



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Finance & Administration Council Committee

Tuesday, December 10, 2019

4:00 PM

Municipal Center

1. Call To Order

2. Roll Call by City Clerk Donna Jackson

Present 5 - Charles Coleman; John Street; David McClain; LJ Bryant and Joe Hafner

Absent 1 - Ann Williams

3. Approval of minutes

[MIN-19:112](#)

Minutes for the Finance Committee Meeting on November 12, 2019.

Attachments: [MeetingMinutes20-Nov-2019-04-53-17](#)

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

Aye: 4 - Charles Coleman; John Street; David McClain and LJ Bryant

Absent: 1 - Ann Williams

4. New Business

ORDINANCES TO BE INTRODUCED

[ORD-19:074](#)

AN ORDINANCE AUTHORIZING A 2% RAISE FOR THE CITY CLERK

Chairman Joe Hafner asked if anyone had any question or comments from the committee first. Councilmember McClain said, yes. I don't know if Steve or the Mayor want to speak to it real quick. Councilmember McClain said, really for all the pay raises. Can you show us or tell us what we've gotten rid of or moved around in order to give these raises?

Chief of Staff, Mike Downing said, I wouldn't say that we moved around anything, it was just looking at the entire budget and allocating what we could match revenues with expenses. Was this a trade off with something else? No, not specifically.

Councilmember McClain said, so, looking at the budget as a whole Mike, we cut some money from different projects right? Mr. Downing said, well you could argue that for any

cost whether in the budget now versus thing that were considered. Capital improvements or whatever so, sure you could trade off a lot of things. Councilmember McClain said, and anybody can answer this question. Do you feel that now is the appropriate time to give out any raises? I know that this is just 2% but, at the same time do we feel like this is an appropriate time to do that, when we've made it clear that we are cutting our budget for the fact that our revenue sources are drying up?

Chief of Staff Mike Downing said, here's the way we looked at in developing the budget. All city employees were included in the 2% pay plan in the budget. Another consideration, last year Elected Officials did not get a pay raise. So, if you look at it from a two-year basis the cost of living for that two-years has been 4.3% so, this 2% would not even make up half of that. Councilmember McClain said, I know we discussed before of having a committee put together that would help us study should we do pay raises, and when we should do pay raises. Could we instead go that route first, before we do something like this?

Chairman Hafner said, David, I'm going to step in here first. A committee could be formed. I for one think that this is a conservative approach to what the committee would come up with. Like Mike just said the cost of living has gone up almost 4%, this is 2%. If we don't do something and we just keep letting Elected Officials not get a raise then they are going to get further behind and then we would end up doing a big adjustment. I don't know what a committee would do that would be more conservative than this, other than delaying it and making it retroactive to January 1st.

Councilmember John Street said, if I could step in. It's our job to do that. Councilmember McClain said, but we appoint other committees for different reasons. Mr. Street said, but it's ridiculous to appoint a committee for a committee, for a committee, this is part of our job. Mr. McClain said I totally get that, but at the same time we've done it before. Mr. Street said, I am just expressing my opinion and that is what it is, it's part of our job. Mr. McClain said, that's fair. Councilmember Street said, vote it up or down. Councilmember McClain said, again we create committees for everything else. Mr. Street said, well we create too many committees. Mr. McClain said I agree.

Councilmember Street said, we do not need a committee for this. Again, that is just my opinion, I say we forward it to Council and let them decide. Vote it up or down. Councilmember McClain said, again we've set the tone we have a revenue problem but, we've found finances for different things, different projects. I understand the cost of living has gone up, I get it. But, at the same time are we sending a good message, or the right message? Those are the only questions that I had for all of these. Chairman Hafner asked, if anyone else on the committee had any more questions? If not, Mrs. Lack.

Patti Lack, 4108 Forest Hill Road. I sure wish there was a lot more people here in the audience to talk about this. In the last couple of weeks I have heard a lot of chatter that I ask a lot of questions. I have to tell you guys, I do ask a lot of questions and the only reason why I ask is because I've always been told that if you don't ask a question you'll never find out. The four ordinances that we have up there for giving Carol, the Mayor, Donna and all of you raises and stuff like that. I don't know if there is a difference in a salary increase and a cost of living, basically I guess they are the same thing. I am not against either one of them because, I think it is well deserved if you deserve it. But, when looking at the operating budget, on the budget report there for the year 2020 it specifically says that the amount is \$24,070,915 that we are putting in

for the salary expenses this year. That's a lot of money, and I know that includes the benefits, insurance, and stuff like that, and that it's overall for all the employees for Jonesboro.

Just a suggestion of ways that we may be able to cut a little bit, I don't know how many contract employees there are, but we have a pretty full staff right now. We have all the people up on the top floor to help out. But, I'm thinking that some of the contract employees we have for the city maybe we need to get rid of them. We have a lot of bright, intelligent, and smart people that work for the city. I don't know how much contract employees are paid, but it is just an added expense that we don't need right now. We have a full staff, I don't know of any job that is not missing or that can't do the extra work. I think when we look at the \$24 million dollars is that if we are having to dip into the reserve to pay for our salary increases that is a real concern that we have, I think we need to utilize the employees that we have working for now, look at the perks and the benefits verses the contract employees we have, and do with what we have.

