



Rescheduled Regular Meeting of the Board of Directors

City of Texarkana, Arkansas
216 Walnut Street

Minutes - Tuesday, September 03, 2019 - 6:00 PM

Mayor Allen Brown called the meeting to order.

PRESENT: Mayor Allen Brown, Ward 1 Assistant Mayor Linda Teeters, Ward 2 Director Laney J. Harris, Ward 3 Director Steven Hollibush, Ward 4 Director Travis Odom, Ward 5 Director Barbara S. Miner, and Ward 6 Director Terri Peavy.

ALSO PRESENT: City Manager Dr. Kenny Haskin, City Attorney George Matteson, City Clerk Heather Soyars and Deputy City Clerk Jenny Narens.

Invocation and Pledge of Allegiance given by Director Barbara S. Miner.

PRESENTATION(S)

1. Presentation of the City of Texarkana, Arkansas Employee Service Awards. (CCD)

Mayor Brown presented an award and pin to Hortense Foster for 20 years of service with the Police Department.

CONSENT

Motion to approve the Consent Agenda made by Director Peavy, Seconded by Director Hollibush.

The motion carried unanimously, and Mayor Brown declared the Consent Agenda approved. The items approved were:

2. Approval of the minutes of the regular meeting August 19, 2019. (CCD)
3. Resolution No. 2019-32 rescheduled 2020 regular Board of Director's meetings that conflict with City approved holidays. (CCD)

REGULAR

4. TABLED - Adopt an Ordinance to establish revised competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees. (THIRD READING)

Request to table this item indefinitely due to separate competitive pay ordinances for Fire and Police.

Assistant Mayor Teeters made the motion to table this ordinance, Seconded by Director Miner.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Miner and Director Peavy.

Voting Here: Director Odom.

The motion carried 6-1. The ordinance was tabled.

5. Ordinance No. 18-2019 - established competitive pay rules and regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Fire employees. (FIN)

Finance Director TyRhonda Henderson said one major change of the ordinance was 62 days of Fund Balance and an increase to 2.5% could be given.

Assistant Mayor Teeters said the Fund Balance went from 65 days to 62 days and the increase went from 2% - 3% to 2.5%. She said the holiday pay had already been taken out of the ordinance.

Finance Director TyRhonda Henderson said that was correct.

Director Harris asked about the 50 mile region.

Finance Director TyRhonda Henderson said the surrounding 50 miles made up the region.

Director Harris asked who would submit the request for a pay increase.

Finance Director TyRhonda Henderson said per the ordinance it would be during the budget process.

Director Harris asked when the City would know how much they received in property tax.

Finance Director TyRhonda Henderson said the City would receive that information in October or November. She said this pay increase would be based off the Budgeted Fund Balance and how it was at 71 days.

Director Harris reread his statement from the last Board meeting when he compared the taxes and revenues between the Texas-side to Arkansas-side.

The ordinance was read the first time in its entirety.

Motion to suspend the rules and place the ordinance on its second reading in abbreviated form made by Assistant Mayor Teeters, Seconded by Director Hollibush.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The ordinance was read the second time in abbreviated form.

Motion to further suspend the rules and place the ordinance on its third and final reading in abbreviated form made by Director Hollibush, Seconded by Director Odom.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The ordinance was read the third and final time in abbreviated form.

Motion to adopt the ordinance made by Director Peavy, Seconded by Assistant Mayor Teeters.

Mayor Brown asked if anyone on the Board or in the audience had any questions or comments on this item.

Fire Chief Fletcher said he did not think the new ordinance was as good as the current ordinance. He said if it would avoid a disaster then Fire could except it. Chief Fletcher said in section 2-C it mentioned total cumulative cost in base pay and he wondered if the cost would be above the 1996 pay scale.

Mayor Brown said it was his understanding the increase would be from the base pay at this time.

Assistant Mayor Teeters said it was based off your most current salary.

Fire Chief Fletcher said he thought he should know what the cumulative cost would be and it sounded like the City was \$2 million in the hole. He said it seemed like over the past 20 years they should have received a raise even without parity. Chief Fletcher said could the Fire baseline be raised up if things improved. He said they could possibly make enough money with the ¼ cent sales tax to cover the cumulative cost.

Mayor Brown said the focus in the ordinance was moving the City forward based on the financial condition of the City. He said even if the ¼ sales tax did not generate enough income, and the Fund Balance was over 62 days, the 2.5% raise would be given provided it was approved in the budget process. Mayor Brown said he hoped the non-civil employees would be able to receive an increase as well.

Fire Chief Fletcher said why would the cumulative cost be in the ordinance if the City were not going to figure out how to accurately judge it.

