



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Finance & Administration Council Committee

Tuesday, December 13, 2022

4:00 PM

Municipal Center, 300 S. Church

1. Call To Order

2. Roll Call by City Clerk April Leggett

Mayor Harold Copenhaver was in attendance

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

3. Approval of minutes

[MIN-22:105](#)

Minutes for the Finance Committee meeting on November 29, 2022

Attachments: [Minutes](#)

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

Aye: 6 - Charles Coleman; Ann Williams; John Street; David McClain; LJ Bryant and Brian Emison

4. New Business

Chairman Joe Hafner said he was going to change the order up some. First he is going to do RES-22:255.

RESOLUTIONS TO BE INTRODUCED

[RES-22:237](#)

RESOLUTION AUTHORIZING THE CITY OF JONESBORO, ARKANSAS TO ENTER INTO AN AGREEMENT WITH THE ARKANSAS DEPARTMENT OF PUBLIC SAFETY AND ACCEPT THE FY2022-2023 PUBLIC SAFETY EQUIPMENT GRANT.

Sponsors: Grants and Police Department

Attachments: [Letter](#)
[MOU](#)

Councilmember David McClain asked are these license plate reading cameras or what type of camera are they? Police Department Chief Rick Elliot approached the podium and said the cameras are for our city to add to our Real-time Crime Center, and then there will be some license plate reader cameras also, printers and scanners for the

cars. Then there's a remote camera setup on a small trailer we can pull to any event and it has a large tower we can raise the camera up and oversee that event. We earmarked all this when we applied for the grant and this will kind of help offset some of our expenses in our upcoming budget. It's also replacing some laptops that were aging out in the fleet. Councilmember McClain said ok thank you.

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:238](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 204 WOODROW, JONESBORO, AR 72401, PARCEL 01-144073-23400, OWNED BY NEWEL COOTS IN THE AMOUNT OF \$175

Sponsors: Code Enforcement and Finance

Attachments: [Affidavit of Statutory Lien 204 Woodrow](#)
[Council Notice Letter 204 Woodrow](#)
[Woodrow 01-144073-23400](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:239](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 339 N FISHER, JONESBORO, AR 72401, PARCEL 01-144181-13400, OWNED BY RODNEY CRANFORD IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [339 N Fisher](#)
[Affidavit of Statutory Lien 339 N Fisher](#)
[Council Notice Letter 339 N Fisher](#)
[ranford](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:240](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 405 STATE STREET, JONESBORO, AR 72401, PARCEL 01-144171-03500, OWNED BY CHARLES E NOELL JR IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [405 State](#)
[Affidavit of Statutory Lien 405 State](#)
[Council Notice Letter 405 State](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:241](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 500 ALLEN, JONESBORO, AR 72401, PARCEL 01-144181-30100, OWNED BY KENNY COLEMAN IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [500 Allen](#)
[Affidavit of Statutory Lien 500 Allen](#)
[Council Notice Letter 500 Allen](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:242](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 500 WOODROW, JONESBORO, AR 72401, PARCEL 01-144073-18400, OWNED BY ANTHONY MGBODILE IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [500 Woodrow](#)
[Affidavit of Statutory Lien 500 Woodrow](#)
[Council Notice Letter 500 Woodrow](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:243](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 600/602 N CHURCH, JONESBORO, AR 72401, PARCEL 01-144074-10300, OWNED BY JACQUELINE STANBACK IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [600-602 N Church](#)
[Affidavit of Statutory Lien 600 N Church](#)
[Council Notice Letter 600 N Church](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:244](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 1024 E CRAIGHEAD FOREST RD, JONESBORO, AR 72401, PARCEL 01-134051-08200, OWNED BY LINDSEY M HARRISON IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [1024 E Craighead Forest](#)
[Affidavit of Statutory Lien 1024 E Craighead Forest Rd](#)
[Council Notice Letter 1024 E Craighead Forest Rd](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:245](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 1100 E WASHINGTON, JONESBORO, AR 72401, PARCEL 01-144173-13000, OWNED BY DOROTHY HESTER IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [1100 E Washington](#)
[Affidavit of Statutory Lien 1100 E Washington](#)
[Council Notice Letter 1100 E Washington](#)

