



Called Meeting of the Board of Directors

City of Texarkana, Arkansas
216 Walnut Street

Agenda - Wednesday, July 24, 2019 - 4:00 PM

Call to Order

Roll Call

Invocation and Pledge of Allegiance given by Mayor Allen Brown

REGULAR

- 1. Adopt an Ordinance to establish revised competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees. (**FIRST READING ONLY**) (This ordinance is sponsored by Assistant Mayor Linda Teeters) (FIN) Finance Director TyRhonda Henderson

NEXT MEETING DATE: Monday, August 5, 2019

ADJOURN

2019 City Calendar

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

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:	Adopt an Ordinance to establish revised competitive pay rules and to regain and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees. (FIRST READING ONLY) (This ordinance is sponsored by Assistant Mayor Linda Teeters) (FIN) Finance Director TyRhonda Henderson
AGENDA DATE:	July 24, 2019
ITEM TYPE:	Ordinance <input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Other <input type="checkbox"/> : _____
DEPARTMENT:	Board of Directors
PREPARED BY:	TyRhonda Henderson
REQUEST:	Adoption of ordinance to establish revised competitive pay rules and maintain a competitive pay package for Texarkana, Arkansas Civil Service employees
EMERGENCY CLAUSE:	None needed.
SUMMARY:	Adoption of ordinance to establish revised competitive pay rules 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:	This ordinance is sponsored by Assistant Mayor Teeters.
EXHIBITS:	Ordinance

ORDINANCE NO. _____

AN ORDINANCE TO ESTABLISH REVISED COMPETITIVE PAY RULES AND TO REGAIN AND MAINTAIN A COMPETITIVE PAY PACKAGE 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 pay for Texarkana, Arkansas civil service employees to better effectuate the two ¼ cent special sales and use tax increases for the purpose of Texarkana, Arkansas civil service employee’s salary increases (being, initially, ordinances K-553 and K-598) and maintaining a competitive pay package between said civil service employees of Texarkana, Arkansas and other cities within the Texarkana Metropolitan Statistical Area (MSA); 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 pay – For the purpose of computing competitive pay, includes holiday pay (comparable to other cities in the Texarkana MSA where holiday pay is included in base pay).
- B. Competitive Pay – The annual base pay for Texarkana, Arkansas civil service employees is equal to the annual base pay of their counterpart in other cities within the Texarkana MSA.
- C. Cost of Competitive Pay – The amount of money it takes to pay for the increase in base pay, and the incremental increase in benefits, that cause increases in employer contributions related to base pay increases, i.e. Worker’s Compensation, Holiday Pay, Medicare, and Retirement.

Section 2. Rules:

- A. The City shall fund competitive pay raises for Texarkana, Arkansas civil service employees from the two 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 employee's base pay shall apply to the cost of competitive pay during their first year of employment.
- C. Any years that the two Texarkana, Arkansas ¼ cent special sales and use taxes generate enough revenue to cover any deficits in the total cumulative cost of competitive pay, competitive pay will match other cities within the Texarkana MSA.
- D. Any years that the two Texarkana, Arkansas ¼ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive pay, the City's budgeted unreserved fund balance is less than 60 days of expenditures, and competitive pay does not match that of other cities in the Texarkana MSA, Texarkana, Arkansas civil service employees will not receive an increase in their competitive pay.
- E. Any years that the two Texarkana, Arkansas ¼ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive pay, the City of Texarkana, Arkansas's budgeted unreserved fund balance is between 60 and 80 days of expenditures, and competitive pay does not match that of other cities in the Texarkana MSA, the Texarkana, Arkansas civil service employees will receive a 2% increase in their competitive pay. If the percentage to match competitive pay is less than 2%, then only the percentage required to reach competitive pay will be given.
- F. Any years that the two Texarkana, Arkansas ¼ cent special sales and use taxes do not generate enough revenue to cover any deficits in the total cumulative cost of competitive pay, the City of Texarkana, Arkansas's budgeted unreserved fund balance is more than 80 days of expenditures, and competitive pay does not match that of other cities in the Texarkana MSA, the Texarkana, Arkansas civil service employees will receive a 4% increase in their competitive pay. If the percentage to match competitive pay is less than 4%, then only the percentage required to reach competitive pay will be given.
- G. The Texarkana, Arkansas Board of Directors reserve the right to issue a COLA or stipend at any time they deem necessary.
- H. Notwithstanding anything contained in this ordinance or any ordinance amended hereby, all future increases in competitive pay are subject to the

approval of the then existing Board of Directors. Accordingly, in no event shall any specific increase in competitive pay 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 ____ day of _____, 2019.

Allen Brown, Mayor

ATTEST:

Heather Soyars, City Clerk