



Rescheduled Regular Meeting of the Board of Directors

City of Texarkana, Arkansas
216 Walnut Street

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

Call to Order

Roll Call

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)

CONSENT

2. Approval of the minutes of the regular meeting August 19, 2019. (CCD)
3. Adopt a Resolution rescheduling 2020 regular Board of Director meetings that conflict with City approved holidays. (CCD)

REGULAR

4. 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.

5. Adopt an Ordinance to establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Fire employees. (FIN)
Finance Director TyRhonda Henderson
6. Adopt an Ordinance to establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Police employees. (FIN)
Finance Director TyRhonda Henderson

CITIZEN COMMUNICATION

NEXT MEETING DATE: Monday, September 16, 2019

ADJOURN

2019 City Calendar

Gateway Farmer's Market – Every Tuesday, Thursday and Saturday

75th Annual Four States Fair & Rodeo Parade - Saturday, September 14, 2019

**32nd Annual POW/MIA Vigil & 25th Annual Ride to Remember - Friday & Saturday,
September 20-21, 2019**

AMA Benefit Show - Saturday, September 28, 2019

Komen Race for the Cure - Saturday, October 19, 2019



**CITY OF TEXARKANA, AR
BOARD OF DIRECTORS**

AGENDA TITLE:	Presentation of the City of Texarkana, Arkansas Employee Service Awards. (CCD)
AGENDA DATE:	September 3, 2019
ITEM TYPE:	Ordinance <input type="checkbox"/> Resolution <input type="checkbox"/> Other <input checked="" type="checkbox"/> : Presentation
DEPARTMENT:	City Clerk
PREPARED BY:	Heather Soyars, City Clerk

REQUEST:	Presentation of employee service awards.
EMERGENCY CLAUSE:	N/A

SUMMARY:	Presentation of employee service awards.
-----------------	--

EXPENSE REQUIRED:	N/A
--------------------------	-----

AMOUNT BUDGETED:	N/A
-------------------------	-----

APPROPRIATION REQUIRED:	N/A
------------------------------------	-----

RECOMMENDED ACTION:	N/A
--------------------------------	-----

EXHIBITS:	Employee Service Awards List.
------------------	-------------------------------

City of Texarkana, Arkansas Employee Service Awards

<u>NAME</u>	<u>Department</u>	<u>Years of Service</u>
Hortense Foster	Receptionist for TAPD	20



CITY OF TEXARKANA, AR BOARD OF DIRECTORS

AGENDA TITLE:	Approval of the minutes of the regular meeting August 19, 2019. (CCD)
AGENDA DATE:	September 3, 2019
ITEM TYPE:	Ordinance <input type="checkbox"/> Resolution <input type="checkbox"/> Other <input checked="" type="checkbox"/> : Minutes
DEPARTMENT:	City Clerk
PREPARED BY:	Heather Soyars, City Clerk

REQUEST:	Approval of meeting minutes.
EMERGENCY CLAUSE:	N/A

SUMMARY:	Approval of meeting minutes.
-----------------	------------------------------

EXPENSE REQUIRED:	N/A
--------------------------	-----

AMOUNT BUDGETED:	N/A
-------------------------	-----

APPROPRIATION REQUIRED:	N/A
------------------------------------	-----

RECOMMENDED ACTION:	The City Clerk recommends approval.
--------------------------------	-------------------------------------

EXHIBITS:	Meeting minutes.
------------------	------------------



Regular Meeting of the Board of Directors

City of Texarkana, Arkansas

216 Walnut Street

Minutes - Monday, August 19, 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 4 Director Travis Odom, Ward 5 Director Barbara S. Miner, and Ward 6 Director Terri Peavy.

[Director Odom arrived at the meeting at 6:14 PM]

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

ABSENT: Ward 3 Director Steven Hollibush

Invocation and Pledge of Allegiance given by Mayor Allen Brown

CONSENT

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

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

1. Approval of the minutes of the regular meeting August 5, 2019. (CCD)
2. Resolution No. 2019-30 authorized the City Manager to purchase a Crew Cab 1 Ton Truck for the Public Works Department Streets Division. (PWD)

REGULAR

3. Mayor Brown opened the Public Hearing to allow citizen input regarding the use of Byrne Justice Assistance Grant Program monies for the Texarkana, Arkansas Police Department.