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: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:246](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 1305 OAKHURST, JONESBORO, AR 72401, PARCEL 01-143133-18700, OWNED BY DYLAN FRANKLIN IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [1305 Oakhurst](#)
[Affidavit of Statutory Lien 1305 Oakhurst](#)
[Council Notice Letter 1305 Oak Hurst](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:247](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 1313 PARDEW, JONESBORO, AR 72401, PARCEL 01-144212-20200, OWNED BY MICHELLE NUTT IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [1313 Pardew](#)
[Affidavit of Statutory Lien 1313 Pardew](#)
[Council Notice Letter 1313 Pardew](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:248](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 2501 MARY JANE, JONESBORO AR 72401, PARCEL 01-144272-24200, OWNED BY KENNETH L & DENA BRADWAY IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [2501 Mary Jane](#)
[Affidavit of Statutory Lien 2501 Mary Jane](#)
[Council Notice Letter 2501 Mary Jane](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:249](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 3707 CATALINA, JONESBORO, AR 72401, PARCEL 01-144152-01000, OWNED BY DENE BARNETT IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [3707 Catalina Cove](#)
[Affidavit of Statutory Lien 3707 Catalina](#)
[Council Notice Letter 3707 Catalina](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:250](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT 4304 RACE, JONESBORO, AR 72401, PARCEL 01-144271-19900, OWNED BY CHARLES CRAIG CONYERS IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [4304 Race](#)
[Affidavit of Statutory Lien 4304 Race](#)
[Council Notice Letter 4304 Race](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:251](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT STADIUM/BUNTING, JONESBORO, AR 72401, PARCEL 01-134044-02300, OWNED BY WEAVER PROFESSIONAL SERVICES INC IN THE AMOUNT OF \$215.

Sponsors: Code Enforcement and Finance

Attachments: [Stadium 01-134044-02300](#)
[Affidavit of Statutory Lien Stadium-Bunting](#)
[Council Notice Letter Stadium-Bunting](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:252](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT SUMMER PLACE, JONESBORO, AR 72404, PARCEL 01-134043-09800, OWNED BY CECILLA REYNOLDS IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [Summer Place \(CE22-1582,1583\)](#)
[Affidavit of Statutory Lien Summer Place 01-134043-09800](#)
[Council Notice Letter Summer Place 01-134043-09800](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:253](#)

RESOLUTION BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS, TO PLACE A MUNICIPAL LIEN ON PROPERTY LOCATED AT SUMMER PLACE, JONESBORO, AR 72404, PARCEL 01-134043-09900, OWNED BY CECILLA REYNOLDS IN THE AMOUNT OF \$175.

Sponsors: Code Enforcement and Finance

Attachments: [Summer Place \(CE22-1582,1583\)](#)
[Affidavit of Statutory Lien Summer Place 01-134043-09900](#)
[Council Notice Letter Summer Place 01-134043-09900](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:254](#)

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

Sponsors: Human Resources and Finance

Attachments: [2023 Job Titles by Grade](#)
[2023 Non-Uniformed Employee Pay Grades & Steps](#)
[2023 Uniformed Employee Pay Grades & Steps](#)
[Finance email to City Clerk](#)

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison

[RES-22:255](#)

A RESOLUTION PROVIDING FOR THE ADOPTION OF A BUDGET FOR THE CITY OF JONESBORO, ARKANSAS, FOR THE TWELVE (12) MONTHS BEGINNING JANUARY 1, 2023, AND ENDING DECEMBER 31, 2023, APPROPRIATING MONEY FOR EACH ITEM OF EXPENDITURE THEREIN PROVIDED FOR; AND FOR OTHER PURPOSES

Sponsors: Mayor's Office and Finance

Attachments: [2023 Draft Budget](#)
 [Jonesboro Budget 2023 Presentation](#)
 [Finance email to City Clerk](#)

Chairman Joe Hafner said kind of like we done in the working session, Mayor if you want to make any comments and then the committee can ask questions or make comments. Mayor Harold Copenhaver said first off thank you Chairman Hafner. I just want to say thank you again to the councilmembers that were able to make it to the working session last week. I think we had really good dialogue and detailed some of the important topics that will hopefully move this meeting along more efficiently. I also want to state, as you all are aware, that I made it my priority to stay competitive and continue to improve the city. I challenged my staff with four goals in this budget. It's investing and it's continue investing in public safety and uniform personnel, increase investment and infrastructure like streets and sidewalks, invest in our customer service, and invest in the quality space for our residents and do it in a physical responsible manner. I feel that we've accomplished this and we'll continue to look forward, but it's important that, you council, are well aware that the community needs to stay and I feel that we are very competitive but we need to remain competitive. I think this budget sets a tone as we continue to move our city forward. That's all my comments.

Chairman Joe Hafner said one thing I want to clarify because I've heard some comments about this, like this year and last year and almost every year, but I know one thing that we always talk about is our health insurance increase. This year it's 5% and the pay increase is 5% and some people think, well my pay went up 5% but my health insurance went up 5%, but people need to keep in mind that it is the same percentage but it's not the same. 5% of premiums went up not 5% of your salary. Mayor Copenhaver said Chairman we always try to educate especially through our directors to all the employees. We had that issue again last year and it's an educational process. I believe, Steve or Christi correct me if I'm wrong, the employee portion of their 5% was around three dollars. Chairman Hafner said yeah I have it right here. An individual, their increased per pay period is \$3.76 and for a family it's \$8.08 a pay period. The city pays 71%. Mayor Copenhaver said 71% of the remaining premium, that's correct.

