabilitation list. The average wait time is 8 to 10 months for Housing Rehabilitation.

Moloney thanked the staff. LeGris asked about outreach for the program. T. Reynolds said that much of the outreach is by word of mouth and work with Social Services. Legris asked if there was anything Council could do to promote the program. T. Reynolds said she would need time to think of the best way they could assist. Plomin asked about examples for emergency repair list and how long it takes to complete a repair. T. Reynolds said some of the issues are a furnace as they are just turning it on for the winter, or plumbing issues. The office is currently working with HUD to get new funding. They have sent out letters to 29 homeowners and 11 are starting to go through the process.

IV. Redistricting Workgroup Report Out

Bledsoe introduced the item. Kelley Farley and Jennifer Sutton, Research Analysts for the Council Core Staff, presented on behalf of this item. Farley reviewed the Workgroup detail, which was a result of the May 10th, 2022 GGSS Redistricting Review presentation. She reviewed the Workgroup objectives which included: review of criteria for redistricting committee members, re-evaluate redistricting guidelines, examine the shape and number of Council Districts, and compare Lexington's redistricting process to similar cities.

Farley provided a comparison of other cities and their process. Additionally, she shared the recommended ordinance updates which includes general language clean-up, redistricting administration, redistricting committee selection, guideline updates, and timeline updates. The Council Administrator will be the official custodian for the records of the committee and responsible for maintaining the records for 20 years.

Sutton reviewed the updates to the redistricting committee selection and the restrictions. She shared the Workgroup placed an emphasis on being mindful and inclusive of Lexington's diverse community when Council Members are selecting their appointees. Sutton reviewed the changes to committee expectations and shared the "shalls" and "shoulds" of the ordinance have been updated and separated into two sections. Farley reviewed the 3 guidelines that were removed. Sutton reviewed a new timeline based upon Workgroup discussions. She highlighted that Council Members and Candidates will run in the newly revised districts, while sitting Council Members will continue to serve the same district for their existing term.

Kay asked to add the language "at least" in section (e)(2) and (e)(3). He also asked about the restriction that committee members would not run for office for five years and suggested 2-3 years instead. Farley said based on research, other cities were more strict or extreme and the Workgroup decided that 5 years was a good middle ground.

LeGris asked if a committee member could run for At-Large. Sutton said they could run for At-Large or Mayor since they are not impacted by the shape of a district. Sutton said that they could not legally prevent someone from running. Farley added they could ask them to sign a document attesting they would not run. LeGris asked about public transparency as listed in the proposed ordinance. Sutton said

the intention was to have a direct emphasis placed on public input, with the input process beginning prior to the map being drawn. LeGris expressed support for the timeline beginning earlier. She further asked about the removal of the consideration of Council Members and where they lived.

Baxter addressed the public transparency comment, stating the Workgroup did not want to be too specific because they don't know how it will look in 10 years. Bledsoe spoke to the Council District lines shifting and emphasized that the community should be considered.

Moloney asked about the 5 year requirement for running for office and if the state would have to make that decision. Evan Thompson reiterated that the committee members would only be attesting, this would not legally prevent them from running.

J. Reynolds said that they are trying to update the policy moving forward. She spoke about the timeline and asked what would happen if a situation similar to COVID-19 delayed the data release again. Sutton said the timeline would still allow the committee to begin working earlier.

Kay mentioned one more adjustment to the "shoulds" section and asking if corridors should be mentioned. Bledsoe mentioned the conversation regarding Council Members being full-time or part-time, as well as the number of districts would be included in a Charter Review conversation.

Farley also shared the information from this meeting, as well as all of the research and suggested timelines would be included in a handbook for the future.

Steve Kay made a motion, seconded by Whitney Baxter to approve the Redistricting Workgroup Report-Out Ordinance. Steve Kay made a motion, seconded by Kathy Plomin, to amend the ordinance subsection (e)(4) from 5 to 3 years, the motion passed 8-1. Steve Kay made a motion, seconded by Kathy Plomin, to amend the ordinance to state "at least" in subsection (e)(3), the motion passed unanimously.

This item will return at the November 15th GGSS meeting.

V. Items Referred to Committee

Liz Sheehan made a motion, seconded by Kathy Plomin to remove the ADA Improvement Plan from items referred, the motion passed unanimously.

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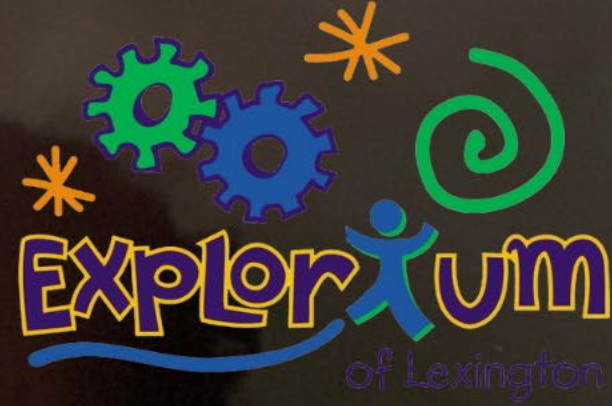
A motion by Hannah LeGris to adjourn at 2:35 PM, seconded by Kathy Plomin, the motion passed without dissent.

Meeting materials: <https://drive.google.com/file/d/1LsdxsqMFeez0SeDcZ9bICrtNoVRhicbq/view>

Recording of the meeting:

https://ifug.granicus.com/player/clip/5670?view_id=4&redirect=true&h=96fe64edd70536e3af50120eb6a224cc

JDS 11/9/2022

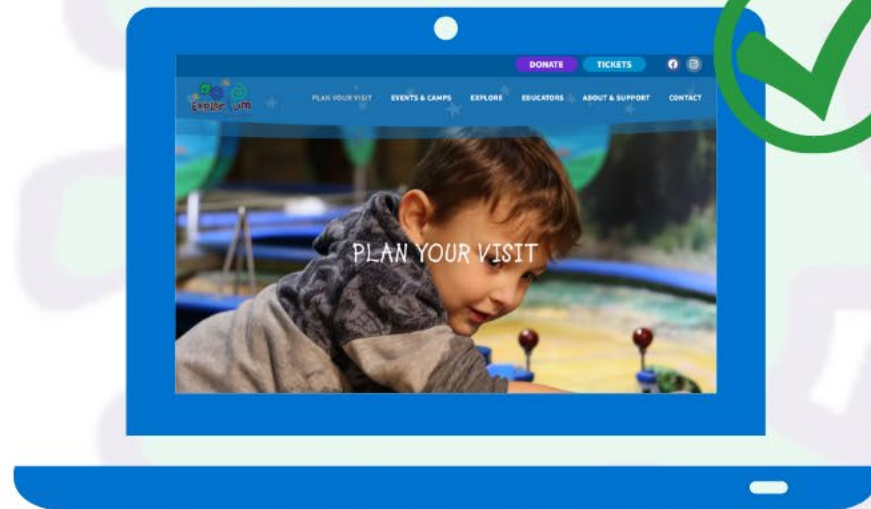


**EXPLORIUM OF LEXINGTON
GENERAL GOVERNMENT &
SOCIAL SERVICES COMMITTEE
PRESENTATION**

Exhibit Updates and Repairs



New Website

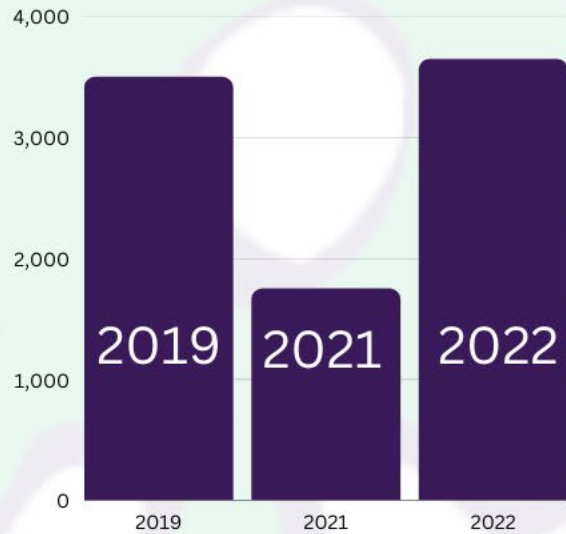


EXPLORIUM STRATEGIC PLAN!



