



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Agenda Finance & Administration Council Committee

Tuesday, November 25, 2025

4:00 PM

Municipal Center, 300 S. Church

1. CALL TO ORDER

2. ROLL CALL (ELECTRONIC ATTENDANCE) CONFIRMED BY CITY CLERK APRIL LEGGETT

3. APPROVAL OF MINUTES

[MIN-25:100](#) Minutes for the Finance Committee meeting on Tuesday, November 13, 2025.

Attachments: [Minutes](#)

4. NEW BUSINESS

RESOLUTIONS TO BE INTRODUCED

[RES-25:164](#) A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO APPROVE THE ADOPTION AGREEMENT AND AMENDMENT ONE FOR THE CITY OF JONESBORO, ARKANSAS NON-UNIFORMED EMPLOYEES 457 (b) RETIREMENT SAVINGS PLAN AND TRUST

Sponsors: Finance

Attachments: [01 - 311COJ 457\(b\) Amendment One_Final.pdf](#)
[02 - 311COJ 457\(b\) Adopting Resolution_Final.pdf](#)
[03 - 311COJ 457\(b\) SMM_Final.pdf](#)

[RES-25:166](#) A RESOLUTION REQUESTING FREE UTILITY SERVICES FROM CITY WATER AND LIGHT FOR TRAFFIC SIGNALS

Sponsors: Engineering

5. PENDING ITEMS

6. OTHER BUSINESS

7. PUBLIC COMMENTS

8. ADJOURNMENT



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: MIN-25:100

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Finance & Administration Council Committee

File Type: Minutes

Minutes for the Finance Committee meeting on Tuesday, November 13, 2025.



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Finance & Administration Council Committee

Thursday, November 13, 2025

4:00 PM

Municipal Center, 300 S. Church

NOTE: RESCHEDULED FROM TUESDAY TO THURSDAY DUE TO HOLIDAY

1. CALL TO ORDER

2. ROLL CALL (ELECTRONIC ATTENDANCE) CONFIRMED BY CITY CLERK APRIL LEGGETT

Present 7 - Joe Hafner; Charles Coleman; Ann Williams; John Street; David McClain; Brian Emison and Anthony Coleman

3. APPROVAL OF MINUTES

[MIN-25:095](#)

Minutes for the Finance Committee meeting on Tuesday, October 28, 2025.

Attachments: [Minutes](#)

A motion was made by Brian Emison, seconded by John Street, that this matter be Passed. The motion PASSED with the following vote.

Aye: 4 - Charles Coleman; Ann Williams; John Street and Brian Emison

Absent: 2 - David McClain and Anthony Coleman

4. NEW BUSINESS

RESOLUTIONS TO BE INTRODUCED

[RES-25:162](#)

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS TO ENTER INTO AN AGREEMENT WITH BAILEY CONTRACTORS, INC. TO PROVIDE CONSTRUCTION MANAGEMENT SERVICES FOR THE 911 AND REAL TIME CRIME CENTER PROJECT

Sponsors: Engineering

Attachments: [911 & RTCC Agreement - Bailey.pdf](#)

A motion was made by John Street, seconded by Brian Emison, that this matter be Recommended to Council. The motion PASSED with the following vote.

Aye: 4 - Charles Coleman; Ann Williams; John Street and Brian Emison

Absent: 2 - David McClain and Anthony Coleman

[RES-25:163](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, FOR THE CITY OF JONESBORO TO ENTER INTO AN AGREEMENT WITH THE NORTHEAST ARKANSAS INDUSTRIAL DEVELOPMENT COMMISSION (NAIDC) FOR FUNDING OF ECONOMIC DEVELOPMENT SERVICES

Sponsors: Mayor's Office

Attachments: [Contract City-NAIDC 2025-26 unsigned \(002\).pdf](#)
[NAIDC QTR 1 2025.pdf](#)
[NAIDC QTR 2 2025.pdf](#)
[NAIDC Report 3rd Quarter 2024.pdf](#)
[NAIDC Annual Report 2024.pdf](#)

Chairman Joe Hafner said, Madam Clerk, can you let the record reflect that Councilmember Dr. Anthony Coleman is in attendance now. He arrived at 4:03 p.m. City Clerk April Leggett said, yes.

