



## MEMBERS HEARD LOUDLY AND CLEARLY >>>>>

### Nine Listening Sessions Throughout State Give Board Valuable Feedback

By KLC President Mike Miller, Mayor, City of Jackson

Throughout the month of February, the Kentucky League of Cities held nine sessions around the state to do one thing - listen. The sessions provided more than 140 representatives of 57 cities with the opportunities to speak their minds.

This gave our Board members and executive staff the chance to focus even more intently on the priorities of our members.

As KLC President, the sessions opened my eyes and reinforced my belief that we must do more to engage not only our Board members but our members in our association. As all of us in local government know, people who work in the public realm are "fair game." It's important that we, an organization of members, define ourselves rather than the media and other sources.

Our Board's job over the coming months is to make sure you are informed and involved in what happens at KLC so you have full and accurate information and can effectively and accurately share information with your employees and constituents. Mostly, we want you to always be confident in KLC.

As you know, over the last months, KLC has made significant policy and procedural changes. Our Board-led task forces have taken actions to give staff an infrastructure in which to successfully operate while being transparent and accountable to members. The listening sessions were a good step in testing the waters where it matters most - with members. While we've done a lot, the work continues. Our boards and task forces have met more than 70 times since last summer.

The member listening sessions brought a lot of honest feedback, healthy exchanges of opinions, good ideas and a number of tough questions. In total, more than 20 members of the KLC Executive Board, Board of Directors and KLCIS Board of Trustees were in attendance, and I appreciate all those members that took the time to come to a regional session. As one mayor said during the Versailles session, "This is just what we needed, to come face-to-face and talk. I'm glad to have the chance to ask questions." Similar comments were heard in most of the nine sessions.

During the listening sessions, there were some recurring themes and key issues that brought member

questions and comments.

Dozens of members spoke about the high value of KLC services with many references to legal, legislative and training programs. A number of members also commented that they received a return on investment for their KLC dues many times over. In addition, many city officials voiced their sincere gratitude for the insurance program.

**KLC is a strong organization that has value to members.** KLC Board members and executive staff committed to members that their goal was for services to remain exceptional and be member driven. Months before the state auditor's report was received on December 17, operational, policy and procedural changes had been made and continue to be revised. You can review a full list of policies and view a list of task force members at [www.klc.org](http://www.klc.org).

#### What has already changed at KLC?

During the sessions, members of the staff and Board said that in the past KLC had been primarily focused on running a successful not-for-profit, private corporation and less focused on accountability to members. At this point, a number of policies have been put in place to enhance accountability.

- ◆ We will always operate in a participatory and open environment to members.
- ◆ KLC credit cards are no longer used by staff for travel. Cards may be checked out for meeting-related purposes and operational expenses. Employees and Board members are required to pay for travel and other work-related expenses and be reimbursed. KLC no longer pays for or reimburses spouse or guest travel.
- ◆ The CFO reviews all expenditures, then the KLC Finance Task Force meets monthly to approve all expenditures. In addition, an external auditor reviews all expenses quarterly.
- ◆ There are now comprehensive policies for travel including strict requirements on mileage records, general credit card use, compensation, conflicts of interest/financial disclosure, employment of relatives, use of vehicles, work conduct and codes of ethics, purchase of alcohol for KLC events and city official travel for meetings.

(continued page 3)

### Top 10 Employee Relation Action Items for 2010

KLC has prepared a top 10 list of employee relations action items that your city can implement in 2010.

- 10. Review and revise your personnel policy.** Take a look at your city's personnel policies to ensure compliance with all the new employment law changes of the past year. Many of these changes are reflected below. In addition, some city policies should be updated to reflect the policies of the current administration.
- 9. Make note of changes to ADA.** The final EEOC regulations on the Americans with Disabilities Act Amendment Act (the ADAAA) are expected sometime in the first quarter of 2010, and will likely broaden the employees and applicants who will be covered by the protections of the ADAAA. Employers need to carefully assess the condition of an employee or applicant before refusing to offer or provide a reasonable accommodation. Once KLC receives the final regulations, information will be emailed to member cities.
- 8. Get FMLA compliant.** If your city has 50 or more employees, make sure that you post the latest FMLA poster that the U.S. Department of Labor issued in 2009. If you have not already done so, make sure your FMLA forms and policies are up-to-date. FMLA forms, posters and related information can be found on the Department of Labor website at <http://www.dol.gov/whd/fmla/>. To request a sample FMLA policy, contact the KLC legal department at 1-800-876-4552.
- 7. Update your social networking policy.** A good social networking policy can address employee conduct related to blogs, social networking websites and video sharing websites and provide a basis for discipline if abuse occurs. What if you don't have a social networking policy in place? Contact the KLC legal department for sample policies to get one started.
- 6. Get ready to review the city's harassment policy with employees.** Please ask your supervisors to incorporate a

(continued page 3)

## **[2010 LEGISLATIVE SESSION]**

### **STAY INFORMED!**

The 2010 session is well underway and KLC's legislative team is hard at work advocating on behalf of the interests of cities and monitoring hundreds of bills to protect city budgets and local control. To stay informed of legislative happenings during the session, you can sign up for the weekly *Legislative Bulletin*, an e-newsletter with a recap of the activities from the previous week, as well as a glimpse at what's coming up. The *Legislative Alert* is emailed to city officials when urgent action is needed. Contact Tresa Short at [tshort@klc.org](mailto:tshort@klc.org) or 1-800-876-4552 to sign up.