Museum Patrons

July



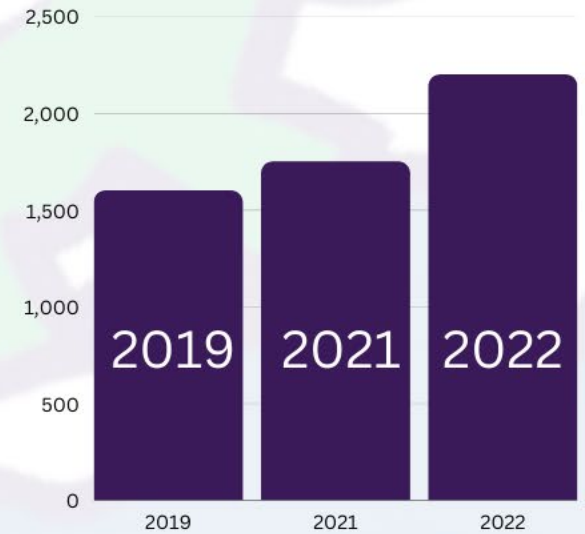
August



September



October



Group Visits



Outreach



STORY ART!

KEENELAND Kids Club Family Day



BOO-SEUM



Explorium Field Trips

Experiences Fund

- **Low-Income Family Discounts**
- **Title 1 School Discounts**
- **Free Community Outreach Programming**
- **Camp Scholarships**
- **Special Events**



The poster is for 'Sensory Hours!' and features a green background with a blue border. At the top, the Explorium of Lexington logo is on a yellow banner. Below it, the word 'presents' is written in white. The main title 'Sensory Hours!' is in large, bold, blue letters. To the left of the title is a cartoon bear holding a guitar. To the right is the text 'Sponsored by Children's Charity of the Bluegrass — est 1981 —'. Below this is the text 'For friends with sensory sensitivity and their family.' To the right of this is the date 'Sunday, November 13' and the time '10 - 12'. At the bottom left, it says 'in partnership with' followed by logos for 'MY AUTISM TRIBE' and 'Marshall Middle School'. At the bottom right, it says 'Experiences fund supported by:' followed by logos for 'IGE KU' and 'The Orphan Society of Lexington'. There are also decorative elements like a green spiral on the left and a yellow starburst at the bottom left.

Explorium
of Lexington

presents

Sensory Hours!

Sponsored by
Children's Charity
of the Bluegrass
— est 1981 —

For friends with sensory
sensitivity and their family.

in partnership
with

MY AUTISM TRIBE

Marshall
Middle School

Sunday,
November 13
10 - 12

Experiences fund supported by:

IGE KU
PPL companies

The Orphan Society
of Lexington



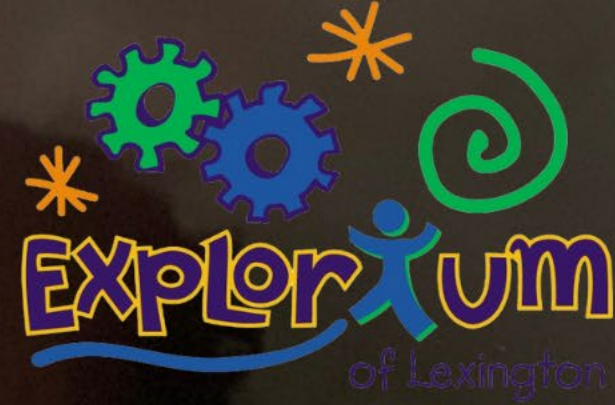
Strategic Plan Goal Themes

- **Finance**
- **Programs/Exhibits**
- **Marketing/PR**
- **Development**
- **Facilities**



[illegible]

**The Explorium will provide
new and engaging programs
and events for a diverse range
of children and families**



**EXPLORIUM OF LEXINGTON
GENERAL GOVERNMENT &
SOCIAL SERVICES COMMITTEE
PRESENTATION**



GLOBAL LEX & LEXINGTON'S GLOBAL DIVERSITY 2022

**Isabel Gereda Taylor, JD, LLM
Multicultural Affairs Program Coordinator
Lexington Global Engagement Center (GLOBAL LEX)
859.258.3824 itaylor@lexingtonky.gov**





ARPA & Title VI Compliance

US Treasury states they are:

“ensuring that entities receiving Federal financial assistance from the Treasury do not deny benefits or services, or otherwise discriminate on the basis of race, color, national origin (including limited English proficiency), disability, age, or sex (including sexual orientation and gender identity), in accordance with the following authorities: **Title VI of the Civil Rights Act of 1964 (Title VI)** Public Law 88-352...”

LIMITS & PARAMETERS OF TITLE VI

1. Applies to those “receiving federal financial assistance”
2. Applies to entire agency if one part of it is funded
3. Applies to sub-recipients of federal funds



ARPA

“US Treasury expects evidence based Reporting”

“Civil Rights Compliance. Recipients of Federal financial assistance from the Treasury are required to meet legal requirements relating to nondiscrimination and *nondiscriminatory use* of Federal funds.”



Language Access Reports from Sub Recipients for Audits by the Treasury

- **Provide an annual report to LFUCG/Isabel Taylor** with a **brief narrative** of the public notice of compliance, and other details (Identification of the LEP, how many employees trained and the dates, I Speak Posters, information or programming done with LEP, languages encountered, timely language assistance provided, complaint protocols)
- Request an Annual Language Report to identify top area languages and critical material translation needs
- **Budget:** Routinely include language access costs to your checklist of expenses in budgets **& in grant applications**

LFUCG Sub Recipient Title VI Trainings:

1. ARPA Sub Recipient: 100% compliance

(Nov 2021, 41 Fed grant sub recipients staff)

* May-Oct 2022, 10 ARPA trainings

79 representatives trained

2. Review **how** we track the LEP population for Title VI compliance, specifically how FCPS' English Learner numbers help determine the city's foreign language group estimates.

3. Provide an update on the foreign language groups in Lexington **& those we serve at Global Lex.**

How do FCPS' English Learner numbers help determine the city's foreign language group estimates?

Age Group	Limited English Proficient (%)	English Proficient (%)
5 to 17	10	19
18 to 64	75	66
65 and over	15	15

Source: MPI tabulation of data from the U.S. Census Bureau 2013 ACS.



Fayette County Public Schools English Learners (EL)

<u>Year</u>	<u>FCPS EL</u>	x 10	TOTAL LEP	
2006	1502		15,020	
*2010	3195 EL		32,000	11.1%
*2010 US Census			33,400	11.3%
*2022	8540 EL		85,400	26.5%
	(A 9% increase from 2021)			
*U.S. Census?				



FCPS FOREIGN LANGUAGES spoken by English Language Learners

- 2006 - 27 languages (1502 students)
- **2022 - 96 languages (8540 students)**
- Top 10 languages in 2022:

1. Spanish	6. Japanese
2. Swahili	7. Mandarin
3. Arabic	8. Kinyarwanda
4. Nepali	9. Korean
5. French	10. Portuguese
- 205+ languages, including Nepali and Ukrainian sign language, but hard to say the “active” language count.

Language	Billed Calls	Minutes	% of Billed Calls	% of Minutes
SPANISH	3876	35787	86.19	79.12
SWAHILI	227	3528	5.05	7.8
KINYARWANDA	114	2323	2.54	5.14
FRENCH	93	1407	2.07	3.11
NEPALI	50	537	1.11	1.19
MANDARIN	32	434	0.71	0.96
ARABIC	30	284	0.67	0.63
DARI	10	104	0.22	0.23
FARSI	7	107	0.16	0.24
LINGALA	7	139	0.16	0.31
PORTUGUESE	6	70	0.13	0.15
JAPANESE	6	48	0.13	0.11
CANTONESE	5	33	0.11	0.07
PASHTO	4	72	0.09	0.16
HAITIAN CREOLE	4	76	0.09	0.17
UKRAINIAN	4	48	0.09	0.11
KHMER	3	63	0.07	0.14
HINDI	3	30	0.07	0.07
KOREAN	3	18	0.07	0.04
ROMANIAN	2	16	0.04	0.04
RUSSIAN	2	53	0.04	0.12
RUNDI	2	18	0.04	0.04
ROHINGYA	1	4	0.02	0.01
MOROCCAN ARABIC	1	4	0.02	0.01
AMHARIC	1	7	0.02	0.02
POLISH	1	4	0.02	0.01
BOSNIAN	1	7	0.02	0.02
GREEK	1	4	0.02	0.01
GUJARATI	1	4	0.02	0.01
	4497	45229	99.99	100.04