A motion was made by John Street, seconded by Brian Emison, that this matter be Recommended to Council. The motion PASSED with the following vote.

Aye: 4 - Charles Coleman; Ann Williams; John Street and Brian Emison

Absent: 2 - David McClain and Anthony Coleman

5. PENDING ITEMS

6. OTHER BUSINESS

[RES-25:165](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS REQUESTING CITY WATER AND LIGHT (CWL) TO PROVIDE CONTRIBUTION COMMITMENTS TOWARD THE PURCHASE OF TWO NEW FIRE TRUCKS FOR THE JONESBORO FIRE DEPARTMENT

Sponsors: Mayor's Office and Fire Department

Chairman Joe Hafner said, before we do the JETS update, I would like to ask that we waive the rules and walk-on RES-25:165. Councilmember Dr. Charles Coleman motioned, seconded by Councilmember Ann Williams, to suspend the rules and walk-on RES-25:165. All voted aye.

Chairman Joe Hafner said, just for clarifications, we're talking about a total of two different trucks. The aerial truck and the pumper truck. Which truck was the \$625,000 that was appropriated? Chief Administrative Officer Brian Richardson approached the podium and said, so the FY25 budget allocated a plan of \$2,400,000 that was spread across a two-year time frame for a ladder apparatus truck, and chief and the fire administration did a lot of digging around and basically found another supplier that could supply two of these trucks for that original estimated cost for the one aerial apparatus. So, I'll let Chief Hamrick give some details.

Fire Department Chief Marty Hamrick approached the podium and said, so originally, we were looking to replace the 2005 platform that we had due to its age. It's coming on

about 25 years old, 20 plus years old. It's time to replace that unit. We've spent over \$100,000 over the last year keeping that thing running, so it's just time. It's time to get rid of it. Originally, we were going to stay with Pierce, who we have purchased our trucks from for the last 20 years. The way the market is now, Pierce has got a lot of proprietary parts, and they think, well, they charge an exuberant amount of money for what they provide. It was going to be a four-year build time if we went with them for the single truck at a cost of \$2,500,000. So, as time went on, we decided it was time to start looking and see what else is out there. We found these other companies that were able to produce the trucks within 20 months and be able to get us a ladder that we need and a pumper to keep us on schedule moving forward for the same amount of money as the original. It's a much better product, I think, because of the parts' availability and some things that go in with that. So, we're going to be ahead in the long run versus staying with a Pierce product. Any other questions I can answer for you. Councilmember Dr. Anthony Coleman said, I do, so help me. You said that the trucks themselves is a better quality than the one that you would get. Chief Marty Hamrick said, they're going to be the same. As far as quality I misspoke on that a little bit. Councilmember Dr. Anthony Coleman said, ok. Chief Marty Hamrick said, what's better about it is the parts availability. Right now, what we're into with Pierce manufacturing is anything on those trucks that we have to replace, something that's as simple as a fan belt, I can't go to NAPA and buy a generic fan belt. It has to be a Pierce part to go back on a Cummins engine. With Rosenbauer, what they're doing with it is pretty much they give you all the parts on a jump drive and I can go to NAPA, and I can buy those common parts that we need. And that's the problem with Pierce right now, we can't do that. We're stuck going with them for a much more expensive product.

Councilmember Dr. Anthony Coleman said, is that typical for trucks to go 20, 25 years? Chief Marty Hamrick said, on a ladder truck, we look at, you know, it's a combination of mileage that you put on, engine hours, the depreciation part. NFPA 1910 actually dictates that any truck 25 years or older, we should remove from service. They want you to have nothing on the front line older than 10 years. After it's 10 years old, you can move it into reserve status. And with City Water and Light's help we've been on that schedule for quite a while now. So, it's worked out but it's just time to get this one replaced and up to speed with a new one.

Councilmember Dr. Anthony Coleman said, great. So, and then, I don't know if this is a Brian question, but the \$1,200,000 coming from CWL and then the other, was it \$1,200,000, \$1,300,000 coming from reserves or depreciation funds from 2024, 2025? And then is that \$600,000 from both? So that's another \$1,200,000 from both. Is that what I heard? Yeah, so \$625,000, yeah \$1,500,000. Ok. That makes sense. I got it.

Councilmember John Street asked to be recused from RES-25:165 due to his position on the CWL Board.