Councilmember Dr. Charles Coleman said one thing I did ask, I talked to Brian and John, about the swimming pool that I've been trying to push for the last 10 years. I thank God that it's on the budget right now, but at the same time, since this is going to be in my ward, whatever committee is going to work on the swimming pool, I would like to be on that committee because I want to make sure we don't over spend or under spend. It's not a negative statement, I just want to make sure. I've already had citizens call me about this. One called and asked if it was a done deal and I said no we have not approved the budget yet and so they wanted to come in a different way with a petition. I said no let's just hold off until the City Council as a whole looks at it, but at the same time I request to be on that committee. Mayor Harold Copenhaver said noted. Brian if you don't mind give us a quick update.

Chief Administrative Officer Brian Richardson approached the podium and said sure. As you recall a few weeks ago, I believe the Mayor sent out an email or just talked to some of you directly, that we had issued a RFQ for potential architectural services on that pool. Just so we could hit the ground running in 2023 and of course there is an official city process that helps determine who the most qualified suitor is for that task. I believe there is a representative from Public Works on that so I would ask you to talk to him. Councilmember John Street said for the record, I told you the other day

but to get on record I will appoint you, Charles, to represent the committee on that with regards to the swimming pool. Councilmember Dr. Coleman said thank you. Brain said as soon as we get a time scheduled to review those bid processes we'll let you know. There's also a scoring process and review and interview that goes into that. I think we all would like to see this move along as quickly as possible. Mayor Copenhagen said I would like finish and follow that up with, the dialogue that we had last week, I think it's imperative. The city, we have a lot going on and so it's important that council be aware, and so we're going to be aggressively having meetings in February and March to show of projects, where those projects, when we begin, how far along in projects, and hopefully the date of completion on those projects. Please keep in mind council, do to conditions sometimes the projects change from moment to moment. So obviously we have carry over projects from last year that we were not able to start and there is a reason for that. We're going to be very reflective and we hear your request and we want to follow through with that. Councilmember Dr. Coleman said thank you very much.

Councilmember Ann Williams said I have a question about the pool. I have looked at the cost of other places for a good quality municipal pool. It seems that might be a low figure for a quality project. Mayor Harold Copenhagen said Councilmember Williams, I wanted to let you know there has already been a lot of discussion on how to utilize the pool as well for swimming and all that. We've already addressed that in the RFQ. Councilmember Williams said and I would assume even though there's a building there that some money is going to have to be spent for changing rooms and showers there. Parks Department Director Danny Kapales approached the podium and said absolutely. When you look at pools there's always different directions you go as far as the cost. It can go up and it can go down. As far as talking to other cities that have done pools and talking to some of the architects of design, that number we hit on is kind of that midpoint when you're looking at pools of the size that we're looking at. Something that has a zero entry location, that way children can come in and not have to climb into the pool, you can actual walk into the pool, still have some lap lanes in it that way if someone wants to swim laps, it has some play area. We're also looking at using the building that we currently have there, location in back, to able to tie into that to be able to potentially use that for the bathrooms and changing areas and concession. I think that would bring some of our cost down that you would normally see if you went to an area that has no infrastructure in place. I think there's going to be some balance with that location. Plus we already have the parking lot in place, so when you look at other pools and start looking at overall cost you have to go in and build that parking lot that's already there. Councilmember Williams asked what size pool are we talking about? Danny said I wish I could tell you an exact size but that's going to come down to an actual design, but it's going to be similar to the overall size of what we have at the old YMCA area but the difference is going to be that it's going to have a zero depth entry. Whereas now, if you look at what we have at the old YMCA, you actually have to dive in or climb in using a ladder. Councilmember Williams asked so it's comparable in size to the former Y? Danny said yes it should be very similar to that size as far as the overall function, but it's going to start at a very very small depth and then go into the lap size at the other end. Councilmember Williams said I also have a question. I've observed and checked into our history, as far as that nine acres of that property on Johnson, on the north side and I think at one point that the idea was possibly to use that as a park as we acquired pieces of that and make one decent size property there. It had been considered at one time by our former CBDG director Gill Vickers as a police substation and a park, but I know recently you stated when we addressed the parks in north Jonesboro and the plans for north Jonesboro, saying if anybody had property or property available to use for parks, I immediately thought oh yeah we have nine acres right there. Which was considered

back 10 years ago for a park and I wondered why we're not utilizing that or what are the thoughts on that.