The *KLC Legislative Update*, a detailed summary of all the bills that impact local governments, is prepared for members after the session convenes and is available for download in mid-May. Watch [www.klc.org](http://www.klc.org) and your inbox for the release of the *KLC Legislative Update*. The May edition of *KLC Direct* will also include a brief recap of the 2010 session.

Throughout the spring, summer and fall, KLC's legislative team will be traveling across the state to discuss the impact of the 2010 session with members, as well as get feedback and input on legislative issues for 2011. To schedule a visit in your area, please contact J.D. Chaney at 1-800-876-4552 or [jchaney@klc.org](mailto:jchaney@klc.org).

### **KLC RESOURCES AVAILABLE TO HELP CITIES PREPARE BUDGETS**

Every city in Kentucky is required to operate and expend funds under an annual budget that must be adopted by ordinance. The proposed budget must be submitted to a city's legislative body at least 30 days prior to July 1 - the beginning of the fiscal year.

As your city begins the budgeting process, please make note of the many valuable resources available to you as a member of KLC:

- ♦ Chapter 18 of the *2009 City Officials Legal Handbook* provides extensive information on budgeting, auditing and reporting requirements.
- ♦ The *2010 Wage and Salary Survey of Kentucky Cities* report includes over 70 tables on wage and benefits data from over 200 member cities. All KLC member cities can download a PDF of the report through the KLC library at <https://members.klc.org/login.asp>.
- ♦ The KLC research department can also assist you with questions on tax rates, revenue projections and other city-related budget and expenditure information.

*If you have legal questions or need additional information regarding the City Officials Legal Handbook, please contact the legal department at 1-800-876-4552. For more information on research inquiries or the wage and salary survey, please contact Joseph Coleman at [jcoleman@klc.org](mailto:jcoleman@klc.org) or 1-800-876-4552.*

## **LEGISLATIVE FLASH >>>>>>**

### **City Officials Shadow KLC Lobbyists**



KLC recently established a legislative shadowing program to help city officials gain a better understanding of how the state legislature operates and interacts with city government. Several city officials have already shadowed KLC lobbyists this session and found the experience to be both eye-opening and educational.

"It was just exciting for me to be there, to see the process and to meet our representatives," said Claudia S. Meeks, administrative assistant to Paducah's city manager. "One of the things that surprised me was how accessible our representatives were and how warm and friendly everyone was. Even in the midst of the excitement of the day, they were willing to spend some time with



us, take pictures and answer questions."

"It was helpful to my job because now I have a better understanding of how the state government is run, and it gives me more insight as to how state government affects local government," said Teresa White, secretary for the City of Paducah.

You can still sign up to shadow until the session adjourns on April 15. As a part of the program, you will join a member of KLC's legislative team for a half day or full day of shadowing in Frankfort where you will:

- ♦ learn how the policies that impact your city are created in the legislature;
- ♦ attend legislative committee meetings;

- ♦ watch the full House or Senate in session;
- ♦ meet with and be recognized by your legislators; and
- ♦ observe how KLC works for you in Frankfort.

All KLC members are encouraged to participate. At the end of the legislative session, participants will be entered into a drawing to receive one of six complimentary registrations at the 2010 KLC Conference & Expo. Participants are eligible to receive up to six hours of elective POESI credit for participating in the legislative shadowing program. To sign up for shadowing please contact Tresa Short at 1-800-876-4552 or [tshort@klc.org](mailto:tshort@klc.org).

*(Photo left) Berea Associate Clerk Cheryl Chasteen spent some time with Senator Ed Worley (D-Richmond) on the Senate floor during her shadowing experience. (Photo right) KLC Director of Governmental Affairs J.D. Chaney (left), City of Paducah employees Teresa White and Claudia Meeks, and KLC Legislative Liaison Tony Goetz visit in the KLC Frankfort office.*

## **LEGISLATIVE FLASH >>>>>>**

### **Attorney General's Opinion Supports City Position on Open Meeting Exemptions**

The Attorney General's Office issued an opinion in January clarifying that the Hopkinsville City Council acted in accordance with statute when they took action following a closed session held to discuss legal matters at a December 15, 2009, council meeting. This is an important ruling for cities as it is the first opinion from the Attorney General's Office that reinforces the significance of the Open Meetings Act exemptions for city governments by addressing the legality of motions taken on final action following a closed session.