A motion was made by Brian Emison, seconded by Ann Williams, that this matter be Recommended to Council . The motion PASSED with the following vote:

Aye: 4 - Charles Coleman;Ann Williams;Brian Emison and Anthony Coleman

Absent: 1 - David McClain

Abstain: 1 - John Street

[COM-25:049](#)

JETS UPDATE FROM JETS DIRECTOR LEE WELLS

Sponsors: JETS

Chairman Joe Hafner said, now we'll move on to the next item on the agenda, which is a update regarding JETS from Director Lee Wells.

JETS Department Director Lee Wells approached the podium and said, good evening. So, I just put together some brief information to try to give you all an update. I did have some slides put together here. I can get any of this information as well for you if you'd like to get that. Some of the things we have going on is we have just now recently started the process of our Streets Program. That's the software that we had gotten. One of the benefits of that is some much more detailed accountability of our ridership, which is something I have put on the slide here that shows you where our ridership has been. So, since we started this process, which was about the second week of October and through now not including today, we've had just over 3,700 riders. And you can see a number of those riders have actually been the A-State riders. But this breakdown is something we will see a lot more information from in the future on not only what type of rider we have, but also where these riders are riding. So, we'll be able to get a lot better data moving forward on this. I do want to point out that these numbers are probably skewed a little bit on the lower side because we're still in the process of making this live. We have not gotten all the bugs worked out. We do have a vehicle every once in awhile that may not be reporting correctly. You know things like that, but we are gathering as much of this data as we can. I also put this together in a little easier to read pie chart here. I say I, my team and I, we put this together. But you can see here, and again with this you can see that there is a large number of free ridership, that also is skewed a little bit because of this new system. Not all of those are actually free. It's just a misrepresentation through the system of gathering that data that we're trying to get all worked out. We do have some pass riders that are using that, but also I believe when the system picks up a transfer where they're going from one bus to another bus, that registers it as a free ride. So, we're trying to get all of those kinds of kinks and bugs worked out that we're working through.

I'm not sure if we have audio, but I do have a quick video of something else that I wanted to show on our buses. So, this is a picture of one of our buses, and if you'll look right above the front glass windows there's a little black box up there. That is an on-board passenger reader board that is going to announce both visually and audibly to the passengers what the next stop is. So, they will know before they get there where they're going. So, they'll know when they need to say, hey I need this stop or whatever. So, these are some cool features that are going to be coming. Let me see if we can get... *video plays

So, this is just one of the newer features that we have been able to implement into our vehicles. We do have this actively going right now in all of our buses. And something else with this, is this reader board this system is very similar to what we'll be able to see in our shelters once we get that shelter project done. There will be a very similar board that is in there that will tell the riders when they're waiting on the bus, what bus is coming next and when it will arrive. Councilmember Dr. Charles Coleman said, are you going to put that in a cage so no one can pull it out? Director Lee Wells said, 100%, yes sir.

And I believe we just have a slideshow here of some various pictures for me to talk over. But, you know, we're really excited about some of the opportunities that we have with these upgrades that we're making. The data collection is going to be a huge benefit for the entire city and for our department, because we're going to be able to gather this information in a more specific way to tell where our passengers are riding;

what areas are going to be more active in our ridership. We can then identify areas that we need to work on improvement on; areas that maybe we're not getting to right away. We can look at increasing our service in certain areas. All of these things will help us for future planning. You can also see with these that we do have some new technology that's coming on to the system. One other thing I will like to highlight, with this new software, it is much more hands-off for the driver. Now, our drivers never had to mess with anything while they were driving, but now the only time they ever have to touch anything other than the steering wheel is whenever someone loads in and loads off. And we are working on some other upgrades in the future that will allow that to register automatically when they get on by just swiping or whatever. So, that's just more future progress that we're working towards.