GLOBAL LEX CLIENT DIVERSITY

**2022 multilingual clients spoke a total of 142
languages**

28 countries



GLOBAL LEX

Lexington Global Engagement Center

Staff Initials: _____

Name: _____ **Date:** _____

Male: ____ **Female:** ____ **Mailing Address:** _____ **Zip Code:** _____

Phone Number: _____ **Email:** _____

Country of origin: _____ **Level of English:** ☐ High ☐ Int ☐ Beg ☐ None

Use of Language Line No: ____ Yes: ____ **Time in US:** _____

Language(s) spoken: _____

Reason for visit: _____

*** CAN WE TEXT IMPORTANT INFORMATION TO YOUR CELL?** No: ____ Yes: ____

Is English a problem or do you Google translate? No: ____ Yes: ____

OR: I prefer you CALL me with an interpreter _____

LFUCG Referrals:

____ Community & Resident Services

____ Aging Services

____ Family Care

____ Housing

____ Police

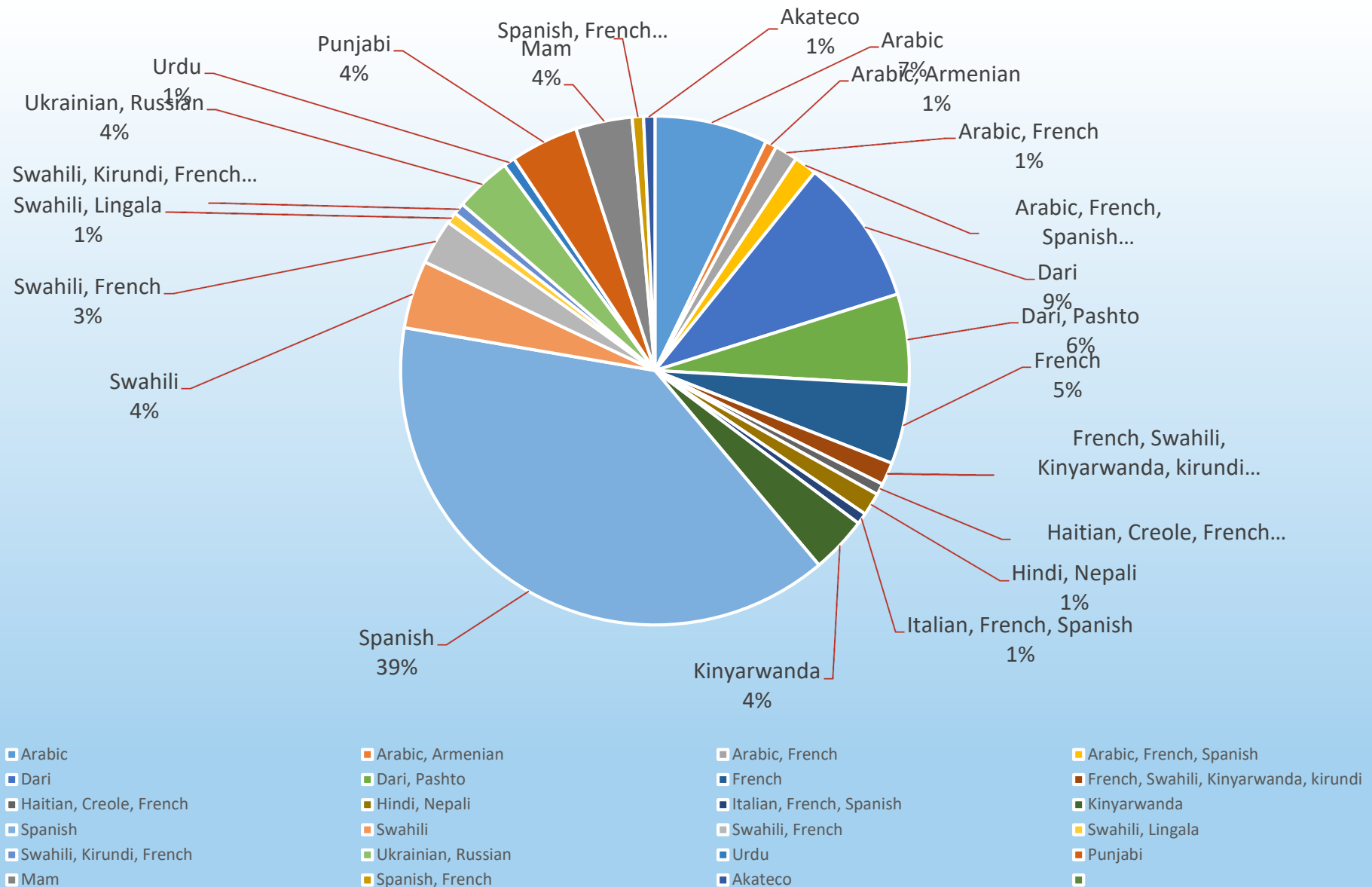
____ Title VI complaint (to Isabel Taylor)

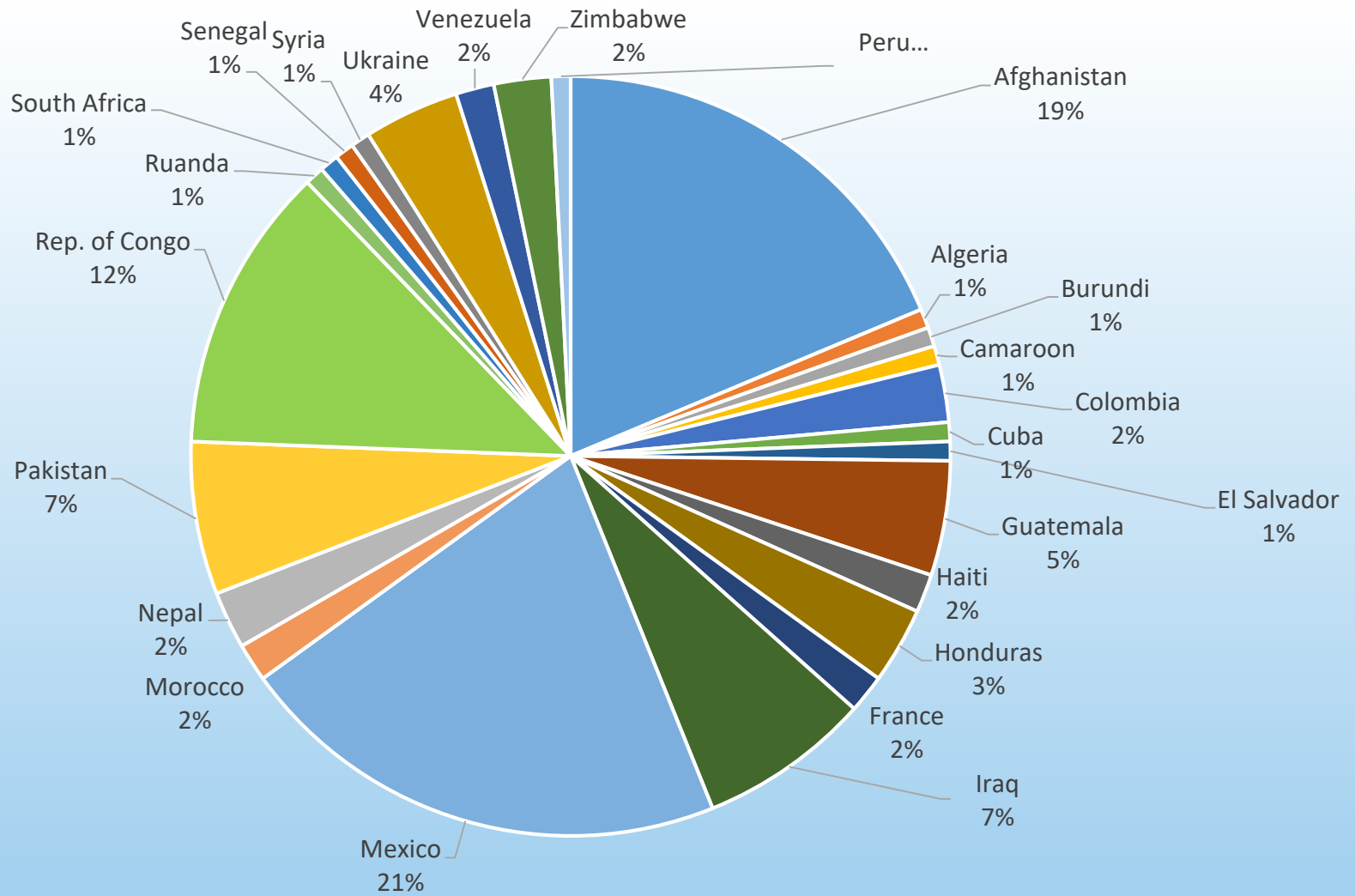
____ Youth Services

____ Code Enforcement

____ DEM

____ Other /Mayor's Office





Community Service Referrals

_____ CRCKY Community Response

Coalition of KY

_____ (DCBS) includes Child Protective
Services

_____ **Food Bank**

_____ Lexington Human **Trafficking** (Sex &
Labor)

_____ **GreenHouse17** (domestic violence)

_____ Ampersand (rape crisis)

_____ The Nest

_____ KRM – Kentucky Refugee Ministries

_____ BCTC (English classes or Education)

_____ U of KY (Advanced ESL or other)

_____ Community Action Council (indicate
area/neighborhood referred to _____)

_____ Counseling/mental health Dr. Carrillo,
or other _____

_____ Baby Health

_____ Mission Lexington

_____ Surgery on Sunday

_____ Health Department

_____ Bluegrass Community Health Center

Other Community Service Referral: _____

Human Rights & Legal Services

_____ Lexington Human Right Commission

_____ Maxwell St. Legal Clinic (Immigration)

_____ Other Legal (Student or Business visas)

_____ Legal Aid of the Bluegrass

_____ KRM – Kentucky Refugee Ministries

_____ Fair Housing

_____ Labor Law ___ KY ___ Fed

_____ Title VI refer to Isabel Taylor

_____ Other _____

Factors to consider with Global Lex Clients:

- Polytraumatic experiences from death, destruction, food deprivation, physical trauma
- Forced migration- grief & loss: loss of identity, loss of status, loss of normalcy, loss of foods, friends, family support, and acceptance

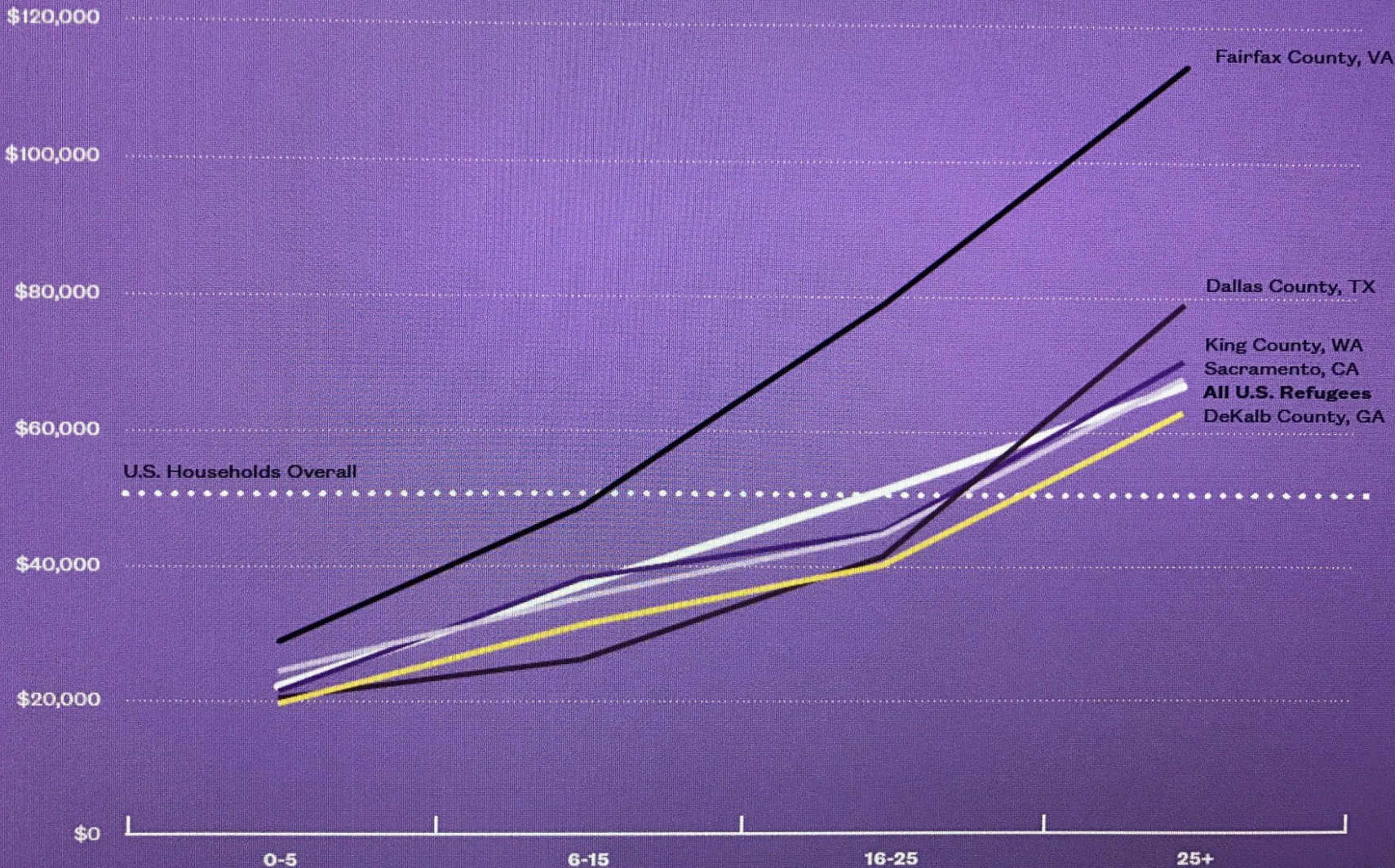
High stress of intercultural dynamics

Generational power imbalance



HOW DO REFUGEES FARE AFTER RESETTLING IN THE US?

FIGURE 3: MEDIAN HOUSEHOLD INCOME OF REFUGEES IN SELECTED AREAS, BASED ON TIME IN THE UNITED STATES, 2015



US Immigrants 13% of the population

Entrepreneurs & Innovators

- Google, PayPal, Facebook, E-Bay, AT&T
Kraft, Proctor & Gamble, U.S. Steel, DuPont, Tesla
- 43% of Fortune 500 companies were founded by immigrants (90) (114 children of immigrants)
- Employ over 3.6 million people, combined, over 10 million
- “U.S. researchers were awarded 65% of Nobel Prizes, and more than half of this US group was born abroad” according to the Brookings Institute
- <https://www.brookings.edu/blog/the-avenue/2017/12/04/>

KY Immigrant Entrepreneurs

Immigrants are 5% of the population

- **Foreign-born residents are 2x more likely to start a business.**
- **20% of Fortune 500 companies based in KY were founded by immigrants or their children**
 - **One firm generates \$6 Billion in annual revenue and employs 13,000 people globally**
- **\$5.2 Billion = housing wealth**
- **\$27.6 Million = rent payments**

Source: The Contributions of New Americans in KY, New American Economy Report August 2016 (using ACS 2007-2014 data)



Foreign investment in Lexington

Germany: Aventics (237 jobs), Webasto Roof

Systems Inc (656 jobs)

Japan: Link-Belt Construction (750 jobs)

France: Schneider Electric (496 jobs)

Ireland: Trane Lexington (891 jobs)

Korea: Clark Material Handling (145 jobs)

China: Lexmark

Saudi Arabia, United Kingdom, Switzerland, Italy, Austria

... A&W world HQ owned by Prima Singapore

www.kyexports.com



KY GLOBAL EXPORTS

- **\$33.1 Billion in goods and services**
- **KY ranked 6th in nation per capita exports**
- **Total exports supported 140,000+ jobs**
- **GENERATED \$1 BILLION IN STATE AND LOCAL TAXES**
- **Trade with over 200 countries**
- **Canada is top trade partner with \$7.6 Billion in**
- **Followed by:**
 - UK \$3.55 Billion, France \$3.50 Billion, Brazil \$2.6 Billion,**
 - Mexico \$2.2 Billion, China \$2.1 Billion, Germany, \$1.20 Billion,**
 - Netherlands \$1.128 Billion, and Japan \$942 Million**

CHALLENGES

Lack of Infrastructure

1. Interpreters/multilingual workforce (200+)
2. Global communities need multilingual job training
3. Access to services and information
4. Misinformation – false expectations
5. Two way education

Global Lex 2023

NewStaff: Trina Brown, Administrative Senior Specialist
African Language Access Specialist
Latin American Language Access Specialist

- **Referral Map of Service Providers that provide language assistance**
- **Workshops: Domestic Violence, Drug Awareness, cross cultural communication,**
- **Translation & video taping of Driver's Ed (online)**
- **Networking, connecting and outreach with global communities, service providers, universities (Pandemic)**
- **Interpreter list & updates and training (needs assessments)**



EDUCATIONAL PROGRAMS

Multilingual Driver's Safety Targeted ESL

Financial Literacy

- Purchasing car/home

Winter Workshops

- Energy Efficiency
- Dressing for the freezing temperatures
- Hypothermia and Frostbite

Violence Prevention





VENUE FOR ORGANIZATIONS

The public and our sister organizations regularly meet, network, do outreach & research at Global Lex

- **Mayor's International Affairs Advisory Commission**

Executive Committee, International Business & Workforce Development, Emergencies & Health, Immigration, Outreach

- **Lexington Human Trafficking Taskforce**
- **UK International Hospitality Program**



INTERNATIONAL ART GALLERY

- Purpose
 - Integrate our international artists to local art scene
 - Introduce our community at large to art and culture from around the world
 - Venue to educate ourselves about geo political, economic, and humanitarian events and issues
 - **Global Lex web page link to all prior exhibits from community artists from around the world**

GLOBAL LEX

Mission:

To support the city and its residents to thrive in today's global environment through the deliberate encouragement of civic engagement, mutual understanding, and economic and artistic diversity.