The opinion is in response to a complaint made by the *Hopkinsville New Era* alleging that a motion made during the Hopkinsville council meeting was vaguely worded to conceal city action and violated the Open Meetings Act.

Under KRS 61.815, there are certain procedural requirements that must be met when a city legislative body goes into closed session. One of these requirements is that final action cannot be taken in a closed session. After properly following statutory procedures to go into

closed session to discuss pending litigation, the city council returned to open session and made a carefully worded motion to take "appropriate legal action" related to matters discussed in closed session. The motion was made in this manner to protect the city's legal position related to initiating litigation against AT&T.

The Open Meetings Act exemptions are set forth in KRS 61.810. One of these exemptions allows a city to go into closed session to discuss proposed or pending litigation against or on behalf of the city. This exemption protects a city's ability to discuss initiation of litigation, develop legal strategy or authorize settlements without divulging the specific details that could jeopardize the city's legal position. If the Open Meetings Act required a motion taking final action to provide these details, it would put a city at a serious disadvantage.

The Attorney General agreed with the city's argument that the motion was made correctly, and noted that when "the purpose for which the exemption was

invoked, and the closed session conducted, would be defeated by a specifically worded motion that would disclose the agency's preparation, strategy and tactics."

While each motion taking final action after a closed session must be carefully worded to assure public business is not conducted in secret, this opinion confirms that cities have reasonable discretion in framing these motions to assure the purpose of the closed session and the public interest involved are protected.

The Kentucky League of Cities provided legal assistance to the City of Hopkinsville at no charge as a part of the KLC Legal Advocacy Program, which represents the collective legal interests of member cities throughout the Commonwealth.

If you have any questions regarding this ruling, Open Meetings Act exemptions or other legal issues, please contact KLC's legal department at 1-800-876-4552.

## [PHOTO GALLERY]

### CITY DAY AND CITY NIGHT

Photos from the February 3, 2010 Kentucky League of Cities annual day of city advocacy in Frankfort and an evening of networking with legislators, government leaders and city representatives.



1. Governor Steve Beshear issued a proclamation declaring February 3, 2010, as City Day. Bowling Green Mayor Elaine Walker accepted the honor from Governor Steve Beshear's Chief of Staff Adam Edelen.

2. Governor Steve Beshear's Chief of Staff Adam Edelen addressed members of KLC during brunch at the Governor's Mansion.

3. KLC members listen attentively at the House Committee on Local Government during City Day.

4. Senate President David Williams (R-Burkesville) meets with several KLC members at the City Night reception.

5. Several KLC members enjoy the City Night reception.

## >>>>>> [CONT. FROM COVER]

### Listening Sessions (cont.)

In addition, new policies are in place pertaining to procurement and the disposition of surplus property. The KLC Executive Board was clear that each and every finding in the auditor's report would be addressed. At this point, all of the recommendations have been met or are in the process of being addressed.

#### The Importance of Small Cities

Several members commented about the importance of getting beyond "the golden triangle" and doing more training and other types of events throughout the state. In addition, members asked for more opportunities to share information with each other, particularly small cities. Neil Hackworth and I wholeheartedly agree with these recommendations and are working on formats through which cities can exchange ideas.

#### KLC Executives and Staff

Members asked candid questions about KLC conflicts and compensation. At numerous sessions, Board members and staff commented on the depth of the KLC staff. The fact that the staff is highly experienced and well educated is why KLC services are good.

Some important points:

- ◆ KLC was using an outside compensation firm years before it was recommended by the state auditor. The firm set executive and staff salaries that were approved by the Board. However, ties have now been severed with the former firm and a new firm will be engaged to review all salaries and report to the Executive Board.
- ◆ The former executive director resigned effective December 31, 2009.

- ◆ After a request for proposals and interview process, The Mercer Group, Inc. of Santa Fe, New Mexico, was approved by the Executive Board and hired on March 4 to conduct the search for KLC's next executive director. The search process is expected to take 90-120 days.
- ◆ As employees of a not-for-profit association that primarily serves and assists government entities, KLC employees are eligible to participate in the County Employees Retirement System (CERS) under state law. Many non-government associations and nonprofits are eligible to take advantage of this option.
- ◆ Buying CERS service years was used as a retention tool for KLC executives. It was approved by the KLC Executive Board as well as the Kentucky Retirement Systems in 2002, but it will no longer be utilized at KLC.

#### Role of NewCities Institute

The KLC Executive Board will soon meet with the NewCities Board to evaluate how best to move forward. Wherever it goes, NewCities will be focused on the needs of KLC members if KLC funds it.

It's important for members to know that the Executive Board, which represents you, is fully engaged in all aspects of KLC. The KLC staff, as well as our various boards and task forces, has worked with the Department of Insurance as well as the legislature to ensure that the mission of KLC and its service to cities is our primary focus.

As I've said before, we cannot change what happened in the

past, but we can affect what happens in the future.