Not sure why my slides aren't playing, so we'll get to look at this real, oh, there they go. We're always actively involved in the community. We try to get out as much as we can to educate the community on who we are and what we have to offer. Public transportation is here for the public, so we want to increase that. We want to let everyone know about what that is, and with that, we're really happy to say that we've increased our Paratransit ridership. We have almost 250 active riders now. We have went through all of our ridership, and we have recently recertified a lot of the clients that were still in the system that maybe had been carried over. And then also added new riders, and then also cleared out any ridership that was in our system that maybe are no longer using the service. So, we're getting, again, much better data for what we're able to present to anyone whenever they ask questions. We're also coming up on our anniversary in case anyone has forgotten. 2006, I believe, is whenever our service started, so that means next year will be a great time for JETS. And hopefully, we will be able to continue to add these enhancements, add new technology to everything that we're doing, and possibly even refresh who we are and get out some new information on what we're going to be in the future.

Councilmember Dr. Anthony Coleman said, I do have a question Mr. Chairman. So, I'd also like to see, and I know I saw the numbers on the October versus November, and I know a lot of the skewed with ASU and Halloween and all that kind of stuff, but I know we went into that agreement with A-State, and I'd like to see as you're moving forward before you get, because I know you have to report to A-State, I'd like to know some information as you move forward before you have to turn it in to A-State. Just kind of see what's happening and if it's working and improving or whatever. Director Lee Wells said, absolutely. Yeah, we'll continue to gather this data as we continue to get better with this and get everything fully functional where there's no more kinks and bugs and everything. We'll have much, much better data that we can then bring to the table, bring to you guys and then also take to A-State as well. Not, as I said, not just total numbers but also more specific as far as not only how many riders are A-State students, faculty and staff, but also how many are getting on on campus, how many are getting on off campus, how many are using it for school, how many are using it for their personal day to day. As we continue to go, we'll be able to get more and more data like that.

Councilmember Dr. Anthony Coleman said, follow-up, I'm sorry. Follow-up, I know Mrs. Williams always asks about this as far as payment. Ask about payment coming here versus having at other places or other locations, number one. And you may not be able to answer that today, but that. But then you mentioned shelters, so I'm always going to ask about that. Where are we on the shelters and where are we on the payments for these bus riders? And the convenience of the payments instead of having to come all the way here to make those payments. Director Lee Wells said, so as far as the payments, we are currently in the process of working towards a solid

solution that will not only give an easier time for the consumer to purchase tickets, but also to just walk on and pay for a bus ride. We're just in the early stages of that yet that I can't give a definitive time frame on when that will be finalized. Hopefully, we can get that sooner as opposed to later. It's just there's a lot of things to work out with that. And then, as far as the shelter project. We are currently under contract with a contractor that is working towards this, and they are working on building all of the shelters and then they will send those shelters to us. Once we receive those shelters, it should be a fairly quick process of actually getting them installed at the site. And then all of the other pieces like the technology and things like that can, it'll all move really quickly once that happens. I think we're looking at an estimate of early December for delivery of the physical shelters to be in place. So hopefully by the end of the year, weather permitting, we'll have all those shelters in place and be able to start the new year off strong with that. I hope that answers your question.

Councilmember Dr. Charles Coleman said, I have a question. I guess I'm always wanting to ask the odd questions and the question being, when you speak from the payment standpoint, how much security are we having on those rides, or is there any security at all? Director Lee Wells said, are you asking how much security we have on the bus itself? Councilmember Dr. Charles Coleman said, well, you know if they're paying money to do the ride, do we have videos enough for security? Director Lee Wells said, we have video in every vehicle that's regardless of if it is a revenue vehicle. There is video that is not only live, recorded, it's accessible by myself and my team, but it's also accessible by Jonesboro Police Department. Councilmember Dr. Charles Coleman said, I think some people forget this is Jonesboro USA and we're still in the hood. Ok. Director Lee Wells said, we do have at least three cameras, I believe, on every vehicle. So, you have a lot of high quality; high resolution video in those vehicles of what's going on. But also, the physical money itself, it goes into a lock box that then drops into another lock box that is inside of another lock box. It would be a big challenge for anyone to be able to access that easily, and that in of itself is one of the biggest deterrents. Councilmember Dr. Charles Coleman said, and I appreciate you saying that, and this is not really a joke, that needs to be known. Director Lee Wells said, 100%, and that is one of the reasons why we have the system of payment that we have, is we don't have a way to do change because that's not a safe viable option for the drivers. And that's why we're looking at alternative options for fair collections to be able to give a variety of means to do that. That's why we offer the pass sell option here at the Collections Office at City Hall, or even contacting our office if there's some help that we need to do. Because we can sell you those in advance and that way you're just having a card basically to account for your trip instead of actual money. We unfortunately don't have anything that we can take other than cash on the bus and we cannot offer change on the buses. But we... Councilmember Dr. Charles Coleman said, excuse me for cutting you off, but believe it or not a lot of council persons didn't know that, and a lot of community didn't know that. And since we're talking publicly people need to know that at the same time because we are going to a digital age, but at the same time people have moved into Jonesboro and don't know that, and so when they find it out, I just I guess I look more as, not from a joke standpoint, from a security standpoint for the bus drivers themselves. Director Lee Wells said, yes. And not just the drivers, but also the passengers. You know, it's good to know as a passenger to know that you don't have to worry about anything like that going on on the bus. And you know, it's a great point that you mentioned and I'm glad that we have meetings like this and conversations, and questions like that are brought up. Because on the day-to-day basis I don't think about some of those things. I see it every day, so I may not think of the simple things of how important they are to be given to the public. So, I do appreciate you bringing that up.