I remember last year we were in the same situation where we questioned the salaries for all of you, and for all the council people and we are in the same situation right now. I think last year we heard a lot of the Johansen report, and I think that is with the Municipal League, and I think that is where it guarantee's the employees a 2% raise no matter what. I am not really in favor of just giving a person a 2% raise just because. I think you deserve a raise because of merit, and I think that is one thing we really need to start looking at maybe next year. Just because you work you automatically get a 2% raise, I don't know if that is fair or correct. I think you need to work for that raise even if it is 2%. If you are going to follow a standard on hiring and giving employees a 2% raise then I think that you should follow a standard on giving Elected Officials a raise if you are going to follow a standard.

I think the situation is from the point is from last year until this year something was not amended in our policy that we have. If something was amended in that, that the elected employees got a 2% raise then we wouldn't have to be questioning this. With that being said since it's not in place right now do you just take the decision of just going ahead and giving the 2% raise or do you let the citizens of the city decide whether the Elected Officials get a raise, and then you could prorate it because there is not a policy. I think what my concern is here is the appearance, and I think David you said exactly it, is that people are looking at this because, what the concern is that you the City Council People are going to vote to forward to the full Council to vote on giving yourselves a raise and then they are going to vote on giving their boss a 2% raise. Chairman Hafner said, He's not our boss, Councilmember John Street said, no he is not our Boss. Mrs. Lack said okay, voting on giving the Mayor a raise. Once again, I don't have a problem with it because I think you deserve that raise. I think it's the appearance of what we've done again this year that we did last year and I think that is where a lot of people have questions of seeing this on the agenda of giving the 2%. It should have been amended sometime during this past year.

Chairman Hafner said, If I can say something and yawl correct me if I am wrong. The salary plan that you are referring to for the city employees, that's for the city employees. The Elected Officials are separate from the city employees so, they can't be covered in that same salary plan. What we could do is do an ordinance that every year an automatic 2% is done for Elected Officials but, then you are locked into that year in and year out. Mrs. Lack said, well, I think on that Joe is that to be locked into that 2%, once again a raise should be based upon merit. Not everybody, and I can't say that because there is a bunch of really well qualified people that work for this city I want them to get that raise if they deserve it. So, to give that guaranteed raise of 2% I

don't know if that's a good thing to have in an ordinance. In the situation we are in right now people are questioning what they see right here, once again we are in that same situation that we were last year and we know how that ended. I just want to end with, it's just the appearance of it.

Chairman Hafner said, can you clarify how it ended up, because last year there was no raise given. Mrs. Lack said that's exactly right. So if there was something changed or amended during this last year then it wouldn't have been a problem and we wouldn't be questioning this right now. Mr. Hafner said but every time we do an Elected Officials pay change there is going to be a discussion. Last year we didn't give a raise and if we would have changed something during the year it would've been the exact same scenario even if we would have done it during the year we are still discussing Elected Officials voting on other Elected Officials raises. In my opinion part of the reason we are elected is to represent the people, and part of our job is we vote on this type of stuff. If we have a special election for every time we do a pay raise or something then people are complain about the pay rate for the special election. How much do these raises add up too? Mrs. Lack said, I think the raises that I questioned a couple of meetings ago was between \$465,000 and \$455,000. Chairman Hafner said, no, I am talking about Elected Officials. City Attorney, Carol Duncan said, no he's talking about the 2% increase for just the Elected Officials.

Mrs. Lack said, Joe I am not arguing, I want you guys to have the raise. It's the appearance and the procedure that is being done. I'm just saying that there should have been something during the year so that we don't come to a situation like this again, even having Councilmember David McClain question is this the right time to do it. Chairman Hafner said, my only point was if we put a procedure in place it is going to be the same type of discussion, say we did it every year and it was based on the CPI increase, regular CPI or 2% so we don't have to discuss it every year but, when we discuss that particular approach there is going to be the same type of discussion and that is that we are talking about Elected Officials raises. Mrs. Lack said, and I understand that, with a stipulation to be a 2% raise and or based on upon a merit or an evaluation so that it doesn't guarantee you that 2% raise on that. I'm just saying that is what I'm getting from a lot of people is that it is just the appearance part of it. So, once again you guys need a raise, I am not arguing that point. It is how the procedure is being done.

City Attorney, Carol Duncan said, from my understanding they are telling me \$3,000 for everyone. That is all of the Alderman and all three elected is what that would amount to. A special election is about \$14,000. Mrs. Lack said, okay. I am not talking about a special election, again if it is \$3,000 it doesn't matter on the dollar amount it matters on what the appearance is.

Councilmember John Street said, how else do you do it? The Quorum Court just did it for the county. It's our job, it's what we are elected to do Patti. It's how everybody does this, it is open, it is transparent, and you are standing there and asking questions about it. How many thousands? Mrs. Duncan said about \$3,000. Three-thousand dollars and we have, it is not about us, and I think we have foregone every raise that we've had since I can remember, it is minuscule. A 2% cost of living is not even making up for the cost of things going up. Their pay is actually egressing from what the cost of living has gone up. I don't see that as a raise, I see that as adjusting their salary to keep up with the cost of inflation, and that's all it is. They are not getting a raise in my eye sight we are just trying to keep them on par with the salary they mad the year before last or last year. If they don't do a good job then they don't need to be here.

