



General Government and Planning Committee

September 10, 2024

Summary and Motions

Chair Worley called the meeting to order at 1:04 p.m. Vice Mayor Wu and Committee Members J. Brown, Ellinger, Lynch, LeGris, Sheehan, and Reynolds were in attendance. Council members Monarrez, Gray, F. Brown, and Sevigny were present as non-voting members. Council member Plomin was absent.

I. August 29, 2024 General Government and Planning Committee Summary

Motion by Baxter to approve the August 29, 2024, GGP Committee Summary. Seconded by Ellinger. Motion passed without dissent.

II. Parental Leave Update

Glenda George, Director of Human Resources, presented on behalf of the item. Council passed the Paid Parental Leave (PPL) policy in November of 2022 and made it retroactive to July 1st, 2022. The benefits of having a PPL policy includes child growth and development, mental health/family economic security, and retention and recruitment. In order to be eligible, you have to be a full-time or part-time employee for the previous 12 months and have worked a total of 1,250 hours. PPL must be taken consecutively within 6 months of birth, adoption, or placement of a child.

Since July 2022, there have been 215 requests, with 202 approved and 13 denied. Reasons for denial included no proof submitted, did not meet length of service requirement, or was not a covered person. For January 1, 2023 to Jun 30, 2024, the total cost was \$2,077,468.01. The general cost (not including backfill or OT) to Policy & Fire was \$894,604.93. The Police backfill/OT total cost was \$453,563.08; the Fire cost was \$729,300.

Some challenges of the program include reporting time, communication around usage, and various unique situations. One recommendation for the program is to offer four weeks of PPL for birth, adoption, and foster child placement. Currently, foster child placement is only two weeks. The second recommendation is to give flexibility to the HR Director to make exceptions in unique circumstances.

Council expressed support for potentially increasing the PPL timeframe. Louisville offers 12 weeks, University of Louisville offers 6 weeks, and the University of Kentucky offers 2 weeks. Council also expressed support for creating an amendment requiring advanced notice if the employee is delaying leave.

A motion by Baxter to approve the proposed updated Paid Parental Leave Ordinance, seconded by Reynolds, passed unanimously.

III. Rural Short-Term Rentals

Jennifer Sutton, Council Research Analyst, provided a summary of the Rural Land Management Board (RLMB) Short-Term Rental (STR) Recommendation presentation from May 2024. She reminded Council of the ten recommendations the RLMB provided. Recommendation #1 is all STRs in the Agricultural Zones should be required to obtain a conditional use permit from the Board of Adjustment (BOA). Recommendation #2 is the BOA should consider the number of STRs within a one-mile radius of the property

and no more than one STR should be permitted within a one-mile radius. Recommendation #3 is adjacent property owners should be notified of the conditional use permit as required by existing public notice requirements. Recommendation #4 is only hosted STRs should be permitted in the Agricultural zones because of the unique challenges of agricultural areas.

Recommendation #5 is only one STR should be allowed on each property and no newly constructed STRs should be permitted. Recommendation #6 is a property owner with an existing Farm Employee Dwelling Unit (FEDU) may apply to the BOA for a conditional use permit to convert no more than one FEDU per property into an STR. Recommendation #7 is the maximum occupancy is no more than two individuals per bedroom. Recommendation #8 is all STRs in the RSA should be required to have onsite parking and lighted entrances that are easily visible from the roadway. Recommendation #9 is special events should be limited to the number of participants staying in the STR. Finally, recommendation #10 is all other STRs in the Agricultural Zones should be subject to the new requirements recommended above and should not be grandfathered in.

Traci Wade with the Division of Planning was available to help with various questions. There was a conversation regarding hosted vs. unhosted STRs. If a farm has an employee dwelling unit on the property and it was occupied with an employee, the STR on the property would be considered a hosted unit. Ellinger mentioned there may need to be some exceptions considered for residential areas in the rural zones. The RLMB has concerns that an exception could destroy the entire area and the intent of the rural area.

J. Brown suggested there be a new section specifically for rural STRs rather than an amendment to the current policy. He also requested this come back to committee for discussion at the next meeting.

No action was taken on this item.

IV. Assessment and Historic Preservation of Lexington's African American Hamlets

Tiffany Brown, LFUCG's Equity and Implementation Officer, presented on behalf of the item. She gave an overview of the Steering Committee members and a timeline of key events. Historically, the Black Hamlets have had schools, cemeteries, religious traditions, and local economies. The economic activities included agriculture (farming, livestock raising, and crop production), education & religious institutions, domestic services, skilled trades (blacksmithing, carpentry, masonry, and textile production), and small-scale commerce (local shops and markets).

Brown reviewed the property at 705 Caden Lane. The Cadentown Community was constructed in 1923 during a time when Fayette County's Black residents couldn't attend white schools. The building ceased being a school in 1943. The property will become a dedicated cultural heritage hub that houses the history and legacy of all hamlets in Fayette County. There are several components that will complete the first phase of this initiative. There are repairs that need to be made to the school, ADA Accessibility will need to be created, the cemetery needs clean up and site identification, and the cultural heritage exhibit will need to be designed. The initial fundraising goal was \$500,000 and the total raised to date is \$539,808.

They have hosted 12 public community engagement meetings. The Sense of Place Historic Marker Mini Grant Program was created to support the installation of historic markers that highlight significant historical sites within the community. The program's next steps include comprehensive community engagement, historic resource inventory and assessment, target preservation and rehabilitation efforts, and capacity building and historic tourism.

No action was taken on this item.

V. Bring Back the Bluegrass

Monica Conrad, the Director of Parks & Recreation, and Chris Cooperrider, the Deputy Director of Parks & Recreation, presented on behalf of the item. As part of 2018 Parks Master Plan, there was robust public input survey conducted. Hiking and walking trails as well as natural areas were some of the top priorities for constituents. Bring Back the Bluegrass was created as a response to the survey results.

Bring Back the Bluegrass is a program that focuses on naturalization efforts in areas of LFUCG parks. Naturalized areas were selected based on existing natural features, Master Plan Data, passive recreation, high demand for multi-purpose fields/space, support of Mayor's Monarch Pledge, and water quality efforts. More than 11 groups and more than 10,000 hours have been logged in the past three years. Currently, there are 80 acres that have been naturalized.

The benefits of naturalization include improved storm water management, increased habitat for wildlife and pollinators, and creates color/plant diversity to the parks' landscape. Since 2023, native plants have been planted in five parks and wildflower beds have been established in nine parks. Future plans include programming for naturalized areas, leveraging resources in locations that have support, implementing additional native plantings, exploring new partnerships for maintenance for naturalized areas, and continuing efficiency improvements.

Some Council Members expressed safety concerns regarding tall, naturalized areas. Additionally, some Council Members support improved signage of the area and educational experiences.

No action was taken on this item.

VI. Items Referred to Committee

A motion by Baxter to remove Item 12: *Paid Parental Leave Update*, seconded by Ellinger, was approved unanimously.

VII. Adjournment

The Committee adjourned at 2:46 pm.