The KLC Executive Board and staff will be traveling throughout the state to talk about legislative issues, provide training and get input from you on programs and services. And, we plan to further enhance the way we communicate with you via our publications, online communications and our KLC and insurance websites.

KLCIS representatives and loss control staff will also continue to provide the outstanding level of service and the many unmatched benefits to insurance members that they have come to expect.

There has been a paradigm shift at KLC. We now operate under a different, far more open business model. In terms of your relationship with KLC, I hope you will reflect how much you pay in dues and what you get in return. In my city of Jackson, I could not do without the services of KLC and am grateful for their staff and programs.

When you talk to your constituents and employees, I hope that you tell them that KLC has and will continue to change in order to earn the trust of its members and the public at-large. We have posted several resources for you on [www.klc.org](http://www.klc.org) including talking points, recently adopted policies and procedures, and reports and responses to the state auditor.

Rest assured, the Board and I will continue to make necessary changes and be accountable to you. Thanks for your continued support of this association. In the end, we will all make each other stronger.

## >>>>>> [CONT. FROM COVER]

### Top 10 Employee Relation Action Items (cont.)

review of the city's discriminatory workplace harassment policy in their next department meeting. Reviewing the harassment policy periodically with employees reminds everyone of what behavior is not tolerated, shows that the city takes harassment issues seriously and can bolster the employer's defenses to most harassment claims. If your city would like KLC to review your harassment policy and implement harassment training in your city, please contact KLC's training department at 1-800-876-4552 to schedule a date.

5. Review the city's classification of employees as exempt from overtime under federal and

state wage and hour laws. Lawsuits and investigations based on improper classifications of employees continue to be a hot area of the law and can result in significant awards against employers. For a quick overview, go to the U.S. Department of Labor's Fairpay website at <http://www.dol.gov/elaws/flsa.htm>. If your classifications are not in compliance, fix them.

4. Make sure your employment law posters are up-to-date. Kentucky statutes and federal regulations enforced by agencies within the Department of Labor require that certain posters or notices be posted in a conspicuous area in the workplace. Posting

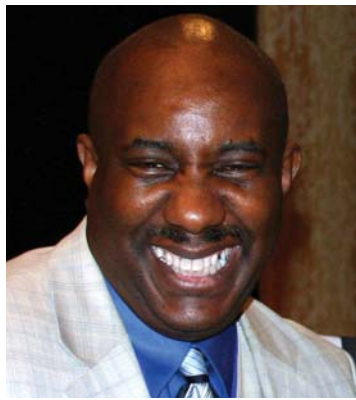
requirements vary by statute; that is, not all employers are covered by each of the department's statutes and thus may not be required to post a specific notice. For information on the required federal posters, go to the Department of Labor website at [www.dol.gov/elaws/posters.htm](http://www.dol.gov/elaws/posters.htm). Both the Kentucky Department of Labor and the Federal Department of Labor websites provide all required posters for free. Federal posters can be found at [www.dol.gov/osbp/sbrefa/poster/main.htm](http://www.dol.gov/osbp/sbrefa/poster/main.htm); state posters at [www.labor.ky.gov/ows/employmentstandards/posters/](http://www.labor.ky.gov/ows/employmentstandards/posters/); and the OSHA poster at

(continued page 4)

SEVEN QUESTIONS FOR >>>>>

**Stan Holmes, Radcliff City Council; President, Kentucky Black Caucus of Local Elected Officials (KBC-LEO)**

Stan Holmes is a member of the Radcliff City Council currently serving his second term. He is the CEO of MSC Venture, a defense contracting firm, and is also an author, educator, speaker, facilitator and minister. Holmes is a U.S. Army Veteran, having served in Kuwait during the Gulf War. He is also an advocate for youth and at-risk youth and founded two groups in Hardin County to address the needs of teens.



"Nothing is more important than being a child of God. Growing up in St. Louis, Missouri, I come from a long line of public servants. My mother was an educator and my father, a social worker," said Holmes.

Holmes holds degrees from McKendree University (BBA), Embry Riddle University (MBA) and Western Kentucky University (MAE). He and his wife, Pamela, have six children, ages 19-27, and two granddaughters.

His motto in life: **"One hundred percent of the shots you don't take don't go in. By all means take the shot."**

**SEVEN QUESTIONS**

- 1. What made you want to run for city council?** People often ask why I got into politics, and the answer is simple. Sooner or later when something affects you deeply enough, you have no choice but to get involved and try to make a difference.
- 2. What's been the greatest challenge for you?** One of the greatest challenges that I have faced as a city council member is getting people to stop saying that "we have always done it this way." I believe citizens elect the people they do because they

are ready for a change, but they just don't know how to make it happen. That's where we as elected officials come in - to help show them that good change has a place.