City Attorney Carol Duncan said, let's clarify before we get to far off John. They are telling me over there now that it's \$7,000. Mr. Street said okay, even if it is \$7,000 that's still minuscule. Carol said, right but, I just wanted to clarify it. Mr. Street said, I am not making light of it, it's still very little compared to the overall budget. Every employee that we have got here is valued, they are assessed, they do their job and if not they don't stick around very long, they are gone. Mrs. Lack said, I hope that is true, and I'm sure that it is but, I am just saying last year it was the same situation that we are dealing with here. Mr. Street said, and it will be the same next year, and next year and years after that. We can't sit there and survey the citizens on whether we ought to give a raise to the Mayor, the City Clerk or whatever, that is our job, it is what we are elected to do, and I don't see it any other way. Mrs. Lack said, so, what I am saying is why don't we go ahead and amend it saying the city employees and elected officials get a 2% raise?

Councilmember John Street said, that could be something for consideration but we may not have the money to do it. Chairman Hafner said, that they are under different salary plans. Mrs. Lack said, okay, I'm just taking it from the stand point what the people are saying on that. Mr. Street said again it's not us, I could care less if we get one because it doesn't amount to anything for alderman. Mrs. Lack said, I agree. Mr. Street said, but I think for the people that work day-in and day-out for the city are deserving of a cost of living. I think it's the council's decision not ours and it needs to go council and let them all discuss it and vote on it. Mrs. Lack said, I agree. Mr. Street said, and that is what we are here to do. Send it there and let them vote it up or down, and you are welcome to come back and express your opinion to them. But, I do not see it as a raise, I see it as a cost of living adjustment. Mrs. Lack said, well that is what it should be on that, and I think everybody deserves it. I just wanted to make that point the maybe it should be amended.

Councilmember Street said, that is fine but to do less is to decrease their salary especially with the cost of Insurance going up, and we still pay 70% of the cost but when it goes up beyond it they pay 30% of that so they are even loosing on their insurance from what it was when it goes up every year. Mrs. Lack said, O' I agree I am in that same situation at my house too. Mr. Street said, I think we are just trying to stay on par and be competitive with other cities who do likewise so we can maintain our employees. It cost us a lot more money to have the overturn that we would have in training cost. If we have valued employees we darn sure want to keep them. It's hard to retain and recruit them. We are not paying the highest out there by any means, we are not paying the lowest either. Johansen is at least a fair assessment, we don't have the turnover that we would have if we decided not to do anything. Patti said, yes and I'm just saying make it a standard for you all too so that it's not discriminating against you guys.

Chairman Hafner asked, any more questions or comment on ordinance 19:074
Councilmember David McClain said, last point. Had a conversation with someone today, a voter. They said hey, I don't think yawl should do it, for any of them. Mr. McClain said, I understand, and I am not saying that nobody deserves this. But, 2% is more than it was last year, whether you call it a cost of living or a raise, whatever you call it, it's the same thing. Councilmember Street said, well they are making less then what they were making two-years ago. Mr. McClain said, okay. Mr. Street said that is just reality.

Councilmember LJ Bryant said, Mr. Chairman, I will say to, the politics of it makes it difficult. As Councilman Street said, for the councilmen it is a miniscule amount but,

for the three other folks it's their livelihood, and you know obviously they are higher paid employees but for folks in similar positions, I always find interest in reading Arkansas Business. They publish the top list of schools Superintendents and all that kind of thing. I'll pick on one because he doesn't live around here. The Superintendent of Marion Schools is the tenth highest paid Superintendent in the State. I believe he's got nine-hundred students, and he probably has about 150 staff members. I'd just say so for just the responsibilities that three Elected Officials, excluding Alderman, have they probably are not compensated comparable to even other Government entities'.

Chairman Hafner said, alright any other questions? Carol I thinks it's three for and one against. So, does there have to be another vote? City Attorney, Carol Duncan said, I mean it's the majority. Chairman Hafner asked, is it the majority of the ones present or the body of the committee? Councilmember Dr. Charles Coleman said, we are just forwarding this to the full council right? Mr. Hafner said, right but we still have to do it.

Councilmember Street said, it's not a walk on, so yes we can. Chairman Hafner said, I know but sometimes it is the majority of the people here, sometimes it's the majority of the total body. If it was a walk-on you'd have to have the people but not this. Mrs. Duncan asked, how many are on the committee. Mr. Hafner said six. Mayor Harold Perrin said, six on committee, and you have five present. You had it. Ms. Duncan said what is the vote? Mayor said three to one. Ms. Duncan said, so who didn't vote? You said, there is six on the committee.

Chairman Hafner said, Ann's not here, and I didn't vote because there is a quorum here, I only vote if I need too. City Attorney Duncan said, you can vote to make it clear if you want to. I mean if there is any question you can vote to make it pass.

