



## Planning & Public Safety Committee

June 14, 2016

### Summary and Motions

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Chair Mossotti called the meeting to order at 1:00 p.m. All committee members were present except Farmer. Council Members Evans, F. Brown, Moloney and J. Brown were in attendance as non-voting members.

#### I. Committee Summary

A motion was made by Kay to approve the May 10, 2016 Planning & Public Safety Committee Summary, seconded by Lamb. The motion passed without dissent.

#### II. Community Corrections Turnover

Mossotti acknowledged the presence of former Community Corrections Director Rodney Ballard, the new Kentucky Commissioner of Corrections. Evans introduced Dr. James Wells, Eastern Kentucky University School of Justice. Wells introduced three Graduate Students who worked on the Work Experience survey; Ryan Philips, Kendahl Granger and Joe Ellis along with Dr. Kevin Minor.

Wells stated that LFUCG Division of Community Corrections agreed to allow the survey of staff to occur. He thanked Ballard for the opportunity. He stated that the research had 3 purposes: to describe and measure the context of the work environment; provide actionable findings; and to teach criminal justice graduate students quantitative and qualitative analyses in a real world application.

Wells stated that the work environment of correction institutions has significant effects on the staff. The positive variables include increased job involvement; job satisfaction; organizational commitment; job performance; life satisfaction; organizational innovation; compliance with organizational rules; support for inmate rehabilitation; and organizational citizenship behaviors. Wells stated that the negative variables include increased job stress; absenteeism; substance abuse; turnover intent; turnover; burnout; health/medical problems; and premature death.

Wells stated that the research surveyed Community Corrections staff on 27 different variables Instrumental Communication; Group Cohesion; Organizational Cooperation; Trust; Alternative Employment; Supervisor Support; Job Satisfaction; Workplace Trust; Management Cynicism; Management Trust; Employee Ratios; Role Conflict; Affective Commitment; Continuance Commitment; Normative Commitment; Interactional Justice; Fairness; Public Perception; Religiosity; Organizational Citizenship; Fear of Reprisal; Positive Affectivity; Negative Affectivity; Whistleblowing Propensity; and Turnover Intention.

Wells stated that the Fayette County Community Correction rates in the top 5-10% of institutions in regards to staff and inmate safety & security, programs and medical care.

In response to a question from Lamb, Wells indicated that there is little comparable research as very few institutions would allow academia to survey staff on work environment issues.

Lamb asked how the Administration would utilize this work. In response Bastin stated that he is still absorbing the data. He also stated that once a new director is retained they will develop strategies to enhance strengths as well as improve weaknesses. Bastin also stated that they will continue this relationship with ECU to assist in the development of strategies and work environment tactics.

Lamb stated that the work will make the division more accountable in the future. She also stated that she hoped to get a regular update on progress developing and implementing strategies.

Stinnett stated that the research highlighted the need for better leadership and a change of culture within Community Corrections. He highlighted a section of the Report (pg. 167) which stated "overall female staff feel alienated and marginalized."

Stinnett noted that of the several management staff in attendance there were no women and no minorities.

Bastin stated that he agreed with Stinnett about diversity of the management staff. He noted that they have identified a few minority captains who are rising stars and their expertise will be utilized in the future.

Henson stated that staff turnover has been a long time issue in Corrections. She stated that she had full confidence in the present leadership to address that issue.

Moloney stated that this demonstrates that Lexington needs a strong Human Resources division. In response, Dr. Minor stated that exit interviews can be used to combine quantitative and qualitative data.

Bastin stated that Corrections staff has a tough job and the value they bring to LFUCG should be recognized and valued.

Akers stated that she agreed with Stinnett regarding diversity in the workforce. She stated that morale and job satisfaction need to be addressed.

In response to a question from Akers, Bastin offered strategies to increase and improve the talent pool who may consider a career in Community Corrections.

In response to a question from Scutchfield, Bastin described the hiring process and minority and female recruiting efforts. He stated that in concert with Human Resources the hiring process is being re-engineered. He also stated that he is committed to filling 30 of the 50 current vacancies with qualified talented staff this year.

In response to a question from Lamb, Bastin described the collective bargaining units for Community Corrections.

In response to a question from Stinnett, Ballard described the exit interview process he utilized. Ballard stated that he did not take notes so staff would be more frank in their discussions.

Henson asked if the design of the Corrections facility impact staff morale and turnover. Wells stated that the facility uses a direction supervision approach. He stated that is a very good approach if there is adequate staff training. He did note interaction among staff changes under the direct supervision approach.

Mossotti thanked Dr. Wells and his team as well as Ballard and Bastin for being open to the analysis.

### III. **Rural Recreation ZOTA**

Mossotti opened the discussion by reviewing the Planning Commission recommendation and providing some guidance as to the role of the Urban County Council in approving, amending or denying the Zoning Ordinance text amendment. She described procedure options for Council consideration.