ORDINANCE NO. ____-2022

AN ORDINANCE AMENDING SECTION 2-3.2 IN CHAPTER 2 OF THE CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT TO ESTABLISH PROCEDURES AND GUIDELINES FOR REDISTRICTING COUNCIL DISTRICTS.

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 2-3.2 of Chapter 2 of the Code of Ordinances be and hereby is amended to read as follows:

Sec. 2-3.2. Redistricting Council Districts

(a) In accordance with section 4.03 of the Charter of the Urban County Government and KRS 67A.023, following the official publication of each decennial census by the United States Bureau of the Census for the area embraced by Lexington-Fayette County, the Council shall, if necessary, redistrict the twelve (12) council districts.

(b) ~~When it is necessary to redistrict council districts, By February 1st of each year in which the decennial census is to be published,~~ the vice-mayor shall appoint a Redistricting Committee to make a recommendation to the Council concerning the revision of district boundary lines.

(c) The Redistricting Committee shall consist of fifteen (15) members, with nine (9) members constituting a quorum. who shall be registered voters. One (1) member shall be designated for each district by the councilmember from that district and one (1) member shall be designated by each of the three (3) at-large councilmembers. Neither Councilmembers nor council staff shall serve as members of the Committee. Each councilmember shall select one (1) member of the Committee, with the vice-mayor's selection shall acting as the appoint the chairperson of the Committee. The Committee shall cease to exist upon presentation of its recommended revision of district boundary lines to the urban county council.

(d) The urban county government shall provide staff as needed to assist the Committee. The Council Administrator

shall serve as the official custodian of the records of the Committee and shall be responsible for maintaining said records for a period of twenty (20) years after the Committee makes its final recommendation to the urban county council.

(e) Members of the Redistricting Committee shall have the following qualifications:

(1) each member shall reside in the council district of the councilmember making the selection, for those members selected by district councilmembers, or shall be a resident of Lexington-Fayette County, for those members selected by at-large councilmembers;

(2) each member shall have been registered to vote for the past five (5) years;

(3) each member shall have voted in three (3) of the last five (5) general elections preceding appointment;

(4) each member shall attest that he or she will not run for district councilmember for five (5) years after appointment; and

(5) neither councilmembers nor council staff may serve as members of the Committee.

Each councilmember shall ensure his or her selection possesses the qualifications provided herein, and should be mindful and inclusive of Lexington's diverse community when selecting the membership of the Committee.

(f) The Commission shall:

(1) conduct an open and transparent process enabling full public consideration of and comment on the drawing of district lines;

(2) perform in a manner that is impartial and that reinforces public confidence in the integrity of the redistricting process; and

(3) draw district lines according to the redistricting criteria specified in the Charter and subsections (g) and (h).

(eg) The Committee shall abide by the following requirements, which shall be considered equally, guidelines in making its recommendations for the revision of district boundary lines:

- (1) districts shall have population equality, based on the census data, as near as reasonably practicable, with a deviation of no more than ten (10) percent;
- (2) districts shall be compact and contiguous;
- (3) existing voting precincts shall be the basic unit for aggregating new council district boundary lines;
- (4) existing voting precincts shall not be split or precinct boundaries changed;
- (5) each district shall be composed of closely arranged precincts which are concentrated into a limited area;
- (6) each district shall be composed of adjoining precincts sharing common boundaries; and
- (7) ~~districts should reflect particular community interests or a range of characteristics, including aggregating areas with similar physical, cultural or socio-economic characteristics. the geographic integrity of any local neighborhood or local community of interest shall be respected in a manner that minimizes their division to the extent possible without violating the requirements of any of the preceding subsections. A community of interest is a contiguous population that shares common social and economic interests that should be included within a single district for purposes of its effective and fair representation.~~

(h) The Committee shall consider the following guidelines in making its recommendations for the revision of district boundary lines:

- (81) districts should accommodate relative rates of future growth such that districts in growth areas have a population in the lower range of the ideal population;
- ~~(9) new districts should be formed with as little change as possible to existing districts;~~
- ~~(10) sitting councilmembers should not be moved out of their districts;~~
- ~~(11) recognized neighborhood associations should not be split into different council districts;~~ and
- (422) arterial highways and other corridors that

~~have been used as boundaries should be considered in defining district boundaries.~~

(i) The Committee shall submit its recommendation concerning the revision of district boundary lines to the Council no later than the last working day in September of the year in which the Committee begins its work. Any ordinance revising district boundary lines shall be approved by the date candidates for councilmember may begin to file for office for the next general election. While candidates shall run in the newly revised districts, councilmembers shall continue to serve in the same districts for the entirety of their existing terms, with newly elected councilmembers serving in the newly revised districts upon being sworn into office.

(dj) Prior to the appointment of a Redistricting Committee, the Council Administrator shall provide a schedule for the upcoming redistricting process, including, but not limited to, the following:

- (1) the month the Committee shall hold its first meeting;
- (2) the month Census data is anticipated to be released;
- (3) the date the Committee must submit its revision of the district boundary lines to the Council;
- (4) the date candidates for councilmember may begin to file for office, which shall serve as the date by which the urban county council should approve district boundary lines;
- (5) the date of the primary election in which candidates would run using the newly revised district boundary lines;
- (6) the date of the general election in which candidates would run using the newly revised district boundary lines;
- (7) the date newly elected councilmembers will be sworn into office which shall serve as the date councilmembers would begin serving in the newly revised districts.

~~The Committee shall submit its recommendation concerning the revision of district boundary lines to the Council no later than the last working day in September of the year in which the Committee begins its work. After it has submitted its recommendation, the Committee shall cease to exist.~~

Section 2 - That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL
PUBLISHED:



Division Review 2022

DATE: 9/30/2022

Division Name: Lex TV

Director: There is no Director in Lex TV

Prepared by: Christopher Edwards

Council Staff Support:

Purpose and Scope

Division Review

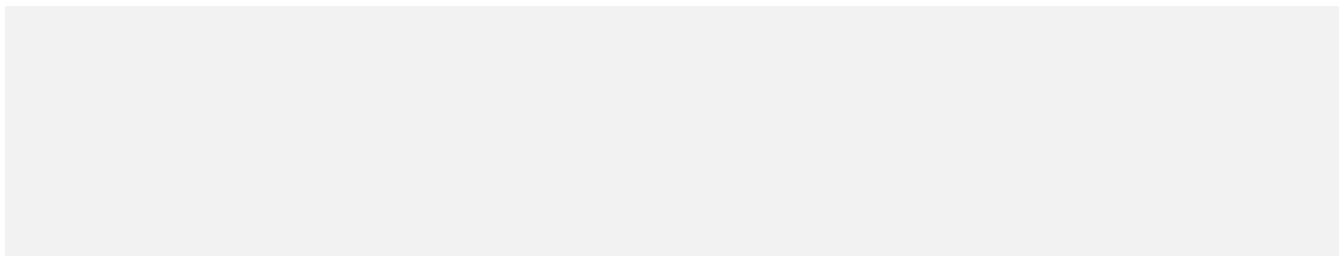
Thank you for participating in an LFUCG Division Review! In 2021, Council adopted the Division and Program Review for the Lexington-Fayette Urban County Government. The purpose of this evaluation is three-fold:

1. To inform the public and city employees of all government services and the resources required to provide those services.
2. To identify challenges and opportunities divisions are facing.
3. To provide Council with real-time information to inform decision-making.

Your participation in this process is a key component of building a transparent, effective government that works for all Lexington residents. During this process, we will ask you to provide information about your division related to services, personnel, operations, short-term and long-term planning, and funding. It is our hope that this will become a tool that is useful for future Councils to use as they make decisions.

The Council Core staff is here to assist you throughout the process. We are happy to help compile data, troubleshoot, and complete the final report. You are welcome to reach out with questions at any time.