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

Aye: 3 - Charles Coleman; John Street and LJ Bryant

Nay: 1 - David McClain

Absent: 1 - Ann Williams

[ORD-19:075](#)

AN ORDINANCE AUTHORIZING 2% RAISE FOR COUNCILMEMBERS

A motion was made by Councilperson John Street, seconded by Councilperson Charles Coleman, that this matter be Recommended to Council . The motion FAILED with the following vote.

Aye: 2 - Charles Coleman and John Street

Nay: 2 - David McClain and LJ Bryant

Absent: 1 - Ann Williams

Abstain: 1 - Joe Hafner

[ORD-19:076](#)

AN ORDINANCE AUTHORIZING 2% RAISE FOR THE MAYOR

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

Aye: 3 - Charles Coleman;John Street and LJ Bryant

Nay: 1 - David McClain

Absent: 1 - Ann Williams

[ORD-19:077](#)

AN ORDINANCE AUTHORIZING A 2% RAISE FOR THE CITY ATTORNEY

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

Aye: 3 - Charles Coleman;John Street and LJ Bryant

Nay: 1 - David McClain

Absent: 1 - Ann Williams

RESOLUTIONS TO BE INTRODUCED

[RES-19:210](#)

A RESOLUTION BY THE CITY OF JONESBORO SUPPORTING THE HOUSE JOINT RESOLUTION 1018 OF 2019 (HJR 1018 OF 2019), PROPOSING AN AMENDMENT TO THE ARKANSAS CONSTITUTION TO CONTINUE A LEVY OF A ONE-HALF PERCENT SALES AND USE TAX FOR STATE HIGHWAYS AND BRIDGES; COUNTY ROUNDS, BRIDGES, AND OTHER SURFACE TRANSPORTATION; AND CITY STREETS, BRIDGES, AND OTHER SURFACE TRANSPORTATION AFTER THE RETIREMENT OF THE BONDS AUTHORIZED IN ARKANSAS CONSTITUTION, AMENDMENT 91, AS SPECIAL REVENUE TO BE DISTRIBUTED UNDER THE ARKANSAS HIGHWAY REVENUE DISTRIBUTION LAW

Mayor Harold Perrin said, I would just like to make a comment if I can. This is the half cent sales tax, if you remember that was passed by the Highway Department. This is the 701515, 70% to the state, 15% to the counties, and 15% to the cities. If this tax is not passed it will take approximately \$1.6 million out of our street fund immediately, starting in 2021. This is very detrimental to all of the 501 cities and 75 counties in the state of Arkansas. The Arkansas Municipal League, and I as the serving President this year has had all the municipalities to vote and approve this resolution is it can be sent down to the Arkansas Municipal League. The Arkansas Association of County Judges has asked the same thing within the counties, and I think the county may have already passed theirs, but, I am not for sure. This is strictly just an endorsement of the one-half cent tax to continue that tax on, which will expire at the end of 2020.

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

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams

[RES-19:211](#)

A RESOLUTION OF THE CITY OF JONESBORO, ARKANSAS AUTHORIZING A SETTLEMENT ON THE JIMMY ASHLEY VS. CITY OF JONESBORO LAWSUIT

Attachments: [Ashley Settlement on ADA](#)
[Ashley Settlement on ADA, signed page](#)

Councilmember Dr. Charles Coleman said I have a question. Is this the second or third? City Attorney Carol Duncan said, I believe this is the third. Chairman Hafner asked, the third what. Ms. Duncan said the lawsuit with Jimmy Ashley. We are hoping that this is a resolution once and for all. The reason I say that is the main basis for this, and other people can chime in if they want. The situation of sidewalks, most of which are older sidewalks within the city that have deteriorated over the years and just have not been maintained up to ADA compliancy. Most of the new ones that have gone in are fine. This deals with a lot of the older ones. Dr. Coleman said, right, that is why I asked the question. Ms. Duncan said, but, it's a new lawsuit over the old sidewalk, and we've had other lawsuits in the past. Dr. Coleman said okay. Ms. Duncan said, what we have done is talk to a Consultant that you are going to be hearing more about soon, I think. Part of this negotiation was that he hire the Consultant to come in. He's done it for others, and the Arkansas Municipal League has recommended him. He's done it for Sherwood, Arkansas and other cities. He come in and evaluates everything to just make sure that we are ADA compliant for our citizens, and if there is a fix necessary he can recommend the most cost effective way to fix it. Dr. Coleman said, Burt won't be handling it. Attorney Duncan said, well this is an expert on ADA compliancy, not a Lawyer. Councilmember Dr. Coleman said okay. Ms. Duncan said again, this is an ADA expert. He and his team will come in and they will evaluate and train our people to evaluate and will make sure that we will go around the city like a fine tooth comb. They will look at what kind problems we have and create a schedule and a plan for how to fix it. Dr. Coleman said okay, I guess the other question is since this gentleman keeps filing these lawsuits could he not be part of that informer window or something. Ms. Duncan said, well I think they like the expert we have chosen. I think if you look in the paragraph on page five, section viii, Techerneshoof Consulting, Inc. for an audit of accessibility of the City of Jonesboro with reference to the requirements of the ADA, publish this audit in accordance with Paragraph I(A)(iii), above, and follow the recommendations made in such audit reasonable time frame that would result from the budget listed in Paragraph I(A)(iv), above, Defendant shall be deemed to have complied with section I of the stipulation for settlement. So, they are happy, and excited about us getting this Consultant. They agree that he is an expert in the field, and they have faith in his work. If he has evaluated and assessed and given us a recommendation, goal, and a plan to follow they are happy. Dr. Coleman said okay, they may be happy but he may not be happy. Attorney Duncan said, no Jimmy Ashley has signed off on this, he's happy as long as we are following the plan and I don't think there is any reason why we can't, it may be along plan. There is a lot of sidewalks in the City of Jonesboro, contrary to belief they are just really old. We have that plan, and we've agreed to keep \$250,000 in the budget for sidewalks we may not be able to develop very many new ones, but, we are going to spend some time fixing old ones and going forward maintain ADA compliance throughout the city.