Jim Duncan provided history on the subject including the formation of the Rural Recreation & Tourism Work Group chaired by then Vice Mayor Gorton. He stated that the Work Group met 20 times from March to December 2012. He stated that the Planning Commission held 3 Public Hearings on the topic: October 23, 2014; March 26, 2015; and June 25, 2015. Duncan stated that the Planning Commission voted 6-5 to approve a Recreational ZOTA on July 29, 2015. Duncan stated that after the Planning Commission recommendation a workshop was held for Council on November 13, 2015 to review the proposal.

Traci Wade discussed the specifics of the ZOTA. She stated that the focus was on agritourism uses and ecotourism uses. She stated that the Planning Commission recommended that several land uses be moved from Conditional Uses to Principal Uses in the A-N Zone, including: Educational classes related to agricultural products or skills; Commercial hiking & and bicycling trails; Equine trails; Tree canopy tours; Canoeing and kayaking launch sites; and Nature preserves as the Commission thought that they generally were consistent with the intent of the A-N Zone.

Wade stated that staff had other suggestions but they were not incorporated into the final recommendation.

Susan Speckert with the Fayette Alliance urged the Council to amend the ZOTA by changing the six land uses- Educational classes related to agricultural products or skills; Commercial hiking &

and bicycling trails; Equine trails; Tree canopy tours; Canoeing and kayaking launch sites; and Nature preserves-back to Conditional Uses in the A-N Zone.

Richard Murphy urged the Council to adopt the Recreational ZOTAS as recommended by the Planning Commission.

Price Bell, address unknown, opposed making nonagricultural activities principal uses in the A-N zone. He discussed the concert held at Talon Winery last fall and its impact on the rural area.

Jim Griggs, 600 McCaw's Mill opposed making nonagricultural activities principal uses in the A-N zone.

Nick Nicholson urged the Council to amend the ZOTA by changing the six land uses- Educational classes related to agricultural products or skills; Commercial hiking & and bicycling trails; Equine trails; Tree canopy tours; Canoeing and kayaking launch sites; and Nature preserves-back to Conditional Uses in the A-N Zone.

Burgess Carey, 8039 Old Richmond Road, urged the Council to adopt the Recreational ZOTA as recommended by the Planning Commission as a means to protect sensitive natural areas.

Charles Martin urged the Council to amend the ZOTA by changing the six land uses- Educational classes related to agricultural products or skills; Commercial hiking & and bicycling trails; Equine trails; Tree canopy tours; Canoeing and kayaking launch sites; and Nature preserves-back to Conditional Uses in the A-N Zone.

Lamb discussed the process the Planning Commission went through to make its recommendations. In response Duncan stated that the Planning Commission doesn't record votes at its work session.

Lamb discussed the 6 land uses that the Planning Commission recommended changing to Principal Uses from Conditional Uses. She stated that the Work Group recommended that they be permitted as a conditional use. She spoke in favor of the conditional use approach as it provides more protection and transparency.

Kay discussed the differences between Principal and Conditional uses. He noted that the conditional use provided more protection for the community.

Stinnett discussed the Board of Adjustment role. He stated that both the Council and the Planning Commission can place conditions on specific development proposals as well.

In response to a question from Stinnett, Duncan stated that the Zoning Enforcement section of the Division of Planning enforces the Zoning Ordinance.

In response to a question from Stinnett, Duncan stated that if an applicant requests a zone change to the A-N zone and a conditional use for the same property, the Planning Commission can hear both cases without needing to also go to the Board of F Adjustment.

Bledsoe asked about accessory uses in the in the A-N. In response Wade stated that there are several accessory uses in the A-N zones which are incidental and subordinate to the permitted uses.

Henson discussed the Principal Uses and Conditional Uses in the A-R and A-N zones.

Akers stated the recommendation from the Planning Commission would provide substantial protection for the rural character. She stated the principal uses as described by the Planning Commission were consistent with the intent of the A-R zone. She stated that if the uses were made conditional there would only be a few principal permitted uses in the A-R zone.

Lamb stated that there would still be several principal uses in the A-R zone, including Single Family Residence; Agriculture; Small Farm Wineries; Riding Stables; and Horse Shows.

Kay reaffirmed that the Conditional Use approach would protect the economy and character of rural Fayette County.

On a motion by Kay, second Gibbs to amend the Planning Commission recommendation by making the following Conditional Uses rather Principal Uses in the A-N zone:

1. Educational classes related to agricultural products or skills;
2. Commercial hiking & and bicycling trails;
3. Equine trails;
4. Tree canopy tours;
5. Canoeing and kayaking launch sites; and
6. Nature preserves.

Passed the Committee on a vote of 7-2 (Kay, Gibbs, Lamb, Henson, Mossotti, Scutchfield & Stinnett-Yes; Akers & Bledsoe-No).

On a motion by Lamb, second Henson to forward the amended Planning Commission recommendation to the full Council. Passed the Committee on a vote of 7-2 (Kay, Gibbs, Lamb, Henson, Mossotti, Scutchfield & Stinnett-Yes; Akers & Bledsoe-No).

The meeting was adjourned at 2:55 p.m.