Lieutenant Zachary White said the Texarkana, Arkansas (TAPD) Police Department received money through the DOJ LLEBG Block Grant Program each year. He requested permission to submit the joint 2019 application and enter into an Inter-local Agreement with Miller County concerning the division of the funds in the amount of \$16,330.00. The money splits \$10,941.00 TAPD and \$5,389.00 with MCSO. This year we were eligible for a new grant "Byrne Justice Assistance Grant Program" or JAG in the amount of \$16,330.00 to be split with Miller County. Unless both City and County agreed to the disparate certification resolution for Texarkana/Miller County neither governmental

agency would receive funds. Miller County had agreed to take \$5,389.00 as their share to resolve the disparate certification. This was approximately a 67/33 split. There was an especially short window of opportunity to submit this application to the Board of Directors for approval of the JAG Grant, Public Comments and MOU with Miller County and then forward to the Department of Justice for processing.

Lieutenant Zachary White said TAPD proposed to use the City's share, (\$10,941.00) towards the purchase of six (6) Dell Latitude 5490 laptop computers. TAPD currently deploys Dell Latitude laptops as MDTs in the field, and these laptops had proven to be very stable and durable; however, the service life of most of our MDTs had been surpassed. There was no local match to either the City or County on this grant application.

Director Miner asked if this would replace all the computers.

Lieutenant Zachary White said no it would not. He said there were funds left over from the 2017 JAG Grant and the Police Department would be able to purchase seven (7) computers with those funds and six (6) with the new funds. Lieutenant Zachary White said with the purchase of thirteen (13) new computers it would replace all the computers purchased in 2014.

Assistant Mayor Teeters asked if the old computers would be donated.

Lieutenant Zachary White said he would not donate them due to the content on the computers, but they would be able to use some of them as spare computers in case one went down.

No one else came forward and Mayor Brown closed the Public Hearing.

Resolution No. 2019-31 granted permission to submit the 2019 application and further authorized the City Manager to execute a Memorandum of Understanding (MOU) Interlocal Agreement with Miller County, regarding the Byrne Justice Assistance Grant (JAG-yearly grant).

Motion to adopt the resolution made by Director Peavy, Seconded by Director Miner.

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

Mayor Brown declared the resolution adopted by a 5-0 vote.

4. Ordinance No. 17-2019 levied the 2019 tax rate. (FIN)

Finance Director TyRhonda Henderson said each year, the City was required to establish the property tax levy for that year which was then applied by the County to property tax bills in the next year. The proposed 2019 tax levy was the same as in prior years—5 mils for general fund operations, 1 mil for the fire pension fund, 1 mil for the police pension fund, 1 mil for the library fund, and 2.5 mils for general obligation bond debt service payments. Passage of this ordinance would not increase property tax rates for any City resident.

Director Miner asked what the property tax rate was.

Finance Director TyRhonda Henderson said 54.9 mils.

Director Peavy asked if this millage were where the street maintenance came from.

Finance Director TyRhonda Henderson said the street millage was from a separate millage and the rate was .3 mils.

Director Peavy said on a \$300,000.00 home the street department would receive \$18.00. She said the rate had been the same since 2007 and the Miller County Quorum Court had the authority to raise the millage.

Motion to read the ordinance the first time in abbreviated form made by Director Harris, Seconded by Assistant Mayor Teeters.

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

The motion carried 5-0. 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 Assistant Mayor Teeters, Seconded by Director Miner.

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

The motion carried 5-0. 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 Miner, Seconded by Director Harris.

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

The motion carried 5-0. The ordinance was read the third and final time in abbreviated form.

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

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

The motion carried 5-0. The Mayor declared the ordinance adopted.