- 3. What would you tell someone who was interested in moving to Radcliff?** It's a great place to live and raise a family. But the main thing I want them to know is that Radcliff offers great job opportunities around the area, a family atmosphere, opportunities for educational advancement, true economic development and room to grow for you and your family.
- 4. Who inspires you?** I have always been inspired by those who put leadership and selfless service above self. But what inspires me the most are those that will come after us. That's why it's important to do what we can today. I admire people who pave the way and make everyday count like Dr. Martin Luther King, Jr., Winston Churchill, John Maxwell, Jimmy Carter, Nelson Mandela, Robert Jefferson (first president of KBC-LEO), Rep. Reggie Meeks and many more. They all inspire me because we stand on the shoulders

of many not just one.

- 5. Describe KBC-LEO's mission and why it's important?** Our primary mission is to develop, conduct and promote education, research and training programs designed to enhance the effectiveness of its members as they consider legislation and issues of public policy which impact, either directly or indirectly, upon "the general welfare" of African-American constituents. Our mission is important because Kentucky can never reach its greatest potential as long as diversity is not a part of its future.
- 6. As a city council member, what makes your day?** That at the end of the day I can say that I have put my best efforts toward serving those who elected me. Only a few things really matter. If we want our cities to flourish, we have choices: adapt to the new technology, strive to make the change or watch our cities continue to fall behind.
- 7. What do you see as the greatest potential for Kentucky cities?** That we are starting to see how valuable we can be together. I'm an optimist. I see cities across Kentucky collaborating while each maintains its own niche. People all over the world are beginning to realize that we are more than just the Kentucky Derby in May. I believe that Kentucky is more than a place; it's a destination for business, education, technology and more.

>>>>> (CONT. FROM PAGE 3)

**Top 10 Employee Relation Action Items (cont.)**

[www.labor.ky.gov/ows/osh/educationtraining/Publications.htm](http://www.labor.ky.gov/ows/osh/educationtraining/Publications.htm). The EEOC has also revised its "Equal Opportunity It's the Law" poster, which can be found at [www1.eeoc.gov/employers/poster.cfm](http://www1.eeoc.gov/employers/poster.cfm).

- 3. New I-9 and W-4 forms.** Are you using the newest forms for your new hires? All U.S. employers are required by law to verify the identity and employment eligibility of all employees, including U.S. citizens, hired to work in the United States by completing the Employment Eligibility Verification (I-9) form. The latest I-9 form can be found at <http://www.uscis.gov/files/form/i-9.pdf>. Another form that

should be filled out prior to starting employment is the W-4 form. It is also a good idea for employees to review withholding amounts on a regular basis to ensure the appropriate amount of tax is withheld. The new W-4 form can be found at [www.irs.gov/pub/irs-pdf/fw4.pdf?portlet=3](http://www.irs.gov/pub/irs-pdf/fw4.pdf?portlet=3).

- 2. Best hiring practices.** It is important to know how to legally hire the best employees for the job. Keep lawsuits out of the hiring process by knowing what you can do, what you can't do and the right questions to ask. Can you look at a prospective employee's Facebook page? Can you ask if

a job candidate smokes? Or has children? Review your practices to be sure you stay out of trouble. For more information on best practices, please contact the KLC legal department at 1-800-876-4552.

- 1. Review your city's ethics policy.** In addition to personnel policies, city officials should be aware of their city ethics policies. By law, each city is required to have an ethics ordinance. Contact KLC at 1-800-876-4552 for a review of your ethics ordinance and for training for city officials and employees.

[PHOTO GALLERY]

CITY DAY AND CITY NIGHT



6. Florence Mayor Diane Whalen and Representative Arnold Simpson (D-Covington). 7. KLC Executive Board member and Midway Mayor Tom Bozarth discussed city issues with Senator Damon Thayer (R-Georgetown) at the City Night reception. 8. KLC President and Jackson Mayor Mike Miller and KLC Executive Board member and Princeton Mayor Gale Cherry at the City Night reception. 9. Kentucky Chapter of American Public Works Association representative Wendell Wright, Jeffersontown Mayor Clay Foreman, Kentucky Fire Chiefs Association representative Jack Reckner and Representative Steve Riggs (D-Jeffersontown). 10. Representative Ancel Smith (D-Leburn) and several city officials at City Night. 11. Senator Robin Webb (D-Grayson) and attendees at the City Night reception.

▶ [LAW ABIDING]

**COMPENSATION CHANGES FOR ELECTED OFFICIALS**

**First Monday in May is the deadline to adjust compensation.**

Snow may still be falling, but the first Monday in May is closer than it seems. This is an important date for any city that is considering changing the compensation of its mayor and legislative body.

Compensation for elected officials must be set by the first Monday in May of the year the officer is elected. For example, if a city wished to change the compensation for the elected officials that will take office in 2011, they must amend the compensation ordinance by May 3 of this year. Once the compensation is set, it cannot be changed during the official's term of office, so it is important to consider the decision to raise or lower your elected officials' salaries very carefully.

However, this prohibition does not apply to the cost of living adjustment (COLA) determined annually by the Department for Local Government.