Again, thank you for participation as we all strive to make Lexington a better place to live, work, and play!



The Future

1. Lexington's population is expected to grow to over 400,000 people by 2040 (Kentucky State Data Center, U of L, 2016). What opportunities does this provide your division?

Growing to a population of 400,000 is going to put a tremendous burden on housing in Lexington and also on the Urban Services Boundary. Citizens are going to be needing information about how the Council and Planning Commission handle the lack of building space for homes versus moving the Urban Services Boundary. Lex TV can be a source for these residence and developers to gather the information they need.

Additionally, with a growing population will have a greater demand on government services. Lex TV can assist the population's need for information by creating programming content to help inform the citizens.

2. If you could lead your division in any direction you wanted in the next 5, 10, and 20 years to better serve the City of Lexington, what direction would you go? (Consider what you would stop, continue, or start doing.)

I would work with the Law department to develop a drone program so Lex TV can assist the divisions of Code Enforcement, Planning and Historic Preservation in obtaining aerial footage of properties. Currently, the division of Planning uses old images from Google Earth and Historic Preservation takes pictures of properties from the ground.

The reason for working with our department of Law is because of the Constitution's 4th Amendment right to unreasonable searches.

3. In relation to #2, how would the need for resources (staff, technology, office space, etc.) change?

What would be required to achieve this vision?

Initially there would be no start-up investment. Lex TV currently has a drone and two staff members licensed by the F.A.A. to fly the drone. As this program grows, a second drone may need to be purchased along with more staff members certified to fly a drone.

General Overview

1. Please state the goals and objectives of your Division in list format.

- Live gavel-to-gavel coverage of all meetings of public LFUCG meetings
- Excellent customer services for internal and external customers
- Excellent quality video and audio for the media at all LFUCG news conference and ribbon cuttings.

2. Please list the deliverables (or expected and desired results) for your Division.

In 2021 Lex TV televised over 500-hundred hours of live meeting coverage. It's expected in 2022 for this total to be a bit higher since Lex TV has added additional televised meetings. Lex TV also records hundreds of hours each year of meetings in remote locations which are then uploaded to the internet and delivered to the meeting organizer for capturing the meeting minutes.

3. List all programs within your division.

- Live meeting coverage
- Run all presentations given in the Council Chamber
- News conference and ribbon cutting organizing, setting up and recording
- Web streaming of all LFUCG news conferences
- Council Comment programs for Councilmembers
- Lexington Now – weekly LFUCG news program
- Broadcast engineering – developing new systems and maintaining the current broadcast systems.
- Live streaming all in-house and remote news conferences
- Managing the video archives of LFUCG meetings

4. List out the staffed positions in your division, including a description of key roles and responsibilities.

a. Producer

- Produce video programming for the LFUCG
- Set up and cover news conferences
- Direct live meeting coverage
- Run presentations in the Chamber for Council, Boards and Commission meetings.

b. Video Production Supervisor

- Supervise the Lex TV Producers
- Engineering - This is critical to keeping the broadcasting and video production equipment operational. Also, for developing and planning for new types of programs.
- Prepares an annual budget for Lex TV
- Manages the funds that Lex TV is entrusted to use wisely.
- Set up and cover news conferences
- Direct live meeting coverage
- Run presentations in the Chamber to Council, Boards and Commissions

Personnel & Operations

1. What is your authorized strength for the current fiscal year?

- Five Producers
- One Video Production Supervisor

2. Does your division currently utilize seasonal or temporary work? How does that impact your day to day operations, budget, and short-term and long-term goals?

Lex TV does not use seasonal personnel

3. Describe any significant staffing issues. Please share steps your Division has taken to address these issues.

Currently, there are no staffing issues in Lex TV

4. How would you describe the culture of your Division?

There is a culture of everyone in Lex TV working together and helping each other accomplish their tasks. All staff members understand the political environment we work in and accept it willingly.

5. How would you describe morale in your division? Why do people love their job? What makes their job challenging?

The moral in Lex TV is in a good place. The Lex TV staff all get along and work very well together. Everyone in Lex TV has a degree in broadcasting or electronic media, so each of us are working in the profession in which we studied.

The staff gets a great amount of support from their supervisor for their families and personal lives. An employee who feels his home life is appreciated as much as their work life, is more likely to stay with Lex TV and become a more valuable employee.

6. How do you train, invest in and support the staff within your Division? What would benefit your division in terms of professional development and/or training?

Training works best when the trainee works directly with each of the five producers and the supervisor. Not only does this help the trainee learn how to do tasks, but also builds comradery amongst the staff.

7. Are there any systems or software you currently use that are either no longer helpful or insufficient to meet division needs?

None. Our editing software receives regular updates from Adobe.

8. Please list any mission-critical software you use (i.e. Granicus and Legistar for Council). Why is it mission-critical?

- TriCaster production switcher
- Adobe Creative Suite which is many Adobe programs.
- Leightronix programming automation

- Microsoft Office
- Adobe Connect

9. Is there a system or are there resources that would make your Division's work more efficient, effective, and successful?

- More involvement with news conference planning. Most times we are only told where to be and at what time. Being involved more in with the planning will help eliminate scheduling conflicts and provide a better news conference product.
- Media Advisories for news conference should include news conferences will be live on Lex TV or on Lex TV's YouTube channel. This will be much more useful to the public and the media. if public is are aware of this, they can see and/or record the entire news conference without having to travel.

10. What are the most significant line items of your budget?

Operating (75101) and Equipment Less than \$5,000 (75801). These are the account that keep the Lex TV running and developing new ideas.

Planning

1. List any capital improvement projects the division needs and/or would like to pursue in the next 2, 5, and 10 years. Please include equipment, facilities, technology, etc. In your description, please share a brief description, cost estimate, and a level of urgency for the need.

L.E.D. studio lighting to replace the tungsten lighting we're currently using in the studio. Tungsten gets very hot and uses more electricity compared to L.E.D. lighting. The cost of this unknown at this time.

Granicus installed in the 3rd-floor Phoenix Conference room. This will allow this conference room to host regular meetings of the Planning Commission and other divisions in government. It will also provide a back-

up location should the Chamber be unavailable for maintenance or other issues.

Install a Lex TV control room with robotic cameras in the 3rd floor Phoenix building. Installing this equipment will allow for meetings to easily be televised from the conference room.

Fiber Optic connection between the Central Bank Center ballrooms for LFUCG events such as inaugurations, State of the City Address, Council swearing ins, and the Minority Business Expo.

2. Please list and provide a brief description of any plans or studies that your division has been included in for the last 20 years.

There have been none that we are aware.

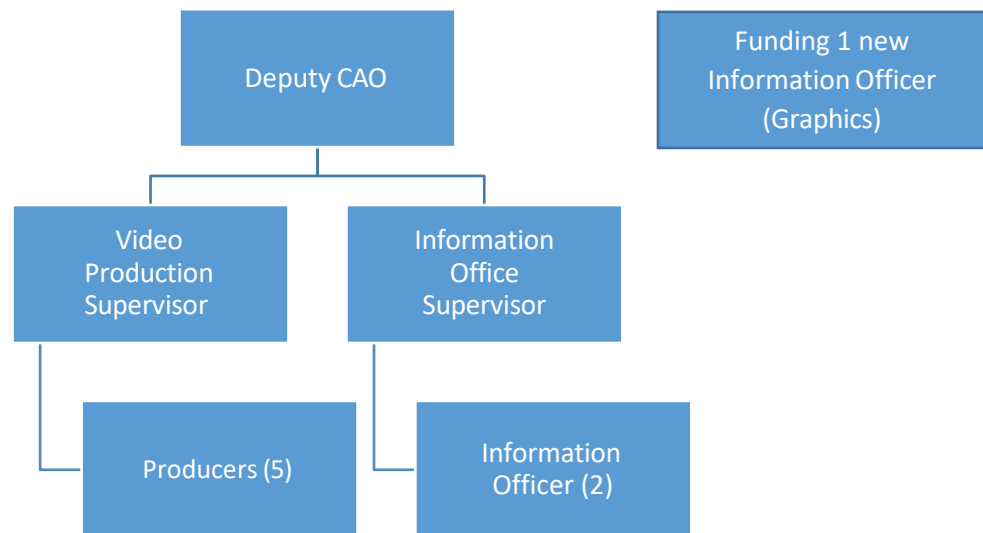
3. List the services that would be impacted by a 25% reduction in the budget.

Replacing old or obsolete equipment will be much more difficult. If budgets are reduced by 25%, live televised meeting coverage could be jeopardized if the LFUCG doesn't keep on top of expiring broadcast equipment.

