



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Finance & Administration Council Committee

Tuesday, December 29, 2020

4:00 PM

Municipal Center, 300 S. Church

1. Call To Order

2. Roll Call by City Clerk Donna Jackson

Mayor Harold Perrin was in attendance. Mayor Elect Harold Copenhaver was in attendance.

Present 6 - Charles Coleman; Ann Williams; John Street; David McClain; LJ Bryant and Joe Hafner

3. Approval of minutes

[MIN-20:118](#)

Minutes for the Finance Committee meeting December 8, 2020.

Attachments: [MINUTES](#)

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

Aye: 5 - Charles Coleman; Ann Williams; John Street; David McClain and LJ Bryant

[MIN-20:124](#)

MINUTES FOR THE SPECIAL CALLED FINANCE & ADMINISTRATION COMMITTEE MEETING (WORKING SESSION) ON DECEMBER 22, 2020

Attachments: [SC Finance Working Session Minutes 12222020](#)

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: 5 - Charles Coleman; Ann Williams; John Street; David McClain and LJ Bryant

4. New Business

RESOLUTIONS TO BE INTRODUCED

[RES-20:244](#)

A RESOLUTION PROVIDING FOR THE ADOPTION OF A BUDGET FOR THE CITY OF JONESBORO, ARKANSAS, FOR THE TWELVE (12) MONTHS BEGINNING JANUARY 1, 2021 AND ENDING DECEMBER 31, 2021, APPROPRIATING MONEY FOR EACH ITEM OF EXPENDITURE THEREIN PROVIDED FOR, AND FOR OTHER

PURPOSES

Sponsors: Finance and Mayor's Office

Attachments: [2021 Budget](#)
[PLack email 12292020](#)
[Downing email response 12292020](#)
[PLack email_01032021](#)
[HWeinstock email_01042021](#)
[PLack email_01052021](#)
[PLack email 2_01052021](#)
[IStevens email_01052021](#)

Councilmember LJ Bryant voiced his concerns regarding the salaries. I will be brief with my comments. I think that the e-mail that was sent to me from Finance Director Steve Purtee was very helpful in explain some of my concerns. I did do some quick math on it, and relied on some information from google. The city grew by 28% between 2005 and now, in population I should say. If we improve this staffing increase we would then increase the Mayor's Office by 128% since 2005. And, of course technology is grown by leaps and bounds since 2005. We have talked about 7-positions earlier adding in the budget, my understanding is really truly we only have 2-new positions because there were some positions that started in the middle of the year. For example Animal Control was minus 1 sergeant police, plus one director Animal Control, so really when you net/net it was really across all City Government, all departments we really only had 2 truly net positions and those were in the Mayor's Office. To me a 33% increase in salaries in the Mayor's Office, 66% increase in positions in the Mayor's Office doesn't make since when we have homeless, Police, and Fire issues, and we are talking about holding a position open in Grants and Community Development and that is an office that produces money, there hasn't been a clear plan outlined on what these positions will do, or who will report to them. It is also a bit of concern to take the Chief of Staff salary down. You know Reed Hastings Jr., who is the co-founder of Netflix, I read a quote from him recently and it talked about how a highly compensated employee can sometimes be worth 10 excellent somebody else's worth. So I feel like we are going in the opposite way. We are adding positions instead of having higher level people do the position. So for a variety of reasons I've already mentioned here, another thing that was mentioned is that this position might do economic development, and of course we contract with the Jonesboro Chamber of Commerce and pay hundreds of thousands of dollars for that function. So, I see no need for these positions to exist, it is not the best use of the dollars in the budget.

Councilmember David McClain commented again just so that I am understanding, is the position of Chief of Staff remaining or is it going away. Looking at the pay scale it looks like we are leaving that in there, and we are adding two. Chairman Joe Hafner explained that from his understanding that the position (title) is being left in the pay plan but it will not be filled. That title will now be Chief Operations Officer and the new position will be Chief Administrative Officer. Human Resource Director Dewayne Douglas explained that the list of job titles is separate from what you approve in the budget.