Councilmember Dr. Charles Coleman said I need to make a statement. I understand the latitude that we have property but from a cost reduction possibility, I would rather have it at Parker Park because we already have a building there that we can tie to, and if you do it on open ground that's going to cost more. Councilmember Williams said I'm just talking about parks in general because we've had a lot of discussion about the fact that northeast Jonesboro has not been particularly served as far as parks. Mayor Copenhagen said Councilmember Williams that has been in discussion for 10 plus years, so we had to look at this from utilization of what we currently had in place, and Danny already has staffing, already have bathrooms that are very costly, we already have a splash pad in that area. So for the initial onset and to keep the reduction of cost in play, it's a pretty common sense approach to use this facility, if we have enough room in that area. Now to say that for future development and with a hiring of a new landscape architect, if anybody qualifies for that, and an overall parks plan design that's in this budget, then we can look at other things as we continue down the road. Chairman Joe Hafner said Mayor I think you bring up a good point with the master parks plan that is budgeted for next year. I think that is some of the type of things that will be looked at as far as that process. Danny said I think Joe you nailed it right there. Looking at the overall master parks plan, I think that as much as I want to move forward and build as many parks as possible can and make sure that everybody is taking care of in the community. I think we also have to look at the city as a whole and look at where our assets are and look at where our gaps and deficits are and make sure that we're filling in those deficits. I think that master parks plan is going to be part of that. That tells us where those deficits are and that way we build those first and then from there we start adding on. The other piece to that is we're working with a couple of our East Lives which are our students. They're looking at our overall city and from a student standpoint, they're going to look at those deficits. They're going to look at where parks are located, they are going to look at where schools have playgrounds and they are going to let us know from a youth standpoint where they think we need to go. So we'll have that youth standpoint, we'll have the master parks plan and we'll put those together and we'll actually have an opportunity to see Jonesboro move in the direction that is planned. Not in a here is what we think today where we need to put a park, it's a true plan for the next 10 years as we move forward. We just had a park built by Habitat for Humanity on State Street, that's right in that same location that we're talking about. It's a beautiful little park that the apartment's right there have somewhere to go that they can utilize. Councilmember Dr. Coleman said another thing I think about by building a park or swimming pool, I'm looking at the fact of additional police coverage. I would like to have more parks but right now what's being done on the north side because there's more that needs to be done, but when you start adding parks and pools there's also the addition of police coverage protection and that types of things. The addition that still comes to me is Parker Park. I do feel there's other places outside of Parker Park that need different parks, but right now I want that swimming pool. Chairman Hafner said on that master parks plan, hopefully that is something that can start like in January and February and where not sitting here in September asking how the master parks plan is coming along. Danny said I completely agree. I feel we are in a position to start moving pretty quick on it, and honestly in September I feel that we should have a master park plan in our hands by that point.

Councilmember David McClain said I have a couple quick questions, not to you Danny. I know we gave 5% to our uniformed employees. I would like to see and also to help to see what other cities have done, if somehow we could get a comparison of what

some other cities our size is doing as far as pay. I don't know if Finance has looked into that already. I know North Little Rock recently brought in their starting pay as \$48,000 for officers and I think, if I'm not mistaken, a Sargent level pay here. \$55,000 is the starting for a Sargent. I would like to see a comparison and that would help me feel better about if that 5%. Is that average, is that high, is that low? Mayor Harold Copenhaver said if I may address that. Obviously when this administration took place, we continued to hear about the underfunding from uniformed and non-uniformed. In that process we worked with both chiefs, in uniform, to see where we stood on a statewide average, and to be quite honest with you, basically the city trails in all areas when it comes to pay. When we addressed that from the budget that was passed in 2016 on the step pay, that was an automatic 2% built in at that point in time. So we addressed it from the situation last year. We did the two and the additional two on the COLA and then the 1% throughout the year, so that was a 5%, first time that had been done. We also then addressed it this year, we increased starting pay as well and I think chief could attest, we have closed that gap to where we are more competitive with the higher-end communities in the state of Arkansas. Are we where we would like to be? I'm taking small bites of the apple and I'll continue to do that as long as we're able to finically do that. So my commitment has always been to public safety and I think you can see what we have done the last two years, we are committed to that and we're going to continue to close that gap if we're able to do so in a financial fiscally responsible manner. Councilmember McClain said that's why I asked the question, for our knowledge, what do we compare. Mayor Copenhaver said we have all the comparisons and I can show you on all levels where we are. Councilmember McClain asked can you share that with us? Mayor Copenhaver said I can get that to you. Councilmember McClain said the reason I'm asking is so that we are making informed decisions. Mayor Copenhaver said I would not have it in front of you if we hadn't done our due diligence on the back end. Chairman Joe Hafner said there is also the AML survey. Mayor Copenhaver said every survey will be different. Chairman Hafner said yeah and that's one thing I looked at during this process. How we compare to AML before the 5% and then after the 5%. Mayor Copenhaver said I think it would be palliative for the chief to address this.