The Department for Local Government (DLG) recently issued the cost of living adjustment (COLA) to determine the increase in maximum mayor and legislative body member pay. Beginning July 1, 2010, the maximum yearly pay for mayors of the second through sixth classes and all legislative body members is \$65,232.30. The cost of living adjustment used to calculate that increase was 2.72 percent. Although many cities incorporate the COLA from DLG in their budgets, the state-approved COLA is not mandatory for cities.

Each city may choose to give the COLA as desired and as the city budget allows. In addition, some cities provide for an automatic COLA adjustment by including the requirement in the elected officials compensation ordinance.

The compensation limits discussed above do not apply to nonelected officers and city employees. The legislative body may adjust their salaries at any time, in accordance with the city's personnel and pay classification plan.

For a copy of the memorandum setting the maximum salaries for elected officials as well as the COLA, contact the Kentucky League of Cities legal department at 1-800-876-4552.

▶ [REGISTER NOW]

**REGISTER NOW FOR A CONTINUING LEGAL EDUCATION OPPORTUNITY FOR CITY ATTORNEYS ON OPEN RECORDS AND OPEN MEETINGS ISSUES**

Friday, April 23, 2010

9:00 a.m. to 1:00 p.m.

Crowne Plaza Hotel, Lexington, Kentucky

Application for approval of this activity for 4.0 credits is pending before the Kentucky Bar Association Continuing Legal Education Commission.

Per the overwhelming enthusiasm of city attorneys across the state, KLC will host another CLE opportunity for city attorneys in the spring. The topic will focus on open records requests and open meeting requirements, with the specific curriculum to be announced.

*For more information and to register, please visit [www.klc.org](http://www.klc.org) or contact the KLC legal department at 1-800-876-4552. Registration for the CLE is \$49.00 and includes a continental breakfast.*

▶ [NLC NEWS]

**ANNOUNCING THE 2010 AWARDS FOR MUNICIPAL EXCELLENCE!**

The National League of Cities (NLC) is pleased to launch a new year of the **2010 Awards for Municipal Excellence!** Since 1989, this prestigious award has honored outstanding programs across the country that improve the quality of life in America's communities.

Cities of all sizes are invited to submit a nomination for innovative programs that have improved the quality of life for its residents by forming successful and productive partnerships or collaborations, effectively managing resources, creating innovative government policies or implementing projects with tangible positive results.

Two winners will be selected in each of four population categories. The deadline for all submissions is May 5, 2010.

The eight winning programs will receive awards of either \$1,000 or \$2,000 and will have the honor of being publicly recognized for their outstanding achievements at a ceremony at NLC's Congress of Cities Conference and Exposition in Denver, Colorado, November 30 - December 4, 2010.

To learn more about how you can recognize an innovative program in your city and to obtain a copy of the 2010 nomination packet, please email [awards@nlc.org](mailto:awards@nlc.org) or visit the NLC website at [www.nlc.org](http://www.nlc.org).

\*\*\*\*\*

**Louisville Metro Councilmember Kevin Kramer** has been elected Chair of the National League of Cities Information Technology and Communications (ITC) Policy and Advocacy Committee.

▶ [CITY PEOPLE]

**CITY ATTORNEY COMPLETES 40 YEARS OF SERVICE**

KLC would like to recognize **Bobby H. Richardson**, the city attorney of Cave City for 40 years of outstanding service in municipal government. In addition to his public service as city attorney, Richardson was also a State Representative and served as Speaker of the House from 1982 - 1986.



"I've been involved with the city since 1970 and Bobby always prevails for the city," said Cave City Mayor Bob Hunt. "He is a great asset for Cave City. He has been there over the years to point us in the right direction and he can almost quote the city ordinances by heart."

Congratulations on 40 years of service!

**STAFF KUDOS**

KLC staffers **Andrea Shindlebower** (legal) and **Lana McCoy** (insurance services) are board members of the Lexington based nonprofit Step-by-Step, which provides compassionate assistance to underprivileged teen mothers and their children.

**Linda Shearer** (Underwriting) recently won two awards from the Bluegrass Association of Insurance Women including Professional Underwriter of the Year and Risk Management Professional of the Year. In addition, Linda received the Risk Management Professional of the Year award for Region IV. Region IV consists of Indiana, Kentucky, Michigan and Ohio. Now, as winner of Region IV, she will automatically qualify for this award at the national level which will be given during the NAIW National Conference June 9-12 in Arlington, Va.



**Is Your City on Facebook?**

Become a fan of KLC to connect with other Kentucky cities, view pictures and videos from events.

To start your own Facebook page or for questions about becoming friends with KLC on Facebook, please contact Carson Kerr at [ckerr@klc.org](mailto:ckerr@klc.org) or 1-800-876-4552.