Councilmember David McClain said okay, are we open to moving that line and moving that to a different department so that it doesn't show in the Mayor's Office? Human Resource Director Dewayne Douglas explained that just because Chief of Staff is left in the approved titles doesn't mean that we will utilize it. We have many titles that is in

the list that are not being used. Chairman Joe Hafner said the title CFO is still in the list but we don't have a CFO position to fill. Councilmember David McClain said okay, I guess my question is could we move it, Chairman Joe Hafner said move the money or the position? Councilmember David McClain said move the money, that line and put it in a different department, in a department where we need it. Chairman Joe Hafner thought that that should be left up to Mayor Harold Perrin or Mayor-elect Harold Copenhaver. Human Resource Director Dewayne Douglas agreed with Chairman Hafner, and said that is part of the budget discussion. Chairman Joe Hafner said they are the ones that present the budget to us.

Mayor-elect Harold Copenhaver commented that I think in the overall discussion of things, and I appreciate Councilmember LJ Bryant bringing his opinion to the floor. But, in this process Mayor Harold Perrin and I have looked at areas where we can improve. It is important that you know as City Councilmembers in the community that it is obvious that the community is growing and we know that. We have to increase stability, we've had turn-over in positions in the Mayor's Office over the last six or so years, it is also important that we work on our transparency and have more of a pro-active approach. In this Chief of Administrative Officer role, this is a position I would facilitate different needs to that position over the next three to four months as it works itself into play. That might come in the form of different departments which would help the Chief Operating Officer in their role to have a more positive approach with his departments and be more transparent to the community. I understand there is two positions that we ask for but only one of which, which would be the CAO would be filled at this time. We might not have a need for an assistant. So, again it is really a net one, we are asking for a net two. Again, Mayor Harold Perrin and I looked at this on how we could improve, and this would also work in conjunction with Arkansas State University, and Non-Profit Organizations in our community like the Homeless Shelter. We need to be able to when we start projects we need to be able to finish those projects, and we need to have assistance to do that. So, in order to move that forward I would appreciate the opportunity from the City Council to provide us in the Mayor's Office the ability to show you what we can do. We will make adjustments that will be adequate to support these roles and if they are not I will come back to City Council and say that we need to make adjustments elsewhere.

Councilmember Doctor Charles Coleman thanked Councilmember David McClain for his question, we do have to do some re-con. I guess my reason for saying "yes" is because the community itself is in need. You have heard me say numerous times that we as a council is not connected to the city like we should be. I think right now going forward, especially with COVID and other issues that we are having within the city, once again this just my opinion and everybody has one. We need more collective issues then people, and I will use the term higher places in the city that is going to be more connected. I received several calls last year, I wasn't going to bring it up, but I guess I will, the calls were, how do we get people from Administration more involved in the community?

Those people in the City Administration couldn't come because they were tied up doing something else. I know that we can't address everything in the city, but there are some things we can and some of those issues were having was that we couldn't get anybody to come. Either the Mayor was tied up trying to do a million things. I didn't so much excuse him, but I understood a lot of the times he couldn't be certain places or address certain issues. Chief of Staff Mike Downing couldn't be at certain places to address certain issues. So, we need to do something that is going to be responsive to the community, and I agree with Mayor-elect Harold Copenhaver in saying we do need to join bases with ASU and our Non-Profit Organizations. We need that tie in person

between the two and our City Government so we can do things more adequately, especially in our low income areas. We need to get on board with this idea or we are going to be in trouble within the next couple of years. Mayor-elect Harold Copenhaver said if I may add to Councilmember Doctor Charles Coleman's comment. This would also then provide us the opportunity to increase our revenues by doing so and being more pro-active. Again, it should pay dividends and go along with a growing city. It's just about being more pro-active with our community and our city government. Councilmember Doctor Charles Coleman explained that he is not bashing other Councilmembers, but I live here on the Northside it seems like we are being disrespected in regards with people coming and joining us in the things that we do in the community. We need people in the Administration looking towards doing better things like bringing in more businesses to places like Northside (141), we have nothing and it really appalls me to have to go all the way across town to buy some things. We need someone that is going to be actively involved in building up this part of the city. I will continue to fight this thing. If this budget is approved all I can say is look out, because I'm going to be on your toes.