Police Departments Chief Rick Elliot approached the podium and said to back up, the AML survey, that's once source and it's an outdated piece of material. Right now in this country there's a police crisis shortage in law enforcement. Not only here but every sheriff's department and police departments in the United States is understaffed trying to find quality people to come do this job. Basically, the hit that law enforcement has had over the last several years, the negativity, no one wants to do the job anymore, people are leaving the job in droves so this market is very competitive at this point. The past two years we've made headways, especially this past year with our starting pay increase. That put us back in the game in the market. Are there other agencies that pay more than us? Yes. Up until the state police new salary at \$54,000, we were competitive within \$1,000-\$1,500. When this pay raise went in effect in back in the spring, we were \$1,500 difference then to start then at Little Rock, so we're in the ballgame. Since then Little Rocks jumped up and North Little Rock has jumped up. Councilmember McClain said and West Memphis has jumped up. Chief Elliot said everybody's jumped up. Again, we're all in this same boat, same crisis and there are agencies doing what they have to do. The fact is, we are on this step plan, a lot of these places, when they start they're locked in. We may be a little bit lower but as time goes on our steps bring them up to that point and then moves beyond. I think when you look globally overall, I think we have a better system. We're still not as high as a lot of places, I get that. I would say that this salary plan is several years old and I think as we move forward it's probably time to look at it again globally. Including the steps, I know when they were putting the steps in place there were percentages

depending on the year. I think to be consistent across the board it would make sense. We've had two good budget years equipment wise and this year the 5% proposed, it is a big step. We're better than we were a couple of years ago, so we're moving in the right direction and I appreciate the mayor and Steve for pushing this thing forward. As the mayor said, we're not going to fix it all in one night, but obviously it's a work in progress. I think as we move forward this is something we can continue to look at. There's some officers that have been here 10 to 15 years that may not fared as far down the road on that last pay step, but I think that's something that we could look at as we move forward. I think we have open ears and I know this council supports the police department. I just think as we move forward we need to take a global look at our situation and re-look at our pay administration plan.

Councilmember McClain said let me ask a follow up, so the phases we were talking about back at the end of last year. Like Joe said this is like phase three. Are we there or are we not there. Chairman Joe Hafner said the mayor has been clear that he is not there. Mayor Harold Copenhaver said let me say there are no phases to the product. It's like I'm not going to write a check that I can't cash in the future. So it's relative on what our budget is from year in and year out on what we can do. Are we showing that we are looking and doing? Yes. We are leading by example what we're doing. To make a promise that I possibly can't keep, I can't do that to the city or the taxpayers, but I can promise you this, that we are addressing the situation and I know for a fact that Steve, myself, Brian and Tony we're always in discussion on what we can do. Chief asked us to be competitive when on starting entry level. We brought that number at a higher number then initially they asked for. We brought that number back and council approved that number. That's a 25% increase. Retention, how do we address retention? I think we're seeing the end result as in our last work meeting last Friday, Mr. Purtee addressed the retention level of our employees that have been here twenty years or more. We're in a good position there. Ok, but it's important that we keep investing. That's what I've done and that's what we continue to show.

Councilmember David McClain said I'm just trying to make sure I understand. If we have different phases that we are going to implement, where are we? Mayor Harold Copenhaver said there is not a phase, David, as far as what I perceive you're asking. Chairman Joe Hafner said are you asking that is this is a 10 step plan or what? Councilmember McClain said again, the conversation at the end of last year was that we were going to have it in phases. Phase one was the entry level, phase two was going to address the guys and girls that have been here longer. Mayor Copenhaver said but we also addressed that last year as well and then partially through the year with an additional 1% as well. It's an ongoing phase I guess, to answer your question and as our budget and revenue. We continually look at that and that's when we address it onto what part can we be fiscally responsible to make an increase, because not only is this increase looked at by uniformed it also affects our non-uniformed. It affects LOPFI, which is 23%, and it affects the individual employees as well that are not in LOPFI. So again, we have to be very cautious and do it in a fiscally sound manner and I think we have done so and we will continue to do so.