CITIZEN COMMUNICATION

Director Peavy asked Public Works Director Tyler Richards for an update on the lights on the interstate.

Public Works Director Tyler Richards said last week they completed the lights in the median between Jefferson Avenue and Four States Fair Grounds. He said two weeks before, the twelve light high mass between Stateline Avenue and Jefferson Avenue were also completed and the only ones left were the smaller four light high mass between Jefferson Avenue and Four States Fair

Grounds bridges. Public Works Director Tyler Richards said those might take longer since there was a hoist that had to be used and some of them were broken.

Director Odom arrived at the meeting at 6:14 PM.

Director Peavy asked Public Works Director Tyler Richards the status of the Regency Building.

Public Works Director said he was in the process of obtaining bids to demolish the building.

Director Peavy asked if the City had to pay.

Public Works Director said yes, the property owner was nowhere to be found.

Mayor Brown said there was an item on the agenda pulled from tonight's meeting and he knew the high importance it was for the Board on moving forward for the competitive pay for the Police and Fire Department. He said he believed neither associations agreed with the ordinance on the table for its third and final reading and he personally felt the Board would be going down the wrong road trying to pass an ordinance neither entities support. Mayor Brown said he felt like the Board had not had enough input from both entities to come to an agreement and he encouraged Assistant Mayor Teeters and staff to meet with these entities and try to get a conclusion since the clock was ticking. He said there was a Police Association ordinance he read, and he would support if it were on the table tonight. Mayor Brown said within the next week he hoped these entities with the direction of Assistant Mayor Teeters would get together and look at the Police Association ordinance and come to a conclusion. He said he felt the Board would have to immediately address the pay differential between the two entities which was 2%.

Assistant Mayor Teeters said she was more than willing to work with anyone, it was all about compromise. She said the ordinance language had been changed at least four times and not everyone would be 100% happy. Assistant Mayor Teeters said she did not want to call another meeting if it were just going to be attack mode. She said her name was on the ordinance because she sponsored the ordinance not because she wrote it, but she did not mind speaking with people about it at all.

Mayor Brown said this would be an effort to look at the differences between what the Police Association had proposed and what was currently on the table.

Chief Harrison said the officers under five years were wondering if the pay issue were ruled unconstitutional would they lose their job. He said the officers had all seen a letter on social media stating up to twenty officers could lose their jobs. Chief Harrison said they did not understand how the City could not do a 2% increase verses lose \$2 million from the parity tax. He said he wanted the Board to understand there would be devastating consequences if they had to reduce the number of officers in today's environment. Chief Harrison said he asked the Board to come to a conclusion concerning parity pay. He said he felt like all the City employees should receive a Cost of Living Adjustment (COLA) since it had been about five or six years.

Assistant Mayor Teeters asked Finance Director TyRhonda Henderson would the ordinance sponsored by her give the police the 2% increase.

Finance Director TyRhonda Henderson said yes.

Assistant Mayor Teeters said she agreed with Chief Harrison, but the Board had to word the ordinance to be legal in the state and the word parity could not be used. She said it was the word parity that was unconstitutional, not the raise. Assistant Mayor Teeters said she would do whatever it took to save the tax and be constitutional in the State of Arkansas.

John Warmack said there was a letter sent through the plaintiff's lawyer suggesting something be done at tonight's meeting and they never received a reply. He said they sent a proposal and were halfway there in getting a workshop scheduled for this week. John Warmack said he thought it would be a great idea if the City Manager came up with a simplified plan if the judge ruled the tax were unconstitutional, what would be the new staffing plan. He said this issue was a major issue for the City and he wanted it to be the number one priority and get it resolved.

No one else came forward.

NEXT MEETING DATE: Tuesday, September 3, 2019

ADJOURN

Motion to adjourn made by Director Miner, Seconded by Assistant Mayor Teeters.

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

The motion carried 6-0. The meeting adjourned at 6:33 PM.

APPROVAL of the minutes on this 3rd day of September, 2019.