Councilmember David McClain commented in saying I get why Human Resource Director Dewayne Douglas is saying in why the position is there. Again, I think for Mayor-Elect Harold Copenhaver can we find a way to use the Chief of Staff salary in other ways. My main concern is that I just want to make sure that we are not going to have 3-Administrative positions in the Mayor's Office. Chairman Joe Hafner explained that in the budget there is not actually a Chief of Staff position budgeted. The salary is technically not there, it has been re-allocated to the positions that are budgeted in there, which is obviously the Mayor, Chief Operations Officer, Chief Administrative Officer, Office Manager, and Administrative Assistant. Now, if Mayor-elect Copenhaver is not planning on filling the Office Manager position then that might be some funds that could be re-allocated to a different department. But, as I think you all already know Chief of Staff Mike Downing has resigned and will be leaving sometime within the next 2-3 weeks. In some ways I think Mayor-elect Harold Copenhaver's hand was somewhat forced on the re-alignment of his office. Just to expound on Councilmember David McClain's question, the Chief of Staff's salary is not just sitting in the budget it has been absorbed into those other positions that I mentioned above. Councilmember David McClain said, just so that I am understanding this correctly; Office Manager, and Administrative Assistant, are we changing someone else's position? Because, we have two Administrative Assistant's, correct? Chairman Joe Haffner said, correct. One of those Administrative position will be going away. The Office Manager is like the lead Administrative Assistant. It's still the two positions, but the Office Manager has more responsibility than the Administrative Assistant.

Mayor-elect Copenhaver, if I have misspoke please feel free to step in and correct me. Mayor-elect Harold Copenhaver said that what Chairman Joe Hafner said is correct. We have sat down with Human Resource Director Dewayne Douglas and under the Johansen Groups evaluation we did create the guidelines for the Chief Administrative Officer and that will be adjusting as we move into the Administration to get the most out of that as we can.

Mayor Harold Perrin commented on the percentages the Councilmember LJ Bryant spoke about. I got the spread sheet that Finance Director Steve Purtee or someone had done that went back over the last ten years of positions regarding the Mayor's Office. The only position that was added to my budget was bringing in a Director of Communications, and his 2-employees. Then the next year you see it drop out of my budget when we took it out. So, you need to look at your net/net for the whole 12-years. I can tell you that we have not added any new positions other than the one

person in the Communications Department, and that was Cameron Robinson for graphic designs. As far as on my side of the building there has been no new positions. It has always been me, a Chief of Staff, Office Manager and an Administrative Assistant. That is it, period, for 12-years. I think the budget is going to show you that, I just wanted to clear that up. What happened is, for budgeting purposes they moved the Director of Communications into my budget for that 1-year. I think the confusion is coming from one year it was that way, and the next year it was not, and it still is not in my budget. When looking at the spread sheet, I myself thought how did my budget drop by \$100,000? Well it's easy because it was pulled out and put in somewhere else. So, look at the totals all the way across and you take that percentage and then give me that percentage.

Councilmember LJ Bryant explained that he understood what Mayor Harold Perrin is saying, and I've got the spread sheet here. I know, like he said it is a bit confusing because of putting Communications in and then taking it out. That can be a bit of a misnomer, but the top part of the spread sheet does just have the Mayor's true Executive Office separated from the Communications Department. As Mayor Harold Perrin said it was very flat. 2019 versus 2020 the Executive Office of the Mayor was about a difference of \$10,000 to \$15,000, I assume that that was when Chief of Staff Mike Downing came on board and we gave him the boost. The 2019/2020 budget comparisons are fairly fair I guess you could say. Then the 2020-2021 comparisons would be pretty fair because we are adding 2-net new positions in the Mayor's Office which was about \$100,000, which is about a 33% increase in salaries. Councilmember John Street explained that we are not voting on the budget here today, we are just simply forwarding it to the full Council. I assume some of the rest of the Council will have some questions about this as well. Mayor-elect Harold Copenhaver can explain that to the full Council at that time, and hopefully we will arrive at a fair agreement. I believe he should have a chance to set his Administration up as he sees fit, and to work as effectively as it can. So, I am willing to listen to his proposal regarding that. Mayor Harold Perrin said to Chairman Joe Hafner, I want to take this time to say I was notified that we will be one of the first on the Legislative Auditors list for next year, 2021.

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;Ann Williams;John Street and David McClain

Nay: 1 - LJ Bryant

[RES-20:246](#)

A RESOLUTION AUTHORIZING EXTENDING THE AGREEMENT WITH SC REALTY SERVICES, Inc., DBA SG360, FOR THE PURPOSE OF JANITORIAL SERVICES FOR THE MUNICIPAL BUILDING

Sponsors: Building Maintenance and Mayor's Office

Attachments: [Agreement, SC Realty Janitorial Services - Municipal Center 2021](#)

Mayor Harold Perrin explained that the increase is due to the increase in minimum wage. Patti Lack, 4108 Forest Hill Road, Jonesboro. Patti asked why there is not a competitive bid, why is this not going out for another bid. Mayor Harold Perrin said if I am not mistaken, in the contract if we are satisfied with the company we have the right to keep that. We are highly satisfied with the service SC provides. If they would have come back with an unreasonable contract amount we would have bid it out. Patti said I saw the amount on it and I don't know whether that is a good bid, high bid, or a low

bid. I just know sometimes that we get in a situation where we are satisfied when maybe there is something that is better and maybe less expensive out there.