▶ [CORNERSTONE PARTNERS]

**WELCOME NEW CORNERSTONE PARTNERS!**

**Alexander Thompson Arnold CPA**  
(Limestone Level)

Contact: **Hope Cooper** ([hcooper@atacpa.net](mailto:hcooper@atacpa.net))

227 Oil Well Road, Jackson, TN 38305

Ph 731-427-8511

[www.atacpa.net](http://www.atacpa.net)

## Kentucky League of Cities Insurance Services Joins “No Texting” Movement

Motor vehicle crashes are the number one cause of workplace death and the number one cause of death for people ages one to 35.

In addition to the potential for tragic consequences and the overall safety concerns, crashes are very costly to employers, averaging \$24,000 if the crash involves an injury.

Driver distraction is a significant contributor to crashes contributing to 80 percent of crashes and close to 65 percent of near-crashes. The number one cause of driver distraction is cell phones.

The statistics are alarming but are they surprising? For these reasons and many others, the Kentucky League of Cities Insurance Services (KLCIS) is being proactive in the movement to stop texting while driving. Many city employees have jobs that require them to be behind the wheel most of the day, and with the many

distractions that come with driving, texting should not be one of them.

A distracted driving class was conducted at the recent KLCIS Annual Safety Conference, Kentucky Municipal Environmental Safety and Health Association (KMESHA). This class will pinpoint the many distractions that occur while driving that can lead to accidents.

KLCIS has developed a no texting while driving sticker. This sticker will be distributed to attendees at the KMESHA conference and city employees over the upcoming months. This sticker is the size of an oil change sticker and was designed with the same purpose in mind - to be a reminder. KLCIS feels that placing this non-obstructive sticker in the top corner of the windshield can be a daily reminder for city employees not to text while driving.



It's the law! Don't be distracted while driving!

The U.S. Department of Transportation recently announced federal guidance to expressly prohibit texting by drivers of commercial vehicles such as large trucks and buses. This applies to all vehicles requiring a CDL that are used by city employees. CDL drivers who text while driving commercial vehicles (trucks and buses) may be subject to civil or criminal penalties of up to \$2,750.

If you would like to receive no texting while driving stickers for your CDL vehicles, please contact Callie Dezarn at [cdezarn@klc.org](mailto:cdezarn@klc.org) or call 1-800-876-4552. Stickers will be given to cities or municipal organizations based on the number of CDL vehicles they insure with KLCIS.

Help KLCIS make roads safer for all Kentucky citizens and don't text while driving.

*\*Statistics provided by the National Highway Traffic Safety Administration (NHTSA).*

## CITY BEAUTIFUL >>>>>

### City of Florence Gets the Skinny on Slimming Down

Florence is now more than 300 pounds lighter. In January the city partnered with a local hospital, St. Elizabeth's, to start a weight loss program. After the first seven weeks of the "City on a Diet" program, the 41 participants had lost 300 pounds or an average of 7.3 pounds each. With the success, the city has decided to continue the "City on a Diet" program, which is open to anyone who lives or works within the city limits of Florence at no cost.

Florence Mayor Diane E. Whalen said the "Diet" is a great incentive to get employees and citizens moving and has received positive media coverage in local publications and television. The media helps promote the program and the city uses its website and word of mouth to market it.

St. Elizabeth joined the effort and provides speakers at the weekly weigh-ins on topics like exercise do's and don't's, grocery shopping, breaking bad habits, dining out, facts about sugars and carbs, and fad diets.

Participants can attend morning or evening sessions before or after work. Saturday morning group walks are also scheduled at the Florence Mall, which are great opportunities for city employees and citizens to exercise, fellowship and have fun.

Hospital officials said the goal is to help participants learn more about healthy eating, healthy exercise and long-term good habits.

Given the program's success, it has been extended for three months including weigh-ins and meetings.

City Finance Officer Linda Chapman said the program would be easy for other cities to replicate. "I would be happy to share what we did with other cities," said Chapman.

"All it basically took was some organization, some help from our local hospital and a lot of willpower from the participants."

For more information on the program contact Linda Chapman at 859-647-5413.



**EDITORIAL STAFF**  
 Senior Marketing & Communications Manager/Editor, Terri Johnson; Design/Layout, Myrissa C. Hayes; Director of Member Services, Robin Cooper

**KLC Direct** is published monthly by the Kentucky League of Cities (KLC). KLC is a voluntary association of nearly 400 cities and provides a multitude of services to assist in improving local government. Please address any correspondence to KLC Direct, Kentucky League of Cities, 100 East Vine Street, Suite 800, Lexington, KY 40503-3700. Phone: (859) 977-3700 or 1-800-876-4552. Fax: (859) 977-3703. [www.klcc.org](http://www.klcc.org)

**KLC Direct OFFICERS**  
 Michael D. Miller, Mayor of Jackson, President; Elaine Walker, Mayor of Bowling Green, First Vice President; William Paxton, Mayor of Paducah, Second Vice President; Connie Lawson, Mayor of Richmond, Immediate Past President