Allen L. Brown, Mayor

Heather Soyars, City Clerk



CITY OF TEXARKANA, AR BOARD OF DIRECTORS

AGENDA TITLE:	Adopt a Resolution rescheduling 2020 regular Board of Director meetings that conflict with City approved holidays. (CCD)
AGENDA DATE:	September 3, 2019
ITEM TYPE:	Ordinance <input type="checkbox"/> Resolution <input checked="" type="checkbox"/> Other <input type="checkbox"/> : _____
DEPARTMENT:	City Clerk
PREPARED BY:	Heather Soyars, City Clerk

REQUEST:	Reschedule Meetings
EMERGENCY CLAUSE:	N/A

SUMMARY:	The City Clerk staff is requesting permission to reschedule the following Board of Directors Meetings, which fall on official City holidays: January 20 is hereby rescheduled to January 21 due to the Martin Luther King, Jr. Day holiday February 17 is hereby rescheduled to February 18 due to the Presidents' Day holiday September 7 is hereby rescheduled to September 8 due to the Labor Day holiday
-----------------	---

EXPENSE REQUIRED:	N/A
AMOUNT BUDGETED:	N/A
APPROPRIATION REQUIRED:	N/A

RECOMMENDED ACTION:	The City Manager and staff recommend approval.
----------------------------	--

EXHIBITS:	Resolution and 2020 Calendar
------------------	------------------------------

RESOLUTION NO. _____

WHEREAS, due to the timing of occurrence of certain holidays in 2020, it is necessary to reschedule certain regular meetings of the Board of Directors; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the City of Texarkana, Arkansas, the following meetings are hereby rescheduled:

- Monday, January 20, is hereby rescheduled to Tuesday, January 21, due to the Martin Luther King, Jr. Day holiday
- Monday, February 17, is hereby rescheduled to Tuesday, February 18, due to the Presidents' Day holiday
- Monday, September 7, is hereby rescheduled to Tuesday, September 8, due to the Labor Day holiday

PASSED AND APPROVED this 3rd day of September, 2019.

Allen L. Brown, Mayor

ATTEST:

Heather Soyars, City Clerk

APPROVED:

George Matteson, City Attorney

City of Texarkana, Arkansas 2020 Calendar



January

Sun	Mo	Tue	We	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February

Sun	Mo	Tue	We	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March

Su	Mo	Tue	We	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April

Sun	Mo	Tue	We	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May

Sun	Mo	Tue	We	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June

Sun	Mo	Tue	We	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July

Sun	Mo	Tue	We	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

Sun	Mo	Tue	We	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

Su	Mo	Tue	We	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

Sun	Mo	Tue	We	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

Sun	Mo	Tue	We	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

Sun	Mo	Tue	We	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

	City Holiday
	Board of Directors 6 PM
	Planning Commission 6 PM
	Agenda Deadline 5 PM & Staff Meeting 11:45 AM
	Historic District Commission 9:30 AM
	A&P Commission 4 PM & Board of Adjustment 6 PM
	Board of Adjustment 6 PM
	Staff Meeting 11:45 AM Agenda Deadline 5 PM Historic District Commission 9:30 AM
	Staff Meeting 11:45 AM Planning Commission 6 PM

City Holidays

- January 1—New Year's Day
- January 20—Martin Luther King Jr. Day
- February 17—President's Day
- April 10—Good Friday
- May 25—Memorial Day
- July 3—Independence Day
- September 7—Labor Day
- November 11—Veterans Day
- November 26—Thanksgiving Day
- November 27—Day after Thanksgiving
- December 24—Christmas Eve
- December 25—Christmas Day
- December 31—New Year's Eve



CITY OF TEXARKANA, AR

BOARD OF DIRECTORS

AGENDA TITLE: 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.

AGENDA DATE: September 3, 2019

ITEM TYPE: Ordinance Resolution Other : _____

DEPARTMENT: Finance

PREPARED BY: TyRhonda Henderson

REQUEST: Adopt an Ordinance to establish revised competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees.