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: 5 - Charles Coleman;Ann Williams;John Street;David McClain and LJ Bryant

[RES-20:247](#)

RESOLUTION AUTHORIZING CITY OF JONESBORO, ARKANSAS TO ACCEPT THE 2021 OUTDOOR RECREATION MATCHING GRANT AWARD FROM THE ARKANSAS DEPARTMENT OF PARKS, HERITAGE AND TOURISM

Sponsors: Parks & Recreation and Mayor's Office

Attachments: [Union St Park Grant Award](#)

Chairman Joe Hafner commented that it is obvious that Downtown Jonesboro as changed a lot over the years. In part A where it states that the park area defined by the project boundary maps submitted in the application must remain an outdoor recreation use. Whoever in the Grants Office and or Clerk's Office needs to make sure we stay aware of this, otherwise it could lead to us having to pay the grant fund back? Please make sure that point is noted.

Mayor Harold Perrin commented that this is a grant that we have applied for before. What this will do is enhance the Winter Wonderland parking lot as well as the United Way Building. The road will be taken out. All of that will become a fenced in green space area with a playground. This will highly enhance whatever happens to the Citizens Bank building that is across the street, because they will be able to use Union Street to go into any type of parking garage or etc. that will be built on the two lots that is now there. The developers have ownership and has tied all of that up. This will be a big enhancement and a safer area for families, and visitors from around the Tri-State area to enjoy the Winter Wonderland facilities in the winter and the BBQ Fest in the summer, this grant is very important to the city. There was a comment made, I think by some councilmember that we could take this \$1000.00, and put in pocket-parks in growing areas. I know that Parks Director Danny Kapales looks at that every year when new subdivisions are being developed. It is kind of like an end of the year clean-up to see if there are any parks in those areas. They are correct in the observations of the 49-North area, there are very few parks in that area. However, that has grown more on the Commercial side then the Residential side, but there are some residential areas. I know that Parks Director Danny Kapales and the Administration Staff will continue to look into that in 2021.

Councilmember Doctor Charles Coleman explained that he has asked several times about the parking in the Downtown area, and even mentioned it would benefit the area if there was some type of double-decker parking garage. I really hope some of these funds can be used for something like that. Have you seen, or do you know if there are any plans for something like that? Mayor Harold Perrin explained that this grant is for the green space park only. I will say this, I have seen some preliminary plans for the Citizens Bank building, which would require a downtown garage area for parking, of which the City would be approving a Bond Issue if we went that way, in which I would say that is the best way to go.

In exchange for that we would be taking a lean on the revenue, and then the people that re-do the bank building would sign-off and guarantee on the Bond issue that they

would take so many of those spaces they would lease from the City. I cannot tell you what all is going into that facility, but there will be an additional tower that will go up past the 7th floor of the Citizen Bank building. The plans are absolutely incredible, and I do still try to meet or talk with the Group every two-weeks that is dealing with this project just to get an update on the progress.

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

Aye: 5 - Charles Coleman;Ann Williams;John Street;David McClain and LJ Bryant

[RES-20:248](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 700 CATE, PARCELS 01-144184-29500 & 01-144184-29600, JONESBORO, ARKANSAS 72401, OWNED BY ROSSE FAMILY TRUST

Sponsors: Code Enforcement and Mayor's Office

Attachments: [Affidavit of Statutory Lien -700 Cate](#)
[700 Cate](#)

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: 5 - Charles Coleman;Ann Williams;John Street;David McClain and LJ Bryant

[RES-20:249](#)

A RESOLUTION FOR THE CITY OF JONESBORO TO AMEND THE APPROVED 2020 CDBG ACTION PLAN.

Sponsors: Grants and Mayor's Office

Attachments: [Corrected notice for new 2020 allocation](#)
[HUD Approval, CV3 CDBG](#)
[2020 CDBG Action Plan, Revised December 2020](#)

Councilmember John Street explained that he was "thankful" that the amount was no more than \$94.00, the CDBG Action Plan has been very helpful to us over the years. Councilmember Doctor Charles Coleman agreed.