4. List the services you would like to provide or enhance if a 25% increase was available.

- Begin building a second control room in the Phoenix 3rd-floor conference room for televising meetings from there.
- Provide in-person sign language for all news conferences and many LFUCG meetings.

Government Communications



Description

Government Communications is a resource and referral center that serves residents, members of the media and employees by providing information about the City's services, events, projects, meetings and programs. The division is comprised of LexTV and the Public Information Office.

Mission

LexTV

Provide residents live gavel-to-gavel coverage of all LFUCG public meetings through cable television and Internet services. And provide audio/ visual services through technology and program production to all divisions of the Urban County Government.

Public Information Office

The Public Information Office provides timely and accurate information to residents, the media and employees using a variety of communication channels to include websites, social media, print, radio and television.

Significant Budget Changes/Highlights

- Funding provided for one new Information Officer with a focus on graphics for the City.
- Funding included for website translation service.

Capital Projects

- Chamber and Phoenix Audio/Visual Improvements (\$200,000 in General Fund)

Accomplishments

Public Information Office

- In 2021 the City's social media channels saw a 13% growth in followers (Facebook 16%, Twitter 4% and Instagram 36%).
- Began assisting Human Resources with recruiting by creating and running ads on social media, including Facebook, LinkedIn and Instagram.
- Redesigned lexingtonky.gov/jobs page to better promote diversity and inclusion.
- Added more than 5,000 photos to the city's photo archive, PhotoShelter.
- Recognized by the Kentucky Association of Government Communicators with an Award of Excellence in Social Media for the City's Facebook page, Award of Excellence in the Single Photograph category, Honorable Mention in the Single Photograph category and an Honorable Mention in the Video Long Program category.
- Completed an upgrade of Lex Link CMS and server.
- Continued to see growth with City's website – 6,059,819 page views and 1.9 million users which was up from 5,928,892 page views and 1.7 million users in 2020.
- Created specialty web pages and forms for ARPA, COVID-19 rental help, disparity study and LEXwork.
- Lex Link (intranet) had 605,322 page views and 1.9 million users.

Lex TV

- Televised the first combination of an in-person and virtual (hybrid) meeting in February of 2021. (Police Disciplinary Hearing)
- Developed a system to allow a presenter from Florida to present in-person to Council during a Council committee meeting. The Council and the presenter were able to see and hear each other clearly.
- Completed renovations in the studio. This allowed the Mayor to have a permanent location for news conferences and created a more useful environment for video productions.
- Televised two meetings simultaneously. On October 29, Lex TV televised the Council Committee of the Whole from the Chamber and web streamed the Planning Commission from the Phoenix building.
- Began live streaming remote news conferences on the Lex TV YouTube channel.
- Produced 20 Council Comment programs.

Goals and Performance Measures

Goal or Performance Measure Public Information Office	Actual FY21	Estimated FY22	Proposed FY23	Notes
Website maintenance and improvement (lexingtonky.gov)	Created media room	Economic Development Microsite design	Page expiry feature	
Increase traffic to website through improved content, mobile usability and marketing on social media platforms	6.1 million visits annually	6.3 million visits annually	6.5 million visits annually	
Increase social media presence Update social media policy	Facebook +5% Twitter +5% Instagram +20%	Facebook +4% Twitter +4% Instagram +10%	Facebook +10% Twitter +4% Instagram +10%	
Goal or Performance Measure LexTV	Actual FY21	Estimated FY22	Proposed FY23	Notes
Install new audio and video system in the Phoenix conference room	Extremely limited	Extremely limited	Fully functional and user friendly	
Renovate the Chamber's visual system to allow remote presenters	No ability	Very limited ability	Complete ability	
Continued improvements in the studio	Limited ability	Complete ability	Install new studio cameras with professional teleprompter	
Improve virtual meetings to include hybrids so presenters, speakers and residents can remotely participate in meetings in the Council Chamber	Zero ability	Very limited ability	Complete ability	

Budgeted Positions

Title	Grade	2022	2023	Difference
Information Office Supervisor	522	1	1	0
Information Officer	518	2	3	1
Producer	515	5	5	0
Video Production Supervisor	522	1	1	0
Total Positions		9	10	1

Budget Summary

General Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 687,018	\$ 726,495	\$ 558,505	\$ 871,064	\$ 828,002	\$ 828,002
Operating	\$ 109,087	\$ 159,103	\$ 115,233	\$ 185,188	\$ 185,211	\$ 185,211
Capital	\$ -	\$ -	\$ -	\$ 200,000	\$ 200,000	\$ 200,000
Total	\$ 796,105	\$ 885,598	\$ 673,738	\$ 1,256,252	\$ 1,213,213	\$ 1,213,213



Division Review 2022

DATE: 09/30/22

Division Name: LexCall 311

Director: Kendra Carter

Prepared by: Kendra Carter

Council Staff Support: Jennifer Sutton

Purpose and Scope

Division Review

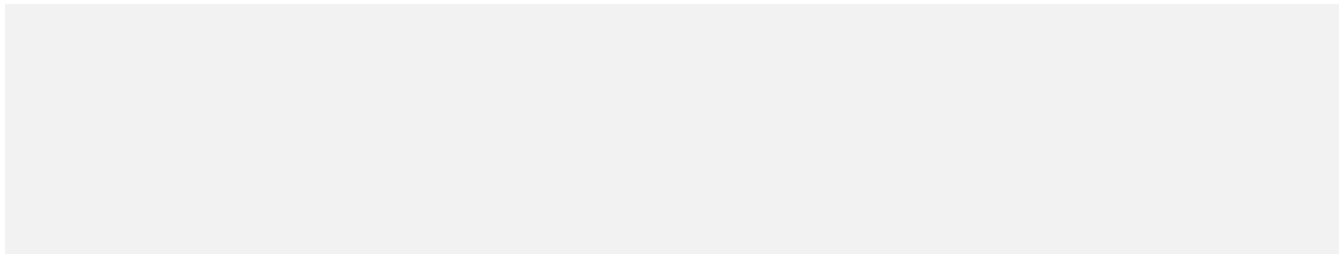
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The Future

1. Lexington's population is expected to grow to over 400,000 people by 2040 (Kentucky State Data Center, U of L, 2016). What opportunities does this provide your division?

Expansion / Growth – Job opportunities. LexCall is unique in we are not proactive like other divisions, but we are reactive in collecting information from the public who is requesting City Services or assistance.

2. If you could lead your division in any direction you wanted in the next 5, 10, and 20 years to better serve the City of Lexington, what direction would you go? (Consider what you would stop, continue, or start doing.)

I wouldn't stop any services LexCall currently provides to residents of Fayette County. I would like to increase communication channels to include live chat as well as see better integration between Salesforce and the systems used by other divisions.

3. In relation to #2, how would the need for resources (staff, technology, office space, etc.) change? What would be required to achieve this vision?

Staff--- increase. I would like to see a small dedicated group created for off-line functions that would include chat, web-mail, voice mail and all behind the scene functions of LexCall.

Technology--- No change in systems, just add-ons and regular updates.

Office space--- LexCall currently has space for expansion and growth.

General Overview

1. Please state the goals and objectives of your Division in list format.

- Provide a 'one stop shop' to help residents navigate government
- Strives for first call resolution
- Stay abreast of accurate, current, up-to-date information to disseminate to the public regarding activities and events in the community
- Correctly and appropriately collect information inputting service request and routing to the appropriate division for resolution
- Do outreach in the community, educating the public on City Services

2. Please list the deliverables (or expected and desired results) for your Division.

- LexCall has a <2min talk time and an abandon rate of < 5%
- LEXserv has a <3min talk time and an abandon rate of <5%

3. List all programs within your division.

LexCall offers no programs within our division.

4. List out the staffed positions in your division, including a description of key roles and responsibilities.

- Director ---Directs and manages call center operations in order to improve customer relations within our county.
- Customer Service Supervisor---To supervisor staff and the daily operations of the call center.

- Customer Service Specialist (9)---To receive and process public and internal request for information.
- Customer Account Specialist Sr.---Receives and responds to escalated customer inquiries concerning LEXserv accounts.
- Customer Account Specialist---To receive and respond to customer inquiries concerning LEXserv accounts.

Personnel & Operations

1. What is your authorized strength for the current fiscal year?

LexCall – 9 / LEXserv - 6

2. Does your division currently utilize seasonal or temporary work? How does that impact your day to day operations, budget, and short-term and long-term goals?

No, LexCall, does not utilize seasonal or temporary employees / work.