Chief of Staff, Mike Downing said, I wanted to clarify the statement about the \$250,000 for sidewalks. As you all know you approved, and it was sent to City Council for the capital improvements for sidewalks in the 2020 budget was \$125,000, so, this would increase that to \$250,000 because of the lawsuit settlement. When you pass the budget next week that extra \$125,000 will have to be included then. Attorney Duncan said, we have been doing \$250,000 the last few years and we were just trying to cut cost everywhere we could cut it and it down to \$125,000 but we are going to have to keep it at \$25,000 to maintain and settle the lawsuit.

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

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams

[RES-19:212](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO ESTABLISHING THE JONESBORO SHOOTING SPORTS COMPLEX COMMITTEE AND ESTABLISHING A DEDICATED FUND IN THE CITY BUDGET TO RECEIVE CONTRIBUTIONS AND OTHER FUNDING FOR THE COMPLEX

Councilmember David McClain said I have a question regarding the shooting sports complex. Maybe Mike or the Mayor can speak to it sine Chief Elliott had to leave. I know there is some discussion about establishing, is this what we are doing as non-profit for the Police as a whole or is this just one step to do toward the shooting complex? Chief of Staff Mike Downing said, we are looking at various options on financing capital facilities for the shooting range, several right know. They are in the early discussions right now so, this committee would help us guide that process about what is the best option, what the facility should look like, how we should finish it out, and also identify the best strategies for fund raising. It will be an encompassing committee and we want to get people that are both enthusiast for the shooting sports as well as fund raisers. Mr. McClain said okay.

Chairman Hafner said, are you referring to the cameras and stuff? Councilmember McClain said, just anything police related. So would that be the next one? Chairman Hafner said then that would be the next one. This one more specific to the shooting range complex. Councilmember McClain so the next one says public safety surveillance equipment. Mr. Hafner said I think that's the one the Chief was referring to at the last meeting. Mr. McClain said, will that be the overall non-profit for the police that people can give to, Is that correct? City Attorney Carol Duncan said, it's not going to be a non-profit it's just a budget line item where people can make donations and that's where the money goes. Mr. McClain said okay. Ms. Duncan said, but it's not a non-profit per-say, it's not a 5013C. Councilmember John Street said, like if they want to sponsor a Sky-Cop or something like that they can give to that line item. Mr. McClain said okay.

Patti Lack said, not to jump ahead, I think the one on Sky-Cop I had talked to Chief Elliott a couple of meetings ago, and I was helping with the Diego Ranch, there are a lot of businesses out there that are just so willing to make a donation, it doesn't mean that they are going to pay for all of it, but just buy a little bit. So, even with that one right there I don't know if we even need a committee, we just need a couple of real enthusiastic employees to knock on the doors of these businesses, that's kind of a no brainer. On this I have two questions. The first one for the shooting complex. Mr. Street you just said we have so many committees, we do have a lot of committees. I think where I question the shooting range, and I think I have mentioned it before is that in our capital improvements is that we have \$3.5 million dollars and we are going to put \$2.2 million into the shooting range. I don't know if you can tell us what the \$2.2 million is going to go for? I know that this project needed to be done in February of 2020. Is that paying back on the grant, because that wasn't done? I don't know if someone could clarify where the \$2.2 million is going to go on there.

Chairman Hafner said it is. Mrs. Lack said the second question is, if we are spending that, then that only leaves \$1.3 million left in capital improvement. For the size of Jonesboro, and for how we want to grow it, I don't think that's a lot of money. It's not, especially for how fast Jonesboro is growing, and that is my biggest concern is that we are putting this money into a shooting range, and I don't know how many people are going to use it. I know I drove by there, and I saw a big mountain of dirt and I saw a port-a-potty out there from the highway. So the question would be is that if we are spending \$2.2 million this year in our budget, how much money are we going to use

next year when we are kind of running low on funds to make it worthwhile to make it a money making project for the city? So, if we spend \$2.2 million this year, we are low at \$1.3 for capital improvements for the size of Jonesboro, but then next year are we going to spend another \$2 million to get buildings and facilities to make it worth while? I don't know if this is a project that should be at the top of the list. As far as a committee, once again like Mr. Street said, we have a lot of committees let's go ahead and use some of our employees that we have. You know the ones that we know are good at enthusiasms that can go out there and raise the money. I think when we look at committees we just kind of push it off. I think there is enough people that we can use to utilize to find funds if that's a priority. Chairman Hafner said, I just want to clarify one thing Mayor, or Mike. Mrs. Lack said that the deadline was February 2020, I thought it was June of 2020? Mayor said it is June 2020.