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: 5 - Charles Coleman;Ann Williams;John Street;David McClain and LJ Bryant

[RES-20:250](#)

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS TO AMEND THE CITY SALARY AND ADMINISTRATION POLICY BY INCLUDING UPDATED JOB TITLES AND GRADES

Attachments: [2019 Pay Grades and Titles by Grade](#)
[Proposed 2021 Pay Grades and Titles by Grade](#)

Councilmember Doctor Charles Coleman explained that he has spoken to Human Resource Director Dewayne Douglas, and Finance Director Steve Purtee and I am beginning to be satisfied with some of the information that they have given to me. But,

does this include re-addressing the COLA (cost of living), or is that something that will come later, looking at my documents I see that nothing has been done in a few years regarding the COLA. If this does not address this concern then it needs to be noted that there needs to be a meeting regarding COLA concerns. The 2% step that employees are getting does not bother me, I think Human Resource Director Dewayne Douglas has done a good job with that part of the Johansen step and grade salary plan. Again, the biggest problem to me is the COLA, the cost of living since 2016 has gone up so drastically. When I look at the numbers regarding the salaries of the employees, I am just appalled at the numbers, I just don't see how some of them are even making it on the money they are getting right now.

Chairman Joe Hafner explained that what we are discussing today will not address items like a COLA increase. It does make some adjustments for the lower grades to hopefully ease some of the pressure that we are having on hiring people. But, discussions like increasing the steps or COLA increases is going to be part of a bigger pay plan review in the coming months. I think now that this plan has been in effect for a little over 4-years it is time to go back and make some adjustments like that, and that will involve bringing the Johansen Group back to address this and other things as well. Councilmember Doctor Charles Coleman "thanked" Chairman Joe Hafner and asked him to please keep an eye on this subject. I think this is something that we need to do, I know that we are getting ready for the transition of a new Mayor but this is not a can that we need to keep kicking down the road, and it needs to be done in this fiscal year. Chairman Joe Hafner said one of the things that I wanted to mention is that I had City Clerk-elect April Leggett do and that was to go back and pull some of the minutes from 2016 when this plan was adopted because I was not on the Council then, and I wanted to have a better understanding of what a step increase was, verses a COLA increase. In the jobs that I have had over the years I've gotten a raise. It wasn't called a step increase or a COLA increase it was called a raise.

I just want to make sure that I understand some of the discussions that were had and that when we do this plan that we make the necessary tweaks that need to be made to it. Councilmember Doctor Charles Coleman said that I do agree with you, and I am not going to go on about it too much. But, I need to make sure that I say this on record, Human Resource Director Dewayne Douglas did show me how information is put into the Johansen Software which then gives you the job description. I am not sure that I am happy about that, and I did talk with him about that. I guess I am old fashion but I think job descriptions should already be in place. I am not against it, but at the same time our next step needs to be a review of the COLA, that is something that we are going to have to do, we are going to have to address it. Chairman Joe Hafner agreed and said that I am certain that we will be having more conversations with Mayor-elect Harold Copenhaver to set a timeline on when the salary plan review will start, and bring in Johansen to provide us with more education on the process. Councilmember Doctor Charles Coleman "thanked" Chairman Joe Hafner again for letting him speak. This is just something that is weighing heavy on my mind.

Councilmember LJ Bryant said I have a comment, and will try to be brief. I was just looking at the red-line positions, the new positions. It was really helpful that Finance Director Steve Purtee sent us the chart of various positions, and what they really make. That was extremely helpful. To echo the statement made by Councilmember Doctor Charles Coleman, it is really amazing how little some people make and how big of a responsibility some of those people have. I will save most of my comments for the budget resolution because I think they apply more there. But, I will say here that the two additional positions for the Mayor's Office, I am opposing because of how little people are making in other areas.