City Attorney George Matteson said the definition of competitive compensation, would not be from what the cost of what parity was, it would be from the entire salaries. He said if there were enough money from the ¼ cent sales tax or from the 62 days of Fund Balance, then the increase would be considered by the Board.

Fire Chief Fletcher said to meet competitive compensation next year the City would need \$300,000 and the ¼ sales tax generated \$1.2 million, then we would be good to go.

City Attorney George Matteson said the Board set compensation every year and the Board would look at the region to compare competitive compensation.

Fire Chief Fletcher asked if the deficit and cumulative cost apply. He said he thought the deficit was around \$2 million.

City Attorney George Matteson said the deficit would be decided from year to year.

Fire Chief Fletcher said the City would be starting over.

Assistant Mayor Teeters said the City would not start with a deficit; they were starting fresh. She said if the City had the Fund Balance and even if the ¼ cent sales tax does not generate enough, based on the region you may get another 2.5% increase if you were not already there.

Fire Chief Fletcher said he thought that was great. He asked how the Fund Balance was calculated.

Finance Director TyRhonda Henderson said the Fund Balance was calculated twice a year, at budget and at audit.

City Manager Dr. Kenny Haskin said it was the Budget Fund Balance.

Fire Chief Fletcher said what if the City took a big hit one month like the Regency Building, and it set the Fund Balance back. He said what would happen then.

City Attorney George Matteson said the Board set the City's Budget and asked if he thought on December 30 money would be spent out of the Unbudgeted Reserve Fund. He said the Board would make the decision if the money would be spent or if the money would be placed in the Reserve Fund for the future.

Finance Director TyRhonda Henderson said this year the City had a Budgeted Fund Balance of 71 days and if this ordinance were in place the increase of 2.5% would have already been given. She said the expense of the Regency Building would then be brought before the Board and they would be aware of the onetime expense and it could drop the Fund Balance below the 62 days level. Finance Director TyRhonda Henderson said since the increase was brought before the Board at the normal budget process the expense of the Regency Building would not affect the increase. She said when the Board looked at the next year's budget, those expenditures might affect the next increase.

Fire Chief Fletcher said thank you.

Director Miner asked how much the Fund Balance lowered if the increase were given.

Mayor Brown said for every \$50,000 paid out for increases the City would be reducing the Fund Balance by one day. He said a 2% increase would be about \$250,000. Mayor Brown said the City hoped to increase the revenues that way the City would not be on the borderline.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The Mayor declared the ordinance adopted.

6. Ordinance No. 19-2019 - established competitive pay rules and regains and maintains a competitive pay package for Texarkana, Arkansas Civil Service Police employees. (FIN)

Motion to suspend the rules and place the ordinance on its first reading in abbreviated form made by Assistant Mayor Teeters, Seconded by Director Miner.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The ordinance was read the first time in abbreviated form.

Motion to suspend the rules and place the ordinance on its second reading in abbreviated form made by Director Miner, Seconded by Director Hollibush.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The ordinance was read the second time in abbreviated form.

Motion to further suspend the rules and place the ordinance on its third and final reading in abbreviated form made by Assistant Mayor Teeters, Seconded by Director Miner.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. The ordinance was read the third and final time in abbreviated form.

Motion to adopt the ordinance made by Director Miner, Seconded by Director Odom.

Mayor Brown asked if anyone on the Board or in the audience had any questions or comments on this item. No one came forward.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom, Director Miner and Director Peavy.

The motion carried 7-0. Mayor Brown declared the ordinance adopted.

Mayor Brown said he wanted to thank the Board for dealing with this issue the last few months and getting it settled. He said it was from his understanding both ordinances were supported by most and this would allow the City to move forward. Mayor Brown said as the Board began the budget process, he hoped they would uphold these ordinances and wanted the Board to realize one of the key issues was economic development.

CITIZEN COMMUNICATION

No one came forward.

NEXT MEETING DATE: Monday, September 16, 2019

Mayor Brown said he thought it was viably important the Board instructed the City Manager and Finance Director to prepare an ordinance for the next Board meeting to give a 2% across the board pay increase for all the employees.

City Manager Dr. Kenny Haskin said the ordinance would be done.

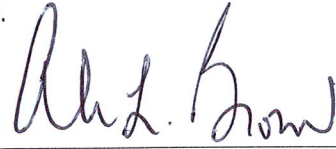
ADJOURN

Motion to adjourn made by Director Miner, Seconded by Director Peavy.

Voting Yea: Mayor Brown, Assistant Mayor Teeters, Director Harris, Director Hollibush, Director Odom Director Miner and Director Peavy.

The motion carried 7-0. The meeting adjourned at 6:46 PM.

APPROVAL of the minutes on this 16th day of September, 2019.



Allen L. Brown, Mayor



Heather Soyars, City Clerk