Read

7. PUBLIC COMMENTS

8. ADJOURNMENT

A motion was made by Brian Emison that this meeting be Adjourned. The motion **PASSED** with the following vote.

Aye: 5 - Charles Coleman; Ann Williams; John Street; Brian Emison and Anthony Coleman

Absent: 1 - David McClain



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: RES-25:164

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Finance & Administration Council Committee

File Type: Resolution

A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO APPROVE THE ADOPTION AGREEMENT AND AMENDMENT ONE FOR THE CITY OF JONESBORO, ARKANSAS NON-UNIFORMED EMPLOYEES 457 (b) RETIREMENT SAVINGS PLAN AND TRUST

WHEREAS, the City of Jonesboro, Arkansas, a municipality of the State of Arkansas, (the “Employer”) has previously established the City of Jonesboro, Arkansas, Non-Uniformed Employees 457(b) Retirement Savings Plan and Trust (the “Plan”); and

WHEREAS, Section 11.01 of the Plan allows the City, through appropriate action of the City Council, to amend the Plan at any time and from time to time; and

WHEREAS, the Employer desires to approve the Adoption Agreement amending the Plan eligibility rules to provide that uniformed police, fire department personnel and elected officials of the City of Jonesboro are no longer Excluded Employees; and

WHEREAS, the Adoption Agreement amends changing the name of the Plan to the City of Jonesboro 457(b) Plan; and

WHEREAS, this Amendment is effective on January 1, 2026.

WHEREAS, this Amendment provides that these excluded employees are now eligible to make pre-tax elective deferrals to the Plan without city matching contributions; and

WHEREAS, this Adoption Agreement does not amend or change the City of Jonesboro Non-Uniformed Employees 401(a) Defined Contribution Plan.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS THAT:

Section 1: The City Council hereby approves and adopts the Adoption Agreement amending the Plan eligibility rules.

Section 2: The Mayor and City Clerk are hereby authorized to execute the Adopting Resolution and

Amendment One and are authorized and directed to execute, file, record and deliver such documents and instruments and to take such other action as is necessary in order to implement and otherwise carry out the intent of this resolution.

**AMENDMENT ONE
TO THE
CITY OF JONESBORO, ARKANSAS NON-UNIFORMED EMPLOYEES
457(B) RETIREMENT SAVINGS PLAN AND TRUST
(as amended and restated effective September 24, 2024)**

The Adoption Agreement is hereby amended, effective January 1, 2026, to change the name of the Plan to the City of Jonesboro 457(b) Plan.

The Adoption Agreement is hereby further amended, effective January 1, 2026, to provide that uniformed police, fire department personnel, and elected officials of the City of Jonesboro, Arkansas are no longer Excluded Employees.

This Amendment is detailed on the attached pages 1(amended) and 2(amended) and is effective on January 1, 2026.