3. Describe any significant staffing issues. Please share steps your Division has taken to address these issues.

When fully staffed LexCall employee / call ratio is adequate. However, currently LexCall, like several other areas is faced with staffing / retention challenges. Callers may experience longer wait times, however no services, channels of communication nor our hours have been impacted. HR has been aggressive in turnaround times on each job posting. Job postings are listed on numerous social media sites and shared by employees on their personal pages as well as using word of mouth. While out at outreach events in the community , we share we are hiring.

Personnel & Operations

4. How would you describe the culture of your Division?

Diverse, like-minded – Citizen / customer oriented

I would also say our office is.....

- Knowledgeable, in-the-know, connected to activities, projects and events within the community.
- Positive, happy, fun. Internally, we do morale booster such as a 'Kudos Board' to acknowledge and celebrate customer's positive feedback. Luncheons to welcome new employees, celebrate milestones or just because. We decorate our office for multiple reasons throughout the year and dress for Halloween.
- Respectful, empathic and nurturing. A call taker takes a special kind of employee who sincerely enjoys helping others and our team shares these same qualities with their co-workers as well as the residents of Fayette County who need assistance.

5. How would you describe morale in your division? Why do people love their job? What makes their job challenging?

Currently, morale is being tested due to the challenges staffing shortages has presented; yet I would still describe as good. Staff is still exhibiting that 'can-do' attitude, showing up every day, doing what needs to be done to get the job done. Our staff is positive by nature and hold on to that knowing better days are coming.

6. How do you train, invest in and support the staff within your Division? What would benefit your division in terms of professional development and/or training?

Seasoned employees train new hires in a one-on-one setting, sitting parallel to lead up to hands on training. Primary training last for 6 week providing the foundation for an employee to sit solo. There are site visits with divisions, Q&A sessions with various divisions, reference sheets, training material, utilizes the HR training courses along with outside sources when budget permits.

I would love to have a training budget for annual customer service training to ensure the staffs skills are kept up to par.

7. Are there any systems or software you currently use that are either no longer helpful or insufficient to meet division needs?

No, our phone and CRM system are 5 years old. Both systems where purchased as we moved into the PSOC building.

8. Please list any mission-critical software you use (i.e. Granicus and Legistar for Council). Why is it mission-critical?

1. Avaya. First and foremost is our phone system. This keeps communication and accessibility to the public open. A true must for LexCall to be operable.
2. Salesforce is LexCall's CRM and would be the second most critical for us to get request entered and routed. Appropriately.

9. Is there a system or are there resources that would make your Division's work more efficient, effective, and successful?

Not to my knowledge. Other than I would like to see better integration, I am happy with all systems and resources we currently use.

10. What are the most significant line items of your budget?

1. Professional services which is used to pay for language line. This ensures LexCall and all city services are accessible to all residents of Fayette County.
2. Operating Supplies and Expenses which covers general office supplies needed as well as literature and branding for outreach an educational materials.

Planning

1. List any capital improvement projects the division needs and/or would like to pursue in the next 2, 5, and 10 years. Please include equipment, facilities, technology, etc. In your description, please share a brief description, cost estimate, and a level of urgency for the need.

Possibly in 5 years (or less) look into CRM updates to keep our system current. Currently there is no urgency for this and the cost is unknown and would be limited to the vendor. No equipment, facility type charge.

2. Please list and provide a brief description of any plans or studies that your division has been included in for the last 20 years.

None to my knowledge.

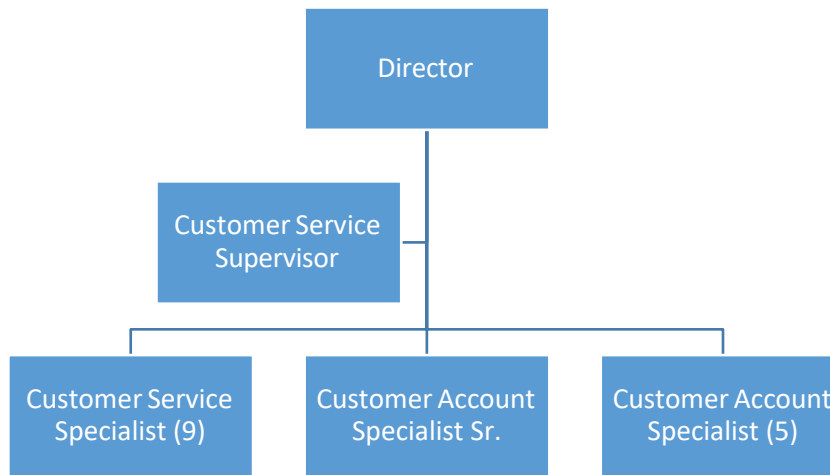
3. List the services that would be impacted by a 25% reduction in the budget.

Outreach opportunities / participation in the community and printed literature may be impacted.

4. List the services you would like to provide or enhance if a 25% increase was available.

LexCall is different in that we do not provide services outside of customer service. At this time, there is no service I would like to add.

LexCall



Description

LexCall 311 is the City's centralized service and information call center. We assist the residents of Lexington with reporting and requesting city services as well as connecting them to any city employee or Division.

LEXserv Call Center assists customers with reading / understanding their bills as well as setting up payment arrangements for customers experiencing payment challenges.

Mission

LexCall 311 – To provide the residents of Lexington with easy access to all of Fayette County governmental services using a variety of media and disseminating information while delivering excellent customer service.

LEXserv Call Center – To create a positive customer experience by addressing customer care needs while increasing cash collections for the City of Lexington.

Significant Budget Changes/Highlights

- The allocations for LexCall have shifted slightly based on call volume and the General Fund expense allocation is now 21% for FY23, up from 19% in FY22.

Capital Projects

- No capital.

Accomplishments

- LexCall is included in the Habitat for Humanity curriculum for new home owners.

Goals and Performance Measures

Goal or Performance Measure	Actual FY21	Estimated FY22	Proposed FY23	Notes
<u>LexCall</u>				
Abandon Rate	5.79%	<OBJ	OBJ<5%	
Talk Time	1:14	<OBJ	OBJ<2:00	
<u>LexServ</u>				
Abandon Rate	1.05%	<OBJ	OBJ<5%	
Talk Time	2:35	<OBJ	OBJ<3:00	

Budgeted Positions

Title	Grade	2022	2023	Difference
Call Center Director	526	1	1	0
Customer Account Specialist	512	5	5	0
Customer Account Specialist Sr.	514	1	1	0
Customer Service Specialist	510	9	9	0
Customer Service Supervisor	515	1	1	0
Total Positions		17	17	0

Budget Summary

General Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 124,947	\$ 126,453	\$ 83,112	\$ 131,299	\$ 137,220	\$ 137,220
Operating	\$ 210,397	\$ 9,225	\$ 5,135	\$ 9,022	\$ 9,022	\$ 9,022
Total	\$ 335,344	\$ 135,678	\$ 88,247	\$ 140,321	\$ 146,242	\$ 146,242
Urban Services Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 482,869	\$ 521,956	\$ 367,737	\$ 462,240	\$ 504,221	\$ 504,221
Operating	\$ 28,182	\$ 41,091	\$ 18,336	\$ 36,143	\$ 36,143	\$ 36,143
Total	\$ 511,052	\$ 563,047	\$ 386,073	\$ 498,383	\$ 540,364	\$ 540,364
Sanitary Sewer Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 204,359	\$ 244,245	\$ 202,324	\$ 235,108	\$ 261,608	\$ 261,608
Operating	\$ 5,194	\$ 5,202	\$ 3,265	\$ 5,202	\$ 5,202	\$ 5,202
Total	\$ 209,553	\$ 249,447	\$ 205,589	\$ 240,310	\$ 266,810	\$ 266,810

Water Quality Management Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 94,820	\$ 114,223	\$ 85,267	\$ 108,464	\$ 113,396	\$ 113,396
Operating	\$ 1,277	\$ 2,419	\$ 1,710	\$ 2,419	\$ 2,419	\$ 2,419
Total	\$ 96,097	\$ 116,642	\$ 86,977	\$ 110,883	\$ 115,815	\$ 115,815
Landfill Fund	FY21 Actual	FY22 Adopted	FY22 YTD Actual	FY23 Request	FY23 MPB	FY23 CAB
Personnel	\$ 65,351	\$ 79,594	\$ 66,875	\$ 75,748	\$ 79,192	\$ 79,192
Operating	\$ 1,096	\$ 1,778	\$ 1,119	\$ 1,778	\$ 1,778	\$ 1,778
Total	\$ 66,446	\$ 81,372	\$ 67,994	\$ 77,526	\$ 80,970	\$ 80,970