Mayor Perrin said, we have also went and visited with Game and Fish. I'm sending them a memo of what we can spend next year and then whatever the balance that is left, then they are going to get that extended, the grant that we got with them through Fish and Wildlife. The grant comes from the Fish and Wildlife down to the Arkansas Game and Fish, and back to us. To answer your question on the \$2 million dollars that's in the budget that is for a \$1million dollar shot curtain, I believe the balance on that is the baffles, the deal which we have to have for the pistol and rifle to operate on that, I'm trying to think of what else is in that \$2.2 million. Craig do you know what else, or what the balance of it is? City Engineer, Craig Light said, the money that we have budgeted this year will be able to get us to shoot pistol, rifle, and there will be three trap skeet ranges and the archery range. By this summer we will be able to shoot all three sports out there.

Mayor Perrin said the other question, I believe Patti was asking is how are we going to finish this whole deal? What I want to do is have a full presentation at the council meeting on that, and I could go into that, but I am not going to tonight, of what is needed and what is left. This is not just something we started yesterday or today, or two years ago. We started this because of the Police needing a shooting range and the fact the we were putting bullets over the tops of homes in a subdivision near Craighead Forest Park, we had to stop, move, decrease and assist. Now what we are doing is using the County Facility for our Officers to be qualified. From that it went on to the school districts coming to us saying we have all of these schools that are winning the state and the districts in shooting competitions and we need a place to shoot. Then, in-turn we got the Game and Fish to come to us, which they were talking to Arkansas State University and other people about wanting a place in Northeast Arkansas, and that is where the \$2 million dollar grant came in with the Game and Fish. Now, whether you make this committee or not we are going to be looking at alternative ways from which to fund the balance of what is needed in order to make that complex total and complete. That is the clubhouse, the warehouse, you'll need actually two of those, one for the clay pigeon and materials coming in, a bathroom facility so that you won't have a port-a-potty that you look out on I-555 and see. This has been a long process and there is people out there that can come and do that just like they done in West Memphis for their Fire Station and Police Department. The P3 Company which we met with today can build this entire facility and then lease it back to the city, and we can negotiate the interest rate, the years of pay back on that program. There are multiple ways in which you can pay for this Patti, it's not that we would be coming back every year and say we are going to need \$2 million dollars every year in order to fund this. That is why I wanted this committee set up to work with Administration to make sure what do we actually want to build out there, do we want what I call just a get by shooting range or do we want to build something where you can have a club house where Hytrol can do their planning and research, and something

where we can go out and have competitive shooting, and to have a place to help in leadership and development and things like that. We are wanting to build something nice here in Jonesboro. You are right on the capital improvements, I do pull that down.

Mayor Perrin said, let me make it clear in this budget, I've been sitting back here and listening. I did this budget here because I wanted to show the people that yes, we do need to look at other additional revenue streams coming in, and yes, we do have excess funds in reserve now besides the mandatory amount. But, we are going to have to stop spending in certain places and start looking at what we are going to have to do starting with a priority list. I told the people I was going to come here with two budgets. If I would have come in here with two budgets one of those would have been a total balanced budget. What is creating that balanced budget? In 2016 this city voted to put in the salary plan from Johansen, which cost in one year \$3.1 million dollars in the snap of a finger with a 2% automatic trigger for every year. You take 2% on top of 3.4 which is 600 now you take the 600 and add to that it 4.2 times 2%, and then the next year you take that and add it to there. My point is you are going to come to a diminishing return that the step raise which is an automatic 2%, that I am not for sure that the city can afford. I said that in the beginning, I said it in the paper be careful and do not bite off more than you can chew, you voted and I'll make it happen and I'll balance that budget. As long as I am your Mayor we are going to do that and we are going to have that excess reserves, and that is why you have seen all of these things come down to be very close on those deals.

I am somewhat embarrassed that a citizen would come up and talk about my salary raise, quite frankly on 2%. I am really embarrassed on a first class City of Jonesboro and I think that ought to be on that. Let me explain something to you before you ever started coming to city council meetings, every year, and I have been here 26-years the elected officials had gotten the 2% in there, it was automatically in therefore you didn't pull it out. I chose, and if you go back and look at your minutes, I said you need to pull out your elected officials and look at them individually and see what you want to do on that. An automatic 2% pay raise with no merit, no evaluation is probably not the best way to go. I can only speak for myself, I am not speaking for the City Attorney, and I am not speaking for the City Clerk at all. But, it is somewhat embarrassing. The health insurance came in at 7.8% we negotiated it down to 3.3%, which means my stop loss, and everybody's stop loss in this room is going to go up \$875, the deductible is going to go up \$100, my premium is going to go up, and I am not complaining, I am simply saying we are going to have to quit this. Now, if you want to let the town drive the train on all of the comments that were made on KAIT today on what the city council should or shouldn't get for a pay raise or something like that then you've got a serious problem.

