



General Government & Social Services

March 7, 2017

Summary and Motions

Chair Lamb called the meeting to order at 1:02 p.m. Committee members Evans, Kay, Moloney, Stinnett, J. Brown, Higgins, Farmer, F. Brown, and Henson were present. Council Members Plomin and Scutchfield were also in attendance as non-voting members.

I. Approval of Committee Summary

A motion was made by J. Brown to approve the February 7, 2017 General Government & Social Services Committee Summary, seconded by Farmer. The motion passed without dissent.

II. Review of Radar Trailers and Speed Spies in Fayette County

F. Brown gave a brief overview of the item to bring awareness to the types of equipment in the community used for traffic calming. He introduced Assistant Police Chief Melissa Sedlaczek to answer any questions regarding this equipment.

F. Brown said there are radar trailers that are put all over the city as requested. He asked how many of these we have. Sedlaczek said there are 5 of these radar trailers and they are used as traffic calming devices. She confirmed that they are placed around the county based on complaints of speeding. She said they use all 5 of them every week and they are moved around to various locations.

F. Brown asked if they are requesting money in the budget for additional radar trailers and Sedlaczek said they have not requested money for additional trailers, but that is not to say they couldn't use a couple more; she said the 5 they have seem to keep up with the requests they get. F. Brown asked what the cost of each one is and Sedlaczek said they cost \$9,500 each.

Evans asked if it is routine for enforcement to be out once the radar trailers are put in place. Sedlaczek said the trailer will have a print-out of data stating how fast the speeds are. She said typically they do follow it up with enforcement just in case people are slowing down because of the trailer. Sedlaczek said she can't say it works 100% of the time, but the trailer does help with enforcement.

Lamb said these are used in her district as a deterrent and asked if they can be put on any road. She said after it has been sitting there for a long period of time, people tend to not pay as much attention to it. Sedlaczek said yes, they can be put on any road.

F. Brown said there are 2 sides to the traffic calming; with police on one side. He said we need to look and see if we need more of these because they seem to work.

Kay said he has received several comments about people running red lights. Sedlaczek said the equipment is used to monitor speed, but it does not work with (running) red lights in any way. Kay asked if there was an effort in place at the moment to prevent running red lights. Sedlaczek said anytime they are made aware of an area where there are frequent red light runners, traffic officers are assigned to those areas for enforcement. She said in Kentucky, the officer has to physically see someone run the red light in order to issue a citation. Sedlaczek said in other states citations are issued to the registered owner of the vehicle, but Kentucky law is not set up that way. She said she doesn't know of anything that a citizen might see that would prevent them from running a red light besides an enforcement vehicle. Kay and Sedlaczek agreed that concerned citizens should call the police department if there is an area where red light runners are frequent so enforcement will know to patrol that area.

F. Brown introduced Roger Mulvaney, Traffic Engineer Manager, who presented the speed feedback signs pertaining to traffic. F. Brown said these are permanent signs with solar energy running them. F. Brown asked how many of these signs we have and Mulvaney said we have 3. F. Brown said these appear to be effective and he has several locations where he would like to put these.

Mulvaney gave an overview to explain what speed feedback signs are. He said these are signs with radar units and are included in NTMP; they are in 3 locations around Lexington. He said they are intended for traffic calming and intended to help enforcement with speeding. He also reviewed pros and cons. He said they are good for traffic calming, well received, non-intrusive, and they assist public safety. They are somewhat expensive, placement can be tricky, and they may lose effectiveness without consistent enforcement. Traffic engineering has asked for \$100,000 in next fiscal year's budget to place more of these around the city.

Moloney said once they are left there, they become ineffective. He said for that amount of money we can put a speed-limit sign up. He asked if this sign was just telling people to slow down. Mulvaney said typically the way it works is that if a driver is going too fast, the sign will have red lights flashing or the word SLOW will appear in red. When the driver is closer to the speed limit, the sign will simply display the speed. Moloney said unless you enforce it, you aren't going to accomplish anything. Mulvaney said studies show the signs are effective at reducing speeds. Moloney asked who will decide where these signs go. Mulvaney said there are hot spots in every council district; he said they are more effective on arterial and collector streets.

Henson asked if Traffic Engineering utilizes speed spies to capture the speed without the driver knowing it is there. Mulvaney said they work with Division of Police to get their data. He said there are other devices that will capture speed without the driver knowing about it. Henson said speed trailers draw attention to drivers and they slow down. She said the speed spy seems better at capturing data. Mulvaney agreed if you are looking at finding a problem area. He said these are for known areas where we have gone in with traffic counting devices and we will put

a permanent sign there because it is an area where we constantly get requests. Henson asked if there will be money in the budget. Mulvaney said they are asking for \$100,000 to install several of these signs. Henson asked if the cost would be paid for like speed tables. Mulvaney said no, the plan is to pay for them with NTMP funds.

Evans asked if they would go back to the NTMP once the money is approved so there will be a policy in place for this type of traffic calming device. She said everyone is going to want one. She asked why we use digital signs and is it because this is the new thing or is there something behind it being digital. She asked what the trend is with digital and will we need to go back and change the policy so that it is used on collector streets only. Mulvaney said digital has shown to be highly effective on heavily travelled roads. He said people are more likely to see a sign that is flashing than a sign that is static. Mulvaney said because we are using NTMP, we would want to do a speed study to see if the location is justified.

J. Brown asked about the traffic count that feeds info back and what the turnaround time is as far as when can you access the information. Mulvaney said he would want to set it up for a minimum of 24-hours. Mulvaney said he does not know for sure because he has not done a study yet as the existing signs do not have that capability. He thinks it would be a case where a request would come to traffic engineering and they will pull the data and be able to provide it. J. Brown asked about relocation and is there a big cost and can the device be easily relocated. Mulvaney said it would depend on the post where the sign was attached. He said the sign, solar panel and computer should all be able to be relocated easily. J. Brown asked about the cost and Mulvaney said the cost includes brand new installation and the pole.