EMERGENCY CLAUSE: None Needed

SUMMARY: First and Second Readings August 5, 2019. The adoption of an ordinance to establish revised competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees.

EXPENSE REQUIRED: N/A

AMOUNT BUDGETED: N/A

**APPROPRIATION
REQUIRED:** N/A

**RECOMMENDED
ACTION:**

EXHIBITS: Ordinance

ORDINANCE NO. _____

AN ORDINANCE TO ESTABLISH REVISED COMPETITIVE COMPENSATION RULES AND TO REGAIN AND MAINTAIN COMPETITIVE COMPENSATION FOR TEXARKANA, ARKANSAS, CIVIL SERVICE EMPLOYEES

WHEREAS, the Board of Directors of the City of Texarkana, Arkansas, desire to amend and establish rules to regain and maintain competitive compensation for Texarkana, Arkansas, civil service employees to better effectuate the two ¼ (¼ each for police and fire respectively) cent special sales and use tax for the purpose of Texarkana, Arkansas, civil service employees' compensation increases (being, initially, Ordinances K-553 and K-598) and maintaining competitive compensation for the civil service employees of Texarkana, Arkansas; and

NOW, THEREFORE, BE IT ORDAINED by the Board of Directors of the City of Texarkana, Arkansas, that the following definitions and rules are enacted to carry out the purpose stated above:

Section 1. Definitions:

- A. Base compensation – For the purpose of computing competitive compensation, excludes holiday pay (comparable to other cities where holiday pay is excluded in base compensation).
- B. Competitive Compensation – The annual base compensation for Texarkana, Arkansas, civil service employees is competitive with the annual base compensation shown in salary surveys/wage comparisons with cities of similar size and population.
- C. Cost of Competitive Compensation – The amount of money it takes to pay for the increase in base compensation and the incremental increase in benefits that cause increases in employer contributions related to base compensation increases, i.e. Worker's Compensation, Holiday Pay, Medicare, and Retirement.

Section 2. Rules:

- A. The City shall fund competitive compensation raises for Texarkana, Arkansas, civil service employees from the two Texarkana, Arkansas, $\frac{1}{4}$ cent special sales and use tax revenues, general revenues, and/or both.
- B. No part of a new Texarkana, Arkansas, civil service employee's base pay shall apply to the cost of competitive compensation during his/her first year of employment.
- C. Any years that the two Texarkana, Arkansas, $\frac{1}{4}$ cent special sales and use taxes generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, and competitive compensation is less than that shown in salary surveys/wage comparisons, competitive compensation will be paid.
- D. Any years that the two Texarkana, Arkansas, $\frac{1}{4}$ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, the City's budgeted unreserved fund balance is less than 65 days of expenditures, and competitive compensation is less than that shown in salary surveys/wage comparisons, civil service employees will not receive an increase in their competitive compensation.
- E. Any years that the two Texarkana, Arkansas, $\frac{1}{4}$ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, the City of Texarkana, Arkansas's budgeted unreserved fund balance is between 65 and 85 days of expenditures, and competitive compensation is less than that shown in salary surveys/wage comparisons, civil service employees will receive a 2% increase in their competitive compensation. If the percentage to reach competitive compensation is less than 2%, then only the percentage required to reach competitive compensation will be given.
- F. Any years that the two Texarkana, Arkansas, $\frac{1}{4}$ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, the City of Texarkana, Arkansas's budgeted unreserved fund balance is more than 85 days of expenditures, and competitive compensation is less than that shown in salary surveys/wage comparisons, the Texarkana, Arkansas, civil service employees will receive a 4% increase in their competitive compensation. If the percentage to reach competitive compensation is less than 4%, then only the percentage required to reach competitive compensation will be given.
- G. Competitive compensation will be reviewed annually during the budget process.

- H. The Texarkana, Arkansas, Board of Directors reserve the right to issue a stipend at any time they deem necessary.
- I. Notwithstanding anything contained in this ordinance or any ordinance amended hereby, all future increases in competitive compensation are subject to the approval of the then existing Board of Directors. Accordingly, in no event shall any specific increase in competitive compensation be implemented, due or owed unless and until the then existing Board of Directors approves the same and implements any corresponding annual budget appropriation and expense allocations.

