

**MINUTES of SPECIAL MEETING  
of the BOARD of COMMISSIONERS  
of the CITY of BOWLING GREEN, KENTUCKY  
held APRIL 11, 2006**

The Board of Commissioners of the City of Bowling Green, Kentucky met in special session in the Commission Chamber of City Hall, Bowling Green, Kentucky at 4:00 p.m. on April 11, 2006. Mayor Elaine N. Walker called the meeting to order. City Clerk Katie Schaller called the roll, and the following members were present: Commissioner Brian "Slim" Nash, Commissioner Delane Simpson, Commissioner Brian K. Strow, Commissioner Mark D. Alcott and Mayor Elaine N. Walker. Absent: none. There was a full quorum of the Board of Commissioners.

**REMOVE FROM TABLE**

Motion was made by Nash and seconded by Simpson to remove Ordinance No. BG2006 - 10 from the table for discussion and consideration of first reading. With no discussion, a roll call vote was taken.

ROLL CALL:           Voting Yea: Nash, Simpson, Strow, Alcott and Walker  
                          Voting Nay: None

Motion to remove Ordinance No. BG2006 - 10 from the table for consideration at this time was approved by unanimous vote.

**ORDINANCE NO. BG2006 - 10  
(First Reading)**

**ORDINANCE RELATING TO CLASSIFICATION/PAY SCHEDULE**

**ORDINANCE ESTABLISHING THE CLASSIFICATION/PAY  
SCHEDULES FOR PROTECTIVE/SWORN AND GENERAL  
CLASSIFIED EMPLOYEES OF THE CITY OF BOWLING GREEN,  
KENTUCKY FOR FISCAL YEAR 2007**

Title and summary of Ordinance No. BG2006 - 10 was read by City Clerk Katie Schaller. Comm. Nash indicated it was his intent to amend the ordinance to substitute the Safety Schedule with a different model referred to as "Sample K," which provided a 10-step plan with \$1,000 between steps. Comm. Strow commented about the compromise developed for the Safety Schedule. Mayor Walker commented about the structure of "Sample K," which reduced the number of available steps to eight for the top four pay grades.

Fire Captain Chris Alderson expressed concern with "Sample K" and endorsed "Sample G" as the model that had the support of the Fire personnel. Advanced Police Officer Shawn Helbig speaking on behalf of Police personnel stated that they did not have any serious issues with "Sample K."

Once all discussion concluded, motion was made by Nash and seconded by Alcott to amend Ordinance No. BG2006 - 10 to replace the Safety Schedule with the model referred to as "Sample K" and to keep the General Schedule as submitted. Mayor Walker asked for additional discussion, and with none, a roll call vote was taken.

ROLL CALL:           Voting Yea: Nash, Simpson, Strow, Alcott and Walker

Voting Nay: None

Motion to amend Ordinance No. BG2006 - 10 was approved by unanimous vote.

Motion was made by Alcott and seconded by Nash for first reading of said Ordinance as amended. Mayor Walker asked for additional discussion, and with none, a roll call vote was taken.

ROLL CALL: Voting Yea: Nash, Simpson, Strow, Alcott and Walker

Voting Nay: None

First reading of Ordinance No. BG2006 - 10 as amended was approved by unanimous vote.

WORK SESSION

City Manager Kevin D. DeFebbo presented his recommendations to change the Health Insurance program, which included (1) a sharing of the total costs of the health insurance plan between the City and its employees split 80/20; (2) the establishment of a Health Stabilization Fund; (3) the establishment of an employee/management health insurance committee to report each year to the Board of Commissioners regarding the overall viability of the plan; (4) a requirement that all employees pay a premium under a three-tiered structure; and (5) the establishment of a wellness and prevention program.

In comparison to other Kentucky cities, Comm. Strow recommended an increase in the employee premium amount and to allow a phase-in of those premium increases over four years. In addition, Comm. Alcott recommended a four-tiered premium structure.

There was discussion regarding the ability to offer an "opt-out" program. The Board agreed to allow more time to research the "opt-out" concept, and asked that it be brought back for consideration following the adoption of the budget.

ADJOURNMENT

This being a special meeting and with no further business to come before the Board of Commissioners, at approximately 5:50 p.m., Mayor Walker declared this meeting adjourned.

ADOPTED: \_\_\_\_\_

APPROVED: \_\_\_\_\_  
Mayor, Chairman of Board of Commissioners

ATTEST: \_\_\_\_\_  
City Clerk

*Minutes prepared by City Clerk Katie Schaller*