**ADOPTION AGREEMENT FOR
ELIGIBLE GOVERNMENTAL 457 PLAN**

The undersigned Employer, by executing this Adoption Agreement, establishes an Eligible 457 Plan ("Plan"). The Employer, subject to the Employer's Adoption Agreement elections, adopts fully the Plan provisions. This Adoption Agreement, the basic plan document and any attached Appendices, amendments, or agreements permitted or referenced therein, constitute the Employer's entire plan document. *All "Election" references within this Adoption Agreement or the basic plan document are Adoption Agreement Elections. All "Article" or "Section" references are basic plan document references. Numbers in parentheses which follow election numbers are basic plan document references.* Where an Adoption Agreement election calls for the Employer to supply text, the Employer may lengthen any space or line, or create additional tiers. When Employer-supplied text uses terms substantially similar to existing printed options, all clarifications and caveats applicable to the printed options apply to the Employer-supplied text unless the context requires otherwise. The Employer makes the following elections granted under the corresponding provisions of the basic plan document.

1. **EMPLOYER (1.11).**

Name: City of Jonesboro, Arkansas

Address: 300 S Church Street
Street

Jonesboro Arkansas 72401
City State Zip

Telephone: (870) 932-0820

Taxpayer Identification Number (TIN): 71-6013749

2. **PLAN NAME.**

Name: City of Jonesboro 457(b) Plan

3. **PLAN YEAR (1.25).** Plan Year means the 12 consecutive month period (except for a short Plan Year) ending every (Choose one of a. or b. and choose c. if applicable): [Note: Complete any applicable blanks under Election c. with a specific date, e.g., "June 30" OR "the last day of February" OR "the first Tuesday in January." In the case of a Short Plan Year or a Short Limitation Year, include the year, e.g., "May 1, 2013."]

a. ☒ **December 31.**

b. ☐ **Plan Year:** ending: _____.

c. ☐ **Short Plan Year:** commencing: _____ and ending: _____.

4. **EFFECTIVE DATE (1.08).** The Employer's adoption of the Plan is a (Choose one of a. or b. Complete c. if new plan OR complete c. and d. if an amendment and restatement. Choose e. if applicable):

a. ☐ **New Plan.**

b. ☒ **Restated Plan.** The Plan is a substitution and amendment of an existing 457 plan.

Initial Effective Date of Plan

c. ☒ January 1, 2012 (enter month day, year; hereinafter called the "Effective Date" unless 4d is entered below)

Restatement Effective Date (If this is an amendment and restatement, enter effective date of the restatement.)

d. ☒ September 24, 2024 (enter month day, year)

Special Effective Dates: (optional)

e. ☐ **Describe:** _____.

5. **CONTRIBUTION TYPES.** (If this is a frozen Plan (i.e., all contributions have ceased), choose a. only):

Frozen Plan

a. ☐ **Contributions cease.** All Contributions have ceased or will cease (Plan is frozen).

1. **Effective date of freeze:** _____ [Note: Effective date is optional unless this is the amendment or restatement to freeze the Plan.]

Contributions. The Employer and/or Participants, in accordance with the Plan terms, make the following Contribution Types to the Plan (Choose one or more of b. through d. if applicable):

- b. ☒ **Pre-Tax Elective Deferrals.** The dollar or percentage amount by which each Participant has elected to reduce his/her Compensation, as provided in the Participant's Salary Reduction Agreement (Choose one or more as applicable):

And will Matching Contributions be made with respect to Elective Deferrals?

1. ☐ **Yes.** See Question 16.

2. ☒ **No.**

And will **Roth Elective Deferrals** be made?

3. ☒ **Yes.** [Note: The Employer may not limit Deferrals to Roth Deferrals only.]

4. ☐ **No.**

- c. ☐ **Nonelective Contributions.** See Question 17.

- d. ☒ **Rollover Contributions.** See Question 30.

6. **EXCLUDED EMPLOYEES (1.10).** The following Employees are Excluded Employees and are not eligible to participate in the Plan (Choose one of a. or b.):

- a. ☐ **No exclusions.** All Employees are eligible to participate.

- b. ☒ **Exclusions.** The following Employees are Excluded Employees (Choose one or more of 1. through 4.):

1. ☒ **Part-time Employees.** The Plan defines part-time Employees as Employees who normally work less than 40 hours per week.

2. ☐ **Hourly-paid Employees.**

3. ☒ **Leased Employees.** The Plan excludes Leased Employees.

4. ☒ **Specify:** Employees subject to a collective bargaining agreement, seasonal employees i.e., based on the classification in the Employer's payroll system, Employees who work in a position that is meant to be for a limited time or duration, or Employees whose services are limited to a specific/ seasonal project or job.