Chairman Joe Hafner said let me say this. I think we've been clear. It's been clear through the mayor's office and Finance that we're taking steps. It may not be big steps like some people want but we're taking steps. I also believe that it's going to be all of our jobs to make sure this sales tax is coming in strong. We can't fund yearly pay increase out of our surplus reserves. You have to do that out of your operating revenue. North Little Rock and Jonesboro have something in common and that is, in 2000 when they implemented their sales tax and we implemented our sales tax, we both did away with residential sanitation fees. We did away with all our sanitation fees

including apartment buildings, ASU residential halls, everybody that we service we don't charge. Where North Little Rock still charges apartments. That's how it is now, the precedence has been set. But one thing North Little Rock did back in 2017-2018, the mayor came out and said alright citizens we need to do one of three things. We need to cut services, we need to re-implement sanitation fees, or we need a sales tax increase. The residents passed a 1% sales tax increase. Which gives you more operating revenue to do bigger pay raises in one bite. Everyone knows that we support the police, uniformed and non-uniformed, and we need to keep pushing to get them caught up more to the departments, but I also understand that you can't over promise. Maybe in April or May when we have the first quarter sales tax revenues coming in, compare to budget and do what we did this year and start looking at additional changes that can get implemented.

Councilmember David McClain said and that's fine, I think we should continue to look at it. I just want to make sure, again, that I'm clear because I feel at some point we have to continue to have the conversation but at the same time everyone needs to be clear on what is planned. Whether it be we say it comes with a caveat based off of revenues that's fine, but at the same time I would like to see this is where we are, this is the plan we're going off of or this is where we plan to go. To your point mayor, before I was on council, the change was made to put in the step and a different pay plan. That is something some like and some don't like it. I think we should see clearly where we're headed, because a lot of times we get it brought up to us that this is what we're getting paid, it's not enough, this is what other people are getting paid. So for me I'm a visual learner and if I can see the top five cities that are our size so we can have a comparison. Yes some cities don't cost as much to live there but at the same time the job is the same. If I'm getting paid the same or less and doing the same job, that's what's going to determine somebody feeling like they're worth and that you value and appreciate them. Not saying that you guys don't but that's going to be the internal dialogue for someone. For me I want to know this is phase three, this is phase four, we're starting back over and this is phase one of the next pay plan. Chairman Joe Hafner said I think it's a continual evaluation situation. Councilmember McClain said and I understand that. Chairman Hafner said it's not something you can say this is step four of a 10 step phase. Councilmember McClain said but I can always change in the midst of and try to create this is where we're headed and this is what I intend, is what I'm saying. That's my point. We have \$10 million in the bank with ARPA money. Chairman Hafner said which can't be used. Councilmember McClain said that can't be used on pay for police? Chairman Hafner said let me say this, that money would not always be around and not a continual source of funding. Councilmember McClain said I get it.

Mayor Harold Copenhaver said Councilmember McClain, I think your comments are duly noted. I would like to have Mr. Purtee to come up. We work on this constantly to redevelop a pay plan to make it more efficient and more effective for all of our city employees, which are 601 of them right now, and so we're addressing that on a quarterly basis with Finance, our department heads and our directors. This is important to know, and I've stated it multiple times this evening, we will continue to work on this. And if you have noticed in the budget, we have consolidated several different areas in the budget plan to make it more efficient and more effective. Police and Fire, we obviously address those in a different way than we do other departments in the city. Again, it's an overall picture. My goal has always been safety. You will see that we have spent \$28 million this year of our budget, which is almost 56% of our citywide revenue budget for safety. That is key and it remains at the top of my list. Chief and I made an announcement yesterday, we found and were able to process the ability to provide up to 1,000 hours for officers to be on the streets of our community.

It is overtime pay but that provides the resources that we have with officers that are off duty and can be back out in our community during the holidays to allow people to be safe. So we always have adjustments. We're making adjustments almost daily when we look at this. The thought and process, when it comes to a budget, is not something that comes up in a two week period. This is a six month to a nine month process, so it is thoroughly thought out. I take all your words and I appreciate them and I note those, but please note from my end, and our administration, that we're working on this constantly. Thank you.

Finance Department Director Steve Purtee approached the podium and said Committee I just wanted to make reference to ARPA funding. Basically, that's a real unique position for us. There are roughly \$11 million in those funds still available. We've committed roughly \$4.5 million of those and the line share of those to public safety as well as upgrade of some of our facilities and those types of things, very specific categories. Until we release those funds otherwise we will maintain those as a protected funding for very special projects. Those things that may not fit in the budget necessarily or some situation that might require attention, so that's a great resource for us. I would caution us on ever proceeding down the path to reutilize those funds other than how they were intended by the federal government. But again, if we do we need to doubly check to make sure we are doing that prudently in that regard. As reserve funds are, once those funds are expended they'll not be replaced again. Those are not revenue generating or from the standpoint not revenue regenerating with the regard we're not going to duplicate those again. They're one and done if you will, so I just caution us in that regard mayor. Thank you. Councilmember Ann Williams said it's pretty broad scope as far as utilization of those funds though. I know you have to be careful but it is broad. Steve said you are correct councilmember. It is broad with regard to those funds have not been audited at this point, so at this point we are going to approach it as cautiously as we can until we get that first audit then we'll see where we go from there.