Councilmember David McClain said I am just mostly wanting some clarification. In the working session Finance Steve Purtee showed us where there were seven new positions, is that correct? Then going through and looking at these positions, are these positions that have changed just because of grading, or have we actually created something new? I am looking at exhibit B. Finance Director Steve Purtee addressed these questions. We discovered this during our budget working session, they were pages 9-10 of the power point presentation. There are approximately 112 positions being re-graded. We did indicate that there was pressure on our job retention abilities regarding some of our lower tiered positions. We did identify 96 positions that we felt needed to be upgraded. We completely eliminated job grade 106. From there we ventured on up the scale taking 107 to 108 etc. etc. Councilmember David McClain said, so it was mostly just regrading, Finance Director Steve Purtee said correct, there is 7 new positions relative to those items highlighted on that 3-page document. Mayor Harold Perrin said that was a good question Councilmember David McClain had. I think what Finance Director Steve Purtee just said, when you start talking figures, example when you say 122, what he is saying is that there is only 7 new positions, the rest of that is strictly bringing those employees up on the grade system that are on the lower end of the pay-scale and that is where the major problem is. Now, when you look at the overall salaries throughout the city, and I am reading what Johansen sent to our Human Resource Director, Dewayne Douglas, there is compression not only in the low, but possibly the middle section as well.

When you all start meeting with the Johansen Group that would be one of the questions that I would ask them to do, and I am all for doing this. I will say this, and again I am not trying to be ultra conservative. The e-mail that the Johansen Group sent back to Human Resource Director Dewayne Douglas we would recommend this for larger cities like Jonesboro. Mayor Harold Perrin went on to explain that when they say "like you", that is not true because the City of Jonesboro only has a 1% sales tax. The other cities that he is comparing us to have a 2% or greater sales tax base that they can use for salaries and stuff. The thing you have to watch, and when you are listening to them, you can compare Jonesboro to other cities that's fine. However, you have to compare it to what you have coming in, and what you have coming in is a lot lower. I am speaking to myself here, until we get in another position to find additional revenue for some of these things you need to proceed with caution on anything that you do in regards to this salary plan.

Councilmember Doctor Charles Coleman explained that that was one of things that he brought up. One of the things I dislike the most is being compared to somebody else with what we have, especially from a financial standpoint. Comparing ourselves to Springdale, or Fayetteville, that irritates me. This happens on the School Board as well. We don't have the monies coming in that these other cities have coming in, or how they appropriate there finances. That is the part that Johansen really needs to explain or they need to go back and re-address how they are plotting out money for us the money that is to be spent on salaries., the different codes that are being used. That needs to really be explained in detail. Mayor Harold Perrin agreed, and said the other thing I was going to do and mention that someone had pulled all of the minutes from those meetings. The Finance Committee had several meetings with and without the Johansen Group before we adopted what we have now. What I want to do is go back and visit with previous Councilmember Darrel Dover who was Chairman of the Finance Committee. My question is in regards to the 2% step increase, what all does that include, does that include the COLA part, longevity, education, promotion. The only thing out of those that we have here is a longevity that after a certain period of time you get a check, I think that that is for employees that have been here for 10, 15,

and 20-plus years. What I am saying to you is that you will need to do a better job with Johansen of designing our pay plan to match all other benefits that we have within the City of Jonesboro. All agreed.

Chairman Joe Hafner made a comment about the step increase because I want to make sure that I understand what that was supposed to include. Mayor Harold Perrin said, right. Because they had so many meetings, and I was listening to them at the end, someone would I think longevity is in there, and then someone would say no that is not in there. That is the committee talking. If the full Committee doesn't understand what you are looking at then you don't need to send any document to somebody to approve. That is why I am wanting to speak to previous Councilmember Darrel Dover, hopefully he will have some insight. Councilmember Doctor Charles Coleman explained that basically that is what he is trying to get answers to as well. What does that 2% cover. Is it part of the COLA, I don't think it is part of the COLA.

Chairman Joe Hafner said, I will just tell you this and I haven't had a chance to look at them all. On the information that City Clerk-elect April Leggett sent to me the day after I requested it, and she was really on top of getting it to me. There is almost thirty different files, there is a lot of stuff there were a lot of different meetings where the pay plan was discussed. I just kind of wanted to get myself up to speed on those discussions even though I attended quite a few of those meetings, whether it be finance or council I just needed to refresh my memory on what was discussed.

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;Ann Williams;John Street and David McClain

Nay: 1 - LJ Bryant

5. Pending Items

6. Other Business

Chairman Joe Hafner commented that he had mentioned just a bit ago that Chief of Staff Mike Downing would be leaving his employment with the City in just a few short weeks. I just wanted to say that I really appreciate the work that Mike Downing has done. All other members of the Finance Committee echoed that same appreciativeness to Mr. Downing. Chief of Staff Mike Downing "Thanked" everyone for their comments. It has been an honor working with and for you all.

7. Public Comments

8. Adjournment

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

Aye: 5 - Charles Coleman;Ann Williams;John Street;David McClain and LJ Bryant