**EXECUTIVE BOARD**  
 Jerry Abramson, Mayor, Louisville/Jefferson County Metro Government; Susan Barbo, Mayor, City of London; Tom Bozarth, Mayor, City of Morehead; Ed Burner, Mayor, City of Winchester; Arthur Byn, Mayor, City of Morehead; Bill Ed Cannon, City Manager, City of Cadiz; Roddy Harrison, Mayor, City of Williamsburg; Anthony Massey, City Manager, City of Frankfort; Jim Newberry, Mayor, Lexington-Fayette Urban County Government; Mary Pate, Mayor, City of Banner Dam; Darrell Pickett, Mayor, City of Glasgow; Diane Whalen, Mayor, City of Florence

Printed on Recycled Paper

**KLC Direct**  
A Kentucky League of Cities Publication

Kentucky League of Cities  
 859.977.3700 • 1.800.876.4552 • Fax: 859.977.3703 • [www.klcc.org](http://www.klcc.org)

Any comments or article suggestions should be forwarded to:  
 KLC Direct is a monthly publication of the Kentucky League of Cities.

PAID  
U.S. POSTAGE  
PRSR STD

PERMIT #879  
LOUISVILLE, KY

## 2010 Kentucky Law Enforcement Firearms Championship and POPS Requirement

The Kentucky League of Cities Insurance Services (KLCIS) is pleased to assist the Kentucky Peace Officers' Association, Inc. (KPOA) with its 2010 Kentucky Law Enforcement Firearms Championship Series. This event will include 10 regional shoot-offs and will culminate with the State Championship event.

The competition is open to all sworn active and retired law enforcement officers in the state of Kentucky who meet the POPS required yearly qualifications. KPOA will have a certified firearms instructor on-site to ensure the accuracy of the qualifications as well as the safety of all participants on the range.

Everyone who participates in a regional competition will be eligible to compete in the State Championship whether or not they place in the regional competition. Awards for the State Champions will be presented during the KPOA 75th Annual Conference Banquet.

In an effort to further the education and professionalism of law enforcement in the Commonwealth, the Kentucky Peace Officers' Association, with the assistance of the Kentucky League of Cities and Kentucky Association of Counties, has sought and passed legislation that will allow the participants in the KPOA Firearms Series regional events to obtain their

yearly firearms qualification per the Kentucky Peace Officers' Professional Standards (POPS).

Participating law enforcement professionals that meet the POPS yearly firearms qualification not only increase their safety and proficiency with the firearms they carry, but also decrease personal and professional liability should they be involved in a deadly force encounter in the community they serve.

Paul Stewart, KPOA president, said, "We have tried to create an environment that provides a means to meet professional requirements while networking, competing and building new partnerships within the law enforcement community."

Registration at each regional and championship competition will be from 8:00 to 11:00 a.m. local time.

All participants who are not KPOA members will receive a one-year membership with their \$25 registration fee. Competition rules, registration forms and further information is available on our website at <http://www.kpoa.info/>.

*For more information, contact KPOA President Paul Stewart at [webmaster@kpoa.info](mailto:webmaster@kpoa.info) or KLC Law Enforcement Specialist Tony Hampton at [thampton@klc.org](mailto:thampton@klc.org) or 1-800-876-4552.*



| REGIONAL COMPETITIONS |  |
|-----------------------|--|
| Date                  | Host Agency  |
| May 8                 | Louisville Metro Police Department                         |
| May 15                | Cincinnati/Northern Ky. Airport Police Department          |
| May 28                | Bowling Green Police Department                            |
| June 5                | Middlesboro Police Department                              |
| June 12               | Ashland Police Department                                  |
| July 3                | Department of Criminal Justice Training (Boonesboro Range) |
| July 10               | Hardin County Sheriff's Office                             |
| July 19               | Lexington Police Department                                |
| July 26               | Paducah Police Department                                  |
| T.B.A.                | State Championship Event                                   |

# KMESHA2010 CAPITALIZE ON SAFETY

The Kentucky Municipal Environmental Safety and Health Association (KMESHA) Annual Safety Conference was held this year in Frankfort, Ky., March 9-12. The conference was full of new classes that provided the most up to date safety information relating to city and public works employees. A preconference was held on Tuesday and provided city employees and safety professionals the opportunity to take a 10 hour OSHA General Industry Certification class. All that participated received this certification at a highly discounted rate.

This year's conference featured Bill Matney from How to Talk Dog. This general session provided insight for city employees when it comes to dealing with an aggressive dog. The conference took two field

trips - one to Buffalo Trace Distillery and a select group traveled to Bullard. Buffalo Trace Distillery gave attendees a behind the scenes look into the bourbon making process. The safety director for Buffalo Trace, Curt Dillon, gave a presentation before the tour that illustrated the distillery's safety program and the steps they take to prevent losses. A second group traveled to Bullard in Cynthiana, Ky., to tour the factory which is an international producer and distributor of safety equipment and fire helmets.

With 200 city employees in attendance, this year's safety conference proved to be the best yet. Thank you to all who participated and helped to make KMESHA Capitalize on Safety a success!

## KMESHA CANDIDS