Section 3. Repealer

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

PASSED AND APPROVED this 3rd day of September, 2019.

Allen L. Brown, Mayor

ATTEST:

Heather Soyars, City Clerk



CITY OF TEXARKANA, AR BOARD OF DIRECTORS

AGENDA TITLE: Adopt an Ordinance to establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Fire employees. (FIN) Finance Director TyRhonda Henderson

AGENDA DATE: September 3, 2019

ITEM TYPE: Ordinance Resolution Other : _____

DEPARTMENT: Board of Directors

PREPARED BY:

REQUEST: Establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Fire employees.

EMERGENCY CLAUSE: N/A

SUMMARY: Establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Fire employees.

EXPENSE REQUIRED: N/A

AMOUNT BUDGETED: N/A

**APPROPRIATION
REQUIRED:** N/A

**RECOMMENDED
ACTION:**

EXHIBITS: Ordinance

ORDINANCE NO. _____

AN ORDINANCE TO ESTABLISH REVISED COMPETITIVE COMPENSATION RULES AND TO REGAIN AND MAINTAIN COMPETITIVE COMPENSATION FOR TEXARKANA, ARKANSAS, CIVIL SERVICE FIRE EMPLOYEES

WHEREAS, the Board of Directors of the City of Texarkana, Arkansas, desire to amend and establish rules to regain and maintain competitive compensation for Texarkana, Arkansas, civil service fire employees to better effectuate the ¼ cent special sales and use tax for the purpose of Texarkana, Arkansas, civil service fire employees' compensation increases (being, initially, Ordinances K-598) and maintaining competitive compensation for the civil service fire employees of Texarkana, Arkansas; and

NOW, THEREFORE, BE IT ORDAINED by the Board of Directors of the City of Texarkana, Arkansas, that the following definitions and rules are enacted to carry out the purpose stated above:

Section 1. Definitions:

- A. Base compensation – For the purpose of computing competitive compensation, excludes holiday pay.
- B. Competitive Compensation – The annual base compensation for Texarkana, Arkansas, civil service fire employees is competitive with the annual base compensation of civil service fire employees in the Texarkana region.

Section 2. Rules:

- A. The City shall fund competitive compensation raises for Texarkana, Arkansas, civil service fire employees from the Texarkana, Arkansas ¼ cent special sales and use tax revenues, general revenues, and/or both.
- B. No part of a new Texarkana, Arkansas, civil service fire employee's base pay shall apply to the cost of competitive compensation during his/her first year of employment.
- C. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, and competitive compensation is less than that of other civil service fire employees in the Texarkana region, competitive compensation will be paid.
- D. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax does not generate enough revenue to cover any deficits in the total cumulative cost of

competitive compensation, the City's budgeted unreserved fund balance is less than 62 days of expenditures, and competitive compensation is less than that of other civil service fire employees in the Texarkana region, civil service fire employees will not receive an increase in their competitive compensation.

- E. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax does not generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, the City's budgeted unreserved fund balance is more than 62 days of expenditures, and competitive compensation is less than that of other civil service fire employees in the Texarkana region, civil service fire employees will receive a 2.5% increase in their competitive compensation. If the percentage to reach competitive compensation is less than 2.5%, then only the percentage required to reach competitive compensation will be given.
- F. Competitive compensation will be reviewed annually during the budget process.
- G. The Texarkana, Arkansas Board of Directors reserve the right to issue a stipend at any time they deem necessary.
- H. Notwithstanding anything contained in this ordinance or any ordinance amended hereby, all future increases in competitive compensation are subject to the approval of the then existing Board of Directors. Accordingly, in no event shall any specific increase in competitive compensation be implemented, due or owed unless and until the then existing Board of Directors approves the same and implements any corresponding annual budget appropriation and expense allocations.

Section 3. Repealer

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

PASSED AND APPROVED this 3rd day of September, 2019.