Councilmember John Street said I've heard from several officers that have indicated that they were very satisfied with the progress we've made on paying benefits over the last years. This year adding to it, I know they appreciate the good faith estimate recognize that from the city. As the mayor mentioned, it's our intention, I think by council and the administration, to continue in that vein of improving the benefits and being very competitive as far as public safety. There's nobody that appreciates police, fire and public safety more than I do. The officers are very appreciative, the ones that I've talked to. They recognize our efforts. They've made a point to seek me out and tell me that. It may not be 100%, you're never going to have a 100% of everybody, but I'm talking about some that have been here a long time that didn't benefit necessarily from the earlier raises. I think we have made really good progress and I'm really pleased with it. I hope we can continue to do better, but as the mayor said, we've got to have the funds that are continually coming in to keep that going. Because once you put those pay raises out you can't take them back, you have to keep them there so you have to take that cautious approach. I think in the last couple of years we have done well. We've been blessed with good sales tax. I think the chief could even tell you, we've had officers come to us from other agencies. That was a first. We usually lost officers to other agencies. We've even had some that's left come back. I know one of the UPD officers at ASU told me he was coming to work for JPD. He actually took a cut in pay but we provide take home cars, we provide equipment that's second to none, our insurance here is excellent. I mean there's other considerations besides just a salary amount. When you're trying to be competitive you have to look at all those things, I think. I applaud the mayor and his staff, and the council, for continuing to pursue this over the years. I hope that we will stay in that vein but I think that's what

they're expecting, that we continue to make a good faith effort to proceed with improvement and being competitive.

Councilmember L.J. Bryant said Brian has been nice to answer all my emails. There's a lot of good things in the budget. You know the trail coordinator, a lot of good stuff. I'm still kind of working through my questions. I mean particularly around fire stations, bike lanes, trails and mosquitos. I've still got a list of 15 things that I'm still kind of working through. I know we've got some time on this budget, so I'm in no hurry for us to vote today. That's my opinion.

Councilmember David McClain said I have a question with that comment that Mr. Bryant just said. Are we planning to make changes or is it more of a everything's locked in and going forward? Mayor Harold Copenhaver said at this point everything's ready to move forward. Chairman Joe Hafner said we've shown over the years that if something comes up changes can be made to budget. Mayor Copenhaver said that's correct.

City Attorney Carol Duncan said that when it's a tie the chair can vote to pass a measure or you can choose not to vote. City Clerk April Leggett said and this is to recommend to council. It's not to actually pass. Carol said right, it's moving it forward. April said a voice vote would work. Chairman Joe Hafner said Aye. Carol said with that it moves forward to council on the next meeting.

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

Aye: 4 - Ann Williams;John Street;Joe Hafner and Brian Emison

Nay: 3 - Charles Coleman;David McClain and LJ Bryant

5. Pending Items

6. Other Business

Councilmember L.J. Bryant said I make a motion, that starting in January the Finance Committee meet at 4pm the same day as the Council meetings. Councilmember David McClain said can I ask a question or do we have to second the motion? I'll second so we can have some discussion. Chairman Joe Hafner said I guess my question is, typically being in the off session it helps things move. If we met on the first and third Tuesdays it would take longer for things to get to council. Let me say this, Mr. Bryant would you please explain? Councilmember Bryant said sure. I would argue just from listening to several folks, I'll let them be un-named to protect the innocent, but I think both community folks know that council days are council days as far as from an attention perspective. I think, honestly, from council members perspective as well its easier. I would think from staff members, not trying to speak for the staff members, but I think it makes sense for it to be together. It would be an efficient use of time. I think it would serve the community well, most importantly. Councilmember McClain said how long have we done the second and fourth? Chairman Hafner said the second and last Tuesday of the month. This was brought up two years ago and I think at that time someone had said it had been twenty something. I can't remember. Councilmember John Street said I have been on the council for twenty years and we have always meet at this same time. So I think everybody understands when we meet and it does give you some time between finance and