If you are going to let a minority group push things through this city and try to make the decisions then you need to run for the election, you need to sit up here in my chair, and then you need to run the city. I apologize for having to say that but, I have got to get it off my mind, and I've got to get it off my chest. We run this city as tight as you possibly can, we don't buy a bolt unless we need it. I could ask those that voted "No", are you getting a raise this year, how much are you getting, but I am not going to ask that question, it's none of my business. But it is my business and your business because I am an Elected Official, and I want you to know what I make, I want you to know and help in that fund. But, if you let the caboose push the engine you've got a serious problem because then you are not doing your job as Elected Officials.

Whether I get a raise or not is immaterial to me. I didn't take this job in order for the salary, and I hope that whoever becomes Mayor at some point in time that you as a big

city, you don't have a City Manager here. You have me here as your City Manager, you have me here as the Mayor, and I put in, I don't know how many hours a week on this budget and do all the functions in addition, go to Little Rock, go to meetings, go into D.C. and get all this money. I have sold more real estate and non-earning assets to be put in the budget, in this general fund far exceeds what they have paid me since I have been Mayor. But, that's okay, I asked for the job and I was elected, and I put my hand on the Bible and I said, I will do everything I can to run this city to the best ability that I know how. You've got someone here that has a finance degree, you've got someone here that's been in business many years that has managed people, and all I am saying to you is that it's quite embarrassing to sit here and to listen to a conversation about whether we do or we don't at 2% or \$6,000 when we voted a \$3.2 million dollars in one lick, with very little discussion with a 2% automatic trigger every year that I have to come up with the money to pay for those salaries, and include LOPFI and all this other stuff. I want to make this very clear when you ask something lets' make sure you have all the facts in front of you before we start talking about something. I'm not being negative, I'm just simply getting it off my chest. This budget here is ultra conservative. I could have made it a whole lot worse, I could have come back and balanced the budget, but let me tell you what I would've done to balance that budget. You would have had layoffs in this city, I can tell right now because you don't have enough coming in, in order to justify that and then still keep money in excess reserves. We have been pulling down from excess reserves for the last four to five years, and you are going to do it this year. This budget if it passes, you are going to pull down about \$4 million dollars but, I would say that we will beat that. Right Steve? We will beat that, we budgeted \$14 million and we only came in at about \$8 million last year. You know why, because we watch every penny, every P.O. that comes through this city to make darn sure that it is spent properly and in the right place, So again, all I am saying is this we need to seriously be thinking about that budget and thinking about every line item. You are absolutely right \$3.5 million or \$3.8 million in capital improvement is not near enough for what we are going to need, and I am going to tell you now on the front end that we will probably have to come back and ask for more money on capital improvement of some nature, of somewhere depending on what happens in your city. But, again we are trying to be ultra conservative in this budget process. It's two fold, salary type deal, but then again you have got to look at the whole deal on this thing over here.

Someone made the statement the other day, but again I do not believe an automatic 2% pay raise for people may or may not be the right way. We had an evaluation process in for years and it worked, but we went to a step raise. We went to the step raise because the Police Department wanted something so they could say to a Police Officer if I have been there five-years, and I come in tomorrow then I am going to be coming in at the same pay that this guy that has been out here for five-years because we had no salary plan of having grades 106 all the way up to 122. I say all of that to simply say it's going to be a tight year, we are going to make it work, and yes there are going to be things that we come back to, we do it every year, we come back and ask for those things and then we do a clean-up ordinance.

The main thing that I love is in the last nine-years out of eleven you've had a clean audit, absolutely no exceptions from Legislative Audit. You put that up against any city our size, you will not find that. If you don't believe me call Legislative Audit in Little Rock.

Just a quick comment by Mayor Perrin. The cameras are doing extremely well. We had something the other day on Race Street, a fight with someone automatically shooting a gun up. We went down and got those recordings, and within probably close to

two-hours those people were arrested. You read in the paper today where a person who had landed in Florida, and with our new Homeland Security Agent who we have on board with us. We knew all about that because of Jonesboro, and when he landed he was arrested. He will be coming back to Jonesboro for that crime. So, I can't say enough to the Police Department, and Homeland Security, these cameras are absolutely working. Now that we have got those coming in, those will be for the shots fired only, they will automatically lock in and record. Most of your Attorneys are going to be paying for this, we will charge for that, for some of those frames that they have to get for when they have to go to court. Because it won't be, I said, he said, it will be here it is. Again, I just want to say that is really working and I appreciate that. Councilmember Dr. Charles Coleman said, I've had probably more comments, especially in certain areas I have had several elderly people that cause me to respect them a whole lot more that stop me and say the same thing in certain areas that they live in. I guess I was really surprised at how many really stopped and said they are glad they had cameras and hope that they get more. I told them, well we don't know about getting more cameras, but at the same time they were really complimentary on the cameras.

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

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams

[RES-19:213](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO ESTABLISHING THE JONESBORO PUBLIC SAFETY SURVEILLANCE EQUIPMENT COMMITTEE AND ESTABLISHING A DEDICATED FUND IN THE CITY BUDGET TO RECEIVE CONTRIBUTIONS AND OTHER FUNDING FOR THE PURCHASE OF SUCH EQUIPMENT AND OTHER PUBLIC SAFETY NEEDS

Chief of Staff Mike Downing spoke to pending items. He asked that the ACCELA Contract be permanently, and or indefinitely postponed. This software, this type of software is needed but, the cost of it and the complexity of it is something that we have taken two-months working through, and we are not too satisfied at this point to make a recommendation, we are looking at our options. It's kind of like the discussion we had not too long ago about automation and what it can do for us, this is absolutely needed. But, the cost and complexity has to be worked out first. So, we will probably be coming back to you, maybe with this software, maybe with something else early in the year.