Allen L. Brown, Mayor

ATTEST:

Heather Soyars, City Clerk



CITY OF TEXARKANA, AR

BOARD OF DIRECTORS

AGENDA TITLE: Adopt an Ordinance to establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Police employees. (FIN) Finance Director TyRhonda Henderson

AGENDA DATE: September 3, 2019

ITEM TYPE: Ordinance Resolution Other : _____

DEPARTMENT: Board of Directors

PREPARED BY:

REQUEST: Establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Police employees.

EMERGENCY CLAUSE: N/A

SUMMARY: Establish competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service Police employees.

EXPENSE REQUIRED: N/A

AMOUNT BUDGETED: N/A

**APPROPRIATION
REQUIRED:** N/A

**RECOMMENDED
ACTION:**

EXHIBITS: Ordinance

ORDINANCE NO. _____

AN ORDINANCE TO ESTABLISH REVISED COMPETITIVE COMPENSATION RULES AND TO REGAIN AND MAINTAIN COMPETITIVE COMPENSATION FOR TEXARKANA, ARKANSAS, CIVIL SERVICE POLICE EMPLOYEES

WHEREAS, the Board of Directors of the City of Texarkana, Arkansas, desire to amend and establish rules to regain and maintain competitive compensation for Texarkana, Arkansas, civil service police employees to better effectuate the ¼ cent special sales and use tax for the purpose of Texarkana, Arkansas, civil service police employees' compensation increases (being, initially, Ordinances K-553) and maintaining competitive compensation for the civil service police employees of Texarkana, Arkansas; and

NOW, THEREFORE, BE IT ORDAINED by the Board of Directors of the City of Texarkana, Arkansas, that the following definitions and rules are enacted to carry out the purpose stated above:

Section 1. Definitions:

- A. Base compensation – For the purpose of computing competitive compensation, excludes holiday pay.
- B. Competitive Compensation – The annual base compensation for Texarkana, Arkansas, civil service police employees is competitive with the annual base compensation of civil service police employees in the Texarkana region.

Section 2. Rules:

- A. The City shall fund competitive compensation raises for Texarkana, Arkansas, civil service police employees from the Texarkana, Arkansas ¼ cent special sales and use tax revenues, general revenues, and/or both.
- B. No part of a new Texarkana, Arkansas, civil service police employee's base pay shall apply to the cost of competitive compensation during his/her first year of employment.
- C. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, and competitive compensation is less than that of other civil service police employees in the Texarkana region, competitive compensation will be paid.
- D. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax does not generate enough revenue to cover any deficits in the total cumulative cost of

competitive compensation, the City's budgeted unreserved fund balance is less than 62 days of expenditures, and competitive compensation is less than that of other civil service police employees in the Texarkana region, civil service police employees will not receive an increase in their competitive compensation.

- E. Any years that the Texarkana, Arkansas ¼ cent special sales and use tax does not generate enough revenue to cover any deficits in the total cumulative cost of competitive compensation, the City's budgeted unreserved fund balance is more than 62 days of expenditures, and competitive compensation is less than that of other civil service police employees in the Texarkana region, civil service police employees will receive a 2.5% increase in their competitive compensation. If the percentage to reach competitive compensation is less than 2.5%, then only the percentage required to reach competitive compensation will be given.
- F. Competitive compensation will be reviewed annually during the budget process.
- G. The Texarkana, Arkansas Board of Directors reserve the right to issue a stipend at any time they deem necessary.
- H. Notwithstanding anything contained in this ordinance or any ordinance amended hereby, all future increases in competitive compensation are subject to the approval of the then existing Board of Directors. Accordingly, in no event shall any specific increase in competitive compensation be implemented, due or owed unless and until the then existing Board of Directors approves the same and implements any corresponding annual budget appropriation and expense allocations.

Section 3. Repealer:

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

PASSED AND APPROVED this 3rd day of September, 2019.

Allen L. Brown, Mayor

ATTEST:

Heather Soyars, City Clerk