council, especially when you're dealing with things you can't control. Different grants and things like that, it gives you a chance to comply with those and get them to council. If you meet that very day you might miss some grants because the Grants Department didn't get the grant in time to have the lead time that they have to subject it to the council. Councilmember McClain asked is there anything that would hinder the staff? Does that hinder you or does the date matter? I guess that's my main question. Chief Administrative Officer Brian Richardson approached the podium and said yeah, I apologize, I haven't really thought about this. I could see where it could create an issue. One, the director sends me or Tony an item to prepare for legislation and then we send those to the City Clerk to enter into Legistar, you know one week in advance. You could potentially be doubling the amount of resolutions that have to be prepared and submitted for finance and council to be on the same day. Obviously that kind of stuff can be worked through. I do think you would probably, out of necessity, see more walk-ons. Especially when you get into the periods of five week months. Again, I really haven't prepared this thought very much, just as soon as Councilmember Bryant made the motion, I kind of thought about it. On the third week of a five week month you could be talking about three weeks in between when a resolution is submitted and then passed, or nine weeks when an Ordinance was introduced and finally passed. It could certainly can potentially extend the process significantly. As far as wear and tear on staff it's our job to do what is necessary to advance items to government. My biggest concern would be to make sure the ordinances were presented in a timely manner to the council, so we can pass resolutions to meet the requirements of grant deadlines. I'm sure we could sit down and think of a list of pros and cons. City Attorney Carol Duncan said my biggest concern would be other committee meetings. As in, finance running over into those and having time to do those before council starts. Councilmember Bryant said yeah, I think the only one that would be close would be public services, quarterly at 4:30pm, the other ones are at 5pm. In my five years we haven't had many finance meetings over an hour. Carol said that's the only concern I would see other than staff concerns. Chairman Hafner said City Clerk do you have any issues or concerns? City Clerk April Leggett said I think I see along the same lines as Brian does. There's a process that it has to go through, and it goes through so many different hands that that takes time. You may have a longer period of time that you're having to wait to get something approved that may be a grant or something that has a deadline on it. Brain said certainly happy to put together some thoughts on that because we're just kind of unprepared to try and weigh the pros and cons. Chairman Hafner said and we do have one more finance meeting this year.

Councilmember McClain said I don't mind to amend my second, Mr. Bryant, if you don't mind to amend your motion to maybe have a conversation again and take a look at it. I'm not opposed to it, but I know when I first started we had a lot of walk-ons for different reasons. Chairman Hafner said yeah, and we try to get away from that as much as we can. Councilmember McClain said yeah. If you don't see where it would put extra burden on your staff. Chairman Hafner said are you referring your second? Councilmember McClain said I will amend it to push it to the next finance meeting. We have one more right? We have some time to look at it and think about it. Brain said yeah, ultimately our goal is to make sure that we have regular enough meetings for the public to stay involved and we can move government along efficiently. Councilmember McClain said you're not taking away the meeting you're just changing the time different. All on the same day. Chairman Hafner said at this point, mayor did you want to say anything right now? Mayor Harold Copenhaver said saying in reference to that, I think we could do our due diligence and put the pros and cons. I see as, there's a process now in place and I don't want there to be a process where we overload. I could see that potentially happening and occur. Again, I do think that is an

idea that we could look at.

Chairman Joe Hafner said as it stands right now, unless Mr. Bryant amends his motion, there's still a motion on the floor. Councilmember L.J. Bryant said I'll amend my motion and just ask that the committee take a vote on it at the next committee meeting. Chairman Hafner asked does it have to be an actual resolution written up? Is this a nominating or finance thing? Councilmember Bryant said that may be a Carol question but I would argue that it's like us making a committee chairman. It would seem like a decision of the committee. City Attorney Carol Duncan said I feel like it's probably set in your rules though, as to when finance meets so it might be a nominating and rules vote first. I think in the rules it says finance meetings will be held on the second and last. Chairman Hafner said right now he's amending his motion to have it on the next agenda and I guess by then that would give us two weeks. Carol said you could always ask to call a nominating and rules, those are all special called. If your seconder wants to call a nominating and rules. Councilmember David McClain said we already have one planned to flip it to the other side. City Clerk April Leggett said it hasn't been set yet but yes there should be one called for transition from one side to the other. Chairman Hafner said let me ask this question. There's been a motion that it be on the next agenda. Is that something we actually need to vote on? Carol said it can be on your agenda or you can just make a request that it be placed on the nominating and rules agenda. Chairman Hafner said I don't mind us having this discussion but maybe by then we will know if it's a nominating thing and then we could adjust our conversation. April said your next finance is not until the 27th. Unless you have a special called Nominating and Rules right towards the end of the month. Carol said unless y'all want to come up here New Year's Eve and have a nominating and rules meeting. I would assume that the nominating and rules is going to be the date of the next council meeting, so it might be better to put it on that agenda and have the debate there. You'll be here anyway for that council meeting so you can have the conversation that and the staff will have time to prepare any pros and cons that they have.

Councilmember Bryant said I withdraw my motion.

7. Public Comments

8. Adjournment

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

Aye: 6 - Charles Coleman;Ann Williams;John Street;David McClain;LJ Bryant and Brian Emison