Lamb asked if the signs are located on the new Southpoint Drive or the old Southpoint Drive. Mulvaney said the new Southpoint Drive, near Veterans Park. She said since we are asking for \$100,000 in the budget can we ask about getting a discount should we purchase several at a time. Lamb thinks it would be advantageous for us to try to get a better deal. She believes they will be highly requested in neighborhood school areas.

Kay asked if there was any research done nationally about the effectiveness of the permanent signs and those that get moved around. Kay said moveable signs would be more effective than stationary signs.

F. Brown said this is new technology and these will be better used on collector streets, not streets that dead end. He said this is a traffic calming device that we have to at least look at and he is supportive of getting a couple of them in his district. He said they will have to be placed appropriately and he thinks each Council Member should be able to identify a couple of areas in their district that will work.

Farmer asked from a policy standpoint if Council Infrastructure Fund could be used and are there any rules against that. CAO Hamilton said she will check on that, but she does not think there is a restriction on that.

Evans said the equality of the distribution of it is what concerns her and making sure that there is a standard that explains why one neighborhood would get a regular sign versus a digital sign. She said she believes everyone would prefer an digital sign. She said there does not seem to be a set requirement for why one neighborhood would get the digital sign and another wouldn't. She said that the first time a neighborhood goes through this process to get a sign and they do not get the digital sign, we will hear about it and she would like to have an answer as to why.

III. Creation of a Transitional Training Process for Personnel Changes

Lamb introduced John Maxwell, Director of Human Resources, who presented the item. He discussed the overlap period and Louisville Metro Government Policy as well as the state policy. He reviewed overlap policy benefits and challenges and also discussed succession planning and gave an overview of Organizational Capability Assessment Process (OCAP). Maxwell reviewed the pros and cons of such a policy. He commented on succession planning within an organization, adding that Human Resources can put together a tool for divisions to use. Maxwell commented on Human Resources recommendations on this topic as well as the next steps.

Kay asked if someone would have to be brought in to create an OCAP process or if it could be done internally. Maxwell said it could be done internally and added that it would take the better part of the rest of the calendar year. Kay asked if they had the resources internally to complete this. Maxwell said he feels that they have the resources to do it and it doesn't have to start out wide, it can be a working document. Kay clarified that it would encompass all areas of the administration. Maxwell agreed.

A motion was made by Farmer to enter 15-minute recess for Council Members to attend press conference, seconded by F. Brown. The motion passed by a vote of 9-1 (F. Brown, Henson, Higgins, J. Brown, Lamb, Evans, Farmer, Kay, and Stinnett – yes; Moloney – no).

Upon returning from recess, committee members Moloney, Henson, J. Brown, Lamb, Farmer, Kay, and Stinnett were present. Council Member Plomin was also in attendance as a non-voting member.

Henson asked if there were divisions where you have multiple people doing different tasks and if those positions can be rotated to reinforce the division as whole. Maxwell stated that this would provide an opportunity to identify those classes and cross training so another employee can step in if someone is out. Henson said this is helpful in instances such as medical leave and retirements.

Moloney is concerned that we don't always have a lot of notice when someone is leaving. He said in his experience, when someone leaves, they take all of the experience from their position with them; no one else has training or knows anything about the job. He said what has helped him was looking back at evaluations to see what the job duties were and what the person has done.

Plomin likes the overlay program and feels it is a healthy process even if it will cost more; she said there will be efficiency and effectiveness in the long run. Plomin asked if there would be a numerical rating or just comments in the OCAP process. Maxwell said the process is to measure capability and not really something that can be assigned ratings. They are just creating tools that divisions can use to identify strengths and weaknesses to fill in key positions. Plomin asked if the employee would see what has gone into their file as far as aptitudes. Maxwell stated that this will not be a part of an employee file; it will be an overall succession plan for the management of the division. Plomin asked if we tracked how many employees were promoted versus new hires. Maxwell does not know; he said 250 were hired last year.

J. Brown asked who would be gathering the information. Maxwell said a manager in his division has been working on policies and she would work with Division Directors and designees to develop a process for each division. J. Brown said it seems like a lot of man hours has gone into it. He said he prefers to see how many employees are retirement-eligible rather than 55 and older because that changes the risk factor in turnover. Maxwell stated that there are 1,474 Civil Service employees; 74 of those employees are age 55 and older and are fully eligible for retirement at this time; 46 of the 74 employees are age 65 or older and 28 of the 74 are under age 65, but fully eligible to retire in the Civil Service rank. J. Brown said he likes the overlap policy and that it puts something in place for us to follow to ensure that knowledge gets passed down to an incoming employee in those positions.

Lamb stated that she was able to retire at a younger age. She added that she asked for this presentation because there are a few positions that do not have supervisor oversight to know what the position is as well as those positions where only one person knows how to perform the job. She said we don't want to be in a position where 27 years of institutional knowledge walks out the door when the employee retires. She asked if the overlap policy is a CAO policy or if it is created by ordinance. CAO Hamilton stated that it would be created by ordinance. Lamb asked Council members what their thoughts were on implementing the overlap policy. Kay requested that the administration come back to Council with a draft ordinance for review at the May 2 meeting.

No further action or discussion on this item.

IV. Items in Committee

A motion was made by Kay to remove the Review of Radar Trailers and Speed Spies in Fayette County item from Committee, seconded by Farmer. The motion passed without dissent.

A motion was made by Farmer to adjourn, seconded by Kay. The motion passed without dissent.

The meeting was adjourned at 2:38 p.m.

K.T. 3.14.17