7. **INDEPENDENT CONTRACTOR (1.16).** The Plan (Choose one of a., b. or c.):

- a. ☐ **Participate.** Permits Independent Contractors to participate in the Plan.

- b. ☒ **Not Participate.** Does not permit Independent Contractors to participate in the Plan.

- c. ☐ **Specified Independent Contractors.** Permits the following specified Independent Contractors to participate:

—

[Note: If the Employer elects to permit any or all Independent Contractors to participate in the Plan, the term Employee as used in the Plan includes such participating Independent Contractors.]

8. **COMPENSATION (1.05).** Subject to the following elections, Compensation for purposes of allocation of Deferral Contributions means:

Base Definition (Choose one of a., b., c. or d.):

- a. ☒ Wages, tips and other compensation on Form W-2.

- b. ☐ Code §3401(a) wages (wages for withholding purposes).

- c. ☐ 415 safe harbor compensation.

- d. ☐ Alternative (general) 415 Compensation.

[Note: The Plan provides that the base definition of Compensation includes amounts that are not included in income due to Code §§401(k), 125, 132(f)(4), 403(b), SEP, 414(h)(2), & 457. Compensation for an Independent Contractor means the amounts the Employer pays to the Independent Contractor for services, except as the Employer otherwise specifies below.]

* * * * *

The Employer executes this Amendment on the date specified below.

City of Jonesboro, Arkansas

Date: _____

By: _____
EMPLOYER

[print name/title]

ADOPTING RESOLUTION

The undersigned authorized representative of City of Jonesboro, Arkansas (the Employer) hereby certifies that the following resolution was duly adopted by the Employer on the date specified below, and that such resolution has not been modified or rescinded as of the signature date below:

RESOLVED, that Amendment One to the City of Jonesboro, Arkansas Non-Uniformed Employees 457(b) Retirement Savings Plan and Trust (subsequent to the Amendment to be known as the City of Jonesboro 457(b) Plan), presented to this meeting is hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Plan Administrator the amendment.

The undersigned further certifies that attached hereto is a true copy of Amendment One to the City of Jonesboro, Arkansas Non-Uniformed Employees 457(b) Retirement Savings Plan and Trust approved in the foregoing resolution.

Date: _____

Signed: _____

[print name/title]

**CITY OF JONESBORO, ARKANSAS NON-UNIFORMED EMPLOYEES
457(B) RETIREMENT SAVINGS PLAN AND TRUST
(NOW KNOWN AS THE CITY OF JONESBORO 457(B) PLAN)**

**SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the City of Jonesboro, Arkansas Non-Uniformed Employees 457(b) Retirement Savings Plan and Trust ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of January 1, 2026. This is merely a summary of the most important changes to the Plan and information contained in the Summary of 457 Plan Provisions ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Am I eligible to participate in the Plan?

If you are a member of a class of employees identified below, you are not an eligible employee for Plan purposes. The employees who are excluded are:

- Employees who normally work less than 40 hours per week
- Leased employees
- Employees subject to a collective bargaining agreement, seasonal employees i.e., based on the classification in the Employer's payroll system, Employees who work in a position that is meant to be for a limited time or duration, or Employees whose services are limited to a specific/ seasonal project or job

Independent contractors are not eligible to participate in the Plan.

2. Plan name. The full name of the Plan is now the City of Jonesboro 457(b) Plan.

For Further Information

Plan Website: www.millimanbenefits.com

Plan Call Center Number: (866) 767-1212



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Text File

File Number: RES-25:166

Agenda Date:

Version: 1

Status: To Be Introduced

In Control: Finance & Administration Council Committee

File Type: Resolution

A RESOLUTION REQUESTING FREE UTILITY SERVICES FROM CITY WATER AND LIGHT FOR TRAFFIC SIGNALS

WHEREAS, the City of Jonesboro is requesting that City Water and Light provide free utilities at the following locations:

1506U N. Church Street (HAWK Signal)

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS THAT:

Section 1: That City Water and Light be requested by this resolution to provide free utilities to the locations listed above.

Section 2: To permit such services to be provided without charge, the City of Jonesboro hereby affirms to City Water and Light that the ultimate use of CWL utilities so provided is now and shall remain a use or purpose which the City is engaged in as part of its governmental or proprietary functions under authority to it by state law.