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

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams

5. Pending Items

[RES-19:183](#)

A RESOLUTION APPROVING THE PURCHASE AND AUTHORIZING A CONTRACT WITH ACCELA SERVICES FOR THE PURPOSE OF COMPUTER SOFTWARE TO IMPLEMENT LAND AND LICENSING MANAGEMENT, ACCELA CITIZEN ACCESS (ACA) AND GIS TO TRACK THE CITY OF JONESBORO'S SITE PLAN PROJECTS

AND LAND PARCELS AS PRICED IN CONTRACT NUMBER NCPA01-86.

Attachments: [Agreement Acella \(003\)](#)

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Mayor Perrin spoke in regards to the resolution agreement with JEDC to the Jonesboro Industrial Rail Spur extension. Trinity Rails will need to add more people, we have Risever that has opened up, and Delta Peanut. So, what this will be doing is we will own this track that is an additional 1200 feet where we can stack some of those trains up. Luckily we had an additional \$250,000 of additional capital improvements that are just simply moving over to give to JEDC, which they in-turn will negotiate the contract and get it put in. We need this track in desperately, we have two grants in now, one we got approved by the Federal Highway Administration if yawl remember. Secretary Cho gave us a \$2.3 million dollar grant that Engineering is working on, we are also writing another grant through East Arkansas Planning Development District for \$2.4 million because we desperately need all of these loops, rail tracks inside our Industrial Park. So, that is good news.

Councilmember LJ Bryant said, this is an open ended question, and I am for it and it is great, but, just in general on projects like this what's the role of JEDC, and JU, and Chamber from a funding prospective? Mostly I am saying, why don't they fund it? Chief Engineer Craig Light said, they are actually participating in some of the cost. The total cost is not \$250,000. I think they are putting in \$50,000, it is about \$300,000 total. Typically when industry comes in they will get funding through economic development to do these types of improvements. Given the type of facility that's going in they didn't qualify for some of those. If we are going to go to EDC we don't need to be asking for \$250,000 we need to be asking for \$2.4 million. It's just one of those small projects that came up that needs to be done, and it needs to be done before this new industry is developed. It is cutting off service to one of our existing rail users. Actually one of our largest rail users in the facility. Mayor commented, which is Trinity Rail. They are going to lose the ability to be serviced without this extension. So, it is imperative that we get it done. We could go look for some more funding sources but, time is of the essence with this project. Mayor Perrin said, and you made a very valid question there Councilmen Bryant. Let me say this, with AEDC and some of those others that I have worked with over the years, is that you'll ask for that on the front end and it will be a part of their package. But, in this case the package was not put in there for rail spur. So, normally you can't go back to AEDC and ask for money after a project has already started. So, what we've done, if you remember, yawl approved, a master rail plan for the entire industrial park, which is good. Now with that we have the \$2.3 million with Senator Boozman and Cotton, and Crawford we were able to get that. We feel very confident that we will get that \$2.4 million, but we have to go through East Arkansas Planning and Development District. We are actually going through Austin, Texas through EDA to do that. So, we will be taking a trip to Austin, Texas to present that once we get the grant finalized. Then I hope to take it out there and make the presentation to the Secretary.

A motion was made by Councilperson John Street, seconded by Councilperson

David McClain, that this matter be Postponed Indefinitely . The motion PASSED with the following vote.

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams

6. Other Business

Mayor Perrin spoke in regards to the resolution agreement with JEDC to the Jonesboro Industrial Rail Spur extension. Trinity Rails will need to add more people, we have Risever that has opened up, and Delta Peanut. So, what this will be doing is we will own this track that is an additional 1200 feet where we can stack some of those trains up. Luckily we had an additional \$250,000 of additional capital improvements that are just simply moving over to give to JEDC, which they in-turn will negotiate the contract and get it put in. We need this track in desperately, we have two grants in now, one we got approved by the Federal Highway Administration if yawl remember. Secretary Cho gave us a \$2.3 million dollar grant that Engineering is working on, we are also writing another grant through East Arkansas Planning Development District for \$2.4 million because we desperately need all of these loops, rail tracks inside our Industrial Park. So, that is good news.

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7. Public Comments

Patti Lack, 4108 Forest Hill Road. I just want to say Mayor Perrin, I just want to "Thank you" for the hard work that you do for the city. I don't know if people really realize how

much time you put into the city, and I think you have everybody's interest at heart. So, I just want to thank you for the work that you do, and that we are on the same page in that we just want to better Jonesboro.

8. Adjournment

A motion was made by Councilperson LJ Bryant, seconded by Councilperson John Street, that this meeting be Adjourned . The motion PASSED with the following vote.

Aye: 4 - Charles Coleman;John Street;David McClain and LJ Bryant

Absent: 1 - Ann Williams